

Personal Evaluation

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# Annika

### Thoughts about yourself

I went into IMWe feeling pretty prepared for a change. I feel like I turned out to have a very relaxing choice of jobs, wich left me with not too much stress throughout the week, wich I highly appreciated. I have to say that I would have had the energy to do a little more, but I guess it was also the time of the storyline-job, wich was missing. That job felt weird..In a way I was part of the storyline-team, but in another way I wasn’t. I didn’t like how the job went over the week, and I felt sorry for many people so often, having to do last minute-improvised acting without any clear instructions. Often I had the wish to just take over and take the lead and structure stuff, but I didn’t know how to. I mean - in the end we had some really good and fun scenes. And as to the scenes and to the acting - I enjoyed it SO much. As I already mentioned at the Flashlight, I jumped out of my comfort zone with what I did - as I have 0 experience with theatre or acting, and in general prefer to stay a working force in the background - I learned to love the attention this year. And I surprised myself in the first 2 days with how comfortable and good I felt.

I had the best start to IMWe. A day before, at home, I was buried in self-doubts. “….why am I in this team again?” So I read through last years Personal Evaluation - Book. And all your wonderful thoughtful comments gave me so much strength and security. And as soon as I arrived at IMWe, I knew my place. I feel like with every meeting, every IMWe I get more and more confident, dare to do more, dare to say more etc. At my own paste I am arriving in this Team and evolving, and I am enjoying this journey so much.

For next years IMWe I take with me: I want to do storyline again - and this time really do it. In general I am SUPER pumped for next year. Couldnt possibly be filled with more excitement and ideas and motivation. Like…if I could I would love to be responsible for every single programme point :D

Anyways - ramble over - thanks for this amazing IMWe. I am so excited for everything else yet to come <3

### From Bebbó

Annika!

First of all, it was SO fun acting out the storyline with you! Having you there made me feel very at ease in a very uneasy setting i guess, I feel like we work well together. We should do a job of some sorts next year together.

Speaking of doing jobs together, the song tuned out SO great! You and Blaz really deserve all the honor for that! Sorry I was not very helpful during that process apart from playing it like 3 times with you before we sent it to Simon haha...

Back to the acting... THAT WAS SO FUN RIGT?

That last scene haha, oh my god! and it went so smoothly! How i do not know, but really it was so great working with you on that, you have the patience of a saint. Along with all your other saint like attributes.

I have really grown fond of our rituals as Rúsinurassgöt. Setting aside some time to spend with you guys is really great and i always look forward to the next one. I was particularly impressed that the Brennivín was to your liking, you should try it with some quality shark, that is a game changer. I'll bring some next year...

I feel like we might have more things in common that either of us might have though before we started working together in the team, or still even think. Which is great because you are awesome.

That being said, the foundations for a great lasting friendship have been established. Im sorry, but you might have to put up with me for some time.

Some inspirational qoutes by Bebbó about Annika:

"The biggest heart in the smallest package"

"In the event of feeling sad, look at Anni, she will be smiling"

"Just like wine.... Just Good"

“Your eyes show the strength of your soul.”

... okay that last one was by Paulo Coelho.

Love, Bebbó

### From Blaž

Dear Annika, you are always relaxed, unstressed, well prepared and make things/tasks/jobs look easy. You can make simple moments like chatting time unforgetable. Your inside knowledge of the castle and it’s personelle made you a great house contact. I loved your contributions to the storyline - when coming up with the plot as well as the acting. You are fierce and never affraid to step up your game. Continue being bold, playful and cheerful!

### From Daniel

Dear Buddy, it was again a wonderful IMWe with you. I was happy and a little sad that you didn´t need me as much anymore. But that´s ok. I very much liked you on stage and I think you can find joy in being more active on stage. - I was happy seeing you super happy during IMWE ;) I always have a hug for you.

### From Jens

Dear Annika, I am so happy to have you in the team. Second year and it feels like you have always been there. You are such a calm and friendly person and I really enjoy to have you around me. Your calm attitude makes me calm down when I talk to you. Moreover, I also enjoy to see more and more of the evil facets of you personality. In my kranky westphalian mind, teasing people is one of the highest honors of friendship. Being nice, I can be to every passenger. For teasing I need to know a person, be creative about how to tease. Sometimes I still have the feeling that we fail to notice when to give you room. I felt sorry when there was the moment of presenting the song where we were all in a rush, or the moment when you had a bad day and we failed to notice it but were a little rude instead. As I said in one of our conversations last year, I like to encourage you to speak up, and raise your arms to signal us to shut up and give you room. We ourselves also have to focus on giving you room and noticing the moments when this is required. BTW I really like this years IMWe song. I noticed that you took many background/service jobs this year (btw some of them were a very logical combination with the house contact job). I was wondering if this was planned or just happened. Would you like to do one of those moderation jobs (int./creative Evening) with me? I was also wondering if you would fancy to do a music workshop (poetry?song) or a musical instruments buling workshop (e.g. also with me) ?  
It was an awesome IMWe with you, more are yet to come and at the end of the day ….venice… is still an option with sufficient fun!

### From Josie

Dippi dippi dippi! Connecting on a chip level is a big thing for me so lets just sip some tea (yes you may sip espresso) and mark our calendars! In retrospect as well as during IMWe I am sad that we didn’t have any jobs together and hope we can find something to do together next year. Creative evening maybe? :)

Your calmness really is extraordinary and I really admire this quality of yours and gain so much from your positive vibe. However, there were times during IMWe when you might have been stressed and I just didn’t know how to help you or what to offer you besides a hug which I think I could have done more off (sorry!). I would have liked to hear more of your ideas for the storyline and your lead for some of the scenes and hope I didn’t bug you too much with questions (that you every so calmly amidst the stressful rehearsals answered). Girl your acting!! I really enjoyed watching you act and found you phenomenal at it. I look forward to seeing you in big roles in the coming years #nopressure. Besides enjoying your instagram photography in general #nostalker, I find you super artistic and love your eye for detail during deco-weekend but paired with a supersonic speed for the big paintings. As I painstakingly measured letter for letter #severalfails you created several lovely paintings!!! Thanks for the fun mood while we were painting. On to the next #dippiandchippiadventures - you are awesome!

### From Julia

You have really found your place in the team, and you seemed relaxed about your jobs, knowing what you were doing. I love to see your enthusiasm about IMWe and our participants, you really still find and take time to enjoy the event and participate in the creative programme such as various music sessions - keep up that Work-Fun balance :) It was nice to see a little more of you on stage as Hermione/“The Girl”! I am also looking forwards to more hiqh-quality Annika workshops, I think you have great skills to share in crafting. I would have loved to join a workshop using and producing own paints from pigments… Thank you for the new songs for the songbook!

I don’t remember you much from meeting situations (which doesn’t have to mean much!), just remember to get your voice and opinion heard whenever it matters to you :)

### From Lübeck

My dearest, I love how you found your pace and your place in the team. It was lovely to watch you grow (harhar) into your role as teamer and getting more confident this year. You seemed to enjoy a lot of things and your cheerful nature is inspiring! You are very positive and motivating, though rather through behavior than through words. Sometimes I would like you to raise your concerns a little louder or persistent, I felt that your opinion is often unheard and flies under the radar. I know that it is especially difficult in our team as we don’t overly criticise processes or projects, but I saw how unhappy you were at times (concerning the development of storyline). As Team Teamer I felt a little helpless in these situations, sorry for that. I love our house elf team, and I enjoy working together with you, it takes a lot of stress out of this job. I think however, we could be a little more structured about it, maybe we’ll german it up a notch next year :) I am hyped about our project next year and I want to explore the possibilities that may arise and most of all I want to have fun with you in a small team. I admire your calmness and friendly attitude towards problems and PCs (sometimes these are identical). I have the feeling that you have a long and sparkling IMWe “career” in front of you and I am very happy to join in on the way. Sometimes, especially when the lack of sleep kicks in, my filters stop working and I tend to get really “pöbelig”. Sorry if I was harsh to you at some point, I would hate to offend or hurt you. I enjoy your delightful presence and I think the team is profiting a lot from you! Regarding music the both of us should really get together and perform at the concert! Harp and violin would be awesome and beatiful. I am also looking forward to see a little more of you on stage, I think you should try out a big role!

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### From Pia

Hoi Annika, from not knowing you at all, I love learning more and more about you everytime we meet. I have the feeling you have so many hidden skills. For example you do a great job in acting and I can’t believe that you did not really do it before. It seems so natural and easy.. not at all insecure or “going out of comfort zone”. You also surprise me with your music skills every time, I mean I should know it.. you are not an instrument builder for no reason.

This year we had the meditation job together .. we somehow made a rough plan beforehand but then I felt quite lost on IMWe and was a bit unsatisfied with it. I am super glad for all the PCs (and teamers) that jumped in. For some reason I thought that there will be more initiatives from the PCs and therefore I also did not really prepare anything beforehand. On some days I had the feeling that I was the one remembering that we should organize something and then I wished that you would also take the initiaive more often. But maybe you had the same feeling in the other direction and of course I could have prepared things better myself. However, I think we managed quite well in the end.

I am really looking forward to more years of working together. As we both “just started” our job as teamer I hope for many more years to come. Also I loved our nightly little long conversation :)

### From Schabi

• I think our workshop was our only job together this year; and I enjoyed every bit of it: I liked our efficient Skype calls and that we managed to implement all our ideas in the end. Our workshop provided the PCs with structure as well as the freedom to simply do what they wanted. Thank you for that perfect mix! • I love working with you and I enjoy your company, for example when sitting next to you in team meetings, when rehearsing storyline or when preparing for a programme point: you stay sincere and relaxed, but you also dare to give ideas a try and you are super enthusiastic! • The IMWe song is just wonderful; I especially love the lyrics this year – they fit perfectly. • I hope you enjoyed working on storyline, in my opinion it turned out very nicely. Your acting was really good; I am a huge fan of your last scene with Waldo! • Thank you for taking care of everything concerning the castle, you make it seem like it is no big deal – but it totally is. – I think, you and Lübeck make a very good House Contact-team. • You’ve impressed me a lot the past two years, thank you for being such a good friend and dedicated teamer. I will miss working with you!

### From Sebi

Hey Annika, we didn’t had a job together. But everytime i saw you, you were happy, smiling and always asking if someone needs help. Thanks for that shiny mood. Your stage performance as Hermine was really great with all the mood changes from love to anger to concern. The audience loved it. What really impressed me: How can you survive IMWe with a very happy mood and not even looking tired with so less sleep? Was it a magic spell? If yes, pleeeaaasee tell me!

### From Simon

Guguseli It was really great see how you changed from last year to this year. Everything seems clear to you like you did it 1000 times before. You did a great job as House contact!!!! If I had a problem, I just hat to call 111 and Housecontactgirl was solving it :D. Great job. You did also a great job with the Song!!!! Again!!! I think I remember that you said you’re not feeling confident on stage… you should, because your acting very very well!!! Your easily pushed in a cheesy and girly character because you’re acting it in a mater people can believe what you’re acting. Maybe try to go next year, if the storyline aloes it, for a stronger character. I really want to do more jobs with you!!! (like last year :D)

# Bebbó

### Thoughts about yourself

Before IMWe I felt extremely unprepared for everything to come, still i was not very anxious about it. The thing that bothered me the most was the fact that i knew i would not be able to detach completely from my responsibilities at home. Add to that the fact that i missed the joblist discussion meeting, so i felt very out of touch with my various roles at imwe. I felt i did not do many big jobs, or maybe it was just that all my jobs i shared with very competent people.

Anyways it worked out well, i was very happy with the week and glad that i could make time to turn in my university stuff throughout the week, with acceptable marks even! so that was sort of my struggle, not being able to fully submerge myself in all that is IMWe. At the same time that is kind of what worked out really well, i was happy with my level of participation both in teamer related projects as well as PC stuff.

Out of sight, out of mind. That is the way i work. I am not very good at getting stuff done outside of the team meeting weekends and during imwe itself. Partly it is because i have little space in my schedule in general, but also that is the way my brain just works, its hard for me to formulate thoughts about something that i am not doing at that specific time, if that makes sense?

wether that is Good or bad? I don't know, i would not want to be any other way i guess...

After this imwe i was on cloud 9! WOW, so happy! Spending time after the event in the castle with great people was so nice! That really gave me extra energy on top the experience of the week as a whole!

No resolutions for next year except: Be there, do stuff and enjoy.

### From Annika

I am really enjoying getting to know you better each time we see each other. I love our Raisin-Asshole meetings, it is such a wonderful new tradition that I hope we will keep for all the years to come. Your acting is so so so good. Like…I am so impressed with how you dealt with having the main role in the storyline, and then having to deal with those crazy unorganized rehearsals. I was watching you, and inside I was going like “Wooooah…I would run around screaming because of stress and pressure righ now” But you were just like “Ja ok.” And just did it. And nailed it. And I loved to jump out of our acting-comfort zones together. I really learned to enjoy myself on stage this year, and it looked like you were too. It was very cute though how nervous you were before that last scene :D that actually gave me a lot of confidence, and it really felt like we were in that together. And again - your vooice - boy - it leaves me speechless. Anyway, onto more wonderful, relaxed, fun, crazy IMWe’s together!

### From Blaž

It had to be a pain in the ass to be leading a workshop alone second year in a row… But you pulled it off! You had the right people and the results were amazing! How you (and Simon and Jens and others) survive the week at IMWe with so little sleep will be an eternal mistery to me. Here’s what we’ll do next year about your morning alarm - we’ll just ask someone to wake us both up at the appropriate hour. This snoose thingy isn’t working well… :D You were great at playing Waldo and I’m grateful you were willing to listen to my advice. The incident with missing matches during the scene was the best blooper ever! I was hoping we would have a deeper cooperation with Annika with the song and I’m sorry if I steamrolled you both there. I hope you’re happy with the result all the same…

### From Daniel

Dear Bebbó, it was great seeing you in a big role on stage. I think we can listen to your ideas more often. Maybe try to be a little “louder” in the team. It´s fun and super awesome to work with you.

### From Jens

Dear Bebbó, Man you are a music monster. Each year I am impressed by your musical skills. Even more this year, when you said during concert setup you signed up for a song but you dunno which yet. And then you blasted me away. I found the learning of the IMWe song situation a bit unfortunate. I think it was due to the rush of the situation that suddenly Simon was asked to present the song. Since you are a really calm and friendly person, I would like to encourage you to claim your room. I would have liked to have seen how you would have taught us the song. It happens often that we are in a rush and not super aware of each other. This doesn’t mean that we don’t want to gave each other room, but sometimes we just fail. Please help us, by calling attention to yourself. I am also really impressed by your workshops. The last two: so different, but so cool outcome and so pleased PCs. Thanks for being such a helpful person. I really enjoy to do the concert recordings with you. This years setup was really relaxing and this was also a lot due to your personality. Concerning CGI and recording I take your remark seriously. I will focus next year on how to give room for you and others and I will try to manage that we can share the workload. Please help me, by reminding me. Daniel did a really good job with this last year by telling me to tell him how everything works and forcing me take a few minutes. I am looking forward to more IMWe years with you.

### From Josie

You rocked IMWe man! When you mentioned that you had an exam and work to do, I was kind of expecting a super annoyed and stressed Waldo and yet with some no-idea-from-where calmness you where so friendly and “normal” HOW!? :) I really appreciate this about you during IMWe in general and especially during busy IMWe preparations or hectic meetings - You have a relaxed and very respectful approach to discussions and I feel that you help us as the team with a grounded perspective. I was bamboozled and utterly struck by your concert performance - holy moly! Thank you for sharing your musical gift with us all :) Second bamboozlement I had was your acting… damn Waldo you got talent and brought emotion to the whole story, great acting!

I am really grateful to have you in the team and hope we can bring our southern sisterhood back to life in some form next year - even if its just texan rap songs in the basement :D Throughout the week I felt very helped by you when I needed something and that you were attentive to all the needs of the team as well as able to communicate your own. Not sure what else to tell you besides that you rock Bebbó!

### From Julia

This year you really shone on stage as Walter/Waldo/Wally - you managed both funny and touching, which is rare! As you pointed out yourself, you seemed like you knew much better what you were doing this year and you did your jobs well, adding small details here and there (I liked the IG Mashine!). You always seem very positive and open, yet calm, and it’s easy to approach you with any matter. I like it that you found at least some time for making your own music and performances despite the busy teamer-life, remember to take care of those things that really make IMWe important for you also in the years to come!

Sometimes it was a bit difficult to get replies from you before IMWe per phone/email (but I don’t really remember what situations exactly that was about!), but that sometimes happens when we are busy with this thing called “normal life”. Remember to speak your mind on team meetings - both during IMWe and the weekends - if there is something that is important for you! Great workshop again with impressive results - I’m happy that we got the cardboard for you in the end (I was really a bit worried in the beginning when I realized that your entire workshop relied on a material that you could not bring with you yourself!). I would like to share a job with you next year :)

### From Lübeck

I love your weird mixture of calmness and crazyness and I enjoy your lovely presence in the team. You don’t say much, but when you do it is poignant and thoughtful. I would love to profit more from your insight and I also think that the team would like to hear more from you. I love that you have found your place in the team and that you were relaxed and calm on your second IMWe. I admire your confidence, taking a workshop on your own seems no big deal to you and you just try to fulfill the task as good as possible. Your acting as Waldo was very authentical and it appeared that being on stage came easy to you. I would love to do a job togehter, maybe even something as big as a game. Being the cardboard kingpin of Rieneck was a fitting role, I enjoy grand theft with you as accomplice. Some new project will surely appear!

### From Pia

Hoi Bebbó, you seem like a very calm person, I can not think of a moment where you seemed stresed. Even with your exam coming up.. you mentioned it but still from the outside it felt you were quite relaxed about it. I loved our little run together, I was surprised not to be the only crazy person to seriously go for a run on IMWe. But we did it and it was awesome. I also loved the rasin asshole meetings (maybe after some years I’ll be able to remember the icelandic word) .. just taking the time together to talk about sometimes completetly random stuff. Also for me it means getting to know you better on a different level - I really enjoy that.

I admire that you manage your workshops on your own and I think there could be a lot to learn from. Maybe there whould be a task or workshop that we could do together next year?

### From Schabi

• Our scene together at International Evening was probably amongst the ones I enjoyed most during all the past IMWes; I’ve just been looking at the photos of this scene and I could not stop laughing – thank you so much for going for all the ideas concerning your character. You were fantastic every time on stage, I especially liked your last scene with Hermione! • I love your attitude when rehearsing or team working: it never seems like anything could unsettle you, be it sorting IG-chaos or waking up one minute before the Concert and being ready to perform right away. • You were in charge of quite some all-week-jobs (Dream Time, IGs,…) and those jobs ran extremely smooth from my point of view. I finally attended Dream Time again, Jostein was playing the guitar and I truly enjoyed it. • Congrats on your exam on Monday, and thank you for putting your energy into the deco weekend though the test was coming up. • The song this year was just wonderful; I loved the lyrics and the verses people came up with – thank you! • IMWe with you is great, and working for IMWe with you is both fun and productive – I will really miss that!

### From Sebi

Hey Bebbó, Great job on your second IMWe. It looked like you are much more comfortable with the whole teamer thing. I loved your stage performances either in storyline (Waldo was really really well acted) or in other programme points like concert or creative evening. Respect for doing a workshop alone the 2nd time in a row with a really cool result and enthusiastic people. Felix told me that he was happy and enthusiastic every morning to go to the workshop which was a quite new experience for him.

