



## ***Coaches Across Continents Global Citizen Application Guide 2018***

### **Coaches Across Continents Introduction**

Thank you for considering a Global Citizen coach position with [Coaches Across Continents](#)! This is a fantastic opportunity – one that will change your perspective on the world and provide you a lifetime of memories. However, before you apply we want to provide you with as much information as possible. **Please take the next 5-10 minutes to read through this document to understand our philosophy and how we work, as well as the role and commitment that you will be undertaking with this volunteer opportunity.**

Applying and volunteering with Coaches Across Continents is a lengthy process that should not be taken lightly. Due to the seriousness of international travel and using sport for social impact, applicants should be well-informed and serious about getting involved before submitting an application.

### **Our Vision**

We envision the day when all governments, municipalities, schools and communities have the skills to use sport as a social impact tool and make the choice to do so.

### **Our Mission**

Coaches Across Continents is the global leader in providing year-round educational consultancy and mentorship to create social impact through sport. We design, develop, and implement 'Education Outside the Classroom' programs and partnerships to create community legacies with national and local governments, corporations, communities, and NGOs; empowering them to question harmful traditional, religious, and cultural practices; choose their own futures; and create pathways for change.

### **Our Beliefs**

What inspires us the most:

- The capacity of communities to change
- The need to question tradition, religion and culture
- The opportunity for women to be treated as equals in sport and society
- The unifying nature of soccer
- The chance for children to laugh
- The ability for individuals, groups and communities to choose their future

**The Hat-Trick Initiative** is a three-year partnership. Together with a community, CAC will design, develop, and implement a partnership that helps everyone to achieve social



impact through sport. We partner with great local organizations to implement our award-winning 'Hat-Trick Initiative' through either our Chance to Choice or ASK for Choice Pathways.

### **Our Self-Directed Learning Model**

Self-Directed Learners possess attitudes such as independence of mind, confidence in their own judgment, a sense of self-esteem leading to self-actualization and the ability to cooperate and collaborate with others. They are independent thinkers who can define and solve problems, reason logically, engage in the imaginative projection of their own ideas and set goals and strategies to achieve them. They reflect upon experience and learn from it.

Through our award-winning curriculum, we develop Self-Directed Learners who are able to recognize social issues in their own community, construct solutions to these problems, and implement these solutions to educate others. We recognize that there are many ways to solve a problem, and our goal is to create as many Self-Directed Learners in a community.

### **Global Citizen Role (What You Will Be Doing!)**

#### ***Coaches Across Continents Global Citizen Expectations:***

1. We ask for a minimum of 2 weeks and a maximum of 6 months working On-Field. We also offer a Year-Round volunteer opportunity, a 6-12 month commitment On-Field. This is a unique program with a different fundraising structure from the <6 months program. Please inquire for more information if this what you're looking for!
2. In addition to your On-Field role, we encourage and welcome Global Citizens who want to stay involved for commitment Off-Field to promote CAC, recruit future volunteers, and smaller promotional tasks in the time leading up to, and following their trip.
3. Fundraising is mandatory prior to your On-Field participation.
4. Two important words that will always be used by CAC in describing your volunteer experience... **ADAPTABILITY** and **OWNERSHIP**.
5. We will ask you to write blogs, take photos, and do some small Monitoring & Evaluation (M&E) so that we can update donors and partners while you are at your programs.



6. This could be the hardest and the most rewarding thing that you ever attempt, and will most likely change your perspective on the world.

In 2016, **28,592** coaching hours were spent On-Field with CAC from volunteers and staff working with our community partners.

Our Global Citizens are the driving force behind the success of the Hat-Trick Initiative and Coaches Across Continents. Since 2008, Global Citizens have been delivering our sport for social impact curriculum around the world and impacting individual lives, as well as communities, with their positive attitude and professional aptitude.

As a Global Citizen you will work alongside other CAC coaches (volunteers and senior staff) at one or more of our partner programs. We typically stay at each partner program for 1-2 weeks. Depending on the length of your volunteering, you may work in several communities and possibly several different countries during your trip. Prior to your departure we will provide you with plenty of background information, but you will also learn a lot in your first few days On-Field, with the expectation that you will learn a lot during your first week. As you are ready, you will gather more responsibilities in the training of local leaders in sport for social impact.

