

Symposium on Social Inclusion and Volunteering in Sport Clubs

BOOK OF ABSTRACTS

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WELCOME

Welcome address from the MSc. Sylwia Goćłowska

President of the Organising Committee of the Symposium on Social Inclusion and Volunteering in Sport Clubs

Dear Symposium Participants,

On behalf of the SSIWSC organizing committee I am honoured and delighted to host you at the Symposium on Social Inclusion and Volunteering in Sport Clubs in Józef Piłsudski University of Physical Education in Warsaw.

Symposium on Social Inclusion and Volunteering in Sport Clubs is organized in order to disseminate and promote scientific research in the field of social inclusion and volunteering in sport clubs. The idea of organizing this event was to share gained results from the SIVSCE project which was conducted at Józef Piłsudski University of Physical Education in Warsaw in cooperation with other ten organizations in Europe.

We are pleased that you wished to join us and present your contribution in the field of social inclusion and volunteering in sport clubs. I believe that changing knowledge and experience among us provides great opportunity to explore that area deeply.

Our Symposium can open the discussion on volunteering as a current challenge in many sport clubs and pay attention to the need of social integration through sport. Both issues are equally important in sport clubs as they have the ability to bring together people in activity-based sport communities.

I am proud to inform you that the Ministry of Sport and Tourism took the honorary patronage of the SIVSCE project and the Symposium.

It is also my great privilege to give our many thanks to Dr. Kazimierz Waluch- the President of Institute for the Development of Sport and Education, for covering Symposium with media patronage and being the publisher of this abstract book.

It is a great pleasure to extend to you a warm invitation, hoping that you will leave with nice memories!

COMMITTEES

Steering Committee

Dr. Monika Piątkowska – President of the Scientific Committee

MSc. Sylwia Gocłowska – President of the Organising Committee

Organising Committee (Józef Piłsudski University of Physical Education in Warsaw)

Dr. Joanna Bańbuła

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Prof. Dr. Siegfried Nagel – University of Bern

Prof. Dr. Szilvia Perényi – University of Physical Education in Budapest

Prof. Dr. Ørnulf Nicolay Seippel – Norwegian School of Sport Sciences

ABOUT THE SOCIAL INCLUSION AND VOLUNTEERING IN SPORTS CLUBS IN EUROPE (SIVSCE) PROJECT

Source: Karsten Elmosø-Østerlund and Bjarne Ibsen. Introduction to the project "Social Inclusion and Volunteering in Sports Clubs in Europe (SIVSCE). Odense: University of Southern Denmark, 2016.

Introduction

The idea to build up a European research project on sports clubs was born in the "Sport Organisation Research Network" (SORN), an initiative taken in context to the "European Association for Sociology of Sport" (EASS). The SORN network was formed in 2013 and consists of a group of researchers with a strong scientific interest in sports clubs and sports organisations.

Experts from ten European countries take part in this project. They were all recruited from within the SORN-network and were all authors to country chapters in the book on sports clubs in Europe. A successful project application sent in by the University of Southern Denmark on behalf of the ten countries to the "Education, Audiovisual and Culture Executive Agency" (EACEA) paved the way for the realization of the project, which is co-funded by the Erasmus+ Programme of the European Union. The project is implemented over a three year period in 2015, 2016 and 2017.

Purpose

There is a limited amount of knowledge on the political conditions for and structural characteristics of sports clubs that promote social inclusion and volunteering in sport. Most of the existing knowledge is, furthermore, country-specific. In light of this, the project seeks to collect, analyze and discuss comparable knowledge across ten European countries, convert it into concrete suggestions for action, and disseminate this knowledge to politicians, sports professionals and sports volunteers in Europe. By doing this, the project aims to promote social inclusion and volunteering in European sports clubs.



Figure 1. SIVSCE partnership

Why sports clubs, social inclusion and volunteering?

Sport has the ability to bring together people in activity-based sport communities. These communities can be beneficial for the individuals who build up valuable social networks, but there is also a widespread belief that participation in sport can foster social integration into society. Furthermore, sports participation has a number of health-related benefits. With these benefits in mind, it can be viewed as problematic that some groups are underrepresented in sport. Women are generally less inclined than men to do sport, and ethnic minorities, people with disabilities and other socially vulnerable groups are also underrepresented (EU, 2014).