### From Simon

What a great Wally/Walter!!!! Again, it was great to ac(hhh)t with you. I think you give the scenes a bit of relaxed atmosphere, but still holding the attention of the audience. You can easily swich between serious and funny acting. Just all in all, great job!!!! I’m impressed how you managed the Workshop and what came out of it. It’s amazing. I like how you lock out for not just the good solutions, more for a really good one. I did not hat any long job with you. We should change that for next year!!!

# Blaž

### Thoughts about yourself

I came to IMWe very well prepared. I was able to spend a lot of time preparing for my tasks. The task I was probably the least prepared was the structure of our workshop. The start of the week was awful due to having a cold, which got better through the week. Sometimes I felt detached from what was going on and couldn’t really feel present… It was like everything was going on so fast and I had no time to enjoy it properly. For the majority of the week I had the end game at the back of my mind and I was sincerely grateful for everyone who piched in with thier help. Most of the program point I prepared went smoothly and I was happy with the results. Yet somehow I didn’t feel the satisfaction I thought I would. I did attend more program points than in previous wears, but fewer (M)IGs. The main two tasks that felt like high effort low payout were End game and Storyline. In order to cut the confusion and time spent on discussing options, I probably steamrolled my team collegues on tasks again. At the end of IMWe I felt happy, but somewhat empty. Then the usual happened - I came home and wanted to do it all over again immediately. We need to remmember, that IMWe is a project, led and operated by volunteers, that runs like a Swiss clock on a very profesional level. Apart from a few technological changes, that we already identified, but know would take a lot of effort and would not bring anything significantly new to the table, I don’t really have ideas on how to make significant improvements to our work. Bold ideas would probably be the best motivation for me to stay in the team for longer.

### From Annika

I can only say again what I already said last year - your brain impresses me. You've got so many ideas and you throw them out there in a velocity that is mind blowing. Do you have like a secret magic idea-potion? I want some.

I feel like this year you had a lot of time to prepare for IMWe, and it feels like you also were responsible for a lot of the "bigger" things and therefore very visible and active this year.

I admire your constant paying-attention on how to improve stuff, never letting yourself get carried by old, comfortable habits. Daring to try out new things.

Though sometimes I felt like it can be a bit too much of the process-improving. Sometimes the old-fashioned and simple way works just fine, and too much innovation at once can be too much. (-Paulo Coelho) Back to seriousness - Keep up what you are doing, it's very valuable, but maybe also openly ask others for their opinion about things more often, and include them in your processes.

Wich already brings me to storyline. I don't even want to go in depth about it now, because it's done and over now, but for future-working together, I need to at least shortly adress it. To me it felt like you were doing the storyline alone. I did not feel like a part of that team, maybe partly because I didn't find a way to the whole basic idea - but also because you were just...doing everything yourself. Wich of course I could be thankful for, because it saved me a lot of time and effort, but maybe try and give your teammates more of an open window to contribute.

Anyway, I feel like the feedback on the storyline will be very diverse..so I want to drop some positive stuff here too. I loved how we only had scenes in the evening, that took off soo much workload for us. Again, you had such a relaxed approach to it, you guided the scenes very well with your amazing theatre-skills, and we endet up having some really nice scenes, that were very enjoyable to watch. You pushed me with my acting this year, gave me some confidence, and your talk about living and enjoying that moment on stage to the fullest, inspired me a lot. Thank you for that.

Good job on the song! It was a really really good one, also from the feedback I got from people. Very simple, different, but the whole idea of people contributing with verses - brilliant. I found the southern-german-imwenians still singing it all night at a party last friday. It was probably the fastest-ever-written IMWe song. It was great to witness this simple approach to just doing it, without overthinking everything and trying to make a really complex unique song, but focusing on the main important traits it needs to have, to work as an IMWe song.

Always a pleasure and exciting ride to do a job with you - and thank you for all the work you put into IMWe this year. You carried a lot.

### From Bebbó

Blaž!

A few things. Still the best roommate ever.

Sorry for the alarms. I find your perspective on most things not only interesting and insightful, but useful. I really like working with you, people that really think about things, like really think, are not very many. You are one of those. Witch i admire and respect.

Your guidance in the storyline to me was very useful, i feel we work well together on that sort of creativity. Performing in this way is something i had not really though about, I enjoy it now, that is in great part thanks to you.

I also like that we can talk. but also that we don't always need to.

On that note i will end.

Lots of love, Bebbó

### From Daniel

Dear Blaz, I think it´s good that you challange the team from time to time with new ideas. But I think you should also listen and consider other opinions more carefully. Another thing that comes to my mind thinking of last IMWe is that you´re taking over programm teams you´re working in and overrule other ideas and explanations. I think you should consider more how your methods and choice of words affects others. Please take this as constructive critisism. You´re a really hard worker who puts a lot of effort into IMWe and espacially into your ideas. I want to thank you for that. You´re often taking over the least wanted jobs so everything is covered and I know that´s not easy. Some jobs are not as rewarding as others. Thanks for choosing “Time after time” it gave me the opportunity to get in touch with the piano again.

### From Jens

Dear Blaž, I am really happy that we had again the opportunity to do a workshop together. As mentioned many times before, I think we really well complete each other with our different characters. I really cherish that. I hope that it stays that we embrace our different characters and also except that different things are differently important for us. That’s the power of our companionship. Our workshop was amazing. I know you would have liked our PCs to come even more out of their comfort zone. Nevertheless, I saw them all try within their limits and that was a good experience, especially since we tend to choose the adventure workshops were you never know about the course and the outcome at the end. I also think, that our common desire for optimizing processes is really fruitful, e.g. when we discussed about evaluation, it was uplifting to see that we thought into the same direction. The google online calender and especially the automatic mails from the form were just brilliant. My techy heart was doing summersaults. I noticed that you took many of the jobs that frame the atmosphere and outcome of IMWe and I saw your handwriting in those jobs. I’d like to encourage you to have a critical look if you leave enough room for others to bring in their ideas and also find their own handwriting in jobs. I noticed that you appear very confident about your Ideas which requires the people working with you to be as confident about theirs. I was a bit surprised this year in the course of our workshop to see that you were torn about the stand up comedy idea and that this uncertainty was revealed by you either saying “yes, we should definitely do it!” or that you doubt that it would work. That left me insecure, but don’t get me wrong, I don’t blame you for that. I just learned a new thing about you that is, that your outer confidence does not necessarily reflect inner confidence per se. I was feeling really happy that the gordian knot of the big game was resolved this year. Great job! I really enjoyed to see people starting into the obstacle course. I was feeling sorry to see that it bothered you the last two years. The more I was feeling happy to see that it really worked out this year. Good to have you in our team, I hope for more years to come.

### From Josie

During the February meeting I thoroughly enjoyed our conversation about honesty in all forms of relationships and the same goes for several conversations I have with you Blaž… Your perspective on several issues is often innovative to me and always an exciting learning curve for me and I enjoy talking to you! Your approach to IMWe and optimizing program points is sometimes abstract to me when you explain ideas.However, doing the Scouting Café job with you was a tangible example for me and I am very very grateful for the super cool new dimension you brought to that! Your idea to change the structure and add “something completely different” was super.

I apologize that I couldn’t show the same enthusiasm for the big game explanation - in retrospect I now see that I was terrified of not understanding anything and failing at it and this blocked me from opening up to your or anyone else’s explanations of rules and so on. I am a very visual learner / understander and was easily frustrated when I didn’t understand parts of the storyline that you verbally explained and also quite embarrassed when I realized that you guys had already written out everything for us. It would have been great to have all your prepared and great work hanging on a pin board throughout the week (the pictures, explaining relationships and the scene summaries) but also to be guided more through rehearsals. The storyline was super cool and full of special meaning. Unfortunately I was totally confused at times and also felt that you were not satisfied with some scenes but was also not sure if I could’ve helped you or if you wanted support. If this was the case in future feel free at anytime to command me to help you out however I can.

Oooo and talking about innovative - I loved how you motivated people to be involved in creating the IMWe song verses and share stories at the campfire. You have a charmingly provocative way of capturing the attention of a group and I respect that you can take the jokes that you dish out :D Here is to more conversations and to more learning from each other.

### From Julia

Oh that open, warm-hearted laughter of yours… it is truly an ice breaker, and a signal for me to relax, you are ok with whatever happened or was discussed. You continue your quest to shake up IMWe and the Team, and I think, in the grand scheme of things, it’s probably for the best… but sometimes it hurts this old IMWeteran to see the eggs break to make a juicy new omelette. It’s good that you think about ways to make IMWe more efficient, but please be careful that you don’t cut out too much of the things that actually make up IMWe, such as times when PCs can wear their costume or the duration and number of storyline scenes. I’m not sure the entire team is able to stop you, when you put your mind into a thing - some single teamers certainly aren’t, so keep a few tendrils out to probe whether everyone is ok with your reforms.

Whenever I see you on stage, I know I’m in for a treat. Baden Powell was known for being a captivating stage person, with his evening programmes for soldiers and later scouts, and I like to think he was much like you - a brilliant storyteller, a fast-witted joker and a good actor. However, one thing that came to my mind during the campfire, storyline and sometimes even with the IMWe song: I know your mind races at light speed, and I see you can get bored easily, but that is not the case for everyone. Sometimes it felt that you cut the “performances” of others - PCs or teamers - a little short when you were in a leading position. Often I could have taken a little more - had a scene last a little longer, let a game or story continue for a few more rounds or sing a few more verses. True, not everything was brilliant, but on the other hand we are trying to create a safe space on IMWe for not-that-experienced performers to try their wings on different stages, and taking time, not feeling stressed, is part of that process.

You and Jens took on a fascinating workshop which falls under the category of workshops where I myself would have absolutely no idea where to start and how to work - respect! And the results were outstanding, we saw people on stage doing performances of a kind that has not been seen before on IMWe and felt very personal, not grabbed from Youtube. Very impressive and very nice!

### From Lübeck

I like your conceptual and critical view on processes inside of the team. With your ability to analyze and to improve workflow you are changing quite a lot for the better. You are important for the team in what you do, so it would be a shame to see you go. That being said, I was sensing some distress during this IMWe. Your ability to see through things and to envoke changes is sometimes overshadowed by your uncompromising attitude. Working in a team is more than just implementing your own ideas into the workflow but also listening to the concerns raised and issues being adressed. And the way you announce your ideas sometimes lacks respect, e.g. when you portrait it like you invented the most innovative method it often sounds like everything we have done before was crap. I am aware that you don’t mean it, but you sometimes make it sound like that. I have commented on this years storyline, but I want to add some things. As I said in my last feedback, I didn’t like the way how things went this year. Most of the characters where one dimensional and unspecific, furthemore they were of no specific matter. I loved the idea to invent characters that early in the IMWe cycle, but the effort we put into answernig the questions was for naught. We didn’t really interact on stage and were orbiting around the boy. I know that was intentional, but in my eyes it just didn’t work out. Also we forgot to concentrate on PCs. Their costumes were irrelevant. All of these concerns were raised during some meetings and in discussions, you should’ve listened more. When we talked on the last evening I had the opinion, that you didn’t agree with the criticism I was expressing. We don’t have to agree on everything, but just as I am not always right you should maybe adjust your bias towards your own ideas. I remember your puzzled expression: “But in my eyes everything worked out perfect and all the changes I made were working quite well!”. And I would disagree. In my eyes the announcement in the evening is not as efficient as you picture it and the Workshops are still covering a lot of informations. Which is ok and in my eyes neccesary, but remembering that you caracterized this as redundant and inefficient we still need it. I already expressed my thoughts about the storyline. And although the Big Game was a success, the road towards this result was rather rocky and we had to sacrifice a time slot during the Day Out for the team, that I was planning to use for seomthing completely different. Therefore the relaxation and the teambuilding we wanted to have the time to didn’t take place and we all had a rather stressful day. I think it wouldn’t hurt, if you could be more modest from time to time and keep an eye on your attitude steamrolling your fellow teammates. You have a lot of great ideas and you also have some ideas that don’t work out or that don’t have a place right now. I cherish your nerdy on point jokes, although it appears sometimes that I am the only one laughing :) Even better then! I love your crazy output of creative ideas and sometimes you leave me bedazzled :)

### From Pia

Hoi Blaž, it is impressive to see how much passion and work you are willing to put into something you want to make happen. It is admirable how you managed the start of this years IMWe with being physically not that fit. I was very happy that you still recovered (at least a bit) and seemed more and more alive towards the end of the week.

We shared the super popular task of prepareing the big game and I have to say it was a bit of a boon and a bane to work with you on it. You have so many creative, crazy and out of the box ideas and you can motivate me to go wild and try something completely different. When you explained the ideas for the game it all seemed so easy and logical but when rethinking it I sometimes felt like those are the stupiest ideas ever and it will not work out. Nevertheless, it did work out and it was much better than I imagined it. I think that was due to you putting so much effort in multiplying all the bord games, just sticking to our overall idea and (at least seeming) to trust it. But maybe you could sometimes also take into account more the ideas and views of other ones. When we started planning Wendy and me did some brainstorming, we then also shortly discussed our ideas but I did not have the feeling that we seriously took them into account. Anyhow, as I was not sure about anything I also did not push it further and I am very glad with how it all turned out at last.

I really enjoyed our conversation on one of the last days of IMWe. Somehow this special moment came and it felt like continuing where we ended last year. Thanks for that :)

### From Schabi

• Wow, not a single job together! But we managed to actually work on some things anyways: thank you for your input for the PC Book, the symbols give a good overview and the QR Code for the online form is practical for PCs to use and for us to work with. Thank you for putting thought into things that ‚always have been a certain way’, re-think old methods and convince the team to go through with it. • I liked how the storyline developed, though I personally would go for a bit more scenes to make all ties ‚come together’ in the end and give some side stories the chance to unfold reasonably. • The song by you, Annika and Bebbó had the perfect lyrics and I enjoyed singing it from the very beginning on – I think it really met everyone’s taste; and the extra verses were fantastic. • Campfire was awesome: I never had such a storytelling evening, and I enjoyed it very much. • During the Big Game I had no actual job, so I ended up helping out carrying books, and that was a blast. The atmosphere in the different game districts was both joyful and focused – that was absolutely great. • Thank you for helping me out with xls and printing and all that stuff that does not interest me. • And just like every year: I am always looking forward to traveling together – I will miss that and I will miss working with you!

### From Sebi

Hey Blaž, i had the feeling that was your IMWe, you were so present this year with your announcements, the song, your challenges of your workshop, the big game. And everything was really cool. I am really happy that the big game was a great success and also the song. In the beginning I was cautiously optimistic regarding the song and the own verses because i remembered the song from 2010 where every day a new verse was added and that didn’t worked as wished. But this year it was awesome and great fun. *thumbsup* I also like how you improved the digital form. It worked very well. We should keep it like that. I still have the idea to have some kind of IMWe app, maybe we can start a research on that if you are up for it.

### From Simon

First of all… thanks for leading thru the storyline! You did an amazing job. It was not always easy for me to find my way thru it but you did a great job!!! I’m jalousie how you can find the right words for scenes and I love your ideals of acting and a scene. We had just this one job together, without any skype meeting ?? but it worked quit well. I think we did a great job together and were lucky with the weather. Tank’s a lot for your good idea and your stories. I like your sometimes different way of thinking during the meetings. I think with this attitude of you pushes the team forward. Thank’s also for the arduinos!!!! You made one of my best workshop possible!!!

# Daniel

### Thoughts about yourself

85% Prepered. Quite ok.

### From Annika

Daniel ... such a good hearted man. You are always always there for me whenever I don't feel at my best. With a smile, a rub on the back and a beer you saved my mood at the night dance. Thank you for that. And can I just say how insanely happy I am for Lisa and you? And SO excited for your little one to become a part of this IMWe-Family.

As your buddy - Please always feel free to ask for my help or support or a talk or anything if you need it. I feel like I am sometimes not the best at interpreting your mood, but I really want to support you in the best way I can! It seemed to me as if you didn't enjoy the Basement-nights as much as usual...missed you down there. But I hope that you still enjoyed the whole IMWe-thing to the fullest and took home some energy with you. I really enjoyed seeing you work on your concert performance whenever you had some free time and to be able to help you work out the piano stuff made me very happy. I always love your selected-few performance, i feel like it really grounds the whole concert night somehow.

Speaking of grounding, how are you always, but really always so relaxed, no matter how much mess is going on around you? Admireable.

It seems odd to even think about this, but I really can not imagine the IMWe-team without you. You are such a realiable pillar of so so many things, and hold all of us together in such a nice way. And for me you are just a part of IMWe as much as dreamtime is. But let's not even think about this for hopefully a looong while now.

Good job on the Team-Teaming!! I haven't experienced many different years so far, but this year seemed soo relaxed - our meetings were exactly the length they needed to be, everything important got said, we didn't drift off into hour-long semi-useful discussions about stuff - in one word: efficient. Thanks for that.

And not only at IMWe, also at the preparation-weekends, everything seemed so ...easy and smooth. Anyway - onto another great year next year! A warm hug <3

### From Bebbó

Daniel!

I so enjoyed working with you on various projects this year, from acting storyline, playing at the concert to doing international evening.

I very much like the way you approach things, you have such a calm and organized manner that you approach projects with. That is a quality i find myself not having enough of sometimes so you are a great inspiration in that for me! It also makes you great to work with.

You and Lübeck did such a great job team teaming, I felt the meetings were efficient and organised. Also it can not be overstated how much i appreciated having more nights off from meetings this year, so thank you for that!

I will keep it short and sweet.

Lots of Love, Bebbó

### From Blaž

Dear Daniel, thank you for your help with the end game. You and Lübeck steped in at the right time and with the right advice. You guys did a great job with leading the team. There is always room for improvement, but I really think all further improvements come at pretty high costs that are probably beyond the scope of our volunteering efforts. You were open to changes, succesfully implemented your ideas, ran efficient team meetings and did not push for your own decisions. The moment I remmember most on that point was on our February meeting, where you saw that you do not have the majority of the team on your side for making anabling participants to volunteer for becoming teamers (or something like that), found a suitable solution (make the process transparent) and closed the discussion. From all I’ve seen in this team and others, that discussion point could have gone on for another hour (without a good resolution at the end).

### From Jens

Dear Daniel, thanks for an awesome IMWe and your leadership as Team Teamer. I really enjoyed that you tried to minimize the meeting times. That really helped me to manage my own situation at IMWe (many things to prepare at IMWe, while having the goal to spend more time with the family) and have a really calm and relaxing IMWe. Stand Up meetings are really the key, but also a good fraction of feedbacks. Good job! One little thing that I would have liked a bit more, during the meetings, would have been a little more patience. By that I don’t mean that you are generally impatient, more that I know that you like to be solution oriented. Nevertheless, some people (including me) need sometimes more time to sort out the situation and can then proceed leading. I think it would have been good for the people of the song to figure out themselves who is leading in that situation. On the other hand, sometimes you cannot avoid to tip on others toes to keep the process going and you do that in a very charming way. I was really happy that we finally did Jein at the concert. Rehearsals with you were quick and focused and the result was blasting. The more I enjoyed that you needed this song to blow off some steam or get pumped up in the basement. Thanks for dragging me in, in that night. I sometime lack the courage to lead songs in the basement. Writing this just revealed to me one thing that I really like about our friendship: You give me confidence! I felt a bit sorry that we were lacking time or the right moment to talk about you being a father soon. I hope you noticed, that I was extremely happy for you, and I am also happy that we can share this experience in life. Thanks for being my friend.