A typical week at our partner program consists of two main elements. First (and most critical) is our training of 50+ local coaches in our sport for social impact curriculum. This takes 3-4 hours per day for a full five days (usually Monday – Friday). Our daily training consists of active participation as we train the local coaches by playing the games and teaching them the important coaching points and teachable moments. It is from our coaching education that sustainable change will occur since these coaches are responsible for coaching thousands of boys and girls within their communities. The second element is working alongside our partners with their youth programs. It is here that we get a chance to implement our CAC curriculum alongside their coaches as they teach to their young boys and girls and educate them on important social issues. It is these boys and girls that will develop critical thinking skills and develop into healthy, socially responsible leaders who will continue to enact change in their communities.

### Training

After nearly 10 years of experience, we now know that the best way to train our volunteers is On-Field. All volunteer coaches will receive information from a senior CAC staff member who will be working with you at our local partner program. Prior to your trip we will make sure that you receive electronic examples of our curriculum, which explains some games including social impact coaching points. The only way to learn the CAC way is when you are On-Field. Nothing can prepare you for the sights, smells, sounds, and challenges until you get there.

During your first few sessions On-Field, you will work directly with our CAC senior staff member as you learn the CAC coaching style. We will go through with you our coaching



philosophy and theory of sport for social impact and how it can be used to create Self-Directed Learners. On-Field we will also have nightly meetings to go over the games that will be taught the following day so that you are fully prepared each and every session. It is our expectation that over time you will be able to contribute or even coach games yourself to the local partner coaches. The level of your involvement will depend on your comfort level, coaching experience, and coaching presence On-Field. We want every Global Citizen to get involved as much as possible.

CAC will also provide an extensive Field Manual which provides valuable information on pre-departure practices, travel advice, what to expect On-Field, and our expectations post-trip.

### Expected Impact

You are a vital part of the ongoing transformation in developing communities. Our Hat-Trick Initiative is designed to take three years, as this is a sufficient period of time to see substantial change within individuals as well as communities. The biggest part of the Hat-Trick Initiative is the On-Field training we provide annually at each of our communities. You (along with other CAC coaches) will be responsible for educating a group of coaches at each community in our sport for social impact curriculum and to empower them to ultimately recognize their own problems and come up with solutions to these problems by educating others through football.

During your relatively short time On-Field with a community you may develop a strong connection with the coaches and players you work with. You will see change in the coaching ability of the participants in our training course as well as their ability to deliver important social impact messages during our games. However, lasting change takes time, and it is what happens after we leave that becomes important. It is up to the local communities to implement what they have learned to create independent and critical thinkers who will address social issues.

At CAC, the hardest part is understanding that change is occurring but that it may not be happening as fast as we would like. There are multiple historical, cultural, and political reasons why these communities remain behind the so-called “developed” nations. At the senior staff level we work with our partner programs year-round and can see change over longer periods of time. It is because of this that we remain so passionate and dedicated to CAC. After your Global Citizen experience we will keep you updated through our website, twitter, and Facebook with information on community partners. We encourage you to continually follow the communities you work with and to promote CAC Facebook and blog stories to your friends, family, and network.

### Fundraising



It costs Coaches Across Continents \$3,300 to place a Global Citizen at our programs, so we're making a big investment in you. This cost is fixed whether you volunteer your time for 2 weeks or 6 months and includes costs for all the time it takes to interview you, prepare you for your travel, set up partner programs, and to train you in the CAC Self-Directed Learning when you are On-Field and In-Country. There is an incredible amount of work to get a Global Citizen to a project. We request that you take your fundraising seriously. In 2015 we introduced a unique way to raise money that is designed to cover your costs and ensures that CAC can use football to impact communities. All that we ask is that you fundraise as much as you can.

Because of the unique nature of Global Citizens traveling from various locations to unique destinations at varying times of the year, you will have to pay for your own international plane tickets, visa costs, immunizations, and lodging during your trip. After your trip, you may be reimbursed for these costs from your fundraising efforts at the percentages/amounts listed below.

