



Agency for International
Programs for Youth
Republic of Latvia



Co-funded by the
European Union

KALM
INTERNATIONAL
TRAININGS

"THE SEED OF HOPE"

Restorative circles in youth work

**Erasmus+ Training course
in Latvia**

24.08.2026 – 03.09.2026
(including 2 travel days)



Training Course

"The Seed of Hope with Restorative Circles"...

is about those moments in youth work that nobody really prepares you for.

A young person says something hurtful to another. Someone gets left out of the group. An argument escalates to conflict. An agreement is broken again. You are responsible for the group.

You need to respond now. What do you do?

You might reach for what you know: a warning, removal from the activity, some sort of consequence or sometimes you just move on and hope it resolves itself. But somewhere inside, something feels off. Because you know this isn't really working. Because the same situations keep coming back, the tension is still there, disconnection within the group is more present and young people keep ending up drifting away from the group or are excluded.

Because any type of punishment gives the appearance of control. But it rarely changes anything.

There is another way. And that is what this training is about.



AIM OF THE TRAINING

What if instead of removing a young person from the group, you could bring them back into it? (include them)

What if instead of shutting down or avoiding a difficult conversation or situations, you could actually work through it? And do it with the young people, not behind their backs or "for them".

This training exists for youth workers who want to stop improvising in hard moments and start responding with calmness and clarity.

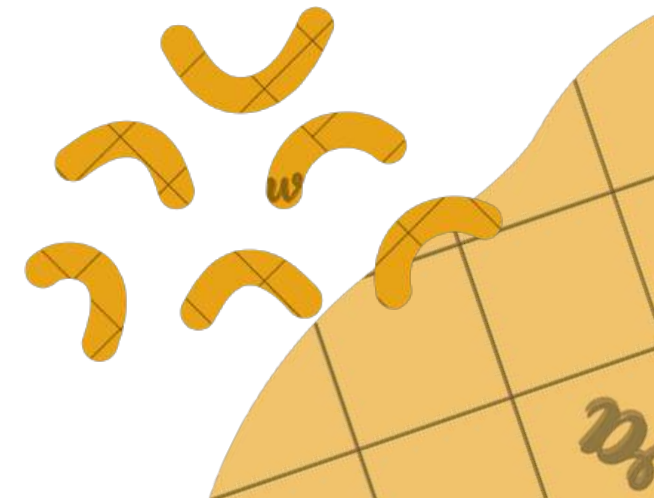
Over 9 intensive days, you will learn and practise how to:

- respond to harm without punishment or exclusion
- facilitate restorative conversations and circles
- use Nonviolent Communication (NVC) to name what happened, without blame
- stay emotionally grounded when everything in the room feels tense
- rebuild trust in a group after something difficult has happened





OBJECTIVES

1. Help you clearly understand the difference between punitive and restorative responses (and what that difference means for young people and groups)
 2. Develop practical NVC based communication skills to address harm, emotions, needs, and boundaries respectfully;
 3. Strengthen your ability to facilitate restorative conversations and basic restorative circles after harm has occurred;
 4. Support your emotional self-regulation, so you can stay present and grounded even when things get hard;
 5. Support the transfer of restorative approaches into your daily youth work and organisational practice;
 6. Create space for real peer learning and exchange with youth workers from different countries and contexts;
 7. Increase your understanding of Erasmus+ values, priorities, and opportunities in youth work.
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WHAT ARE RESTORATIVE CIRCLES?

Restorative circles are a structured practice for addressing harm, conflict, and broken trust in communities and groups. They were developed by Dominic Barter in the favelas of Rio de Janeiro in the 1990s in communities where conventional justice systems had failed, and people needed a way to deal with harm that actually worked in real life.

The idea is that when something harmful happens, the people most affected, the person who caused harm, the person who was harmed, and the wider community, come together in a circle to be heard, to understand what happened, and to decide together what needs to happen next.


Restorative circles are **not about** punishment. They are **not about** deciding who is right or wrong. **They are about restoring connection and finding a way forward together.**

In youth work, restorative circles can be used after a conflict in a group, after someone has been hurt or excluded, or whenever trust has been broken and needs to be rebuilt.




METHODS USED

- Restorative circles: practising facilitation in real and simulated situations
- Nonviolent Communication (NVC) exercises and live practice
- Role plays based on real cases from your own youth work
- Individual and group reflection spaces
- Peer learning and exchange in international groups
- Experiential learning: doing, reflecting, and adjusting
- Grounding and self-regulation exercises
- Youthpass competence reflection



This project is a living learning space where: your experiences matter, your challenges are welcomed, and your participation shapes the experience.



Check in with yourself → does this match what you need right now?