### From Josie

I am finding it difficult to find the words to express what I want to say next to you so if any of the following is completely confusing let us grab a cup of black tea and chat! Daniel, you are a person that makes me feel very comfortable, respected and appreciated. It is hard to pin point exactly what it is you do but something with which I had an aha-moment this IMWe that ever since I have known you, you have had this impact on me. Thank you for your friendship, for including me (IMWe, VPC, life…) so much and making me feel welcome. As I told you on our trip back (thank you for giving me a ride) I spent the whole IMWe week so bubbly and excited about Lisa and your news of MiniWerner on the way. I am overjoyed, happy for you two and so excited to see that phase of your life as a Papa (allowing your kid to have 5 dogs and 3 cats because they will be so cute that you cant’ say no hahaha!). Oh the pets… Can we just for one second make a toast to that… I found my pets-are-weird-soul-mate in you! The hair all over, smell, on the couch… ok enough. Back to you!

Thank you for team teaming in such a thought through way. You were so well prepared in my opinion and brought the team to a new level of efficiency through the stand-ups and meeting structure but also through your focused moderating and clear questions. Thank you for having a perfect balance of what needs to be discussed as a team and what smaller groups can decide but also an approach to solving problems in a quick way that all were ok with. The big game for example – thank you for taking my dramaticness seriously and acknowledging that I just had no idea what was going on but also finding a solution that worked out super for all. In my opinion, you were very solution oriented the whole week as well as open for feedback. I appreciate the structured way that you work and go through the IMWe week with enough flexibility to let people bring in ideas. It was quite creepy arriving to the castle and seeing how much was set up – thank you so much for kick starting the week for us with such comfort. I enjoyed seeing more of your creative side this year (workshop, concert songs and acting) and find that you do indeed bring a whole lot of creativity to the team! You bring a lot of calmness to the team and are aware of each team member giving us as a team strength, support and also someone we can all always rely on.

### From Julia

A Job well done as team teamer :) And, as often, you had many other important background jobs on your plate as well from bedrooms to money matters and IT-support which you took care of reliably and brilliantly. Despite the team teamer responsibility you seemed relaxed to me, mostly with a smile on your face and a laughter not far away, somehow reassuring and very certain that everything would work out. But when I think of our teamwork, you kind of just “melted in”… I know you were there, I know you were leading our meetings, but you did it very smoothly and I don’t remember very many exact Daniel-opinions or Daniel-moments from this year’s IMWe. I hope you still got your voice heard! I guess it’s difficult to find the balance, as a team teamer, to have the responsibility of leading the entire discussion and voice your own opinions as well, without dominating the topic. As I said earlier to you, I was so surprised to see you at the piano (did Not know you had a long history of keyboard playing!), and I am so impressed by how you have worked your way towards more and more music on IMWe.

### From Lübeck

Words can’t express the gratitude I feel towards you! From all my heart, thank you for being there for me when I needed you and for having my back!

Being TT with you is an awesome experience and a wonderful opportunity to have a new perspective on the team. During the months we lost connection but after this IMWe I am recharged again and I was happy to have had the possibility to spend time together with you. I am also highly impressed on how your musical skills improve year by year. You put effort into it, you are dilligent and it pays off. I was baffled seing you on the piano and I really enjoyed your performance!

I am more than happy that Lisa is with child! It will be a beautiful thing to see how your family will develop. Although it would be a great loss for IMWe if you’d go. But as long as that doesn’t threaten us, I am fine and grateful for our time together!

### From Pia

Hoi Daniel, it was super nice to share the workshop with you this year. You always seem so relaxed about everything. There was no stress at all when preparing the workshop and also during the week it all went so smooth and easy. I think the chocolate trick worked out very well ;)

Thank you also for the immense amount of background work you must be doing. I almost don’t dare to think of the team without you, I think we would just go bankrupt, so the logical consequence - you will have to stay forever. But of course it is not only about the finances. You are always positive and motivating and I want to thank you again for taking care of me when I had my little break down. Thank you also for helping out in organizing some parts of the big game.

I also think you did a great job together with Lübeck as team teamer team. It all went so smooth and sometimes you were not really noticeable as team teamers. Don’t get me wrong, I see that as very positive. There was structure and guidance but you managed to make it feel like very homogeneous within the team.

### From Schabi

• Thank you for being my anchor when I was insecure about all PC Contact related issues – there were so many times when I wrote to you to get your opinion or encouragement, and you replied within minutes. • You are extremely patient and reliable and you always have your jobs well prepared; yet you never seem to be annoyed about having to explain or discuss anything over and over. • I enjoyed you as Team Teamer, because in my opinion you had good timing in leading the meetings, and besides the meetings you always took the time to lend an ear to the teamers. It also seemed that you managed to spend time with Lisa when she needed you (that was my impression; I hope you two could indeed spend enough time together at IMWe). • Thank you for taking over the diploma sorting in the end, that was very nice of you! • Your presence on stage was really good, it seemed like you enjoyed your role. I also like you hosting programme points, such as the International Evening – that was very well done! • Thank you for everything in every year, I will miss working with you! PS. Now you are the oldest one in terms of IMWes attended and being in the team – Yay, Daniel Wisdom Werner!

### From Sebi

Hey Daniel, thanks for the really great job as team teamer. You and Daniel did a really good job as team teamer. You were very well synchronized and it really doesn’t matter who to talk about. And also the new methods and the fewer meetings worked quite well. In my view you had a really good overview of the team and what is needed. Also when something is struggling you had a cool mind and solved the solution (Explanations of the Big Game). It great fun with you on stage as the Robin Hood Party dudes. And one of my highlights was the setting up for “check in” where I found out that there are people who are even more less skilled in decoration than me! Thanks for that experience! :D

### From Simon

HI Daniel You made a great team with Lübeck and did a great job. Your leadership was full of joy and fun, but also serious moments when needed. It seems that you’re more and more feeling confident on stage, that’s great to see. Maybe you could get a bigger role for next year? To me you’re like my big IMWe-Brother who takes care for me and somehow askes me if I’m ok when I need it. You’re realy good in taking care of others.

### Would you like to try Stand Up Meetings also during the weekend meetings?

8 x Yes, 1 x No, 3 x Maybe

### What did you miss due to shorter meetings at IMWe?

4 x Nothing, 1 x Pass, 1 x No

Nothing. I liked them for being short, I don’t like them for standing up. Hence, they do as advertized.

Not much! A few flashlights/reflections, but at least one was also just me because of church.

I did like the stand up meetings, but it was also exhausting to rush through topics. – Still, this method is really good!! I enjoyed all meetings and only missed one thing (though, maybe it happened?): When splitting up in groups to discuss programme points, were these presented afterwards? I think they were not, but I am also not sure anymore… Anyways, presenting the discussed topics is a good thing to get everyone on the same page.

I think the amount and duration of the meeting was quite good. I haven’t missed anything. Maybe we could also include some game or something. I liked the shoot out on Monday night. =)

Some short flashlights or A.O.B. maybe

Did you notice any negative effects of having two team teamers? What could be improved, if team teamers would work in teams of two in the future?

It’s a great option. It seemed like there was less stress for you two, everything worked. If you didn’t see any downsides, I think it’s a good option.

You two worked very well together, and when I needed a team teamer opinion/answer it didn’t seem to matter to whom I talked - that was the most important part for me and what I hope future team teamerteams would acheive as well (my biggest worry was maybe that it’s so split up that my questions get balled between the two teamers, or that neither feels responsible for a certain thing. But, as I wrote, you very nicely seemed both to be responsible for everything). However, I myself would not like to work as a duo when team teaming, of different reasons. Depends a lot of person!

Not at all, I think it is great to have two teamers planning meetings, re-thinking our methods and leading together.

No, I think it was a great idea to split the job. Then you also have somebody to talk about things you plan (methods, topics etc.) and you’ll get a quick feedback on that. Even though you can compensate things like methods variety, time keeping, also jump in due to lack of preparation time. We should consider it for the next year.

I thought it worked well

No negative effects at all. A possible improvement could be more clarity about who of the two team teamers is in charge of what so that no information is missed or lost for the next meetings. I didn’t feel this was missing but might have annoyed the team teasers by constantly asking :)

I dont have an opinion jet

Not at all! I don’t know?

### Did you explain the upcoming programme points in the schedule and/or anything else about IMWe during your workshops to the PCs? If yes, do you remember what?

Yes, we explained the programm points of the day and we had some questions about them.

I think Jens only mentioned one and even for that one I thought was unnecessary. I think the announcements after the evening program work. Even more, we could probably make a document on what to tell when, since the announcement are pretty much the same between years.

Nope, we decided to have announcements only in the evenings, so I decided to go all in… also my WS was mostly oldies who knew everything.

Annika took care of explaining the rest of the day at the workshop: All programme points were mentioned and explained, even if they were announced the night before. We put emphasis on going through the PC Book, explaining the symbols and especially telling PCs where it is really important to show up (like “Dream Time would be rather optional, but please be in time for the IGs so you know what’s going on”, etc.). It would be better though, if there are certain points that have to be explained by the workshop leader, that we got a list of those points (maybe simply via What’s App).

Yes. We went quickly through the schedule for the day and maybe for the next day and answered questions regarding that. Also reminded people to fill in forms or talk to responsible persons like Housecontact for Int.Eve.

Yes,, I always went through the schedule with my PC’s and roughly told them when to be where, as we had a bunch of newbies in our workshop.

A little, not in huge detail, but I only had w newbies and they had partnered there who were guiding them.

In the comedy performance workshop we explained all upcoming program points of the day and reminded them till when they have to submit a form or prepare something (this really helped first time PCs).

Yes, we went shortly throu the schedule every day

Yes, we always went shortly through the actual day.

I sometimes did. Either when there was an urgent request in the team meeting or when I wanted to stress a point, like try to do something at the creative evening.

I always do that and I consider it necessary. We always go through the whole program.

# Ele

### From Annika

I loved you as the cat this year! And I think you really enjoyed playing that role, it suited you well :P You are so confident, you just do your own workshops, and you never seem like you don’t know what’s going on or like stuff is growing over your head. I admire how you combine the teamer-role with still being present on IMWe with all of your friends. You just nail all of the workload so naturally. You were super active in the whole social-media stuff, you’ve got a good hand for that.

### From Bebbó

Ele!

Okay first of all. The cat! WOW, you were so amazing in that role!

Very cat like, yet sweet, yet scary at the same time. so good!

I really enjoyed acting out the storyline with you and doing International evening was so great, very straight forward, I feel we work quite well together!

You have this energy about you that makes me think you can do absolutely anything, and i think that is true! You have no problem leading a large group in your workshop or managing quite cumbersome tasks. Its definitely inspiring to see how you approach tasks with such ease and confidence.

I missed you in our meeting with Pia and Annika, but that is quite all right since there will be plenty of opportunity to take quality time in our meetings to come :)

Respect to you,

Lots of Love, Bebbó

### From Blaž

Dear Ele, you did a great job as our Social Media teamer. You put a lot of effort into it and I think it showed. You had plenty of ideas on what to do and you kicked our butts to send you things to post at the right moments. It was great working with you on the storyline. Your idea for the story to revolve around a boy with vivid imagination was awesome and I hope you’re happy with the realisation as well. It was very obvious and a plasure to see how much you enjoyed playing the Cheshire Cat and showing off your make-up skills with it. Every time you made cat noises with the kids I twiched and looked for the cat in the room… I was sorry to see how much effort you put into crafting the perfect playing list for the night dance to later not being able to play it in it’s entirety again. You probably don’t even mind the extra work, but the lack of dancing. I think your suggestion to move the night dance to a anorther evening is doable and you should propose it firmly to the team.

### From Daniel

Dear Ele, maybe deep inside you´re a get. I think you enjoyed the role and it fitted you perfectly. Maybe we need animal characters in our Storylines more often. - I like it that you have a different view on some things and that you bring in new skills and that you´re a perfectionist in some ways. You´re makeup skills and you´re great social media work is only what comes to mind first. - On a personal note I´d like to get to know you better and I hope you like that too.

### From Jens

Dear Ele, if I have to name one of your main qualities, it would be reliability and clarity. I enjoy working with you because I know whenever we are doing a job together you are really clear and open to tell what I can expect from you and what you would not like to do. The things that you choose to do, are done in a very efficient way and one count on you. Thanks for doing the job board for the closing ceremony and preparing a very nice visualization for it. Concerning the things, you say you don’t want to do, I had the feeling that they are quite often those jobs that moderate or lead through an evening. If this is something that you are not feeling comfortable with, I would like to encourage you to challenge yourself to do it. If this assumption is wrong then I guess, this is due to me still not knowing you to well. I am still curious about you and your personality and I am looking forward to learn to know you better in the coming years, if you let me. If not I accept that of course. Thanks for finding a good solution for your desire to nimble in meetings. As I said last year, paper sorting distracted me. However, this year I even enjoyed you knitting. I don’t know why, but I perceive it very relaxing if someone is knitting next to me. Acting-wise I was really impressed how well you played your character and also how much you stayed in character. Good job!

### From Josie

Roomie 2019! Thank you for always putting the night light on for me. I am so blown away with your make-up talents Ele! I did indeed wonder what can be done in a make-up workshop for a whole week and you showed us that you could have gone on for a month! This year I realized even more how efficient you work and really appreciate this about working with you. You are an active doer and also when your help is needed jump right in. I am so sorry I didn’t everything that can possibly be done wrong when printing stickers and thankful that we could laugh about it. I am just getting used to you being in the team and will miss you while you are away but at the same time I am very excited for you and inspired by you. Hats off to your great social media work, you really did push IMWe to a new level and had a cool structure for the postings and so on. Here as well… you just set off and did it! No hesitation and no delay and we didn’t see you work, just the super cool outcomes. Thanks for sharing IMWe with the world so well. Thanks for your helpful ideas throughout meetings, for your help with random tasks, for your “everything is possible” attitude and for your amazing creativity. I look forward to more IMWes with you and wish you an unforgettable and wonderful adventure Ele!

### From Julia

Heyyy buddy! I actually didn’t buddy you as much as I wanted to, because you seem to do a good job on your own - you are efficient and resourceful, and get a job done before I even notice there is one to do ;) It was nice to work with you on the sticker design, and I think it turned out very nice in the end (curse that transparent sticker foil, though!) and you are a lovely material partner with amazing tetris skills :) You really enjoyed your character again - I like to watch how you approach the characters through costume and makeup (as Lübeck seems to approach his through voices and sounds…), and I’m sure there will be many more dashing creatures parading on the IMWe stage in the coming years. Are you a bit of a lone wolf when working? Sometimes it felt like you were rather left on your own, doing your thing and then surprising us with a brilliant result, instead of teaming up with the rest of us… this works (I’m the same sometimes!), just be a little careful that it doesn’t come through as rude… but don’t worry too much, we will learn to read you, especially if you give us a few hints in the beginning ;) I’m impressed by your work as Instagram/social media teamer, even more so after realizing how difficult it was for myself to keep up with (the first time I totally failed at an IMWe job, I think).

I really wish you great adventures in the coming months all around the globe, and hope to hear from you every now and then…and, of course, see you on some future IMWe meeting!

### From Lübeck

I enjoy seeing your skills at work. Your Workshop had amazing results and the people really enjoyed their time. I like how you pick your jobs and fulfill them dilligently without any fuss. You always appear well organized and structured, something I could learn from. Sorry for the shortened Night Dance, I know that you put a lot of effort into the playlist. Next year we shall find a better solution. I still feel a little disconnected to you and I want to change that. We should find a job together. Interested?

### From Pia

Hoi Ele, you always seem very confident of what and how you do things. I have the feeling when you are resposible for a job you take it very seriously and organize it very well. Like for example the social media job, I think I never saw so many postings (especially during the year) of IMWe on facebook (and whatever it is linked to). In my opinion it could almost be a bit less, but that is just the personal (not very into posting on social media) me.

I really admire how much effort you put in your costume, especially makeup, every time you came on stage. It always makes your character very special. Also thank you for the tireless ass-kicking reminders until we finally managed to send you for example character pictures :)

Thank you for helping out with the living library! I think your opening words were so appropriate.. thanks to you it put everyone in exactly the mood that was needed to make the afternoon such a success.

### From Schabi

• Thank you for being an active teamer throughout the year with our social media channels. You have great ideas to promote IMWe, and you are taking care of posting news in time. • I enjoyed our deco Skype calls a lot; you brought in great ideas and also appreciated and took in other ideas. • Thank you for a great storyline. Your character suited you extremely well, it seemed like you really enjoyed it – and that was great. • Sorry for shortening the Night Dance due to the Creative Evening. • I like how you communicate with PCs (you explain everything very well), and I enjoy you hosting programme points (for example at the International Evening). • Thank you for taking the time to proof read all the texts I sent you!! • Congrats on the beautiful invitation sticker for 2020! • THANK YOU for all the occasional hugs, I actually really needed that. – I will miss working with you!

### From Sebi

Hey Ele, it is great to working with you. You are so pragmatic and efficient. Either with organising the night dance or the workshop fair. Thanks for that, I really enjoyed that. I’m really overwhelmed of your social media activities. Wow, nice ideas and the amount of posts…i felt a bit guilty as fellow social media teamer nearly doing nothing. I think i posted 3 or 4 things. ?? Maybe we can brainstorm about a social media “strategy” for next IMWe.

### From Simon

Hi Ele It was again great to see you acting. I think you could do something bigger, like an evil character, or a really cheesy one. At the meetings you give sometimes a different fiew to things to the team and you help to push the team forward and out of the comfort zone. I see you also already as a reminder and knowledge keeper. PS: I loved to see how the British took over the campfire!!

# Jens

### Thoughts about yourself

I arrived at IMWe less prepared as I wanted to. The weeks shortly before IMWe were really full. I even tried to put some vacation before IMWe to have time to prepare things, but I had to get back to my office on my first day of vacation. Nevertheless, I managed to prepare everything that needed to be prepared before IMWe, so that I can do the rest at IMWe. I think that work out quite well. For some jobs I would have felt better to put in more effort in (MusicIGs, Allweek game, MailBox). To me it is important to overdo some jobs and doing more than required, in order to have the feeling that there is lots of my creativity in it. However, this was only possible in small bits this year, but I’m fine with that given the circumstances. On a side note, I think, with managing the filming of this IMWe and the coordination of it with Sebi, Josie and Franz, I have chosen an additional task that was important to me and that also required some of my capacities. Speaking of this topic, thanks to all of you for being open to the filming and supporting this. I was afraid that the whole filming what have a lot more potential for conflict, and I was surprised to see that there was barely any (at least I don’t remember any). Thanks to those of you who gave interviews. I think they will spice up the Overall I had a really good week. Not too much stress, but at a sufficiently high level to be excited. I had the feeling that the less prepared jobs went, at least, well. I also had more time to spend with my family and got less beef by my wife. The deco weekend went pretty smooth. The first evening of IMWe was a bit stressful, because I did not feel sufficiently prepared for my workshop. But we managed to structure what is happening during the first day after the meeting. And it turned out for the good in the end. What I was struggling with, was sometimes the impatience of some people in general. In case of sound and lights, for instance, we try to create a nice and cosy atmosphere to frame the evenings. However, some people turn on the light in the big hall immediately when they have the feeling they can see to little and then forget to turn of the light. Or they mention that they cannot see anything on the projector wall due to the stage lights while the projector is being setup. I don’t know yet how to solve this, e.g. for me that I am less bothered by this or for IMWe so it does not occur that often. At least I want you to know that I am a bit annoyed by this situation, that you understand why I might react a little grumpy in similar situations. I am working on it.