#### **Fundraising Chart**

<u>Total Raised</u>	<u>CAC Receives</u>	<u>Global Citizen Reimbursement**</u>
\$1,000	\$1,000	\$0
\$1,001 - \$1,999	\$1,000	\$1 - \$999
\$2,000+	50% of total	50% of total
\$6,600+	\$3,300	\$3,300+

The minimum amount you will need to raise is \$1,000. This amount will go directly to CAC, and you would not be eligible for any reimbursement of your costs post-trip. This is the bare minimum CAC is willing to accept for the efforts that go into recruiting, training, and supervising our Global Citizens. Failure to raise \$1,000 will result in the cancellation of your trip.

*To kick off your fundraising CAC requires a **\$200 deposit** after acceptance. This amount will be counted towards the minimum fundraised amount of \$1000 and is required for all Global Citizens. The reason for this is to assure your place. While we understand that unforeseen situations become inevitable, an enormous amount of time and effort goes into the organization of our programs and the Global Citizen schedules supporting them. Details will be included in the Field Manual sent post-interview.*

Between \$1,001 - \$1,999, you are eligible for some reimbursement of your costs. If your fundraising falls in this range, CAC will receive \$1,000 and you will be eligible to receive up to the remainder towards your costs. For example, if you raise \$1,600, then CAC would receive \$1,000 and you may receive up to a \$600 reimbursement towards your flights, visas and lodging.



Starting at \$2,000 the fundraising amount is split evenly. So if you fundraise \$3,400, then CAC would receive \$1,700 and you would be eligible for reimbursements of up to \$1,700.

If you receive a grant or outside funding to cover your trip, you are still required to fundraise at least \$1,000 towards Coaches Across Continents.

*\*\* The maximum amount that you may receive in reimbursements is the amount that covers your flights, visa costs, immunizations, and lodging. Therefore, if you anticipate these costs to be \$2,500 total, then your fundraising goal should be \$5,000 (so that you will receive up to \$2,500 in reimbursements after your trip). If your actual costs wind up being less than 50% of what you raise (for example if you raise \$3,500 but your costs were only \$1,600), then you would receive the reimbursement of those costs (\$1,600). CAC is not permitted to reimburse you more than the actual cost of your flights, visa costs, immunizations, and lodging. Each trip is different depending on length, destination, and visa costs. CAC cannot reimburse your food, incidentals, or tourist activities.*

### **Promotion**

Every Global Citizen should help promote CAC through personal social media channels. Prior to your trip we ask that you recruit 50 followers for our CAC Facebook page and subscribe for the blogs on our website homepage. For the year following your trip, you are expected to share our stories on FB and continue to promote CAC. Promotion is vital to our growth as an organization, help from all Global Citizens is what makes this possible and is greatly appreciated.

### **Recruitment**

Every Global Citizen is expected to help us continue our growth by spreading the word to your friends, families, and acquaintances that might enjoy traveling and working with Coaches Across Continents. Following your On-Field trip, you will need to forward up to five names of strong candidates for future Global Citizens. One of them can be you! Another great way to recruit potential Global Citizens is to speak at group events (university team meetings, etc.) to engage a larger pool of candidates that may be interested.

### **Application**

Hopefully you now have a better understanding of CAC, how we work, what we hope to achieve, and the opportunity you have to impact communities around the world. If you have any further questions, please feel free to read more (below) from our FAQ section.



Our application is extensive for one very simple reason. The Global Citizen position is intense, life-changing, involves traveling to a developing country, educating local coaches eager to change their communities, and living and working with a small group of CAC coaches every day for the duration of your trip.

In your application we need to make sure that you answer questions that convince us that you have considered the intensive nature of this incredible opportunity and show us that you have the maturity to handle working in a new environment, with new like-minded colleagues, delivering a message that can create lasting change in the world.

### **Traveling**

One of the biggest concerns about for Global Citizens regarding CAC is traveling outside your comfort level. We work all over the world, primarily in developing communities. After your acceptance, we will provide information on what to expect and where you will be traveling. At CAC we pride ourselves on our traveling spirit, however we never do anything to jeopardize our safety. We work closely with our local implementing partner communities to ensure that we have safe and affordable lodging with electricity and running water. Our senior staff has extensive experience traveling around the world and will be in charge of local logistics including lodging and transport, and will advise you regarding visas, immunizations, etc. You will also receive a Field Guide, which will answer most of your questions or provide you the resources where you can find answers.