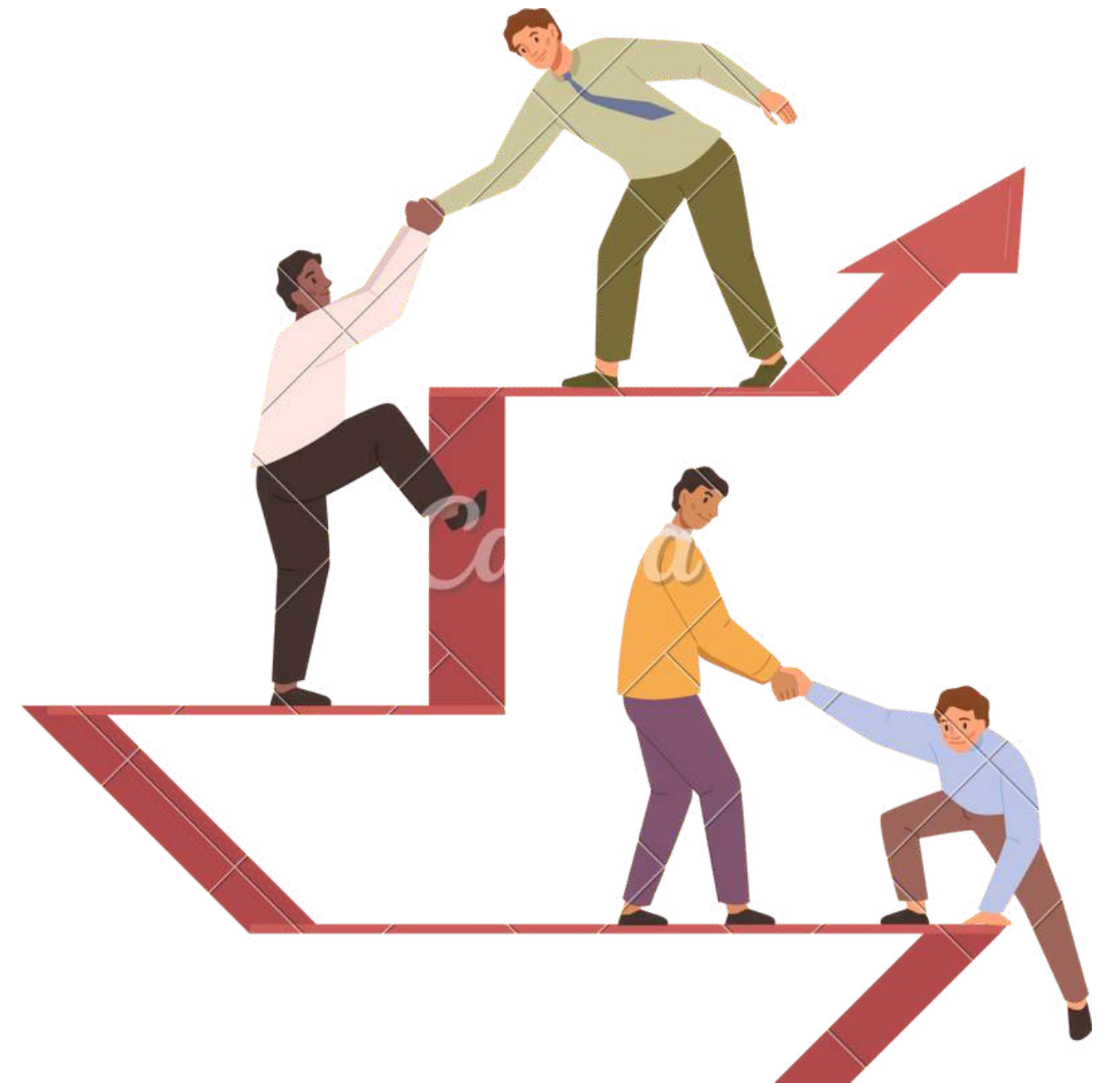
- Full and intensive 9 days of interactive sessions (6+ hours daily)
- Deep connections with youth workers from 6 different countries
- A nature-rich rural setting in Latvia that supports slowing down and going deeper
- A simple but beautiful venue with shared rooms (2–5 people per room)
- Vegetarian and vegan food, prepared with care on-site
- Limited Wi-Fi — so you can be fully present
- We will be living together and contributing to daily household tasks as a community

