

# VIP

## SWOT of practices daily performed with users

Association of Koinonia Jan Chrzciel - Oaza Wrocław

June 2013

## Step 0. Description of the practice

Name, context of intervention, group/individual, cost, financiers, place, actors involved, numbers, since when, feedback, duration...

The Association of Koinonia Jan Chrzciciel - Oaza Wrocław has been engaged in the Wolow Penitentiary since the year 2000. For some time it was also actively working in the detention center and in the penitentiary in Wrocław located in the Kleczkowska str.

There are about 30 volunteers (men and women) members of the Association engaged in the Wolow penitentiary. The activities include organizing religious and prayer meetings, formation meetings, pedagogical and bible courses and seminars, social group trainings, relationship building and guidance for living in society. In addition to this, some prisoners can declare their membership to the Association and take part in its activities in the Wolow penitentiary. They organize meetings for other prisoners several times a week in a prison chapel where they can share and spread the experience and knowledge gained during courses, seminars and other meetings in which they take part regularly. The members of the Association from the penitentiary and outside comprise a group which is called a Family Fellowship. They meet regularly once a month. The main purpose of those meetings is to introduce and implement formation materials developed and used in the Association.

There is also a meeting called Koinonia organized once a month in which both the volunteers, prisoners and well-wishers take part.

Two times a year a conference together with a musical concert is organized.

In addition to the above mentioned activities there are two special holiday meetings on the Christmas Day and Eastern when both volunteers and prisoners can spend time together building mutual relationships, sharing experiences and tasting homemade cakes.

The Association has been co-operating with the Wolow prison chaplain for many years.

Once a year some prisoners take part in the Confirmation celebration organized by the prison authorities and the District Chaplain.

During a year the Association holds several meetings with musicians, theologians, psychologists, pedagogists and others in order to recognize and meet different needs of the prisoners. The experience acquired in this way is further used to plan the annual meetings of the Association in the Wolow penitentiary.

The cost of work in the Wolow penitentiary is about 50% of a regular monthly salary, i.e.  $\frac{1}{2} \times 3200 = 1600$  PLN and the cost of delegation for 5 people is about 500-750 PLN, i.e.  $5 \times 50$  PLN  $\times 2$  or  $\times 3$  standing for 2 or 3 visits a month. In addition to this there is cost of about 300 PLN connected with office work, office materials and others resulting in total amount of 2400 PLN.

All the expenses are covered by the Association from the private donations.

The following volunteers are engaged on regular basis in the permanent activities in the Wolow penitentiary :

Marek Maj, Marek Wojdon, Aleksandra Maj, Bogumiła Maj, Anna and Gerard Grzybowski, Andrzej Baumgart, Jan Malawski, Andrzej Rogala, Jerzy Jankowicz, Alicja Chomik, Maciej Sionek. Besides, there are about 20 volunteers who join the activities provided by the Association on a temporary basis.

## Step 1. Team brainstorming

Method: group discussion with the members of the team, a moderator fills the SWOT table on a paperboard.

S, W: internal, you can directly act on them

O, T: external, linked to the context, more difficult to manipulate

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>Regular meetings</li> <li>Permanent members of the team</li> <li>Perseverance</li> <li>Mode of operation</li> <li>Support from the community</li> <li>Harmony / Union</li> <li>Formation / Education</li> <li>Program</li> <li>Support of prison authorities and chaplain</li> </ul>	<ul style="list-style-type: none"> <li>Finance</li> <li>No means of transportation</li> <li>The inability to bring necessities to jail</li> <li>Lack of involvement of young people</li> <li>Very limited time of meetings</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>Raising of funds</li> <li>Additional education</li> <li>Involvement of a larger group of people</li> <li>Using own means of transportation</li> <li>A larger number of people sharing in a group</li> <li>Motivating of prisoners to give them support and hope for freedom</li> <li>Promoting business activities through various channels of communication</li> </ul>	<ul style="list-style-type: none"> <li>Time limits imposed by the prison authorities</li> <li>Limited opportunities of prisoners to participate in group activities</li> <li>No dissemination of data / reports describing the activities</li> </ul>