The living library was a real high for me. I am personally really grateful that you brought this method to IMWe. When I first heard of the method I instantly knew what to talk about, but was afraid of the weight of my topic. I was proven wrong about this and that was a really good feeling. It was also a challenge to talk about this topic with “stranger” which finally worked really well and also got the feedback that it helped some of those that listened to me. I was actually thinking, that my topic was something that I came to peace with. I was surprised to recognize while talking that was not entirely the case. I am happy to have reopened this chapter of my life again.

As I said, bringing back the banquet and also giving the last evening a nice atmosphere was really important to me. I think this worked out pretty well. However, there are still some things to improve but I already mentioned them in the general evaluation. I think we got a good step closer to solve the awkward-moment-after-irish-blessing-issue. The only three slightly disturbing moments for me at the very end of the closing where: That the light was turned on too quickly (U know, the light issue, but I addressed that already), the insecure moment when people started to clapp and we as a team seemed unclear how to react to that (I’d say bow and enjoy the applause), and the group around Gesa approaching us after the farewell. Concerning the latter, I saw how a group of people around Gesa was prepared and holding the position (unclear when to run) to come and hug us. This felt a bit weird because it felt as if it was pre-arranged and not the result of a spontaneous reaction. I still hope the second option was the case. My personal aim for the evening was to frame it as the emotional peak of the week andI had the feeling that this goal was almost reached, which I am happy really for.

I am really sorry for me being quite numb or introverted after our last meeting. I was still a bit down from all the things that bothered me in the curse of the evening and when it came to doing the hugging circle was just not in the mood in that very moment. I feel really close to all of you and if could, I would hug you all the time (well that’s a bit exaggerated but you get the my point). However, in that moment I would have needed alone time to boil down but instead I was feeling trapped in expressing closeness which I couldn’t in that moment. Thanks for accepting me standing on the side and reaching out to me carefully. I hope you noticed, that after boiling down, I was able to address this closeness again. In Addition, when I came down to the basement, I was really happy to see that there was a good atmosphere. People were more pumped up and less tired than last year and I had a really good time sining.

In summary, I had a great IMWe. I managed to the mandatory things, even though I had pretty few time to prepare stuff. Moreover, I had some jobs where I could really put my heart in, and I had more time to do things with PCs. My resolution for 2019 (More time with the family) worked out. I don’t have a real resolution for 2020, despite going on with finding a good fun-work-balance at IMWe and improving on giving room to others that I am sharing jobs with, also in hectic and stressy situations. Meaning specifically those techy jobs that I sometime do my own because I did not plan time to explain my thoughts to other or were I think its faster if I do them quickly alone. I would like to focus on them.

### From Annika

You are an amazing person. Like really really amazing. You are so sensitive, I already noticed this last year, when you often created room for me to speak up during team meetings; and again this year, you noticed that I wasn’t so well on the day out, and took a moment to talk to me, wich I appreciated so so much. Sometimes stuff just needs to go out for one to deal with it. And our little talk really helped me. I enjoyed our jam sessions so much this year, either at 2am in the Foyer or in the sun in the courtyard - you are always in when it’s about music. Wich brings me to another point - you are such a great musician, and I admire you so much for it. I’m really glad that we found this little group of Irish-Folkie-stuff-loving people, and i’m looking forward to more fun jams and sharing music, and having some calm magical moments together. I think this charges both of us up with energy. Oh and thank you for giving me an opportunity to do something on the banjo. I think I still need these kind of kicks to completely come out of my shell, and I am really thankful for you giving them to me. Your daughter. Is. The. Cutest. Kid. On. Earth. Without doubt. She is so so adorable, and I love the parenting that you and Karina are doing. She will grow up to be such a wonderful human, and I am excited to be a witness of that. Anyways - Storyline next year? I am beyond excited. And I just can’t hide it. To work with you and Lübeck on something so big is going to be SO much fun, especially if our “little” october-plan works out.

### From Bebbó

Jens!

So i've been realising more and more what kind of a superman you are. You are so competent in everything you do, wether it be music, acting, building, whatever. you can do anything! By the way i loved how you were acting gandalf! and your costume was so perfect!

I love making music with you and i always learn a lot from observing you when you play. in a non creepy way. but also when we make music together.

I really admire how you really take care to think about how we can make imwe the absolute best experience for the PC's, that is i guess all of our goals but i feel that that is something you are really invested in, and i admire that.

I really enjoyed our very relaxed concert setup. I always think it is a great sign when you can work with someone and just understand what needs to be done and things just naturally happen like that. Some of that energy might be useful in the lights department during the week? Please teach me lights next year sensei!

You inspire me.

Lots of Love, Bebbó

### From Blaž

Dear Jens, thank you for putting up with me for another workshop. We had our struggles, but we also had good results. You could have stated your disagreements with me even more strongly. You and Lübeck put a lot of effort into the sounds and lights and I probably don’t give you the credit you deserve. You did a great job with being the techician during all the eveings and the recording of the concert. I also think your idea to film IMWe and make a documentary out of it was great. I have to admit, I was a bit sceptical as I always am in regard to filming, but this was the perfect year to do it. You also chose the right guy to do it and I can’t wait to see the final results. It was amazing how you managed to joggle the work in the team with your family duties. We didn’t get to see your stand up performance and I hope you’ll treat us with it next year.

### From Daniel

Dear Jens, I think you did an awesome job with the deco and the Franz coordination. Sometimes a hug says more than words. This is one of this times. Our concert song was very special for me. I could have cried after your announcement but I was to excited. Thank you for those words. They ment and mean a lot to me.

### From Josie

You are my costume super hero! I can not begin to express what a relief your costume support was Jens, thank you so so much. In a lot of the work / jobs we did together this year you had some super hero element for me. Staying calm when I was dramatic that I hadn’t done enough, having solutions when it seemed unsolvable, keeping an overview of what we had to do and always checking if I was ok. This was so helpful for me through out the IMWe week but in retrospect I do wonder who that was for you and if it was tedious for you to take the lead in jobs we shared (?). I like that you take time to explain stuff to people and make sure everyone is on board but within a team also checking if everyone is on the same page. I am so happy I got to be in the Closing Ceremony team with you this year and was excited by your idea right from the beginning, you really managed to set the frame for us to create an evening of celebration and a cooperative spirit with all PCs. Thank you for finding tat cool guy Franz! Also, this idea you brought up a few years ago and have since made it come to life and ever so wonderfully at that! I am looking forward to more Promo-taskforce work with you and Sebi and am always excited to hear your ideas.

I felt that you were very organised and structured in your jobs and love your preparation platforms (trello etc.). It was so fun sitting next to you observing your process and sharing puzzled looks of confusion and amusement during the meeting. It was also fun and very inspiring watching you create music in the court yard or your concert performance(s) but also preparing all the technical stuff and discussing recording stuff with Franz. I respect your knowledge of this so much and admire your musical talent a lot. I like learning from you and feel that you are very patient with me and open for my ideas. It does indeed baffle me how natural parenting comes to you and find it hard to remember you not as a papa and such a super cool one at that! I did not feel that you were stressed as a teamer-parent and found you balanced everything greatly and in a good mood. From what you shared of your workshop preparation process in general and how you set up your workshops I would really like to do a workshop with you one of these fine IMWe years to learn more from you and because I think we could compliment each other well (no pressure!). I like how much excitement you bring to IMWe in general and to individual jobs, that you never give the impression that you are not willing to do anything and are bored but rather shake us up to think outside the box or get motivated. It is such a pleasure to know you Jens and I am looking forward to more IMWe with you.

### From Julia

The I see of your work the more I notice how much effort and thought you can put in various tasks - from the choice of Closing of the Day texts to Reinventing the banquet and taking care of the various lights on stage. It’s easy to miss because you aren’t loud about it, but I really want to thank you for all those details that can lift a moment from “quite good” to “perfect”.

You and Blaz took on a fascinating workshop which falls under the category of workshops where I myself would have absolutely no idea where to start and how to work - respect! And the results were outstanding, we saw people on stage doing performances of a kind that has not been seen before on IMWe and felt very personal, not grabbed from Youtube. Very impressive and very nice!

You’ve taken care of deco stuff for several years now, and really grown into the job from being “just” a construction guy to having the overall overview. You piloted the team through the Decoweekend (tm), having a clear vision and wish of how things should look like and nodging me towards your ideas of a chair or a dreamcatcher, but still giving me space to do things in my own way. Thank you for that!

As always, I enjoyed teaming with you, you are friendly and take care of the people around you, a Care Bear of our team! Also an extra thank you for your printing & transport help before IMWe :)

### From Lübeck

Der Einfachheit und dem Zeitdruck geschuldet werde ich kurz auf meine Muttersprache zurückgreifen müssen. Ich muss mich nicht endlos wiederholen, ich bin immer noch unglaublich froh darüber, mit einem meiner engsten Freunde in diesem großartigen Team zusammenarbeiten zu können. In diesem Jahr hatte ich allerdings ein paar Entzugserscheinungen, in diesem Jahr hat sich unsere Zusammenarbeit (obwohl wir in der Joblist recht viele Aufgaben teilen) nicht allzu intensiv angefühlt. Ich hatte sehr viel Spaß beim Vorbereiten des Creative Evening, ein goßartiger Moment in der Woche. Wir beide sind ein gutes Gespann an der Technik (obwohl ich ja nichts von dem Gelumpe verstehe) und ich bin vollauf begeistert, dass wir unser Projekt im nächsten Jahr starten. Das wird grandios! Du hast einen sehr guten Blick für Stimmungen, sowohl was Licht auf der Bühne als auch was das Team anbelangt. Ich schätze deine vorsichtige und sachte Art in Diskussionen sehr. Dieses Jahr hatte ich in einigen Sitzungen das Gefühl, dass du eher schlecht gelaunt gewesen bist. Ich hoffe, die Familiensituation mit Lia und Karina war erträglich für euch alle und nicht der Grund für deine grumpiness.

### From Pia

Hoi Jens, thank you for buddying :) Especially in the first days I thought you were taking care of me a lot when there was so much work to do with all the mailbox-stuff. Also during the week you kind of caught me in some moments when asking if everything was alright. I have the feeling you are very sensitive to the mood of others and the general team spirit. I also think that you are open minded and daring, and teaching and explanatory things I would write to your personal qualities as well. I am a bit sad that I missed your little music teaching session(s) this year! I also admire how spontaneous you can be.. like for example jumping in for “from now on” litteraly last minute.

It was great to coordinate music IGs together. I really liked how the music skill and teaching board worked out, it was the first time I have seen it being used. I think those very little half a minute doing music together as group activities we (you, Simon) did before we announced the music IGs were great as well. I hope we find some jobs to share again next year :)

### From Schabi

• I had lots of fun planning deco with you, Ele and Simon. Thank you for taking over the deco presentations and for keeping an overview during the weekend. Your ideas for the big hall were super; I really liked the counter and the bedroom-construction right and left to the stage this year – both looked very good. • I have no idea how much work sound & lights must be; I just know it is always done thoroughly by you, although there is time pressure and impatient people bothering you. Thank you for putting so much effort into that job. The very same goes for the concert recordings, I am glad you were content with how your preparations for the concert worked out with Bebbó this year. • The closing ceremony was extremely well organised by you, Ele, Sebi and Josie; and I enjoyed you hosting the evening. • I admire you for going for a ‘stage’-workshop, because I did not dare to do so in years. I think these kind of workshops take a lot of energy and preparation time during IMWe. You and Blaž did a very good job there. Thank you also to be so sensitive and talk to Nils, that was very good in my opinion. • I will miss our late night talks and I will miss working with you!

### From Sebi

Hey Jens, every year the same: What to write to one of my best friends? I think you have the special situation on the last two IMWes in your double role as Teamer and father. I know last year was very challenging with lots of jobs during IMWe and a very present main character in storyline. I had the feeling this year your workload was way better balanced and you could also enjoy some family time. It was great to bring back the banquet to the closing ceremony. The preparation worked very well. And the execution with the job board was really smooth the execution of the closing was a bit stressy but i think it worked quite well. I know the date will come sooner or later (i hope it will be later) that you will tell that you leave the team. I don’t know why because we will see us anyway during the year, but maybe it is the last big scout project we are working together. And working on crazy creative things is totally fun with you and i don’t wanna miss that. So if the day comes we just have to find a new project. Like board of VCP or some similar funny stuff. ;)

### From Simon

Huhu Hmm the first thought goes to our tradition to water the flowers ?? I love it and it is a really important and special part of IMWe to me. Thank you for those moments. I think also about our always job Deco. Thanks for pushing me forward to do some extra on deco (before and at decomeeting) When I think, that is fine, well work with it, then you think ones more about it and it is you who comes up with an idea or a question that leads us to an other idea. I would love to help you more with light and technics, but sometimes it is hard to step in “your” corner. If you aloud, I would love to take the responsibility of one ore tow evenings. That might also allowed you to act more. Some how the last years you were pushed in more serious roles. I think for next year you could team up in a sidekick or a more funny role like Poseidon if I remember correct.

# Josie

### Thoughts about yourself

One of my resolutions was to put more effort into my costume which I absolutely didn’t do and thanks to Jens managed to have a super costume in the end so mmm result yay, effort nay! I arrived at IMWe half prepared but very ready to drown into the IMWe mood and expected IMWe to silence all the bustle in my daily life which didn’t work out in the beginning hence a half excited start to the week. I struggled a bit with not always feeling heard / understood and shocked a few times by people zoning off as I explained something or re-explaining something I just said ( uh well \*\_\* grinds teeth then meditates). During the week I managed to “arrive” and just enjoy every single day and the time spent with amazing people. :) I think this is the IMWe that I generally “arrived” and realized just how special it is to me.

### From Annika

Josiiiie …. the Chipi to my Dipi - or ws it the other way around? Anyway - Girl you are amazing. I think we should deffo share a job together next year, like, maybe not the big game, but you know. You are just always SO fun to work with, and you are seriously such a small worker-bee. I mean I didn’t see too much of you this year, cause we weren’t workshop-room-job-personal space table corner sharer-buddies anymore :D But I always saw you doing something in the background, even if it was like 2am. Whenever you do something, you give it a 100%. I feel like you were a little held back by your personal stuff this year, but whenever it came to doing a job, or being on stage, you were the happiness-radiating-flummi again, that I admire so much. You’ve got such a nice feeling for how to be super fun and active, but also not too much, to leave others the room to bloom. Love it.

I really hope that next year you’ll be able to let go of that “normal life” a bit more, and totally throw yourself into IMWe again! Also: You make such a good leading role! I actually forgot what the moment was where I realized this, but it seemed to stick in my head. Dare to take the lead more, I really think its your thing. I feel like you always have such a well structured mind (or at least you never portray any stress to the outside) and got clear ideas of how you want things done.

### From Bebbó

Josie!

You bring such a positive loving vibe to everything and everyone around you.

We should do more stuff together, i feel like we might have lots in common.

Thank you for keeping us nourished and happy this IMWe with your amazing snacks!

I will keep this short and sweet,

I admire you, I want to work with you, you make me laugh.

Lets talk more, i am a better conversationalist than i sometimes lead people to believe.

Here's a quote:

“Being human means having doubts and yet still continuing on your path.” ― Paulo Coelho

Such wisdom.

Lots of Love, Bebbó

### From Blaž

Dear Josie, you are a beacon of light for me. That is why I am confused every time you mention your normal life is a struggle. Sorry for not knowing how to react in those moments… Maybe I’m not the person you would like to talk about that, but if you want, I’m more than willing to listen. At least IMWe seems to be a good break from reality for you, where you can be your true self, with people that treat you right and responsibilities adequate to your abilities. We spiced up this year’s Scouting Caffee well and I hope the change sticks. You took great care of us as the nutrition teamer! You were great at the Living library. Thank you for opening up for what sould have been more frequent conversation topics. Stay strong and continue to radiate!

### From Daniel

Dear Josie, it was a wonderful IMWe with you thanks for traveling back with me. It made the trip home on Monday much easier for me. Thank you for providing us with yummy nutrition. The torch has has been passed on ;) Big hug.

### From Jens

Dear Josie, my Table neighbor. I really enjoyed to sit next to you during meetings. You are one of the most helpful persons I know. I am really thankful that IMWe made our paths cross. You are really important to me and I am really thankful for our friendship. I am glad that we did the last day of IMWe job together and also the management of Franz. You, Sebi and me are a really powerful team. In both cases, I enjoyed your a positivity and, at the same time, your thoughtfulness. Often we have similar ideas about what we have to keep in mind and what we have to consider so everybody is doing ok, and often feel you are ahead of me with that, which I really enjoy. I think one of you qualities to think into other people and sensing their needs. Fitting to that, it was lovely to see how you took over the nutrition teamer job. Good job!  
I had the feeling, that you had a lot better time this year than previous. Maybe my view was biased due to me having less down moments. But it seemed to me that it was similar to you. Nevertheless, I was surprised though, when you said in tears that this team is special to you, because you can be you. I feel happy that you feel this way with us. At the same time, I was wondering what you meant with that and what is different outside this team. I am simply curious and would like to understand because I care about you. I offer you to talk to me about this at any time, but I also respect if you want to keep that to yourself. I was really impressed about the choice of your book for the living library and want to thank you for offering your topic, even though I couldn’t read you. I think in order to understand differences and to come closer to a society in which gender, ethnics, or hair structure are no issue, it is important to learn from each other and being able to talk about these topics. I believe that people are primarily curious about things they perceive as different to themselves, but fail often to “address” these differnces. Thus, I am glad you have chosen you hair as topic for the living library.

### From Julia

Dear self-designated Cleanup Clown and Office Supply Girl, I really enjoy working with and next to you :) Somehow you carry with you a cloud of happy, dynamic, crazy energy and humor that just spreads around. If there is a problem, you find a way around it, and don’t make a bigg fuss of it. You have the ability to step out of IMWe for a while, look at our work with a little perspective, laugh at the chaos and all the details we put so much effort into, and then dive right back in and continue working on whatever larger-than-life plan we are working on.

I’m happy that you agreed on being a book for the Living Library, and it’s a pity I didn’t have the time to read you - yours is a topic I would be really interested in, and my and Pia’s discussion before we even dared to ask you just highlighted this. Maybe I can pre-order your book for a discussion some other time? Of course with a bag of chips and some dippi.

Also, one of my funniest IMWe moments last year was actually not during IMWe itself, but during our sliiiightly over-planned VCP-Schulung weekend with you and Simon :D Seriously, preparing a Big Game while practically sitting in a wedding service (in a very smelly room), celebrating your birthday with a bag of chips in the night (congrats, this makes you the second teamer during my 11 years who manages to get a proper late-night discussion out of me) and making a way too complicated presentation table for IMWe, that was so much fun!

Tomato Queens Rulez 4ever!

