

EXECUTIVE COMMITTEE REPORT 2021-2022

GENERAL 26 - 29 MAY
KARLSRUHE **ASSEMBLY**

This year's Executive Committee started its mandate in June 2021. After yet again an online General Assembly, Eleanor Morrissey (England & Wales) and Stefanie De Bock (Belgium) were elected as co-spokespersons, Gülce Yeniev (Turkey) was elected as treasurer and Clara Winkler (Germany), Wanja Kaufmann (Sweden), Benedetta Scuderi (Italy), Miriam Shaw (The Netherlands) and Ivanna Madiar (Ukraine) were elected as further members of the EC. There have been no drop-offs from the EC during the year and the attendance and engagement rate has overall been on a constant high level.

Just like last year, this operational year has been especially marked by the consequences of the Covid-19 pandemic. Nevertheless, this year, we were able to organise 4 hybrid Executive Committee meetings. We were able to gather at least half of the Executive Committee in Brussels, while some members followed the meetings online.

This report aims to give an overview of how the EC has been working over the course of the last operational year, the challenges we've encountered and what has been prioritised. It also includes recommendations for the next year and personal comments from each of the EC members.

1. WORKING AS TEAM

1.1. EC meetings

Throughout the year, the EC work has been conducted through 40 weekly shorter meetings and in total four long, strategic EC meetings (10-11 July, 23-24 October, 22-23 January and 9-10 April). These meetings were held in a hybrid format, in which EC members had the opportunity to participate online.

Just like last year, the weekly meetings lasted around 1h - 1,5 hours. We talked about internal organisation and MOs in one week and focused on projects and partners every other week. We rotated moderation and minute-taking among the different EC members. These roles have been decided at the end of every meeting for the next meeting, and this year, the moderator has also been responsible for preparing the agenda, sharing it in the Slack channel and reminding people of filling it in. We have also re-designed our meeting templates, with the aim to have a better overview of the decisions taken at the meeting and the action items assigned to either office or EC members.

1.2. Task division

At the first long EC meeting after the GA, we divided the different tasks for the Executive Committee. Like last year, we also divided political areas of responsibility (so called Policy Responsibles) in order to make the Executive Committee's tasks not only organisational, but also political. We have not prioritised yet to make a protocol regarding the policy responsibles. In practice however, we've seen different policy responsibles involved when it comes to for example communication surrounding a certain topic, possible resolutions, work with partners and movements, etc. It might be interesting for the next Executive Committee to re-evaluate the policy responsibles and connect a clearer structure to the work.

The task division has remained unchanged throughout the organisational year. Both the organisational and political task division can be found in the annexes to this report.

1.3. Delegation Order



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For the first time, the Executive Committee also decided on a Delegation Order. This is one of the outcomes from the first part of the organisational Change process we have been going through, facilitated by the Activism Incubator.

The Delegation Order was drafted and prepared by the previous Executive Committee, but decided upon during the first long Executive Committee Meeting of this operational year in June. The document describes what decisions can be made by one or several persons in the name of FYEG and, where it is relevant, how this is done. The current delegation order is annexed to this report.

1.4 Communications

The EC has used Slack as its main internal communication channel, and has used Telegram as the main communication platform for contact with MOs. All relevant documentation has been stored on the FYEG drive.

1.5. Working in a feminist organisation

For several years, FYEG has been working to become a more inclusive and feminist organisation, not only in words but also in practice. The adoption of the Inclusion Plan, the Safer Spaces Policy in the 2019 General Assembly was a clear call from Member organisations for us to work in this direction.

This year's Executive Committee was the third one elected following the implementation of the 50+ quota in FYEG. It was composed of 7 cis-women and 1 trans/non-binary person.