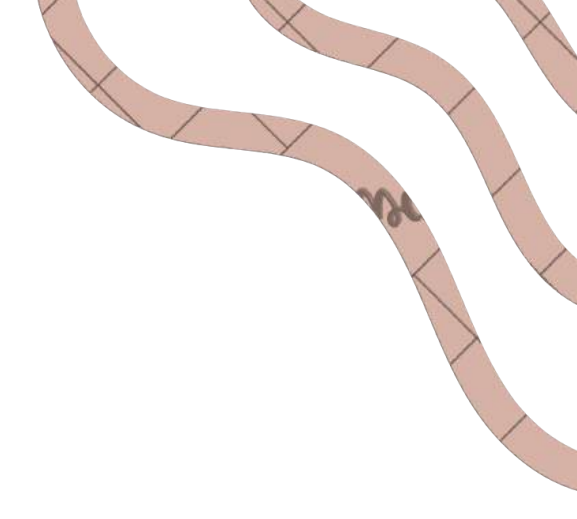

Before the training there will be a preparatory Zoom call. After the training, you will be asked to carry out follow-up activities in your organisation and with young people.

Please do not plan other work or commitments during the training days as the experience will be intense and immersive

THIS TRAINING IS FOR YOU, IF YOU...

- are 18+
- are a youth worker, educator, facilitator, project coordinator, or activity organiser actively working with young people
- work in group-based settings like youth centres, camps, workshops, exchanges, community projects, ngo's
- regularly face conflict or harmful behaviour in your work
- want to move beyond punishment and find more constructive ways of responding
- are open to self-reflection, learning from others, and bringing real challenges into the room
- are ready to actively engage before, during, and after the project and bring what you learn back to your organisation and the young people you work with
- come from Latvia, Italy, Greece, Poland, Czechia, or Bulgaria





“Peace requires something far more difficult than revenge or merely turning the other cheek; it requires empathizing with the fears and unmet needs that give rise to the behavior.”

Marshall Rosenber (the founder of Nonviolent Communication)





PRACTICALITIES 1 – COSTS & POLICIES

Accommodation, food, training, and travel costs (up to the Erasmus+ reimbursement limit) are fully covered by the Erasmus+ programme.

There is a participant contribution of 50 EUR per person. This fee is used to cover the costs of a third trainer and we consider their presence essential. The topics we work with are sensitive and emotionally demanding so the third trainer will contribute to enough individual attention, support, and safety for everyone.

If the contribution creates a financial barrier for any participant, it will be waived. No one will be excluded for financial reasons and we will find other ways how they can contribute.

We also encourage a no-alcohol and no-drugs policy during the whole programme to support authentic connection with yourself and others.

Insurance: Hosting org. will arrange basic health and travel insurance for each participant. To make sure to have your European Health Insurance card for extra safety.



PRACTICALITIES 2 – TRAVEL & REIMBURSEMENT

Here are the official travel days:

24.08 – arrival day (plan to arrive in Riga no later than 16:30 on 24 August 2026)

25.08 – 02.09 – training days

03.09 – departure day (schedule your flight from Riga Airport (RIX) no earlier than 12:30)

The venue is in a rural area. You will take public bus from Riga to Valmiera and we will arrange private transport from Valmiera to the venue and back. More details about travel logistics will be sent to you after selection.

For **participants from Poland and Czechia, first choice is green travel options** (bus, train, or car-sharing). If you choose to travel green, you can also have accommodation costs covered during travel days and receive a daily food allowance.

In line with Erasmus+ guidelines, participants are expected to choose the most economical travel options that make practical sense.

! Do not purchase any tickets without prior confirmation from the organisers. Any tickets bought without approval will not be reimbursed.

PRACTICALITIES 3 – REIMBURSEMENT LIMITS

Travel costs will be reimbursed up to the maximum limit per person defined by the Erasmus+ distance bands. The reimbursement limit is calculated based on the distance between your sending organisation's city and the project venue, using the official EC Distance Calculator. This means: if you travel from a city with a shorter distance, your reimbursement limit may be lower than the maximum for your country. Reimbursements will be transferred to your personal bank account after the project ends.

It is mandatory to keep all original travel documents like boarding passes, bus/train tickets, invoices, and receipts. Without these, reimbursement is not possible.

To receive reimbursement, you are expected to:

- participate in sessions
- organise 2 follow-up activities after the training
- share your experience through at least 1 social media publication
- fill in 2 evaluation forms

Travel reimbursements will be done starting from March 2027.

Country	Max amount, EUR	Green travel, EUR
Greece	395	
Italy, Bulgaria	309	
Czechia, Poland	309	417
Latvia	25	

PRACTICALITIES 4 – FOOD

During the project, all meals will be vegetarian and vegan 🌱

This choice is intentional and aligned with the values of the training:

- to support a more sustainable and environmentally friendly way of living
- to make food accessible and inclusive for all dietary needs
- to reflect the principles of care, awareness, and conscious choices that are also at the heart of NVC and restorative work

Meals will be lovingly prepared on-site, with care for both people and the environment.