It is mentioned as a specific goal for the EU to help foster social inclusion of the aforementioned target groups (EU, 2007, 2011). In this connection, the EU emphasizes the essential role of sports clubs. This focus is justified for at least two reasons. First, because of the size of the voluntary sports sector. It is estimated that a total of 60 million Europeans are active in sports club (Breuer et al., 2015; EU, 2014) – a figure that underlines the potential of voluntary organized sport in fostering social integration. Second, sports clubs are believed to be the arenas for organized sport that are most conducive to social inclusion. This is due to the democratic decision-making structure of sports clubs, the social activities, and the joint responsibility of members for the day to day operation of the clubs. These elements are believed to bring members together

in communities with broader significance than communities based solely on the sports activity.

In context to the joint responsibility of members for the day to day operation of sports clubs, voluntary, unpaid work plays an essential role. For the majority of sports clubs, voluntary work is the most important resource that allows them to survive. Therefore, volunteering represents the basis for the inclusion of people in the communities that sports clubs constitute, but the significance of voluntary work is even broader. Volunteering can be viewed as a form of active citizenship based on reciprocal relations between members. This makes voluntary work relevant not only as a resource for sports clubs and members, but also for society.

Theoretical framework

This project is not guided by one theoretical approach to the study of sports clubs. It does, however, subscribe to the understanding that sports clubs are themselves relevant objects of study. In order to understand how sports clubs function and why, it is necessary to study central characteristics of clubs. At the same time, sports clubs cannot be understood detached from their environment, since the environment sets the frame in which sports clubs function and develop. Finally, sports clubs has come to exist due to members combining their resources to realize shared interests, which means that sports clubs exist primarily to serve the interests of their members. For this reason, it is also difficult to understand how sports clubs function and why detached from the personal characteristics, interests and engagement of members and volunteers.

In light of the above, this project departs from a multilevel model for the analysis of sports clubs (Nagel, 2007). The multilevel model takes into account the environment of sports clubs (macro level), sports club characteristics (meso level) and the characteristics of members and volunteers (micro level) as shown in the figure. The figure is adapted from "Sports clubs in Europe" (Breuer et al., 2015: 16), and it illustrates the relationship between the three levels mentioned above (Figure 2).

The focus points at each level of analysis have been modified from the original figure to fit the research perspectives applied in this project. The arrows in the figure show the interplay between the different levels of analysis. It shows that

understanding sports clubs and the background for the action of sports clubs can be a complex undertaking that require data collection on multiple levels of analysis.

Methodology

Sports club policies and the historical roots of sports clubs (macro level)

The data collected at the macro level can best be described as collections of 'expert descriptions' that build on existing knowledge about sports policies and the historical roots of sports clubs from each of the ten countries included in the project. The data collection took place in the spring and summer of 2015, and it was structured according to a common template that was developed by the project team to provide comparable information about the most significant relations for sports clubs to national, regional and local governments as well as to national and regional non-governmental sports organisations. Finally, the historical roots of sports clubs and their implications for understanding the relations described above were also elaborated for each country.