1.6. Mental health

During the last General Assembly in June 2021, the Member organisations adopted a Mental Health Protocol attached to that year's Activity Plan. Several structures and practices were implemented:

- **Buddy system:** the Executive Committee appointed buddy's during the second long EC meeting in October. We decided to not put the buddy's into a rigid structure of buddy check-in's, as different EC members have different needs. It might be interesting for the next Executive Committee to look into this system and decide if they want to implement it as well.
- **Mental Health Officer:** The Executive Committee appointed Clara to implement the protocol as much as possible and to follow up on the actions taken within the team. Clara also conducted a **mental health assessment** within the EC and office and presented these results at the last long EC meeting in April. The outcomes of the EC survey included amongst other things:
 - significantly less overwhelm in comparison to last mandate's EC members
 - Popular demand for a working hour limit for EC work
 - Popular demand for training on mindfulness, stress reduction workshop, how to deal with imposter syndrome
- **Holiday calendar:** To encourage EC members to take a break from FYEG work on a regular basis, we did in the beginning of the operational year initiate the use of a holiday calendar, where both office and EC members have been able to fill in when they're available and when they're not reachable. This system worked well in the beginning of the operational year, but has been forgotten to some extent during the



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second half of the term. It is still suggested that this is used for the next EC as well.

- **Shadow Person:** We also experimented with appointing a shadow person to some of the EC tasks (especially the bigger ones). Although this role helped to share responsibilities, it was not always clear to everyone what the purpose for this role was and how far it reached. That is why we highly recommend the next EC to clearly define this role in the beginning of the operational year and to decide on common expectations.

Moreover, inspired by the Office's **individual plans**, the Executive Committee also decided to develop their own individual plans in order to make concrete goals connected to the tasks. Being aware that sometimes capacities are tighter than expected, the goals in the individual plan should contain a clear prioritisation among them, so that tasks of low priority can be dropped or postponed if the circumstances require it. The plans help to get a better sense of the different tasks the members signed up for and to create reasonable expectations and deadlines.

Together with the help of Caro and Ozge, EC members wrote down their goals and concrete tasks connected to the bigger task division. These plans were evaluated during the long EC meetings in January and April to give EC members the opportunity to follow up on their plans.

1.7. Structural changes

After a thorough assessment, an organisational change process (initiated by the Office and facilitated by an external consultant, "European Activism Incubator") started at the end of 2020 has set out to improve the working structures and culture within the Office and the Executive Committee throughout the 2021-2022 period, in an effort to create sustainable working conditions within FYEG. These organisational changes include, among other things, clearer delegation orders, clearer strategic planning processes and the strengthening of mental health mechanisms in the daily work of the EC and the Office.

Our hope is that this organisational reform process will continue to drive FYEG in an even more professional and efficient direction, and that it will help lower the workloads on both EC and Office members. This process is reflected in the Strategic Plan that we are presenting at this General Assembly as well.

2. RELATIONS WITH MEMBER ORGANISATIONS

2.1. EC reports

Our EC committed to transparency in its actions. Following the IRP change at the GA 2020, minutes from long EC meetings have been sent to all member organisations via email and published on the FYEG website.

2.2. MO strategy and study visits

In 2021, we were excited to welcome Youth Forum URA as a candidate member organisation and welcome the newly structured Georgian Young Greens back as a full member organisation. Throughout the year, further collaboration with organisations in Lithuania and Estonia have been explored.



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FYEG committed to hosting regular regional calls for our Member Organisations to share updates as well as discuss areas of collaboration relevant to them. FYEG developed our MO strategy through individual strategies for each of our members, as well as country specific strategies for countries where we currently don't have a member or where there is a special situation that needs to be handled.

After a year without study visits, due to COVID 19 related travel restrictions, we were able to organise one study visit to our candidate member organisation Youth Forum URA in Montenegro. Furthermore, we were also able to visit some of you and attend activities you organised (for example Dwars Winter Congress, GEV in connection to the European Ideas Lab, Scottish & Irish Young Greens' Summer Camp, the Albanian Young Greens' general assembly and meetings with local branches of MODOM in Skopje and Shtip).

2.3. MO forum and bottom-up MO engagement

On 5-6 March we held the annual FYEG MO Forum online. The MO Forum is the main space where FYEG and its Member Organisations are able to prepare the General Assembly later that year. Therefore, the discussions during the MO forum ranged from exchanges between MOs to input on training, FYEG's strategy and possible resolutions or IRP changes or resolutions at the next General Assembly. We also organised more political discussions on the future of Green parties in government and the Russian invasion of Ukraine. Furthermore, there was a public session on the different roles within FYEG EC to inform people interested in running.

Following last year's plans, we also organised our MO-to-MO trainings, a bottom-up training project where MOs are both the trainers and the participants. This project has been proposed as a way to increase MO engagement between statutory events and to take advantage of the skills, experiences and knowledge that lie with our MOs. As presented during the MO Forum, FYEG is working on a MO learning program to continue increasing resources and capacities within our MOs.