## Step 2. Identification of consequences, actions to undertake and prioritising

<b>Strengths</b>	<i>Consequences</i>	<i>Action</i>	<i>Priority</i>
<ul style="list-style-type: none"> <li><b>Regular meetings</b></li> </ul>	<ul style="list-style-type: none"> <li>Continuity, good organization and stability of activities</li> </ul>	<ul style="list-style-type: none"> <li>Planning of suitable dates, prior preparation of a group and arrangements settled in advance with the prison authorities</li> </ul>	<ul style="list-style-type: none"> <li>Maintenance of the developed model for regular meetings</li> </ul>
<ul style="list-style-type: none"> <li><b>Permanent members of the team</b></li> </ul>	<ul style="list-style-type: none"> <li>Better understanding, unity, harmony, sharing experience, mutual support of team members.</li> </ul>	<ul style="list-style-type: none"> <li>Support in crisis situations, building of mutual trust and confidence, stability and sense of security in building of internal group of prisoners</li> </ul>	<ul style="list-style-type: none"> <li>Consolidation of mutual ties in the team of volunteers, as well as relationship with internal group of prisoners</li> </ul>
<ul style="list-style-type: none"> <li><b>Perseverance</b></li> </ul>	<ul style="list-style-type: none"> <li>Stability, building strong relationships and sense of integrity and unity with the people engaged, progress in achieving the determined goals</li> </ul>	<ul style="list-style-type: none"> <li>Long-term volunteer work, support and motivation of the team involved, as well as internal group of prisoners</li> </ul>	<ul style="list-style-type: none"> <li>Motivation of all members and defining adequate objectives</li> </ul>
<b>Weaknesses</b>	<i>Consequences</i>	<i>Action</i>	<i>Priority</i>
<ul style="list-style-type: none"> <li><b>Finance</b></li> </ul>	<ul style="list-style-type: none"> <li>Meetings cannot take place as often as they could be, the lack of opportunities to organize different kinds of meetings and involvement of a larger number of members, as well as prisons</li> </ul>	<ul style="list-style-type: none"> <li>Association covers all the costs of its private donations</li> </ul>	<ul style="list-style-type: none"> <li>Maintenance of regularity, character and length of meetings as well as the fixed number of voluntary staff and internal group.</li> </ul>
<ul style="list-style-type: none"> <li><b>No means of transportation</b></li> </ul>	<ul style="list-style-type: none"> <li>Difficulties with transportation of the volunteers to the penitentiary</li> </ul>	<ul style="list-style-type: none"> <li>The Association is unable to purchase some suitable means of transportation for volunteers. Only private cars are used for that purpose.</li> </ul>	<ul style="list-style-type: none"> <li>Good will of volunteers, who lend their cars for regular visits in the penitentiary.</li> </ul>
<ul style="list-style-type: none"> <li><b>The inability to bring necessities to jail</b></li> </ul>	<ul style="list-style-type: none"> <li>Lack of diversity of meetings and limited opportunities for personal development of</li> </ul>	<ul style="list-style-type: none"> <li>The inability to use necessary equipment and materials such as multimedia and other useful</li> </ul>	<ul style="list-style-type: none"> <li>Adapting to the strict requirements, regulations and laws governing the visits and</li> </ul>

	prisoners	means to work with prisoners	work with prisoners
<b>Opportunities</b>	<i>Consequences</i>	<i>Action</i>	<i>Priority</i>
<ul style="list-style-type: none"> <li><b>Raising of funds</b></li> </ul>	<ul style="list-style-type: none"> <li>More frequently held meetings, obtaining the stronger support from greater number of prisoners, the diversification of meetings</li> </ul>	<ul style="list-style-type: none"> <li>Looking for sponsors and donors</li> </ul>	<ul style="list-style-type: none"> <li>Improvement of meetings organization, diversification and increasing the number of regular meetings</li> </ul>
<ul style="list-style-type: none"> <li><b>Additional education</b></li> </ul>	<ul style="list-style-type: none"> <li>Personal and professional development and training of prisoners</li> </ul>	<ul style="list-style-type: none"> <li>Organization of relevant courses, meetings and workshops</li> </ul>	<ul style="list-style-type: none"> <li>Broader and easier access to education and more effective use of free time</li> </ul>
<ul style="list-style-type: none"> <li><b>Involvement of a larger group of people</b></li> </ul>	<ul style="list-style-type: none"> <li>Increase the teamwork skills and better integration of team members</li> </ul>	<ul style="list-style-type: none"> <li>Acquisition of new team members and encouragement to participate in the program</li> </ul>	<ul style="list-style-type: none"> <li>Increase of number of voluntary members</li> </ul>
<b>Threats</b>	<i>Consequences</i>	<i>Action</i>	<i>Priority</i>
<ul style="list-style-type: none"> <li><b>Time limits imposed by the prison authorities</b></li> </ul>	<ul style="list-style-type: none"> <li>Time limits do not allow to fulfill the determined objectives</li> </ul>	<ul style="list-style-type: none"> <li>Limited visit time imposed by the prison authorities</li> </ul>	<ul style="list-style-type: none"> <li>Extended visit time to be spend with prisoners</li> </ul>
<ul style="list-style-type: none"> <li><b>Limited opportunities of prisoners to participate in group activities</b></li> </ul>	<ul style="list-style-type: none"> <li>Not all of the prisoners have a possibility to take part in meetings</li> </ul>	<ul style="list-style-type: none"> <li>Limited possibility to take part in the meetings</li> </ul>	<ul style="list-style-type: none"> <li>All/Most prisoners are permitted to participate in meetings</li> </ul>

(Adapted from QAS methodology – <http://qas.programkontoret.se>)

### Step 3. Assessment of Strengths and Weaknesses against Opportunities and Threats

	Strengths	Weaknesses
Opportunities	<ul style="list-style-type: none"> <li>▪ Regular meetings can provide an opportunity for additional education</li> <li>▪ Support offered by the fellowship can create greater opportunity for involvement of a larger group of people</li> <li>▪ Sense of safety, unity and support can positively motivate and strengthen prisoners giving them hope for freedom</li> </ul>	<ul style="list-style-type: none"> <li>▪ Acquiring additional funds can improve financial conditions</li> <li>▪ Motivation for involvement of young people can increase number of people in sharing groups</li> </ul>
Threats	<ul style="list-style-type: none"> <li>▪ Support of prison authorities and chaplain can give the opportunity for prisoners to participate in group activities</li> <li>▪ Skillful and well organized program of meetings can help in writing reports and describing the activities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Motivation and encouragement offered by the seminary or local events for young people to participate in the prison visits</li> <li>▪ Finding creative and interesting models of comprehensive actions and activities not using prohibited equipment</li> </ul>

(Adapted from QAS methodology – <http://qas.programkontoret.se>)

## Step 4. Main operational conclusion

### Three items that works well and that you would like to transfer

1.	<b>Regular meetings</b>
2.	<b>Permanent members of the team</b>
3.	<b>Perseverance</b>

### Three points that you commit to improve in the 2-year VIP project

1.	<b>Finance</b>
2.	<b>Lack of involvement of young people</b>
3.	<b>No dissemination of data / reports describing the activities</b>