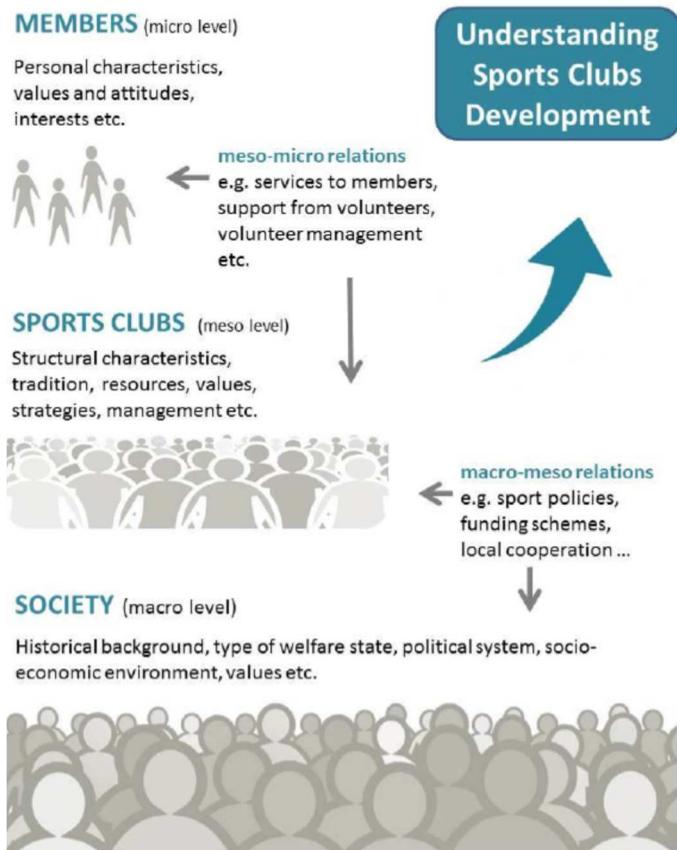


Figure 2. Multilevel model for the analysis of sports clubs
Source: Steinbach, D., Elmoose-Østerlund, K. (2017). European Cooperation in Sport Club Research: The SIVSCE-Project in a Nutshell.

Characteristics and actions of European sports clubs (meso level)

The data on the characteristics and actions of sports clubs was collected through an online survey conducted in the fall of 2016 in all the ten countries that are part of the project (Figure 3). The survey study was conducted using national translations completed by members of the research group from an English

questionnaire developed in the research group. The questionnaire included questions referring to the structural characteristics of sports clubs and the main issues related to the management of them, as well as different questions about attitudes, activities and goals for social integration and volunteering in the clubs.

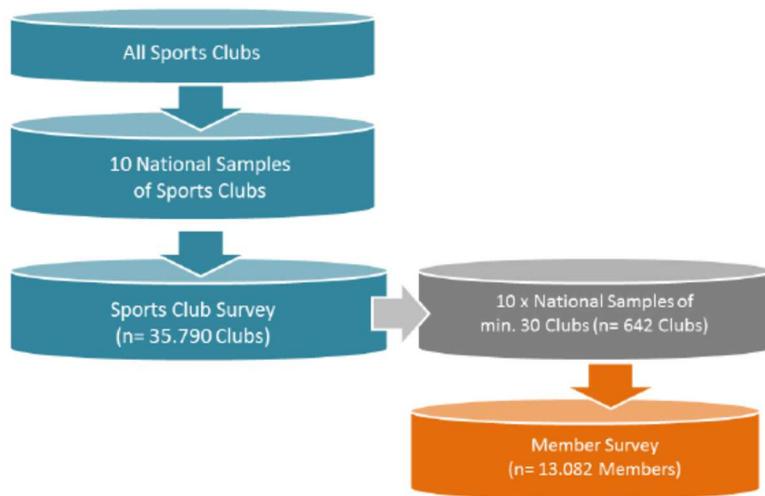


Figure 3. SIVSCE data collection.

Source: Steinbach, D., Elmoose-Østerlund, K. (2017). European Cooperation in Sport Club Research: The SIVSCE-Project in a Nutshell.

The selected samples from each country included at least 2,000 sports clubs, which was the general criteria set for sample sizes. Most of the data collection took place through an online survey conducted by the German Sport University. However, three countries, Belgium (Flanders), the Netherlands and Switzerland, carried out their own data collection, which meant that this data had to be merged afterwards. For this purpose, a codebook was developed to ensure consistency.

As Table 1 shows, a total number of 35,790 clubs replied to the survey, ranging from about 600 in Norway and Poland to about 20,000 in Germany. The response rates reported in the table were calculated based on the number of replies to the survey given by club representatives divided by the size of the samples of clubs in each country. In the calculation of the sample sizes, all club

representatives to which the invitations to participate in the survey were sent and among which a bounce email was not received, was included.

Table 1. The number of responses and the response rates (in %) obtained in the ten countries included in the data collection among sports clubs.

Country	Number of responses	Response rate (in %)
Belgium (Flanders)	1,002	10
Denmark	3,631	31
England	812	25
Germany	20,546	27
Hungary	1,222	19
The Netherlands	1,103	54
Norway	601	31
Poland	668	7
Spain	870	14
Switzerland	5,335	35
Total	35,790	26

Case studies of European good practice clubs (meso level)

Since the SIVSCE project has its main focus on social integration and volunteering, it was part of the project to bring about information about sports clubs that are successful in promoting social integration and/or volunteering, and who can, therefore, serve as good practice cases.