2.4. Communication

During the year, contact with the MOs has been conducted through the regional responsables – who have been holding regional meetings with the MOs in the region that they're responsible for and through regional Telegram chats – and through the Secretary General via email prior to important events.

3. RECOMMENDATIONS FOR NEXT EC

Individual plans

As mentioned above, the Executive Committee started working with individual plans. This helped the EC members to clearly define goals and set expectations for the rest of the year. We highly recommend the next EC to implement the individual plans even more structurally in their work and to regularly evaluate their process.

Clearer political approach

As mentioned, it is recommended to the next EC to look into ways to make the work of the EC more political. In the past two mandates, the EC used policy responsables to divide the topical work within the organisation,



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however this has not necessarily made the work of the EC more political. Therefore and in the light of the upcoming elections in 2024, we advise the next EC, to look into politicising the work of (some of) the EC members. We are hopeful that the new task division will also help this process.

Nomination of EC candidates by MOs

Member organisations play an important role in the selection of Executive Members when they nominate candidates. As most delegates in a GA don't know the candidates, they heavily rely on the trust of the nominating organisations. We believe Member organisations should better reinforce the way they organise this nomination process, drafting their own guidelines on how to nominate EC candidates: this should include explaining to potential EC members, with the assistance of the current FYEG EC and previous committee members, what the position entails and check if their candidate matches the criteria.

Implement the MO strategy

The development of a coherent Member organisation strategy over the past years is starting to really pay off. Together with the strategy on MO trainings and the framework of the MO learning program, everything is set for the next Executive Committee to support the work of FYEG's MOs. We encourage the Executive Committee to implement the MO strategy as outlined in the Strategy Plan and to re-evaluate where needed.

Mental Health

In the past year, we started implementing the Mental Health Protocol as written in last year's activity plan. We recommend the next Executive Committee to continue exploring the framework to implement even more structures benefitting the wellbeing and wellness of the Executive Committee and the rest of the organisation. While we acknowledge that not all tools work for all teams, this executive committee would especially advise structurally using the holiday calendar, to make sure that everyone uses it and takes time to rest throughout the year. Moreover, it would be good to keep up with the practice of personal updates in the beginning of each weekly EC meeting. Training on mental health is also very much recommended. Last but not least, the process of monitoring the mental health of the office and the executive committee as well as an evaluation of the tools in place should be done at least once a year through for example a survey.

PERSONAL COMMENTS

Eleanor (co-spokesperson)

It is a bittersweet feeling to be finishing my time on FYEG EC after 3 years that has seen the world turn upside down. I have found this year to be the hardest, partly due to fatigue but also because this year was the most difficult being a disabled activist during a deadly pandemic. I felt I was not able to do as much as I could or should because I was unable to leave my flat most of the time, while the world still gathered. But, to reflect on my whole time I am also proud of what has been achieved. We've created a space for the EC to feel supported, while also encouraged to pursue their interests. We have an ever-growing office that I am so proud of and inspired to see them come together as a team. I have learnt more about my own leadership style and seen myself grow politically. I owe it all to the amazing people I've worked with over these years, and I am excited to cheer FYEG on in the future.



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Stefanie (co-spokesperson)

Where to begin. I started writing this paragraph just after the last official part of the program during our seminar on The Politics of Mental Health in Montenegro. After three years of being a part of the Executive Committee, it's time for a new generation to take over. The past year has been super intense. I could not meet my own high expectations and still have to overcome a lot of anxieties and imposter syndrome. Nevertheless, thanks to the continuous support of the rest of the EC, office and a special shout-out to Eleanor & Oz, I started learning to say no and to listen to my heart.

I am really proud of what we achieved as a team in the past year. From implementing and experimenting with mental health structures to strong political work and slowly organising physical activities again in this new chapter of the COVID-crisis. We have prepared the groundworks for the next generation of FYEG leaders and I am excited to see the impact of it in the future.

Gülce (treasurer)

Being a part of the EC again this year was very entertaining yet also quite challenging for me. It was not easy, contrary to what I expected when I was a candidate. However, thanks to the growing office and the work that has been done by Stefanie for the last two years, being the Treasurer of FYEG was less financial and more political. Working with a lot of wonderful people & office staff and having their support when I was not capable to continue to work, taught me how important it is to have a dedicated/hard working team while trying to do what we have done so far. I've learned a lot about FYEG finances more than I put on the table thanks to Caroline and Özge.