### From Lübeck

Clownie, Ossas, I love working together with you! Your calm and eloquent rhetoric during team meetings often opens my eyes, when I am barely able to see through the chaos of my thoughts you voice exactly what I would have said half an hour later (if at all). I love the serious side of you, having intellectual and deep discussions with you tickles my brain. As the perfect addition there is the silly, happy and funny you and that’s when I completely fall under your spell! The Workshop together with you was just perfect, educational when we survived hard times and stress relieving and relaxing when we just fooled around and red nosed through the day. I love how you shine on stage, I would love to see even more of that! Next year we shall work together on the song! I am glad and forever grateful that you chose to work with us and became teamer, I would have missed a great friend in you! Long may we clown!

### From Pia

Hoi Josie, it was a really touching moment and a highlight in my IMWe preparation when I read your answer after we requested you as a book for our living library. Somehow I was more expecting a short “yes”, “no” or “maybe”. I then had to read your mail at least twice.. it made me really happy and gave me a huge boost of motivation … I had the feeling the magic of IMWe and also the intend of the living library program point were already working. I also enjoyed my (I think first ever) not going to the basement evening chatting with you and talking of real life stories. I have the feeling you are always in a positive mood and try to see and approach things in a positive way .. also with the nutrition corner and tireless tidying up inbetween.. I admire how do that with such a calmness and not getting grumpy. Thank you for always asking if you could help and as well helping out when needed. You are someone to always be able to rely on, it is truly wonderful to know someone like you!

### From Schabi

• Thank you for all your effort and your endurance at the deco weekend as well as during IMWe with nutrition. I am glad you are keen on keeping stuff clean (the brushes after painting, the dishes in the team room, etc.), and that is very important for the team – someone needs to take care of those things ? • You are a very reliable person, and I enjoy planning and working with you, although I think we did not really have the pleasure to work on jobs together this year. • Thank you for always being up to proof read our texts, that helps a lot! • You are super organised, thank you for taking care of Chatting Time so well (the cookie sorting for each day was very handy)! • You did a cool thing this year: going for the jobs of opening and closing IMWe – both evenings were a blast and very well planned. I know throughout the last evening it was stressful and annoying to get everyone on schedule, but I felt very well taken care of by you. Thanks for your patience with us! • I had a great time with you in the team, and I will really miss working with you!

### From Sebi

Hey Josie, this year i had the feeling that you couldn’t enjoy IMWe as usual. There were some distractions from the nasty real world. But I hope you had a good time anyway. Thanks a lot for your wonderful care taking of the team not only in the nutritious way. At the closing ceremony I had the feeling that you want to give me more stage presence may be because i was not that often on stage during IMWe but that is totally okay for me. =) As i said thanks a lot for taking care. So how many years have we managed now? 4 or 5!? I lost the overview….maybe that’s the trick of this whole Teamer life. You lose the overview and…zack…then you do it more than 10 years… I’m in if you are in! ;)

### From Simon

Hi I had to think a bit to get the job we had together… but yes, there was this trailer… It was great fun to film it together with you. It is a pity that I had to cut it by my one, but I think that is just how it is. It was a great experience for me. Thank’s for letting me doing this. I like how you attend to the meetings and that you say when you’re confused and the way you say it if you have another opinion to a topic. You’re doing it always in a very polite way.

### What where you missing from me / what was lacking while working with me?

I was missing more jobs with you ;) The one we shared, Opening, was great - I had the rare feeling of being unorganized and late in comparison to you :D

Absolutely nothing. I think you always make an effort to understand others, you are open to new ideas and you are extremely reliable and kind when it comes to taking care of the team (be it nutrition or helping others with their tasks). I love the way you are working!

As i mentioned already in the personal evaluation, i had the feeling that you weren't 100% on IMWe which, for me, had no effect on working together with you. All preparation meetings and also the execution went very well.

I was totaly confident while working with you

I don't know?

Mafin

I can't think of anything I missed.

# Julia

### Thoughts about yourself

Topmost thoughts first… I’ve grown soft. During my 11 teamer years I have written some quite biting critique to both my co-teamers and also myself. This year, writing feedback to the team was (almost) all flowers and fluff, I really love these people, and working with them, and I’m really happy with being part of this amazing team - hands down the absolutely most outstandingly amazing team/work community I have ever experienced. Partly it’s about time spent together - It’s a great advantage to work with the same people for so long, because I learn to see below the surface, discover new depths in everyone and start to understand, accept and respect how the others are thinking and slowly to accomodate my own behaviour to match each one in the team. Had I known Schabi only for the first three years or so, my picture of her would have been something completely different as it is now. And I have also become more lenient with myself… “accepting who you are” someone might say, but another part of me still feels that I’m just giving up, and that I should continue to try more and be better. I didn’t even try to socialize much, it just takes so much energy and either is nonsensical smalltalk and repeating for the 150th time what I’m up to in work and life these days (who really cares enough to remember it in a year? And the people who do are even creepier! What else do they remember…?), or exposes myself way too much.

So. Down from the fluffy clouds to me and IMWe 2019. IMWe was very late, which was, interestingly enough, a bit of a challenge concerning preparations: for long it felt like there is all the time in the world, and it was hard to find my usual daily IMWe motivation for preparing my jobs. I noticed I really avoided the tricky ones and spent looot of time on the easier ones. My ass was saved by my dear co-jobbers, like Ele and Pia - thank you for the gentle kicking! For a moment there was a bit of panic - will I finish everything? - but during the last week all the pieces fell into place and I was ready for IMWe.

One stumbling stone on the way was when I learned that I really need to go back to Dresden for work on IMWe-Tuesday. I was just so angry for a week! But at IMWe I had kind of got used to the thought, and my buddies shared my workload when I was gone, so it was surprisinngly ok. Well, except for the late night delay on the cold Fulda train station. Aaand of course, as the drama lama I tend to be, I made a big fuss of it. Sorry!

Deco weekend was quite cozy - sure, there were things to do, but I was not responsible for anything ;) Also, we had the entire castle for ourselves, which meant I could build up my workshop room slowly, starting already on Friday, and it became a nice hideout for when everything else was too busy. The start of IMWe was nice, with a great arrival with Pia and very nice start of the workshop. And after I was back from Dresden, IMWe just rolled on, with no great peaks or downs but an overall good mood, kind of enough sleep and a lovely workshop every morning. It was a true egobooster to hear that people chose my workshop simply because it was My workshop - old PCs knew it would be well organized and prepared. But at the same time it was a bit scary and embarassing, IMWe shouldn’t lead to a “person cult” like that.

Somehow I still had less time for everything besides jobs this IMWe - and I don’t know why! I wasn’t super busy, but there was also never time for a dream time or napping (except on the last day in the cozy corner), which I usually had, or writing letters for the mailbox. Weird.

Well, I know of one cause for this. Due to our team meetings taking place in an alternative universe and timeline, I had time to participate on programme points like IGs, MIGs and scouting café. That was great fun!

Jobs… Material was rolling as always, I didn’t put my entire soul to it (or keeping it tidy) this time. Still, I think it worked ok. Songbook is something I’m totally burning for now, and I really want to make it easy to handle, together with Schempy, during the coming year. Sticker work with Ele was nice whenever I got around to it, but I really needed to be kicked there… Arrival with Pia was great fun because our simple ideas (esp. the name tag) simply worked out and were well received. I discover more and more how much I love my own voice (should be a bit careful with that!), and sitting in the closing of the day chair reading Night Vale horoscopes was one of the highlights of my personal IMWe joblist. It’s a pity that I wasn’t there for the Living Library, but I’m happy we did it. And the concert… also there I surprisingly enjoyed standing out there in the front, inventing calls for charity, with the support of Pia. I still don’t like acting (gets just worse every year, in fact), but I’ve come to terms with moderating evenings and, of course, bossing people around ;)

I start to feel I might have made a terrible mistake, setting a date for when I leave the team. But at the same time I feel I can’t back out of it any more. Some previous years preparing IMWe was getting almost annoying, which made the decision for me… but not so this year… but maybe because I knew there will be an end to it?

I’m quite terrified by the thought of loosing the team, the busy bee hive of people who work together, not only relax together. In other words: no party weekend in the world - wedding (brrr, I notice that I really dislike those, most of the time. Interesting.), anniversary or summer meetup - will be as great for me than a deco weekend!

Next year… resolutions and last chances… Hmm. I really must take a good look at the joblist on beforehand, trying to puzzle together a good set for myself, maybe not go for overly many points for the first time, but leave some time for own stuff. And there are teamers that I absolutely would love to share a job with for the first - or one last - time. But what oh what will I figure out for the services? This is getting harder every year, I’m simply running out of Easter ideas. Oh well, maybe I recycle something from past IMWes.

### From Annika

Juliaa … We didn’t really share a job again this year. Let’s please do that next year! I don’t want to end up not having done any big job with you, should you leave. Because there is so much to learn from you. Next to your impressive organisational skills, your preparation of stuff wich always seems to be 100% on point - I also really admire your creativity and the crazy fun ideas that you have and contribute to IMWe. I feel like every programme point you do, is a huge success and always works well. Oh and all the effort you put into those songbooks. Not everyone would have done that. Thank you! I felt so sorry for you having to leave in the midst of IMWe for basically nothing. That really sucks. But you didn’t get too hung up on it, and as soon as you were back, you were positively totally in IMWe again.

### From Bebbó

Julia!

It is so nice to have someone to relate to with salmiaki and other northern hemisphere related things, so thank you for that firstly!

I am always amazed by your very expert overview of all the materials we use, it really is an integral part of the success of IMWe! also its something i think i would be extra useless at hahaha, so i really admire you for what you bring to the team in the crafts department!

Speaking of crafts, i think i have never received such a lovely message in the IMWe mailbox. I was extremely sad to realise that i had left the delicious exotic fruit along with the beautiful card in rittensal (or however you spell that) before leaving on Tuesday :(

But the gift and the card were much sweeter than any fruit!

Also i am glad you liked the fascinating stories of Belinda's inappropriate and unethical work environment.

I will leave you with this.

“It's only those who are persistent and willing to study things deeply, who achieve the master work.”

― Paulo Coehlo

Lots of Love, Bebbó

### From Blaž

Dear Julia, with the hosting of the opening and the concert you went a mile away from your confort zone. I was very proud of you and more than plesantly surprized at how funny you and Pia were at the concert! I thought you were very relaxed, on top of your game and were only annoyed by the meaningless trip for work, which was reasonable! :) You should definitely consider being the team teamer next year. And of course showing us yet another amaizing field of handy crafts, that non of us ever thought about.

### From Daniel

Thank you for giving us the chance to be team teamers. I know you will do and awesome job as well if you decide to do it next year. - You´re preparation is always outstanding. If there would be any advice I would give to you. Leave more things unprepared or undiscussed and see how they turn out in the end. It took me quite sometime to come to the point to let things slide but it was worth it. - As always your preparation was excelent. And personally I wanne thank you for the beste workshop ever, even if I didn´t take part in it. Thank you for all your wonderful work.

### From Jens

Dear Julia, thanks for introducing us to the living library. You can’t imagine what this program point meant to me in the end. When I heard about the Idea in the first place, I immediately new my topic and that and why I wanted to be a book. The outcome blasted me away and I am still influenced by it. Thanks! I felt sorry that you had to go to work and couldn’t see the outcome for yourself. But I assure you and the evaluation will show that many people felt the same. I am glad to have you as a source and catalysator for new ideas. Please continue pushing forward such ideas. The last years I commented a lot about you being a but-kicker for us and you being really structured. This is still true, but I am happy that you challenged yourself to do the moderation of the concert. If you would think that being spontaneous and funny in moderations is not your strength, I would oppose. I really enjoyed your moderations in between and I was really amused. You did a really good job there. You know funny does not equal funny. Lübbeck and me might be the kind of funny that grabs your head and hits it into the pie until you laugh, but you have a degree of funniness you might not be aware of. It is more gentle and careful, yet hard to describe, but it was there during the concert, and people enjoyed it. I’m glad to having noticed it. I am looking forward to you being our team teamer. An I am sure it will be awesome.

### From Josie

#queenqueen I really want you to know how much I enjoy working with you and that it was great to have the Jutobia game Rieneck weekend last May and be able to celebrate DrDrness with you. What an honor, I was very moved to be invited to your cozy home and it means so much to me that we could come! It might be getting old but YOUR BRAIN – me – live – in - want! I am really amazed by your creativity and structure Julia. This year your material management skills especially impressed me but also how diligently you set up and prepared your workshop! Even though you let me in on your strategy of not going for perfection but for “done well” remember always that your “done well” is out of this world perfection to some of us and it is great to learn new stuff from you. The done is better than perfect lesson has indeed changed a lot for me and calmed me down in so many work days after IMWe. Thank you.

It was lovely to see you acting this year, I really felt that you had a strong stage presence and poked your nose out of a comfort zone sharing with us all an amazing queen. Your make-up was incredible and I never understood when you did it… just saw you standing next to me at rehearsals queened and made up! Your Improv parts at the concert were funny and lovely add ons to the program -  I didn’t know that you’re not that into improv until we were planning Opening Ceremony and Storyline team suggested Improv. The improv moments you had this year were awesome and I would not have guessed that it’s not your thing!

I greatly appreciate that you are very reliable throughout the IMWe week as well as the year. Answering e-mails in time and helpfully, helping out with info or directing to its source where you know more of and offering ideas or IMWe archive goodies when a program point needs support. Even though you had to leave the castle in the beginning of the week I thought that you jumped right back in with even more energy and patience for your beloved printer (“Where is Julia?” is not even a thing because she is always at the printer!). I hope the cut at the beginning of the week didn’t damper your spirit too much but did not experience you as such. I did however have the feeling that you were more stressed this year and found that during meetings you sometimes didn’t let people finish their sentences or train of thoughts when we had discussions that were a bit tense / stressy. So many factors play a role during our meetings and we are mostly all drained… one of my knee-jerk reactions in such discussions is that I then just close up when I can’t bring a point across or feel “unheard” or generally that discussions get heated up (self-reflection moment: I’m generally not a very well equipped discusser and am super sensitive to being cut off sooo please don’t take this comment to. Be the norm or a general analysis of chats with you – just tense meetings) . I hope that feedback makes sense and am not yet comfortable with how it sounds here but can’t think of a different way to put it.  We can most definitely talk about it if its unclear. Still on meetings: I am shocked at how organized your AOBness is and would like to point out that your topics / input during meetings bring a lot of structure into the discussions as well as remember list reminders (oh gosh that sounds weird). Right on the first evening I noticed this and thought “clever me will also start a mini AOB list”… Julia, I ended up with at least 10 lists including some in my phone at the end of IMWe.

Thank you for creating the living library! As you know I was personally very moved by this program point but from a methodological perspective… This was great! What a super cool way of getting so many people into coziness and personal exchanges. With this NPP as well as all your jobs I was reminded of how much effort, love, energy and of yourself you really put into IMWe. The output of your jobs really shows this! Thank you for all that you do throughout the year.

### From Lübeck

I still think the both of us should challenge each other and work on something big together, equally out of each others comfort zones… Is that too hard a task to fulfill? We are so different from and we kinda tiptoe around each other, but I am still very certain that we could have a fruitful exchange of ideas. Let’s do a Workshop together! Come to think of it: We could definitely find something to combine the many talents of you and the one of me… Wow, I am really excited. Imagine a boyish grin in my face growing bigger and bigger :) And I fear that we don’t have that much time left, since you might leave the team before me.

### From Pia

Hoi Julia, it was just amazing to be in the Jupia subteam - trello is the best .. I bet the mandarine-background was they key to magic. Back to serious: it was super realxing to have almost all jobs together with you. I very much enjoyed our skype meetings beforehand.. they always came like a little teaser and put me in IMWe moot for a little while. I sometimes had the feeling you are doing all the work.. you are always so well prepared and organized! Thank you for having the idea of the living library and for taking me on board .. it was already great and fun to prepare it and also inspiring in terms of what books we found. Maybe there could even be a follow up (including you leading it) next year..? :D It still sucks that you had to leave for exactly that day .. but somehow time flew past so fast and for me it felt like you came back the next moment.. although there was your little odysee when travelling home .. I admire how you managed all this and came back with no big lack of energy (at least it seemed like it) It was also great fun to do the concert moderation together. Moderation was something I was always a bit afraid of and thought that I will never be able to do even slightly spontaneously funny things (like others do all the time). I couldn’t imagine to have done it with anyone else .. I think it was great to step out of the comfort zone together.

### From Schabi

• First of all: thank you so much for your continuous work on the handbook and the materials in the VCP room. Without you, this would be pure chaos, so thank you for taking so much care and putting all that energy into these tasks. • Great job with the invitation sticker for 2020, I like the design a lot. • I like how you re-think programme points and try out something new every year: I loved the booklets at Arrival and the fantastic Living Library. The latter was so well organised by you and Pia, that it even worked with only one of you being there physically (it was nice and good, that Ele helped as well). Sorry, that you had to miss the NPP, but I am very impressed that you took a deep breath and went through with it (traveling for 12 hours or so). It was good to have you back Tuesday evening! • IMWoggle and Church are two jobs that always happen (for me) silently along the way – thank you for putting so much effort in those two things! • The concert was wonderful and very nicely hosted by you and Pia!! • I had such a great time working together with you, and I will miss that very much!

### From Sebi

Hey Julia, what happened that we didn’t had a job together? Maybe it was the saving of creativity and awesomeness for our workshop next year!? Wow what a workshop … I was pretty amazed how much material you brought. Your workshop worked nearly 24/7 on IMWe and never ran out of material. That was really amazing how well prepared you are and for me it feels like you nearly never get stressed…okay it is like always =) but still mentionable. And i really loved you performance on stage either as Ice queen and especially as mosquito on creative evening. It was really great and funny. I’m really looking forward to next year and I’m already thinking about our workshop what we can do.

### 

### From Simon

Hi Again it was a pleasure to work with you. Thanks for all your poockypoocky and reminders. It was great to do the services with you. I’m still happy with the decision last year and I’m looking forward to the next. It felt really good that I could help you with more then “just” music. I was surprised how you were on stage as ice queen and mosquito. I know that this is really leaving your comfort zone way behind you. But you should do it more often… you should go more on stage. Thank’s for a great IMWe with you (and I hope many more)

### The clock is ticking towards my last IMWe as a teamer. Any jobs you want to share with me (last chance!)? Any challenges I should consider? What do you think might be missing from my bucket list?

Maybe: Stay a hole night in the basemant? / Play an animal one more time.

Maybe something that is a continuous challenge during IMWe – I am thinking of something that requires your energy every day (like IGs, MIGs, Dream Time or Chatting Time)?!

Trailer Workshop!!! Oooohhh YEAH!!!

A gaaame - I would really love to see how you plan games, and hopefully steal some of those organizational skills of yours. But now that I am thinking about it .. any job would be amazing to share.

Gulp at ""the clock is ticking" :( Jobs: Deco, Creative Evening (also an answer to challenges you should consider) and Closing Ceremony "

I think a song at the concert is still on the list, right?

Nooooooo (to the ticking clock). As you mastered the challenge of creative evening this year I can only think of the concert where I haven't seen you on stage?"

Bucket list: Sing a song at the concert, moderate creative/int. evening; Jobs: Deco and/or a game

Workshop. You. Me. Together.

# Lübeck

### Thoughts about yourself

I wrote something, but Google Forms stook it away from me.