Are you open to adapting your eating habits for the duration of the training?

For some, this will feel completely natural. For others, it might be a small challenge.

Please check in with yourself are you open to try out this way of eating before applying.

PRACTICALITIES 5 – FOLLOW-UP & COMMITMENTS

By applying, you agree to carry out follow-up activities, share your learning, and actively participate in the evaluation process.

Within 2 months after the training, you will:

1. Organise 2 local activities:
 - 1 for your organisation or colleagues
 - 1 for young people you work with (at least 10 participants)
2. Publish at least 1 post on social media or a blog sharing your experience
3. Participate in an online follow-up Zoom call (4–6 weeks after the training)
4. Fill in evaluation forms on the last day and a follow-up survey 2 months later

Your involvement in evaluation is essential for us to understand and report the real impact of the project.

**Are you ready to commit to this? If the answer is yes —
let's show you where we'll be. →**

A NOTE ON THE GEOPOLITICAL CONTEXT

Latvia is a European Union and NATO member state located in the Baltic region, bordering Russia. We acknowledge that due to the ongoing war in Ukraine and the broader geopolitical tensions in the region, travelling to Latvia carries a degree of uncertainty that we want you to be aware of.

While Latvia is considered safe and life continues as normal, it is located in a geopolitically sensitive area.

By applying to this project, you acknowledge that you are aware of the current geopolitical context and choose to join the programme with that knowledge.





VENUE

We will stay in a rural area surrounded by nature in Mujāņi, Latvia, about 1,5 hours from Riga.

Our training sessions will take place in Mujāņi biedrības nams – a community house. Just 100 metres away is where we will sleep, in a simple accommodation that will be our home for the week.

The setting is simple but beautiful. Rooms are shared by 2–5 participants. Most of the rooms have private bathrooms.

At the venue you will find:

- limited Wi-Fi
- washing machine
- drinkable tap water
- bed linen and towels
- nature all around you

We will be living together as a community and that includes taking care of our shared space. Participants contribute to daily household tasks. This is part of the experience.

TRAINER OLA

Aleksandra (Ola) Gołaszewska is a Certified Nonviolent Communication Trainer, NVC Assessor, and psychologist with over 20 years of personal and professional engagement with NVC. She has been teaching and promoting it in Poland since 2009 across educational, organisational, and community settings.

Ola played a key role in bringing Restorative Circles to Poland by organising Dominic Barter's first visit in 2010 and has since been deeply involved in developing restorative practices in schools, kindergartens, and organisations.

She designs and facilitates long-term training programmes, supports organisations in implementing NVC and restorative systems, and accompanies people through the NVC certification process.



TRAINER TONI

Antoniya “Toni” Lyubenova is a facilitator in non-formal education, creative learning, and local and international youth work. She has experience designing and facilitating more than 10 international mobilities within the Erasmus+ programme, as well as over 100 workshops and events, focusing on topics such as empathy, creativity, communication, storytelling, and theatre-based learning methods. She is an international qualified mediator.

Toni has won Bulgaria’s “Exceptional contribution to society award” by the National Focus Center for her solidarity project around nonviolent communication under the name of “Language of empathy”. Toni is also a pioneer of legislative theater, being the first practitioner to bring it to Bulgaria and receive national acclaim. In her spare time, Toni is also a filmmaker, published author and a string musician.



TRAINER MARIJA

Marija is a relationship coach, NVC trainer candidate, and future psychologist from Latvia who is deeply motivated to support people in building warmer, more authentic relationships. With over 6 years of experience in youth work and adult education, Marija has worked at local and national levels, including in the National youth council of Latvia, and currently serves as the president of the organisation KALM.

She enjoys working with non-formal learning methods and creating safe, supportive spaces where participants can explore communication, emotions, and well-being in a practical and engaging way.



PARTNERS

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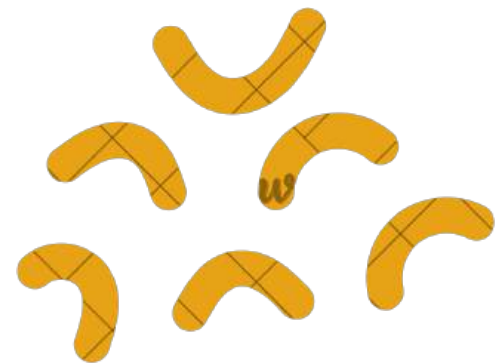
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Bulgaria | CREATOSPHERE creatosphere.org



**SOUNDS LIKE THIS IS
SOMETHING FOR YOU?**

APPLY HERE!



For any questions write to kalmtrainings@gmail.com or WhatsApp +371 29820165