From each of the ten countries included in the project, three good practice club descriptions were developed. All of the good practice clubs work to promote social integration and/or volunteering in a manner that lives up to the criteria described above. The cases regarding social integration mainly described the work of clubs that were successful in integrating one or more population groups that are often underrepresented in sports clubs, such as migrants and refugees, disabled people, elderly, etc. The cases regarding volunteering broadly represented different ways of working to foster engagement and commitment of people in voluntary work within clubs.

Involvement and commitment of members and volunteers (micro level)

At the micro level, an online survey study was conducted in the spring of 2016 among adult (16+ years) members and volunteers in European sports clubs. The survey study was conducted using national translations completed by members of the research group from an English questionnaire developed in the research group. The questionnaire included questions about involvement and commitment, but it also asked for central characteristics of the members and volunteers.

In all ten countries, at least thirty sports clubs from within each country, representing a total of at least 2,000 members and volunteers, were sampled, as this was the general criteria set for sample sizes. The data collection took place through an online survey conducted by the University of Southern Denmark. The contact to the members and volunteers were, however, approached slightly different between countries. In a few countries, the members and volunteers were contacted directly by sending an email invitation with a link to the survey (Denmark and Norway), but in most countries (England, Hungary, Poland, Spain and Switzerland), a club-specific open link was distributed to the clubs that, in turn, distributed the link to its members and volunteers. In the remaining countries (Belgium, Germany and the Netherlands), a combination of the two methods was applied, and in a few instances, unique links were applied using a mail merge procedure in cooperation with clubs.

As Table 2 shows, a total number of 13,082 members and volunteers replied to the survey ranging from about 450 in Spain to about 3,200 in Denmark. These replies stem from a total number of 642 clubs that ended up participating in the data collection.

Table 2. The number of clubs selected and the number of responses from members and volunteers obtained in the ten countries included in the data collection among members and volunteers.

Country	Number of clubs	Number of responses
Belgium (Flanders)	47	762
Denmark	36	3,163
England	40	717
Germany	141	2,455
Hungary	47	716
The Netherlands	144	1,965
Norway	30	1,330
Poland	61	570
Spain	55	445
Switzerland	41	959
Total	642	13,082

Content and structure

The project is organized in seven work packages (WP's) that are implemented from 2015 to 2017:

- WP1: A collection of sports club policies in the participating countries.
- WP2: An online sports club survey conducted in each of the participating countries.
- WP3: An online member and volunteer survey conducted in at least 30 sports clubs in each country.
- WP4: Overall analysis of the results from the three studies conducted in WP1, WP2 and WP3.
- WP5: A collection of examples of best practice in relation to social inclusion and volunteering.
- WP6: Elaboration of a handbook with suggestions for sports policies, club management and the like, which can promote social inclusion and volunteering in sports clubs.
- WP7: A broad dissemination of findings and suggestions (e.g. European and national conferences).

Project output

The project generates the following output:

- 5 reports and an introduction (one for each WP 1 to 5)
 1. Karsten Elmoose-Østerlund and Bjarne Ibsen. Introduction to the project "Social Inclusion and Volunteering in Sports Clubs in Europe (SIVSCE). Odense: University of Southern Denmark, 2016.
 2. Bjarne Ibsen, Geoff Nichols and Karsten Elmoose-Østerlund. Sports club policies in Europe. A comparison of the public policy context and historical origins of sports clubs across ten European countries. Odense: University of Southern Denmark, 2016. – WP1
 3. Christoph Breuer, Svenja Feiler, Ramon Llopis-Goig and Karsten Elmoose-Østerlund. Characteristics of European sports clubs. A comparison of the structure, management, voluntary work and social integration among sports clubs across ten European countries. Odense: University of Southern Denmark, 2017. – WP2
 4. Jan-Willem van der Roest, Harold van der Werff and Karsten Elmoose-Østerlund. Involvement and commitment of members and volunteers in European sports clubs. A comparison of the affiliation, voluntary work, social integration and characteristics of members and volunteers in sports clubs across ten European countries. Odense: University of Southern Denmark, 2017. – WP3
 5. Karsten Elmoose-Østerlund, Bjarne Ibsen, Siegfried Nagel and Jeroen Scheerder. Explaining similarities and differences between European sports clubs. An overview of the main similarities and differences between sports clubs in ten European countries and the potential explanations. Odense: University of Southern Denmark, 2017. – WP4
 6. Monika Piątkowska, Szilvia Perényi and Karsten Elmoose-Østerlund. Promoting social integration and volunteering in sports clubs. Lessons from practice. Odense: University of Southern Denmark, 2017. – WP5.
 - A handbook (WP6)
 - A European conference and ten national conferences (WP7)
 - A number of dissemination articles presented on the project webpage
- More information on the project might be found at <http://www.sdu.dk/SIVSCE>
All reports might be downloaded from
http://www.sdu.dk/en/om_sdu/institutter_centre/c_isc/forskningsprojekter/sivsce/sivsce_publications