2021 was a hard year to continue to do activism in my own country and there were times when I lost my motivation to keep going. However, being with this fierce feminist team was a big support mechanism for me to continue. Thank you for believing me. Above all, I am very thankful for everything we have shared and learnt from each other, also for gaining such beautiful friendships throughout this year.

Wanja

This has been my third mandate in the EC of the FYEG, and the first one where we have been able to meet in person. It has been both a productive and challenging year, and as the MO coordinator I've been happy to see that more organisations want to join our federation and are putting efforts into their international work - however, we can also see that a lot of our coordination work needs to be further streamlined. For the coming EC, I would recommend to set clearer structures for personal boundaries in terms of professionalism and also expectations on each other - I think that we've sometimes been a bit too loose in structure and allowing towards each other. Also, it might be good to think about whether meetings every second week instead of every week is a good idea, with the aim to streamline and give the EC members time to actually work on their tasks in between. I hope that the upcoming EC will have a great year!

Clara

The past mandate has been one of the most intense but also most rewarding periods of my life. I led the COP26 delegation and we gained a lot of visibility for our demands and activists. I continued working on the



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mental health protocol, and we already saw the results from that work by an improved state of mental health within the EC. The work in the EC allowed me to dive deeper in FYEGs structures and discussions, work closer with the office, give more input on FYEGs work on communications and campaigns. I am looking forward to using these extensive insights and experiences to resume FYEGs in-person activities and be more effective in organising than ever before.

Benedetta

Running for the EC has been one of the best decisions I made, and allowed me to live a very intense but exciting adventure in my political life. During this year, I had the opportunity to experience so much, to meet so many people, to find myself in pleasant and challenging situations. This has all contributed into a very different person: more conscious, more prepared, more mature. In this mandate, I have had the opportunity to familiarise more with my skills and be more aware on how I can use them to support the green fight. For this, I shall thank the amazing team I had the opportunity to work with, whose spirit has made me feel at home since the very first day.

Moreover, in my mandate I had the opportunity to better understand all the work that FYEG effectively does and the potential it has for building a green and radical Europe. I am very proud of the work we are doing on mental health, both internally for EC Members and externally in our Work Plan activities. Also, I have enjoyed working with MOs and I believe we have made great steps forward in developing a strategy for MOs development. This is also due to the amazing job we are doing for giving a more strategic setting to our Federation.

Ivanna

Running for EC was one of the best last year's decision and I am really thankful to the GA for truth and support. I am grateful for this amazing experience to work in such a hard-working and supportive team. I learned a lot from EC Members and Office, I am especially thankful for mental health care habits and self care priorities which came to my life thanks to FYEG. During my mandate I had a chance to be a part of prep-teams of several projects and also join EGP Council as a part of FYEG's delegation. Also I really enjoy working with MO, but still feel that there is a lot "to do" in the agenda.

This year's mandate was challenging, especially last month (because of events in my country), but it was full of support and understanding not only on a personal level, but also when it comes to political priorities and communication. During the mandate I had a chance to improve my skills and political knowledge, not only contributing to FYEG, but get a lot from it.

Running again it was really hard decision, especially understanding that you live in conditions when you are not able to plan anything, without understanding how you'll live (or actually will you wake up in the morning), for this time FYEG was a green safe space, full of support, love and care, it's really motivate and pushed to work. Life goes on and I have a huge privilege to balance and continue to have a nearly normal life (of course with new rules and changes, but still better that could be). That's why my decision was to run again and continue working for a green future, more strategically, more politically.



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Miriam

When I started this mandate I did not know what I would be in for. I'm thankful for all the lessons learned, friends made and incredible experiences that being a part of the executive committee has brought me. I'm grateful to everyone that I have been able to work with this year, FYEG has so many talented and inspiring people. I reflect on my mandate as a period in which I've learned much but also have been able to contribute to FYEG's continuity and growth. Balancing work for FYEG with other obligations has been a challenge for me this year but I doubt I'm the only green activist that struggles with this. I have chosen not to run for EC again but plan to dedicate my energy and passion for green politics in other ways to FYEG in the future.