Traveling abroad will challenge you, excite you, expand your horizons, and even frustrate you at times. But when you return it will be one of the most memorable experiences of your life. The biggest step you need to take is making the decision that you want to go!

Now that you have read this Global Citizen Application Guide – it is time to get started on your application!

### **More Information & Frequently Asked Questions**

If you have more questions, please keep reading below or you can find more information on our website, [www.coachesacrosscontinents.org](http://www.coachesacrosscontinents.org).

Alternatively, you can email us at [volunteer@coachesacrosscontinents.org](mailto:volunteer@coachesacrosscontinents.org).

#### **Q: When is the deadline to apply?**

A: There is no deadline. However, you must apply at least three months before you wish to travel. As we run programs year-round, we accept applications at any time. Bear in mind that we have a limited number of Global Citizen spots for each program, so



it is in your best interest to apply as soon as you know that you want to participate with CAC. The sooner you apply, the more likely you are to be accepted. Some Global Citizen coaches apply up to one year in advance for this opportunity. **If you are a university student looking to volunteer during the summer you are highly encouraged to apply by January 1<sup>st</sup>, and no later than February 15<sup>th</sup>.**

**Q: Where will I work?**

A: We work almost every week of the year in communities around the world. We will place you along with a team of coaches depending on your period of availability. On our website you can see all the places we work which currently includes and anticipated 90 partner programs in 45 countries on 6 continents in 2016, and we expect this number to grow in 2017. In addition, we receive several requests per week from new programs and/or countries. It is possible that we add a program that is not currently on the website before you are placed at a location. At this point in time it is not possible to 'request' a specific community or country.

**Q: Whom will I be traveling with?**

A: Every CAC coaching team will be lead by a CAC senior staff member. More than likely there will be multiple Global Citizens at each On-Field partnership program. We try to keep our team well balanced. When building our teams of coaches, we take into strong consideration gender balance, coaching experience, travel experience, and CAC experience. In addition, because different Global Citizens have different availability dates, your coaching group can change from week to week as different coaches arrive and depart.

**Q: Why is the application so long?**

A: Our application is extensive for one very simple reason. The Global Citizen position is intensive and potentially life-changing, consisting of traveling to a developing country, educating local coaches eager to change their communities, and living and working with a small group of CAC coaches every day for the duration of your trip. We need to know that you are prepared to make the commitment needed to have a positive impact on the world.

**Q: This will be my first time to a developing country and I'm really excited and really nervous!**

A: That's not a question but it's ok! Why have a comprehensive Field Manual that will provide even more answers for you once you have been accepted as part of our Global Citizen program. We will help to answer all of your questions as they arise! This is a great opportunity and a great experience!

**Q: Why do I have to fundraise if I can just pay for the trip myself?**



A: Although this might be true, it would limit our abilities to provide life-changing and impactful programs like our Community Impact Coach program, which provides experiences and networking abilities for our local partner program coaches. In addition, that would negate the time and effort put in by our senior staff to read through applications, interview candidates, plan for staffing and train Global Citizen coaches. Don't forget that we also arrange everything with our partner programs on the ground, develop the curriculum, and continue our work with the partner programs after your volunteering time is concluded to ensure continuing progress. Many other organizations require yearlong placements or fundraising responsibilities much higher than ours. Our fundraising is designed to limit or nullify your expenses while also helping CAC to continue to provide a quality product.

**Q: Will I have a chance to do touristy stuff too?**

A: While traveling with CAC we typically work for five days in local communities and travel between communities on the weekend. When possible, coaches are able to take in local touristy sites and trips – however time is limited. A large majority of our coaches take advantage of their location to add an extra few days or weeks onto the beginning or end of their trip to do safaris, Victoria Falls, beaches, temples, museums, shark diving, etc. Whenever possible we encourage you to take advantage of this as well! In addition, by working with CAC you will be a part of the local community fabric and have many authentic travel experiences that you simply cannot get just by traveling, doing touristy stuff, backpacking, or spending a solitary day volunteering.

**Thanks for taking the time to read this Application Guide. We hope that you have a better understanding of Coaches Across Continents and our expectations for our On-Field Volunteer Coaches. We look forward to receiving your application!**