SYMPOSIUM PROGRAMME

10.00 – 11.30 Session I. SOCIAL INTEGRATION IN SPORT CLUBS (LH4)

Chairpersons: Joanna Bańbuła, Sylwia Goćłowska

1. SOCIAL INTEGRATION IN SPORTS CLUBS IN EUROPE– SIVSCE PROJECT RESULTS
Monika Piątkowska, Józef Piłsudski University of Physical Education in Warsaw
2. EFFECTIVENESS AND LIMITATIONS OF AN INITIATIVE TO PROMOTE ACCESS FOR DISADVANTAGED GROUPS TO SPORT FACILITIES
Paweł Zembura, Aleksandra Gołdys, University of Warsaw
3. "SZCZYPIORNIAK NA PODWÓRKO" (HANDBALL ON THE PLAYGROUND) PROJECT AS A PRACTICAL MODEL OF COOPERATION BETWEEN LOCAL SPORTS CLUBS AND NON-GOVERNMENTAL ORGANIZATIONS FOR CHILDREN
Kazimierz Waluch, Institute for the Development of Sport and Education
4. INCLUSION IN SHORTS: METHODOLOGICAL REFLECTIONS CONCERNING USING PHYSICAL ACTIVITY IN PRO-HEALTH AND REHABILITATIVE IMPACTS REGARDING PRISONERS
Piotr Łapiński, Central Board of Prison Service

11.30-12.00 COFFEE BREAK (MAIN HALL)

12.00-13.00 Session II. VOLUNTEERING IN SPORT CLUBS (LH4)

Chairpersons: Kazimierz Waluch, Monika Piątkowska

1. VOLUNTEERING IN SPORTS CLUBS IN EUROPE– SIVSCE PROJECT RESULTS
Sylwia Goćłowska, Józef Piłsudski University of Physical Education in Warsaw, Poland
2. LET'S VOLUNTEER
Marta Gaworska, European 50+ Physical Activity Promotion Association (EPAPA 50+)

3. HOW SPORTS CLUBS MIGHT USE CONTEMPORARY MOTIVES OF PARTICIPATION IN SPORTS VOLUNTEERING PROGRAMMES?

Joanna Bańbuła, Józef Piłsudski University of Physical Education in Warsaw, Poland

13.00-14.00 LUNCH (MAIN HALL)

ABSTRACTS

SESSION I

SOCIAL INTEGRATION IN SPORT CLUBS

Monika Piątkowska, Józef Piłsudski University of Physical Education in Warsaw
SOCIAL INTEGRATION IN SPORTS CLUBS IN EUROPE– SIVSCE PROJECT RESULTS

Sports clubs are believed to be the arenas for organized sport that are most conducive to social inclusion. It is a critical area when the future role, function and development of sports clubs are considered in society. These elements may vary based on cultural contexts. The fifth output of the project “Social Inclusion and Volunteering in Sports Clubs in Europe” (SIVSCE) project aimed to collect and analyse good practice cases from ten European countries by providing a qualitative description of sports clubs and their activities in relation to social integration.

Using a thematic standardised data collection methodology all together thirty country cases were selected for a comprehensive report in which the criteria for target organisations and their practices were identified. Analysis of key elements of good practices was provided and the collection of good practice case studies were included.

The analysis aimed to identify and explore which elements are necessary for successful management in sport clubs leading to promoting social inclusion. The different elements emphasised in different country cases may serve as a source for sports clubs operating in any European countries; and may also contribute to the understanding of political conditions for, and structural characteristics of, sports clubs that promote social inclusion and volunteering in sport.