### From Annika

I always find it hardest to write something to you..because I have such a high respect of you and your opinions. But I’ll just start somewhere. Storyline - I feel so sorry for how it went this year, although I don’t feel very responsible for it..but I also didn’t dare to bruteforce my opinion and change things. I feel like this part affected you a lot, not only for the messy unorganized rehearsals, but also because you couldnt really live out your sound-effect-fun. Buuuut let’s not focus on the negative things: next year - we will slay the storyline-job. I am beyond excited to work with you and Jens, and if our “little” october plans are going to work out - I am sure we will have an unforgettable storyline-preparation-weekend together. Working wih you on a bigger job is on my IMWe bucket list, I always find it so inspiring to work with you, or even just to watch you work on something in the corner of the Teamroom, looking for soundeffects, and laughing your ass off on your own. Always makes me smile. I really enjoyed the sessions we did. At first I wasn’t sure if it was okay for me to join you in the Foyer, but it turned into the longest nicest midnight-session, wich gave all of us energy and happiness. And then in the sun in the courtyard - so nice. It’s exactly what I was missing from last years IMWe. To our Co-House-Elving: I think it works really well now - Sorry for always being stressed out when it comes to getting stuff from the Waschhaus though, my allergy towards the Bräter and cooking stuff - that’ll pass a little with each year. Be a little patient with me with your sarcastic comments though…I never really know if there’s actually something behind them or if you are really just joking. I don’t react too well when it comes to people telling me I don’t work enough, it’s kind of my weak spot. But also that will bother me less and less with time. Buut should there be something behind it - pleease just pile tasks on me, I am happy to run around and get stuff. Also: Is it actually our job to communicate with the castle about booking &co? So far I’ve only experienced Daniel doing it, so if there’s something to do there in the future - please tell me.

Team Teaming? You did such a good Job! Our meetings (not only at IMWe but also our preparation- weekends) seemed so smooth and effective. We never got hung up on hour-long discussions, that don’t really lead anywhere in the end. But everything necessary always got said, and it never seemed rushed or anything. So BIG thank you, for your work there, and for making the meeting-part of IMWe so relaxed and fun and non-exhausting.

I feel like you are one of the people who “understands” IMWe in a very similar way as I do. If that makes sense. This intimate, crazy, weird, wonderful part of our lives. And I am so happy to be on this ride with you. IMWe wouldnt be IMWe without you.

### From Bebbó

Buddy!

Buddy Pal!

Buddy Pal Mate!

Fistly, i dohhhn't think you are making fun of my acchhhhsent. I think its funny, never stop making jokes because that is one of my favorite things about you. Humor is always close by when you are around and it really lifts the spirits and brings positivity to everyone around you! at least it does for me!

You and Daniel were such a great team teaming duo! i really liked the way you guys prioritised our time so that we could all enjoy the week just a little bit more, still maintaining a very excellent order on everything. Really, that was very important and you guys did a great job.

As always i really liked the stuff we did together through the week, it was great to get to perform with you in the concert!

I will leave you with some words of wisdom.

“The book is a film that takes place in the mind of the reader. That's why we go to movies and say, "Oh, the book is better.” ― Paulo Coelho

Yes, that is an actual qoute.

Lots of Love, Bebbó

### From Blaž

Dear Lübeck, the other half of our team teamer… You and Daniel did a great job. You kept us on the point, short and always with a clear resolution at the end of our discussions. If that couldn’t be achieved, you posponed the topic or decided to take a look at it from another perspective. I’m sorry you didn’t have a bigger role in the storyline again. You have great insight into people and group dynamics. Hope we’ll be able to do all the group activities you have prepared for us someday. You were sensitive and calm yet under control and goal oriented. Thank you for your help with the end game. It made a lot of difference. I was glad to see you found the time to do want you wanted to do, to play some music and have a good time, even with all the work load you had as a team teamer.

### From Daniel

Dear Lübeck, I saved you for last. And now i´m out of words. I think we worked very well as a team. It was a little as I imagened it would be and it was a little different. I hate it when I want to tell someone how important someone is for me and I don´t know how to do so. In an awesome bunch of people you´re the most important one for me. To be continued…

### From Jens

Dear Lübeck, congratulations for being a really caring team teamer. You and Daniel did a really great job. Meeting time and room for feedback were well balanced and I think this was also due to the combination of your two characters. It seems to me that you are on the recovering branch of the tree of obstacles of the last two years and I feel happy for you. I really cherish our friendship and it was sometimes hard to notice from the distance that you were not doing well. The more I am happy that it seems that this situation is slowly resolving. CGI is our baby and I like in which direction it is going. Even Though I like this and even though i like to overdo things, I think we have to be careful to which degree we want to do it. CGI makes the atmosphere special, but at the same time it is much work and requires much coordination which time consuming for us and the people (Storyline) we have to coordinate. The both of us tend to put too much on our shoulders. Therefore, we should be very aware at which cost some of our perfectionism comes. But you know that, since we are basically the same person. Talking of which, I was really happy that the midnight session happened. You started to play when I was grumpy and trying to be to perfectionistic with preparations for my workshop. My desire to play with you and your “choice” of place and time presented me a very precious moment. To wrap up and not repeating stories about tablets: I am happy to be your friend and I feel happy, whenever I have the feeling that you are happy.

### From Josie

We came, we clowned, we rocked!!! Thank you for sharing a workshop with me (yes yes and for driving my princess privileged self to the castle :)). We didn’t have the smoothest of beginings to the workshop week, having to juggle expectations and lack of sleep. But the way we handled everything and your approach to going through every single day and searching for solutions is what I would like to thank you for. I learnt quite a lot from you about analysing group dynamics (and the power of breakfast meetings) and setting a frame to the workshop in general. We might have been the comedy workshop but we had a lot of drama in the beginning and I would not have chosen anyone else to go through the crazy workshop vibes we had! I truly enjoyed seeing the team teamer side of you and managed to trust in your processes as I experienced you as someone who manage to guide us well and connect the dots for us when we were super tired and grumpy but also keep us in-tune with ourselves and reminding us to check-in with how we feel. As the team-teamer (and house elf) to do list grew throughout the week you magically got stuff done – I don’t know when and how but I found that you were very focused and efficient this year and reliable when asked for stuff like the 6000 glasses and stuff we ordered from the kitchen for the closing ceremony. Jolly good job I dare say.

I am writing this a day before I visit you and Gesa so I am pretty excited at the moment and reflecting on you two as a unit. It was wonderful to see you two create clownery and music but in general to spend more time with you and observe how creative you are! I really enjoyed this part and didn’t not at all feel like I was “left out” and sent to be the tidy up clown but truly and honestly thrive on tidying stuff up (#weirdo) instead I could catch glimpses of what I think so many of our Workshop PCs “demanded” on the first day. You may not be an expert in your own eyes and have a learning process just as anyone else buuuut (butt) you execute (be it acting, playing music or your bloody great sound effects) with an infectious passion and joy that people want to learn! Thank you for sharing that with us. There were times in our workshop when our “set plan” of who says what and when didn’t work out great and that’s normal and can happen. However, what is not normal is to address it later and you did that! I appreciated this very much about you (in general) that you reflect and approach me and also bring me to reflect and share. Typically, I am not so talky talky feely feely but with you Mephi its super cool and easy! You bring a lot of love and passion to IMWe and I enjoyed seeing this from you throughout the week. I know you said you didn’t feel prepared but also remember you telling me that IMWe for you is a lot about the creative process that happens when you are there… from my perspective you had a wonderful balance of both this year and I learnt a lot from you. I appreciate you very much and connect with you on an Ossas-Skittles-Clown-Jose-Lüback level but also on a reflective level. #clownsrock #funnypeople

### From Julia

### I'm still happy I came up to you during the deco weekend to talk, because until then I just felt we somehow had clashed on a few topics, without me intending it to be so. Afterwards I could relax :) A team teamer job well done, you are good at structurizing our meetings without interrupting too much or imposing your own ideas on top of everyone else's. You also took nicely care of us, you have a nice way of encouraging people around you.

### You put a lot of effort into sounds and music again this year, and it really paid off, creating beautiful - not just funny - soundscapes for the storyline. Now you just need to clone yourself so you can be both on- and backstage at the same time. We didn't see much of you in the storyline, but that was because we finally managed to do what we wanted for a long time: to concentrate on just a few main characters. As a small counterweight I was really super impressed by the robot sketch of the clown workshop. It was so brilliant, with every move and sound perfectly matched, absolutely one of the best Lübeck-on-stage-moments I have ever seen, and the competition is hard!

### From Pia

Hoi Lübeck, I think we never shared a job, or were working much together, so I feel like there would still be much more to catch up and learn about. There are several things I admire.. like for example your acting skills. Although you had a small role this year you can just go there on stage and it seems like you are really into the character. You can be super funny and serious from one to the next moment (not only on stage). I also love your engagement with all the sounds, it just makes more out of all the scenes, acts and sometimes announcements. I think you have a great feeling for when and with whom it is appropriate or not. You and Daniel did a great job as team teamer team. Now it is hard to imagine that there would be just one person doing that job, you two made it seem so natural to do it together.

### From Schabi

• We did not have any jobs together that involved much preparations before IMWe, but I am glad we could manage to talk once or twice beforehand, because I value your opinion and our conversations that can be silly and meaningful at the same time. • I enjoyed you and Daniel as a Team Teamer Team, both of you led the discussions very well from my point of view. • Thank you for your effort and input with [f@IMWe](mailto:f@IMWe), I hope it pays off the next years, and that families do feel welcome at our event. • Our joint programme points “Welcome” and also the “Creative Evening” are a good example of the way we two work together: In the beginning we can hardly get around to start planning the programme point; then we finally brainstorm and cannot stop laughing about our ideas, then we have (or I have) some doubts, but we go for it anyways and it turns out very fine. • You and Annika are a marvellous team when it comes to communicating for us with the castle - thank you both for being so organised and open and simply always available. This is one of those constant jobs throughout the week that require so much energy, but are hardly recognized if they work. Thank you! • The very same goes for your effort with sound. - Wow, in my opinion the sound effects added up to the storyline very well. And it was great to see that you enjoyed the job, besides the stress it always caused. • I will truly miss our much needed and long talks (even though we did not have as many as at some other IMWes); and of course I will absolutely miss working with you!

### 

### From Sebi

Hey Lübbbke, thanks for the really great job as team teamer. You and Daniel did a really good job as team teamer. You were very well synchronized and it really doesn’t matter who to talk about. And also the new methods and the fewer meetings worked quite well. In my view you had a really good overview of the team and what is needed. I’m a bit sorry that the team day out didn’t worked as you planned with the team activities. I think they would have been helpful to rise the mood and spirit. It is always fun working with you, what happend that we didn’t share a job this year. Let’s follow the rough idea from our Greven trip regarding a game!

### From Simon

Hi Lübeck Thanks, first of all for your work as Teamteamer. The tow of you did a great job. It was nice to see how well you organized your role and how you managed to split that job. For me it was great that I had enough time to practice the Irish Blessing with the team. There was just that creative evening we had to organize together. What’s about a singer/songwriter workshop next year together? I think we are missing the musicworkshops and I think the tow of us could do it in a great way. Because I’m always impressed how good you can deal with words and find the right ones. That leads me back to your TT-Job. I think you found always the right words for any situation. There is just one thing I thought, maybe it would make the work for you as sondman mage easier, if there would be tow soundpeople. Just to think about. But you’re doing there a great job and it brought our stage performances to a new level. Locking forward to welcome you and your family in oberwil again. Ach schyss druf, bisch eifach ein geile Siech

### If you would like to work on a job together with me, which would it be and why?

TT: Check! /// IMWoggle Teamer: It would be a big challange.

End game workshop - next year, Venice, big trading game - think about it.

Hmm... some evening programme, maybe? To be honest, I would be a little hesitant to choose a job which (according to me) needs much planning before IMWe, because I know we just time our jobs differently, but a job that we could do almost entirely during IMWe could work :) And standing next to you on stage could be fun, I imagine it being like being dragged into a tornado of creative stage presence...and who knows, maybe a bit of it would rub off ;)

Some Game --> Detective style.

Storyline. For your sense of humor and your creativity. And also just for the sake of working with you, because that's always so much fun!

Song, because we would have fun!

A singer/songwriter workshop.

For some reason this seems like an application. :P I think it would be super interesting to make a workshop together.. I have the feeling you are mostly doing group project (non-handycrafty) workshops. On all my IMWes I've never been in a workshop like that and that would be something I would really like to try out some time. It could be especially interesting with you because I think you already have quite a lot of experience guiding such a group/project. Or let's do something silly and funny like creative evening or a game (although I don't know if I want to do a game in the next years...).

Storyline, because Venice is beautiful in autumn

# Pia

### Thoughts about yourself

As already stated some times before this year was much less confusing than last year. I had the feeling that I did, noticed and could think of more other things, as I was not busy with trying to follow the main schedule and tasks. Also I had the feeling that I stayed more relaxed myself and was not overwhelmed that much.. so I could even manage a day with big game and concert at the same day without going crazy :)

I felt not prepared at all but also well prepared at the same time. I was really happy with sharing so many jobs with Julia - which made the beforehand preparation-organization so much easier. On the other hand I think I would like to share my jobs with more different people, as I have the feeling you get to know each other better while working more together. I think with some of you I still never shared a job, which I would really like to change.

Although university is quite demanding and tyring, and I started going to bed quite late already in the beginning I thought I had quite a lot of energy. I really liked being at the arrival, so it felt like a smooth start and good beginning. Last year I was working on deco.. and when you go out the first time when already almost everyone is here it was a quite big flash. This year I had more time for greeting people, small talk and also already get to know some new PCs.

My hardest day was Wednesday… at least emotionally. I was really unsatisfied with the game situation, and I had the feeling everyone was quite pissed. On the other hand it was also a special moment of experiencing the support of the team. That it is okay to make mistakes, that some things also can go wrong and it is not the end of the world. But somehow the team worked together on this and it all turned out not too bad. Although I still have the feeling it dampened the mood a bit and I would have loved to do some other not thinking, just being silly together stuff… still sorry for that!

What worked out really well in my opinion was the helping out and working together part. I had the feeling there was always someone asking if I needed help with something. Especially before and in the big game I was so grateful for that! For some reason I did not expect that and it gave me a good mood and reduced my stress a lot.

Throughout the year, apart from the weeks before IMWe I did not really have it on my mind that much. I always enjoy the meetings, it is awesome to see you all and it always leaves me super motivated. Also this year I was really looking forward to IMWe and couldn’t wait until easter. I feel like the longer I am coming to IMWe and the more I am working for it the more grow the personal relations and friendships. I often have to think of what Julia says, that it feels like coming home, having a family here.

At the end of IMWe I felt quite proud of all that we achieved. It was especially hard to go back to real life. The people at university are just not as cool ;)

What I missed this IMWe a bit is me making music. That’s something I want to try to do more next year.

### From Annika

Pia…with you this IMWe I really feel like I made a wonderful new friend. I loved our talk on the last evening, and how we connected, and how we kept finding out how similar we feel about things. et’s have more of that. And I am so happy to be on this IMWe-journey with you.

You are such an amazing open, fun, friendly and positive person. You really truly care about people. And that is such a valuable and wonderful trait, and so inspiring. You are so perfect in the team, and I think that with the years we will bloom up even more. You have clear opinions about things, and you are not afraid to also critically phrase them. And you make a really good leading role, no matter what job it comes to.

I would so love to share a job with you, maybe one of the games, to see your approach on things, and maybe do a nice little programme-point-planning-meetup-weekend together! :-) Oh and thank you for pushing our Raisin-Asshole-Thing over the last 2 meetups. It is such a wonderful new tradition, that I hope we will keep up for all the years to come. Cheers to our second IMWe!

### From Bebbó

What sort of a superhuman are you really? Did you fall in a tank containing the recipe for productive creativity at some point during your childhood?

No but really, I felt like you did a lot of very big, very creatively intense, very successful jobs this year! Where to start? I so much loved the living library and getting to be a book in it! it was such a great experience! Thank you far asking me to be a part of it.

And that mailbox, what the hell? that is so cool that you and Simon can just make something like that!

Also thank you for pushing us to create Rúsínurassgöt. It is so great getting to spend some quality time with you guys at the meetings and during imwe! That night also lead to us going for that AMAZING run! Really I think that run just gave me a ridiculous amount of energy, i was totally not up for it right when we started, but afterwars i was SO energetic. 20% because of the running and 100% because of the company... Thats right, it was a 120% experience.

I dont think i would have done it alone even though i would have wanted to, so thank you for getting me to join you. Now i think i might have a new tradition for day out. it really made my week.

That reminds me that on top of everything else you do that you are training for that trail running event, it might have sounded like i was joking in the beginning about you being a superhuman. I wasn't.

You really are an inspiring person, if everyone would be a little more like Pia i think the wold would be a very different place. in a good way.

There is an Icelandic word i feel can be said about everyone in the team, but it fits you particularly well.

Duglegur (adjective)

Duglegur means diligent or hard-working. However, the word can also mean durable, vigorous or simply 'well done'

Keep on doing what you are doing.

It works.

Love, Bebbó

### From Blaž

Dear Pia, it was a pleasure seeing you happy. And a pain seeing you frustrated… I felt you enjoyed your role in the storyline, even though it was a small one. I love how we can be close friends without talking a lot to eachother, though I’d like that too. You and Simon put a lot of effort in your tasks! You guys are a true team. Maybe you’ll be able to pull him in one of your big projects one of these days as well. You and Julia did a great job with the concert - you were funny, relaxed, on the point… It was great. Thank you for your part with the end game and sorry for leaving room for doubt that it wouldn’t work out. It was stressful for me too, but in the end, we got a good result. Stay smiling, stay happy and stay daring.

### From Daniel

Dear Pia, thank you for a wonderful workshop together. I enjoyed it so much. It was creative, relaxiang and fullfilling at the same time. - I was impressed how many jobs you managed during IMWe and how you survive with so little sleep. Very impressive. Let´s do something else together next year please. I really love working with you. PS: And i´m always there for you when you need someone to talk. at least as long as i´m in the team. ;) Big hug.

### From Jens

Dear Piuuu my lovely Buddy, it seems the second year rule also applies to you. While in the first year everything is new and overwhelming, in the second year you basically know the rough structure and feel less lost. At least I had the feeling that you were feeling very confident with what you are doing.Thanks so much for taking care for the Mailbox, I felt a little embarrassed that you and Simon had all the work and I couldn’t really contribute. The result was really amazing. I was pretty impressed how many jobs you did and had on scope. It was a quite funny moment for me, when you checked if I still had the Music IGs on scope. I did only partly. In that moment I thought, that actually I as your buddy should be asking this question to you. I think, In retroperspective, this indicated that you really arrived as a teamer and have a good overview. Anyways, thanks for reminding me and sorry that I was a little lost. I was glad to see that after last years frustration and your doubts because of the big game, the gordian knot was cut. From what I saw from the outside it was a really cool game. Good job. Seeing you with my daughter is simply beautiful. It always gives me joy when I see that she likes the people that are important to me. It makes me happy to see the connection the two of you have. Thank you for taking care of her during workshop so Karina could also participate, that was really important for her to have a good time and in second order important to me, because, if Karina has a good timer at IMWe, I also have a good time. Thanks for taking over the living library from Julia. I enjoyed how you led through the whole process with respect and confidence. Your moderation contributed a lot to the feeling of the programm point. As I told you the program point ment a lot to me in the end. It is good that you are able to stand your ground. Your clarity about the piano situation was, in my opinion, a good attribute of yours. I saw that you were excited in that moment, but it was necessary that you stood your ground. It made me smile when you wanted to forbid me to endanger my time as IMWe teamer by having more kids. But I think, you don’t need to worry. I will do my best to prolong my team time as long as possible. Im looking forward to more years to come with you.