Key words: sport clubs, SIVSCE project, social inclusion, good practices

Paweł Zembura, Aleksandra Goddys, University of Warsaw

EFFECTIVENESS AND LIMITATIONS OF AN INITIATIVE TO PROMOTE ACCESS FOR DISADVANTAGED GROUPS TO SPORT FACILITIES

The aim of this study was to analyse the process and results of implementing an initiative to increase the presence of disadvantaged groups in a nationwide sports accessibility programme. The programme was one of the largest investments in amateur sport infrastructure in Europe. Over 2500 similar, standardized football and multisport facilities were built in Poland between 2008 and 2013. In 2015 one of the aims of the programme conducted at those facilities was to promote more diverse participation, especially disadvantaged groups. We used a mix of quantitative methods (analysing data from annual evaluations conducted before and after implementing this policy) and qualitative methods (interviews with management and training staff, as well as case studies). Our aim was to identify causal relationships between the intervention and any observed changes. Furthermore, we also analysed specific challenges to implementation of the initiative. The data was gathered between 2014 and 2016. The main finding was that such initiatives require flexible instruments, such as taking into consideration the type of location, the organization managing the facility and the skills of specific training staff. Observations on how to improve effectiveness of such interventions are also presented.

Key words: community sport, social inclusion, policy, clubs, sport participation

Kazimierz Waluch, Institute for the Development of Sport and Education

**"SZCZYPIORNIAK NA PODWÓRKO" (HANDBALL ON THE PLAYGROUND)
PROJECT AS A PRACTICAL MODEL OF COOPERATION BETWEEN LOCAL SPORTS
CLUBS AND NON-GOVERNMENTAL ORGANIZATIONS FOR CHILDREN**

The main assumptions of the project called "Szczypiorniak na podwórko" were primarily to develop and test a model of cooperation between local sports clubs and NGOs for children. The leader of the partnership - the IRSiE Foundation, in Płock, tested and implemented the partners: Grant Fund For Płock and SPR Wisła Płock. The Fund was responsible for the recruitment of pedagogues and children, SPR Wisła Płock for the organization of handball training.

The project targets children (7-13) threatened by exclusion and demoralisation in Płock. Street workers facilitated activities that suit the needs of local children and Wisła Płock sports club coaches ran handball and other sports coaching sessions. Handball training sessions taught children fair play, positive ways of relieving tensions and venting off aggression. The respect enjoyed by the Handball Section of the Wisła Płock sports club in the community help attract children. We developed and disseminated a local model for involving sports clubs in children and youth initiatives.

The model is a response to the challenges of social inclusion for children and adolescents and their social problems such as school dropouts and peer groups, education difficulties, risk behaviors, relationship disorders and mental health problems.

The model proposes solving the problems of youth on two levels - external and internal. This proposal was a harmonious combination of a specific common goal (prevention and mitigation of risky behaviors among children and youth at risk of exclusion), different methods of action (streetworking, sports training) and flexible response to participants' current needs.

Key words: social inclusion, NGO, local sports club, handball

Piotr Łapiński, Central Board of Prison Service

INCLUSION IN SHORTS: METHODOLOGICAL REFLECTIONS CONCERNING USING PHYSICAL ACTIVITY IN PRO-HEALTH AND REHABILITATIVE IMPACTS REGARDING PRISONERS

The author will present the concept of using physical activity to achieve two tasks of modern penitentiary systems:

- preparing prisoners to engage in the social life in the way that complies with law and moral standards,
- keeping the well being of prisoners (in different areas) despite negative isolation conditions for health.

The concept of correctional physical education will be presented as well as the main methodological assumptions of three programmes developed with its use.

The first one (EduTriathlon) is aimed at preparing prisoners to act as an initiator of healthy lifestyle in the family. It is also to show prisoners the possibilities of using physical activity in the de-stigmatization of his family. The programme uses emotions accompanying sport competition to stimulate the activity directed at growth of health-promoting personal competence.

The second programme (Safe Live Pro) consist in prisoners engage in the idea of saving pre-medical rescue. One of its goals is to increase level of interpersonal maturity of participants in the area of their attitude to life and health of other people, in particular in life- or health-threatening situations.