### From Josie

My dear Pia! It is wonderful that you are in the team! A second year done and done so well with a super cool Pia element! I find that you have a great way of giving the rest of the team a bird’s eye perspective to topics and reminding us of the PC views or needs. Thank you for being our compass when discussions get out of hand, or when we are just down right confused. Through you I have really seen the power of IMWe Advertisement from word of mouth. So many new PCs refer to you or someone you connected them to when I asked how they heard about IMWe.

I am so happy and moved by the time we managed to chat this year and get to know each other on a whole new level! I felt comfortable talking to you and was so curious to learn more about you. Thank you for your time! Thank you also for your motivation for the living library and organising everything with so much care, diplomacy and respect for the books. In my case I really did feel that you were aware and respectful of just how I as a book felt and was willing to participate. You bring a thoughtfulness element to the team and I am grateful for that.

You are my singing buddy and I have quite some fun and even a bit of confidence when we sing the Irish blessing next to each other…. I considered you in general during IMWe as a team player that gives space, motivation but also confidence to others. You are super creative and it was so much fun to see your painting process and how you and Annika just went super technical with perspective and all but also how helpful you are to the rest of the team. You have an eye for seeing how you can support us as a team. You are an amazing person and I am now only curious to learn more!!! Thank you for everything.

### From Julia

### Working on so many jobs together with you was absolutely a highlight of my IMWe this year - it was fun, we got the jobs done, and our meetings and trello-sessions inspired and kicked me to work in the weeks before IMWe! I had the feeling we complemented each other really well with the preparations - or well, you took all the tasks I wasn't too enthusiastic about ;) And I felt I could work freely with you, knowing that you would stop me or dare to say your opinions if I got too loud or stubborn. I really like how Arrival, concert and the totally new Living Library turned out - thank you (and we did games too, although it was a smaller point this year!).

### You shouldered some big jobs - another game, the Living Library, the concert... but it seemed that you were on top of your massive joblist, and although you looked a liiiiiidle bit tired every now and then you still were smiling and cheery, working until the job at hand was well done. I'm not sure how you managed that! I noticed that IMWe had a few downhills as well for you, but you didn't pour it out on your fellow teamers. Of course that makes things easy for us, but please remember that if you need help, a cup of tea or a hug you can just grab pretty much anyone of us and get the support you need!

### Big thanks to both you and Simon for the well thought-out and perfectly assembled mailbox! You two put So much work and hours into it, and it will pay off in the years to come, I'm sure. I like it how you, in a very scouty fashion, just take care of any task that you see needs doing, and you are skilled in so many ways - one thing that comes to my mind is seeing you join the blackboard painters during the September meeting!

### From Lübeck

Der Einfachheit und dem Zeitdruck geschuldet werde ich kurz auf meine Muttersprache zurückgreifen müssen. Ich habe sehr froh zur Kenntnis genommen, dass du dich ungemein gut in das Team eingefunden hast. Dich aufblühen zu sehen, während du mit Julia gemeinsam ein Power Couple gebildet hast war sehr schön. Deine Talente liegen auf der Hand und du bist eine ungemein wertvolle Ergänzung in diesem wilden Haufen. Du bist zuverlässig, hast einen sehr einfühlenden und respektvollen Umgang mit deinen Mitstreiter\*innen und bist außerdem 1000 fleißig! Ich bin immer wieder beeindruckt davon, wie viel du im Hintergrund leistest und mit welch einer ruhigen Selbstverständlichkeit du an deine Arbeit gehst. Ich finde es außerdem schön zu sehen, dass du fast immer mit sehr viel Freude im Team arbeitest. Es tat mir sehr leid zu sehen, dass du dir die Situation am Day Out so sehr zu Herzen genommen hast, obwohl es ja nicht dein Verschulden war. Ich stelle bestürzt fest, dass ich dich nicht wirklich gut kenne. Das muss sich ändern! Wenn ich mich recht erinnere, hatten wir noch nicht viel miteinander zu tun und haben keinen gemeinsamen Programmpunkt absolviert. Darauf hätte ich im nächsten Jahr große Lust!

### From Schabi

• It was great to get to know you even better this year, I had a great time with you chatting on the train after the February meeting, while painting at the deco weekend or during IMWe in the basement (sorry for falling asleep, it was not because of our conversation, that I can assure you :-) ). • Thank you for your fantastic idea concerning the mailbox, which was very neatly and well done, and also concerning the main stage picture (your sewing work). I enjoyed deco weekend with you a lot! • The Living Library programme point was managed extremely professional, and I enjoyed it a lot to participate - I even ended up joining way longer than planned, because it was so great to sit in the sun and have meaningful topics to talk about. • Congrats on a well-structured and hilarious Big Game! The obstacle course was awesome! • The hosting of the concert was very funny and smart, I liked your interactions with Julia and that you two matched your plot to the storyline so well. • I admire your strength to stay calm in busy situations, but to also express when you need help or need to be left alone to work on something - also that is important in our team, I think. • I will miss traveling and spending time together, and I will miss working with you!

### From Sebi

Hey Pia, thanks for being supportive all the time and also chilled in nearly every situation. It was great to see how confident you got on your second IMWe, like you are doing it since years and years. Also in some tricky situations when everybody whats a piano you managed the situation in a very fair way. Unfortunately we had no job on IMWe but after, more precisely now, it is really easy to work with you. You take job, do your work, have good ideas to adjust things. Looking forward to more jobs with you.

### From Simon

Gugus Hmm what should I say. Let’s start with preparation, I enjoyed the time we had to prepare the mailbox. It was a bit a stress in the end but I loved to work with you on a project. The week before IMWe I felt sometimes a bit alone with mailbox and costumes and packing and sometimes I felt that I have the hole responsibility. But I did not tell you about and that was wrong I guess. Right before IMWe it was really cool to pack everything together with you and drive with you to Rieneck and I thought of the words of Chris. I’m really thankful that I can share IMWe with all part’s (up and down) with you and that you help me caring and pulling the “Karren”. Thank’s that you sometimes brought me back to the ground and “gave me a mirror” for example at the cleaning on the last day at washhouse. Sometimes it was hard for me to figure out the right amount of distance between us but I think we did it waaaayyys better then last year and we will improve for shore next year. I think sometime you could be more proud or self-confident about your projects (Workshop, Nightgame, Concert-Moderation…) Your doing a fantastic job and the only one who does not believe it is you. Also on Stage I think you could go for a stronger role. I think it could be easier for you to play a strong ore evil character then a funny or silly one. Maybe it helps if you don’t think that you have to be funny. All in all I want to thank you for this great IMWe-year and I’m looking for many more. In Love your Simon

# Schabi

### Thoughts about yourself

The one thing that kept me from submitting this form was the text about myself… I simply have two main things to say: I am thankful and I will miss (working with) everyone.

Most of my jobs this year I had with Sebi and Simon; and preparation for those jobs was fun and organised – I loved it very much, though I missed having any jobs with many other teamers… Annika and me were also well organised concerning our workshop. I love that we went for all our ideas, and that the PCs appreciated that we had prepared a good variety of things to do.

I honestly have to admit, that I do enjoy all our team meetings throughout the year and also during IMWe, even if they sometimes take a painful amount of time or if we have to have inconvenient discussions. I enjoy our meetings simply because we 13 people do something meaningful and productive together, we respect each other’s opinions, and we have silly and serious ideas for IMWe. What a great mix! And most of the time I am actually having fun when we sit at the table to discuss :-)

On a last note, I came to the realisation why I love IMWe and being in the team so much: I know I sound selfish when I say that, but I simply like myself more at IMWe than at other occasions. The environment we create for us is so welcoming and acknowledging, that it is really easy to be a good version of oneself. Well, that’s just how I see it… You guys are wonderful, motivating and challenging! I know our IMWe-situation is special and it’s not real life and so on; but actually it also kinda is: we do have stress and deadlines like ‘in the real world’; we do need to take care of each other when communicating; we have to face misunderstandings, find solutions and work on a budget – that is life, or at least a very important facet of it.

### From Annika

Uff…I can’t really find the words to express how taken I am by the fact that you are leaving. Somehow I think I haven’t really realized it yet - but it will be SO weird without you there next year. But even happier I am, that we shared this workshop this year and that I got to work with you. Last year that was something I really wanted - to share a job with you, get some of your energy and organisational magic. And I learned a lot from you. Am very grateful for that!

And thank you for all the energy and effort you put in the workshop. It made everything so relaxing for me, and allowed me to enjoy our workshop time so so much - I’m really happy with how all of that turned out - And I think our PC’s had a wonderful time too, from the feedback that I got. And then -IMWe is over, everyone is leaning back, but not you. You still top it off and put even more energy into writing our PC’s an email and everything. Amazing.

Your acting skills blow my mind. Your scene as drunk Mary Poppins? Probably my favourite one of the whole week. It’s like, however small your role or job is, you always nail it, give it 100%, put so much in there, and rock the thing and make the stage yours. You are extraordinary. I will miss you in the team, but I will definetly come to vienna on a wonderful coffee-wine-tour through the city with you. Thank you so much for that invitation, it made me so happy. Ah I could continue for like 4 more pages telling you how much I admire you and how thankful I am for everything you do. But I think you got it :-) Schabi, I wish you ALL the best for your life!

### From Bebbó

Shabi!

First I am super sad that you will not be in the team next year, i struggle to picture the team without you. You bring so much to everything we do an i really have learned a lot from you!

You also always take care that everyone is feeling well and loved, a good example of that is you taking time to do the ball throwing birthday extravaganza! thank you for that! But that is just a tiny example of this quality you have of really making people feel special, and that is a gift that i truly admire you for.

I really enjoyed our scene together sitting on the stage, it was so perfect! You really are so talented, i have learned a lot from you in that regard. witch reminds me of a few wise words from a great man:

“There is only one way to learn. It's through action. Everything you need to know you have learned through your journey.” ― Paulo Coelho

So wise. Also i love your sense of humor. I am sure our paths will cross again. I don't know what else to say other than

I love you, I will miss you, see you later.

Lots of love, Bebbó

### From Blaž

Dear Schabi, some days I think of all the time I spend on the highways of Europe and it makes me cringe a bit. All that time on the road could surely be used more productively… But than there are other days, when I long for a simple car ride in your great company. Making inappropriate jokes, connecting over some trivial thing nobody else finds in good taste and yet we find crucially important. Thank you for all the times spent in the car. They ment a lot. Thank you for your support with the storyline. You need to do things properly, specially when it comes to design and you and Mario out did yourselves this year again. You made Night game seem easy! You take care of all of us and I was glad you kind of pass over that task to Josie in your absance. I know you’ll be back. We just can’t go without you…

### From Daniel

Dear Schabi, I going to miss you so much. You became so important to me that i´m curious and a little frightened how it will be without you. After 13 years together in the team it´s hard to say goodbye. Everything you did was always super prepaired with so much love for details. While writitng I’m remebering how much passion you put into your characters and into storylines. It was always a pleasure to work with you. Thank you for everything. Last but not least I will miss our applejuice talks. You deserve so much more than a hug but that at least something i´m able to give you right away.

### From Jens

Dearest Schabi, I still cannot believe that you are leaving the team. You have always been a constant in this team for me and I truly look up to you. I have been and will be amazed by how structured you are and work. Thanks for your leadership in all the jobs we have shared over the last years. Whenever we did a job together I felt safety and warmth at the same time. To me one of your most outstanding attributes is reliability. May it be at IMWe or at the Bula or anywhere else, when you say you take care of something, it will be done, in time, and awesome. You have been an important part of my IMWe life from the very beginning, in fact you were one of the few persons I knew and that knew me before IMWe. I look back to many cherishable moments with you and I want you to know and I guess you know that I am grateful from the bottom of my heart that our paths crossed. I will truly miss you and your warmth, and I wish you the most awesome of all IMWe-Team after-lifes. Until we meet again…(hopefully several time per year ;-))

### From Josie

Nutrition-Sister! Besides our twinned-up nutrition stuff there were a few moments this IMWe that I realised how much we have in common!!! Quite a cool coincidence and so weird considering that just a few years ago we didn’t really know each other.

Your acting bamboozles me all the time and was wonderful this year. Thank you for supporting me with the nutrition prep… Girl I have no clue how you took care of this job over the years and when you found time to prepare everything. As a team member I realised just how grounded you are and approachable for us all… I think this is a very rare quality in life in general and appreciate this very much. I also had the feeling that you had a lot of fun this year and focused on having a wonderful time (was this so or did it just happen?). Deco with you is so much fun!!! You manage to make things that seem impossible to me easy to understand and are always open for us to bring in our own style or in my case own pace to the deco job and at the same time motivating and creating a positive vibe. Your paintings were also bamboozling me because of how accurate you worked in that speed. I have always wondered how you stay so creative and what you do in your daily life for this but will leave that to a conversation with you at some point. The t-shirt, the pc book – absolutely lovely, great job! This year again I felt your buddiness a lot and that you checked on me and gently answered any of the gazillion questions I had. I truly hope your IMWe year was a grand one.

I thought about just how cool it is that through IMWe I got to know you because I am not sure where else or if in life our paths would have crossed. What a privilege to know you Schabi and better yet that I had the opportunity to work with you in this amazing thing called IMWe ☺ You have some kind of guru function in my brain… I admire how your work, how artistic you are, how you navigate through group dynamics being flexible and creative with totally different kinds of people. I admire how much you mould IMWe and with renewed energy from year to year created something amazing (and that is just the short part I got to experience with you). I struggle a lot with the thought of you not being in the team to be honest but then I return to pure gratitude of having gotten to know you to begin with. If there is absolutely anything, I can do to help you during IMWe blues you say the word! I appreciate you so much and have learned a great deal from you Schabi. Thank you for your kindness, for your patience, for your motivation and your dedication to IMWe and the team. You take time to explain stuff to me, to answer questions, random calls in the beginning when I had no clue, you wrap your warmth around us and made me feel at home in the IMWe team. I can not thank you enough.

### From Julia

You put a lot of thought and energy into all your jobs, or at least that's what it looked like :) From a beautiful t-shirt, which was ready well before IMWe, to details like shopping coordination, all went super smoothly for the rest of us! I am happy you took deco for one last time, and really put yourself into he painting and preparing, it turned out beautiful! And as said many times, the new look and feel on the PC book that you and Sebi made was stunning! Although it was your last IMWe, you worked on it 100%, and seemed to enjoy what you did. You weren't much on stage this year (as the storyline Finally managed to concentrate on just a few main characters, which we have wanted to try out for a long time), but when you were up there, you were brilliant. I really like how you act with your entire body, your movements and feelings just grow larger when you get into the spotlight!

I really will miss you next year, we shared some great projects in the past years from a cozy colouring book workshop to a megalomaniac pirate decoweekend. And the fascinating thing for me is that there really was a lot of developement in how we work together, learning trust each other's judgement and rely on the other doing what she promised. Of all the "oldies" I had the opportunity to work with, I changed my perception of you most of all when I learned to know you better, and I really feel I've found a new friend in you. I just hope we manage to keep this up! Let's stay tuned on WhatsApp, as a starter ;)

Many, many thanks Schabi, and many many hugs.

### From Lübeck

Der Einfachheit und dem Zeitdruck geschuldet werde ich kurz auf meine Muttersprache zurückgreifen müssen. Schabi. Gerade jetzt bin ich erstaunlich ruhig und angenehm melancholisch gestimmt. Dein Weggang aus dem Team wird vor allem eines werden: Sehr hart! Die Freundschaft zu dir hat mir ungemein viel gegeben und wird es auch weiterhin tun. Du bist feinfühlig, ungemein rücksichtsvoll (eine Eigenschaft in der wir beide uns ennervierend gut ergänzen), bedacht, explosiv, kreativ bis zum Umfallen, begeisterungsfähig, froh und ausgelassen, hast das Große Ganze im Blick, bist hilfsbereit und auf die ganzen kleinen Details bedacht, die das Bild der IMWe überhaupt erst vollständig machen, kurzum: Du bist und warst eine wundervolle Teamerin! Ich konnte viel von dir lernen und bin für jeden schönen Moment den wir gemeinsam hatten ungemein dankbar! Egal ob es darum geht, die Storyline noch schnell zusammenzustricken oder pseudomeditative Übungen halb ernst zu nehmen, per Skype wichtige Entwicklungen im Team zu sprechen oder Apfelsaft in der Ecke zu trinken und Unsinn zu fabrizieren. All das wird mir sehr fehlen! Du bist ein wichtiges Gegenüber im Team für mich, wenn ich mal frustriert oder angegriffen war und emotional wurde ist dir das immer zuerst aufgefallen und du hast dich bemüht, Abhilfe zu schaffen. Dein Interesse und deine liebevolle Art die du dem Team bedingungslos zukommen lässt wird schwerlich zu ersetzen sein. Deine unbedingte Zuwendung zu dem Projekt IMWe und dein unermüdlicher Einsatz haben mich inspiriert und angefeuert. Jetzt werde ich doch traurig. Language switch: I am grateful for the years we had together. I am glad, that we share such a deep connection, one that won’t break. One that can be paused and unpaused as if no time has passed. You are a beautiful person and I consider you one of my closest friends. Until we meet again!

### From Pia

Hoi Schabi, simply thank you for everything! I really enjoyed the car rides we had together! There was time to talk about some general but also specific topics of IMWe with someone that is super experienced. I think it was last year when you said that you learned from IMWe “that you can not do it right for everyone”. It somehow stuck in my head and especially when preparing programme points I often think of you and try to approach things in “Schabi-Gelassenheit”.

On the deco weekend it is always a pleasure to work together on the paintings and this year it was just lovely to see how you got lost a bit on that living room shelf that ended up with so many details and love.

I will miss you very much in the team and I hope there are many occasions when we can meet again!

### From Sebi

Hey Schabi, what else should I say that I’m really sad that you will leave the team and I will miss you in the team. But…(Butt)…there is always and and end and that means there is also a new start. (Philosophical mode out) I always loved to work with you. It was great to combine our skills in many different ways. Wheather it was a design job like the really awesome PC-Book this year (we can pat us on the back) =) or in other jobs like Big Games you put so much love and effort to the details which make things much more shiny. You are always supportive and you also have a nice way to kick ass that it is really enjoyable to work with you. I also had the feeling that you have an eagle eye on everyone during IMWe, that everybody is okay and is felling well. I hope we will stay in contact afterwards. Maybe there comes the time that you consider to come to IMWe as PC ;-)

### From Simon

Ohjojojoj Schabi, where should I start? It was again a great week and a great preparation with you. As all the other years it was great to be with you on stage. You make me feel more confident on stage and push me to perform better in a way I always loved. The same feeling I had with the storyline. I think the moment the most present in my memory is our breakout to think about the new theme with cofé and a nice brainstorming and going wild with stupid ideas and in the end coming up with a fantastic solution. You don’t give up with the first solution or a good one. You’re always holding out for more then just good. I hope you can keep it and that this will never get a to heavy burden. It was also a pleasure to work with you for the nightgame. You thought always that you’re asking stupid questions but at the end I think it was also those questions who made the game so successful. Thanks also for the well thought preparation. I wish I could organize myself so good and have everything so well prepared before IMWe as you do. During this IMWe I kept an eye on you and your work to think about the new teamer we will need and I completely lost track because you were doing so many small things just on the fly, I was just impressed. When I think about next IMWe I miss you already in the team and hope that I can at least chat with you down in the basement or at chatting time.

Bisous Simon

### Do you have a question for me (I‘ll answer anything from serious to silly at the meeting)?

What will you miss the most?

We have the Bragason rules we all know. But what should be the Schabschneider rules?

What would be the best strategy to stay in contact with you after IMWe? You wanted for long to do an Apfelstrudel-IG. Do you have a great Apfelstrudel recepie to share?

Okay i have two:

What is your best trick to survive IMWe?

What is the best way to stay in contact?!

Just one! I have a few :) you of course don't have to answer them all if you don't want to!

- Did you at times IMWe consider carrying on in the team?

- Where in heavens do you practice / learn your acting? You are amazing! I wanted to ask you this after the drunk Poppins scene and forgot to :)

- What Schabi wisdom do you have for preparing your IMWe jobs before IMWe?

When is the date of the party you're going to invide all of us?

What was your favorite character you had?

What will you do after IMWe?

Will you please come back as PC. If not 2020, than at least 2021?

# Sebi

### Thoughts about yourself

This year it was something in between. I thought i wasn’t well prepared since the last year but it turned out that I was quite well prepared. The nightgame for example was nearly done before IMWe which took a lot of stress during the first nights. For the workshop I also thought i wasn’t well prepared but it was enough to have a great workshop time. Here my expectations of my personal preparation wasn’t met but it was good enough to have great fun in the workshop and I was able to support the PCs in any question.

All in all the IMWe was quite smooth regarding the stress level. Let’s cross the fingers that we have the whole castle for deco weekend next year. I think that took a lot of stress from us.

### From Annika

You are such a positive and happy person, and whenever I see you, you have a smile on your face. And you are SO friendly. You always help everyone out, as you did with me when I attempted that whole Info-Letter stuff, with my little technical knowledge. Thank you for the support there! I feel like you do so much in the background, that I am not even aware of. And I never see you stressed - or if you ever are, you don’t ever portray it to the outside. I would really love sharing a job with you in the future, I don’t think we ever did, did we? Anyways, a big hug and thank you for all your support!

### From Bebbó

Sebi!

First of all, thank you for your very thoughtful gift, the Thomas Senf! i have been enjoying it! Last night i was even reserching how to make mustard, maybe one day after i have mastered mustard making, i will give you a jar of my own creation: "Bergþórs Sinnep".

I was very impressed with your workshop with Simon! really such cool ideas that you guys were working with!

In other news my comments for you are very short and pregnant.

You are a top shelf person! I really enjoy working with you as displayed last year, we somehow do things well without the need for too much communication, maybe its because you can read minds? i don't know.

I would be up for doing a job or a WS together anytime! looking forward to it!

Here is a random quote by our favourite person:

“Considering the way the world is, one happy day is almost a miracle.” ― Paulo Coelho

Well, if we look at it that way, what is IMWe then? because spending a week, and all these weekends with all of you makes me very very happy for many days.

Lots of Love, Bebbó

### From Blaž

Dear Sebi, thank you for having our backs. No need to fight for the spotlight when your work talks lauder than words. Everything you do, just works. It’s like this magic touch and you make is seem effortless. You are always willing to help others, you are resourceful and modest. Thank you for enabling the creativity of all the rest of us! I am still envious at the Arduino workshop you and Simon did. You showed me that it can turn out awesome, even with people that have never coded or used electronics.

### From Daniel

Dear Sebi, you´re one of the persons who don´t get enough credit for the work they do because you´re not in the spotlight very often but you take care of so many things. I love to work with you. It´s awesome. Maybe we can take over another big program point next year. ;) Unfortunattly we didn´t have much stagetime were we could have more fun with our characters.

### From Jens

Dear Sebi, you are truly one of my best friends and I am glad we share this once in a lifetime experience. I was really glad, when you joined in the last evening team. I think we did a really great job. Sorry that I keep forgetting about evaluation preparation. It is really awesome that you have it on scope and remind us. Maybe we find a way next year to take some of scope from your shoulders and distribute it, maybe setting an early deadline in the eval team. Your excel skills are astonishing, but I know you are more than excel and geeky. However, when having a look at your job list I saw many list-keeper-like jobs, apart from nightdance/-game. I was wondering if I should suggest to you to challenge yourself to get a little out of your comfort zone e.g. closing of the day. Nevertheless, I was really happy to see how awesome your arduino workshop was. In the end I was a bit jealous. What makes working with you really comfortable is your style of leading. Sometimes one would not even notice when you take the lead because you slip in naturally. Two examples where I noticed that was evaluation and last day of IMWe. Managing Franz together with you was really good. I think the four of us work well together and I think it was good that we were more than one person, so he always had someone to talk to. It makes me really happy to see how you interact with Lia. It is important to me that she feels comfortable with my friends. That you are among the first of my friends where she knows the name is a good sign and gives me a smile. Thanks for being my friend in good and bad times.

### From Josie

Another year, check! An on we go!! It is so wonderful to work with you Sebi. I find that you have a great way of looking at situations and knowing what can be done to help or improve something. As our Excel-God it is always a miracle to me how fast you update stuff throughout the year. I am glad we had Check-In, Closing Ceremony and IMWe Promo as jobs together and that we got to skype now and again throughout the year because you always have a positive attitude!!! I find that you have become so funny on stage and that you can capture a crowd really well. Your super power of the year was falling asleep in the cozy corner and still contributing to our meeting!!! How do you do that?

What I really look fondly back on this year, is the interview we did together. I forgot to tell you after the interview that I really loved your answers and felt comfortable and happy to share that moment with you. However, in general your way of explaining things to people – is really well thought out and clear. This is something I‘ve been working on for years because everytime I have to explain something I realise that I drift of waaaaaaaaay to far and don’t manage to convey my message. (Yap.. Just had to point that out to you).

When working with you, you give your team mates the feeling that you consider their ideas seriously, listen to them and are willing to be flexible. I am grateful that you don’t cut people off and are open for different approaches and patient with me when I go around in circles talking. At the same time, I am never sure if you take too many steps back and sometimes your own ideas are not considered from us as a team. Do give me a signal if this is so in our future jobs together which I hope next year we have more of. What a wonderful IMWe journey we are having, on to the next adventure.

### From Julia

### I didn't share a job with you this year (but wait for 2020 Trailer workshop!), which was a pity, because I really like to work with you! It's so easy and relaxed, I know I can rely on you doing everything well and on time, and you are really good at looking and suggesting solutions to all kinds of problems. A special thanks for your tireless printer support in the late night hours, you didn't give up before we had the songbook pages worked out, and that was not even your job! Having you there as a support really improved my mood a lot.

### Your and Simon's workshop was really amazing, and one that I would have liked to try out myself (so, thanks for training my husband...). The whole Arduino-thing was something that I have never seen before on IMWe, and I loved how you "marketed" it as easy for anyone to join, making the threshold really low for doing something that looks super complicated. And your work with Schabi on the PC book was also absolutely great, re-inventing the whole layout!

### You are available for IMWork all year round when it comes to all our IT stuff - adding something to the homepage (which seems to happen in mere Seconds after I send it to you, whenever I send it to you. Is your brain just wired to imwe.net?!?), updating the joblist, trying to fix the mailing lists, and teaching us to use Excell - thank you for all that "invisible" work that just makes IMWe run smoothly throughout the year.

### From Lübeck

Der Einfachheit und dem Zeitdruck geschuldet werde ich kurz auf meine Muttersprache zurückgreifen müssen. Alter, wir haben zu wenig gemeinsame Programmpunkte! Das muss man ändern! Ob wir nochmal ein Game starten sollten? Biss schon feiner Kerl, woll! Ich bin sehr froh, dass wir uns alle damals gemeinsam auf der Rieneck besoffen haben und uns seitdem Freunde schimpfen. Komm mal nach Oldenburg :)

### From Pia

Hoi Sebi, you are such a great person to have in the team. I love how it all seems easy and relaxed to you and how you are able to spread this mood of “it will all work out”. I have the feeling I could come to you with whatever problem and you would be able to find a solution together. I missed a bit a job together with you this year. You are very reliable and also sometimes really quick and innovative in doing your tasks. I think the (excel?) magic system you and Simon did for the Night Game was really cool. Speaking of excel.. it is some time ago but I really liked you little excel workshop we had in September. I have the feeling there are many small details that you contribute that we sometimes not even activly notice. Looking very much forward to hopefully many more IMWes together!

### From Schabi

• I can recall countless WhatsApp conversations about the website, the PC Book, registrations or the Night Game. It was all so much work, and I am very happy I could work on all of that with you, Sebi! You are extremely reliable, smart, fun, full of ideas and solutions and therefore it was so great to plan and work together. • You’ve also been a sweet and helpful buddy before, during and after IMWe to me, especially when reassuring me regarding PC Contact-challenges. Thank you for that! • The PC Book turned out so nicely, thank you for all your effort you put into it. • The Night Game went very well from the beginning on, because each of us three cared and took an equal share of work in my eyes – that felt very good! • Sorry for shortening the Night Dance. I like the idea of PCs sharing playlists/suggesting songs. You seemed to have fun with that. • The last day was very well organised, and I enjoyed simply participating. • I feel very encouraged and appreciated by you – and I appreciate you. Thank you for all your support and the fun – I will truly miss working with you!

### From Simon

Hi my workshop body. We did a great job and again, it felt really good to work with you together for a workshop. I think we are a great team because you are filling up my week points. But beside the workshop we also had a great preparation of the Nightgame together. I mean we don’t have to talk about your excel skills, there are just magic!!!! I think you are one of those silent worker in the background how keep the team running. I can not more then say again it is a pleasure to work together with you.

# Simon

### Thoughts about yourself

My IMWe started quite good. Me and Pia, specially Pia, managed somehow to put everything in our car. But to get costume, workshop, deco and the mailbox ready was a lot of work besides my “normal” Uni-life. I was quite stressed before. But at the end at the castle I was quite relaxed and thought more prepared then other years. The deco-weekend worked really good for me and it was great fun for me. During IMWe I was the most of the Times relaxed and I thought that the hole IMWe was relaxed. That helped me also. I had one of the best workshops ever. It was really great to again team up with Sebi and our PC’s were also really easy to handle. For the first time since some years I could help with a project and that was great fun. That circumstand did allow that I could stay long in the basement what gave me again energy and creative power for the next day. Before IMWe I thought my character in the storyline is rather small. But somehow I had a bigger role that I expected and for ones a more serious role. That made me going out of my comfort zone. This was also one of my goals after the last IMWe. But still, I think I could do it better and have improve my serious play. In general I had a really good work-PC balance. The only program points that stressed me a bit were the services because I don’t feel jet confident to introduce songs to people. But it worked very well and gave me motivation. Specially the Friday service gave me a lot of energy. I felt in really heavy in to IMWe Blues and still am a bit. And that is a good sign for the IMWe in general.

### From Annika

Ah Simon .. I grow fonder and fonder of you each year. I really hope we can share a job again next year, like planning deco or something. I remember how fun it was to be creative with you. And how do you always manage all those building projects during deco-weekend? I was like trapped in the U-boot for a day, working on the big painting, and then on sunday *boom* we have a whole entire boys room. And a library desk. and an armchair. oh and sure - also a cat tree. I am very impressed by what you do. It is so wonderful too see all the amount of effort and time you put into IMWe, also before the event. I mean that mailbox-project - You put so much time into it. And also your costume. Very inspiring. And hey - whenever you are stressed during IMWe, feel free to ask me for help and support, I am there. Your little hugs every now and then during IMWe give me so much comfort and a smile whenever it’s needed. Thank you for that <3

### From Bebbó

Simon!

One thing that i noticed is that i really really loved our scene that we did for the reveal at the end! It reminded me how much fun we had doing creative evening last year! We should do more of that, lets do a job or WS together sometime!

Few other things. The Mailbox! WOW! Very impressive.

I feel you really do an excellent job leading us together in the irish blessing, i use tips from our sessions in daily life when i am singing in my car and stuff!

I was serious about that party in Bern ;)

Lots of Love, Bebbó

### From Blaž

Dear Simon, it was a pleasure working with you on another IMWe. You and Pia put in a lot of effort. The night game team made it seem easy coming up with a game for 100 people. In the end, your role in the storyline got bigger than expected in the beggining, but you did a great job. When it’s play time, you really step up your game and deliver. You were funny on stage this year, but not in a goofy way, which I really liked! I would have appreciated a least one reply on my emails though… :) Thank you for supporting the idea to combine the camp fire with storytelling. And I loved your workshop!!! You and Sebi did something amazing and the results were awesome. Why did I ever doubt that you would have a firefighter’s uniform at home? But of course you do - you are just so many useful things in one person.

### From Daniel

Dear Simon, maybe I feel a little like you in the mornings. Out of words not ready to talk yet. Thinking of IMWe I remeber you most of the times just rushing by and being busy. Unfortunattly we didn´t work together on anything this year. Lets change that next year. I want to thank you for being super supportive to everyone. And one more thing. I think you managed having us ready for Irish Blessing right on time and with the right methonds, for one of the best Team performances in the last 10+ years.

### From Jens

Dear Simon, brother in drills. Thanks for an awesome IMWe and a really realxing deco weekend, as mentioned before this is my special Simon and Jens part of the week. I love that we also keep continuity in our little meetings. It is important to me to know what is going on in your life. I’m glad that we meet so often outside of IMWe this/last year. You are a really important friend to me. I somehow had the feeling that we did spend enough time together during this IMWe. But when I truly think about it. We had the awesome midnight session, the rehearsing of human keyboard, and creative evening. It is awesome to see how your musical skills develop more and more. I am glad that you let me participate in this process from time to time. For some reason was I lacking overview who was in the CGI Team and made me think that Daniel was in it and that you were not in the CGI Team this year. The more surprised was I, that you kept on offering help in the CGI sector. I’m really sorry but also thankful for you persistence. Both, you and Bebbó told me that you can do more in this job. I take your feedback seriously and I have as goal for next year to better focus on distributing responsibility and bringing us all on the same page concerning CGI. I see that you don’t get tired offering support to others. Thanks for being such a helpful person, but also keep a good eye on you own resources. I know that I don’t know what I am talking about. Thanks for being my friend.

### From Josie

Yuhuuuuuuuuuuuuuuuuuuuuuuuuuuuu, Mr Uhuuuu!

My buddy! I would like to start with how you motivate us and guide us to sing the Irish blessing. Honestly the very first time I had to sing it I mostly just moved my lips and smiled because I thought I sounded like a frog… a sick frog! Thanks to you and the techniques you teach us I feel more confident and open to rehears and join the team in creating a lovely sound. This is something that I think you bring to the team in many other aspects like when you give us tips on acting or motivate us to try out something new. I love acting in scenes with you because you bubble with energy and your eyes light up in such an infectious way for others acting with you. If its possible I would like to have more acting exercises from you in the team or just for fun ooooooooor even an acting workshop with you, if that is your sort of thing.

During deco weekend you have some kind of infinity idea box in your head and give us the motivation that no idea is impossible! Of course, with all the luggage you bring you are ready for absolutely any idea that someone has!!! You are always so kind to the PCs and never annoyed at questions throughout the week -I admire this about you and find that you treat people with a lot of respect and willingness to help them at any time. As your buddy when you are grumpy in the morning I am a bit helpless and not sure if there is anything I can or should do but this IMWe I thought you were mostly in a great mood and if you had a bad mood you spoke about it and it did not last long. Please let me know if there is anything I can do in future when you are feeling down.

You spread such a good mood in the team and at the same time in meetings get us to stay focused and listen to each other. Thanks for taking care of us, for maintaining a good spirit and job wise for being so open to new things and helping out!!! Big big hugs buddy!

### From Julia

WyWy! You were as adorable as ever on stage... I seriously think that even if you played the toughest most evil character the audience would just go "awwwwwww" (And now I want to throw this challenge to you!). It just came to my mind that I would have loved to have you as a teacher in school :) You were on top of your jobs, or at least it looked like that, and I was so happy for your input for the services and that I could rely on you preparing your parts there, it felt really nice :) Big thanks to both you and Pia for the well thought-out and perfectly assembled mailbox! You two put So much work into it, but it will pay off in the years to come, I'm sure. In the team room you are a person who I can rely on for getting hugs and a smile when my stockpile is running low. Your and Sebi's workshop was really amazing, and one that I would have liked to try out myself (so, thanks for training my husband...). The whole Arduino-thing was something that I have never seen before on IMWe, and I loved how you "marketed" it as easy for anyone to join, making the threshold really low for doing something that looks super complicated.

### From Lübeck

Der Einfachheit und dem Zeitdruck geschuldet werde ich kurz auf meine Muttersprache zurückgreifen müssen. Mein Lieblingsschweizer! Ich genieße deine dämlichen Witze und deine allen dämlichen Witzen gegenüber aufgeschlossene Art! Den Creative Evening wieder mal gemeinsam mit dir machen zu können, hat mir auf jeden Fall eine schöne Zeit beschert :) Ich glaube, du musst ab und zu ein bisschen auf dich aufpassen… Winning the basement is also loosing. Aber beim Schreiben fällt mir auf, wie ungemein großväterlich das gerade klingt :)

### From Pia

Hoi Simon, thank you a lot for this IMWe together! Thank you for all the support and help in jobs that were not really in your responsibility, like for example the mailbox. I really enjoyed our saturday-sewing-sessions. When talking of sewing .. also so many thanks for making my costume :D I have the feeling we found a good way of being in the team together but still on our own .. I guess it also makes a difference that the meetings and the IMWe week are not one of the rare occacions that we see each other through the year. I love to see how you apply all the stuff you learn on university on IMWe, I have the feeling you constantly increase and level up your skills! Maybe you could even share some more of your musical knowledge… I mean for example those small but funny excersices like the tune-jumping. You often talk of cool stuff and methods you did and learned and I think it would be cool to try out some more of these together :) What else should I say? Thank you again for so much, for always believing in, trusting and supporting me.

### From Schabi

Working with you and Sebi on the Night Game has been an absolute pleasure: We had fun and efficient skype calls, we came up with good ideas and managed to set them into action. You two kept a cool head until the very end, and I knew I could totally rely on that – that is why I enjoyed the Night Game to the last minute. Thank you so much! • Deco has been such as great with you; I like your enthusiasm and willingness to realise our ideas, even if they seem impossible to work out, such as the flying books. – I was simply amazed by the basement! • The mailbox is wonderful! • Thank you for YY at the Creative Evening. I hope you had as much fun as me, although you were doomed to be the sad one on stage… • Our Sunday afternoon trip to the bakery was just perfect: having a cup of coffee in the sun, going for a short walk (around the empty parking lot…) and clearing our heads was the best thing to do at that moment. I enjoyed brainstorming for revealing the theme 2020 and hope, that you are as content as me with the outcome. Maybe the audience did not get it at first, but I think they love the new topic!! • Wow, we had so many jobs together this year, I am very happy that we could spend that much time working together – I will really miss that!

### From Sebi

Hey Simon, thanks for the great workshop. It was really fun to have a workshop with you (again). It worked very well as “the super slow in the morning dudes”. I think we completed us in a very good way. And it was also great fun with you to build the bed on deco weekend. You were very supportive and helpful and you also let me try out all this (for me) construction magic. =) And your stage performances this year was again great as Mr. Uhu or as Why Why it was totally fun to watch your performance.