The third programme (3 but 4 but 12) is directed at shaping the competence giving the opportunity to take on health-promoting physical activity at least 3 times a week throughout whole year. This goal is to be achieved by building personal directories of health-promoting types of physical activity, which the participant likes and is able to take.

The statement will be ended by an offer of constant care about staff competence who is responsible for prisoners physical activity programming.

Key words: physical activity, social inclusion, prisoners, penitentiary system

SESSION II

VOLUNTEERING IN SPORT CLUBS

Sylvia Goćłowska, Józef Piłsudski University of Physical Education in Warsaw VOLUNTEERING IN SPORTS CLUBS IN EUROPE– SIVSCE PROJECT RESULTS

Volunteers have always played an invaluable part in the sport and physical activity sector. Nowadays they are also important resource to sport clubs. Voluntary work is crucial for sport clubs for the way in which they manage their activities. Having the man resources is one of the most important challenges of many sport clubs.

The results come from the largest comparative study of sports clubs in Europe– the SIVSCE project. The survey targeted adult members and volunteers (16+ years) in 642 sports clubs in ten countries in Europe. A total number of 13,082 members and volunteers ended up participating in the survey.

Almost two thirds of the respondents associated with sports clubs claim they do voluntary work – regular or occasional. In all countries engaged in the project, volunteering is a central element of sport clubs operation. There are no big differences between countries regarding the total number of volunteers relative to the number of members of the sport club.

Characteristics of volunteers in sport clubs can help to promote and share good practices of volunteering. Presented facts of the study are crucial for club management as they present gained insights and highlight the most relevant aspects of volunteering in sport clubs.

Key words: volunteering, sport clubs, SIVSCE project

Marta Gaworska, European 50+ Physical Activity Promotion Association (EPAPA 50+)

LET'S VOLUNTEER

We are The European 50+ Physical Activity Promotion Association (EPAPA 50+). We are based in Poland and the success of our work rests not only on the activity of highly qualified instructors, i.e. people responsible for activity of elderly people, but also relies heavily on the input of volunteers.

'Lets volunteer', 'Lets get people to do something for others', these slogans sound good but how to encourage people to do something for others without a pay is a whole different story.

What do we do to achieve this goal?

We recruit our volunteers mainly from the participants of classes led as a part of EPAPA's activities. We always welcome senior citizens to join in the physical activities provided by EPAPA. We then assist them to become volunteers and continue their work as the leaders of their activities which enhances their social inclusion. This arrangement also allows us to reach out to the recipients of our services in more remote locations since the new leaders continue their work in the places they live in.

We also invite students to volunteer within our programmes. We aim to encourage young people to do physical activities with and for the elderly people. Our target is to change the stereotypical thinking of young people regarding the elderly. We want the generations to meet and enjoy each other's company.

We successfully apply our strategies during our annual programmes: Seniorada, The Recreational Programme for 50+.

Key words: Volunteering, social inclusion, senior citizens, physical activity, recreational programmes

Joanna Bańbuła, Józef Piłsudski University of Physical Education in Warsaw, Poland

HOW SPORTS CLUBS MIGHT USE CONTEMPORARY MOTIVES OF PARTICIPATION IN SPORTS VOLUNTEERING PROGRAMMES?

The aim of the following presentation is to show contemporary motives of participation in sports volunteering in Poland and how sports clubs can use it in building volunteer programmes.

Research process required use of the following methods: in-depth interview and undisguised participant observation of the market. Data is concerned in silhouette and work of a sports volunteer during international sports events in Poland. Profile and participation motives in Volunteers Program was described based on FIVB Volleyball Men's World Championship Poland 2014 example.

Examinations showed that motives of participation in Volunteers Program have changed its basic altruistic role. Sports volunteers combine personal passions resulting from an interest in given sports and development of professional experience, with getting the classification and basic competence constituting the base to the further professional development. Volunteer programs might also be treated as an internship. Being a volunteer in sport club might be an excellent platform for developing social skills and gaining professional skills and experience. This trends should be used by sports clubs in daily functioning. Sports clubs should create volunteering programs based on internship - it will maintain connection with labor market and provide human capital.

Key words: sports clubs, sports volunteering, volunteering programs