



Introduction

The Advisory Committee (AC) helps with the transfer of knowledge within FYEG and acts as a conflict resolution body. Our mandate is to support the Executive Committee and other bodies of FYEG to ensure organisational knowledge is not lost after generational changes. To avoid that the AC is interfering in the daily business of FYEG, the AC only gets active upon request by EC members of other Bodies of FYEG, it has, however, a one-way access to information channels of the EC. Advisory Committee's Members are elected at the yearly General Assembly of FYEG and serve a 2 year term. Current members are: Zuzana Pavelkova and Maria Kola (elected in 2019), Teo Comet, Katri Ylinen and Katarina Pavlovic (elected in 2020). The present report outlines the issues with which the EC approached the AC as well as some general observations on the working atmosphere in the EC in the present mandate.

Activities

Motivation of EC

The AC attended one of the EC meetings at the beginning of their mandate in order to create a friendly atmosphere and lower the threshold especially for new EC members to approach the AC in case of need. We would recommend keeping this practice for the future and potentially, consider adding a mid-term check-in meeting in the middle of the mandate.

In December 2020, the AC was approached by one EC member who stated they were struggling with motivation and seeing the bigger picture of FYEG's work. The AC suggested several ways to address the issue. The AC was very happy with the fact that the EC member reached out in order to seek support from the AC on this specific issue as we consider it also part of a healthy organizational culture to share our mental health challenges as activists. We would recommend the AC keeps being open to be reached out to as a resilience support in the future.

Organisation of GA

In December 2020, the EC approached the AC with a set of questions regarding the organisation of GA 2021. The questions were about ensuring that the upcoming GA would be in accordance with the IRPs in terms of procedures and deadlines. For instance, the concept of a host organisation loses some of its meaning at a time of online or hybrid events.

The AC reflected on the EC's questions, taking into consideration not only the rules laid out in the Statutes and IRPs, but also the useful experiences from the previous year and the solid groundwork of the EC and Office in organising a successful GA 2020. We are under the impression that the EC took into account the the different options outlined by the AC in its decision-making and that the process of organising GA 2021 in these circumstances has been smooth.

Evaluation with Activism Incubator

In January 2021, the AC attended two rounds of workshops organized by the European Activism Incubator around organizational change in FYEG and contributed with their knowledge and experience from being active in FYEG structures. FYEG has been growing quickly in the past years (in terms of office capacity, number of MOs and other). We very much support the current EC's and Office commitment for putting FYEG's work in a broader perspective and taking the time to look at where to go next with the help of professional experts. Some of the proposals for structural changes which resulted from the European Activism Incubator are proposed at this GA.

Remuneration proposal

In mid-April 2021, the EC approached the AC regarding a proposal for remuneration of EC members, that has been discussed in the EC as well as among MOs at the MO Forum in March. The request was particularly interesting as the AC does not have a political role nor does it have the competence to put forward requests at the GA.





The AC leaned on the collective EC and staff experience of its members in attempting to guide the EC in terms of possible solutions to the situation. What made everything smooth was that the EC's aims were very clear from the beginning, and it was a matter of finding the best possible paths there. The proposal is put forward by the EC and is to be deliberated upon at the upcoming GA.

We believe this working method has proven efficient in allowing the AC members to fulfill their mandate. While there was no need for conflict resolution from the AC side this year, we see particular potential of the working method to serve as an early warning mechanism allowing the AC to better assist with conflict resolution in the future.

General remarks

Access to communication

In line with FYEG's IRPs point 2.6, the AC has a one-way access to the EC mailing list, as well as access to the online storing spaces of the EC (currently the Google Drive) without editing rights. They are important elements in helping out the AC to carry our advisory role.

It has been observed by several ACs in the past that with the modes of communication changing, a one way access to the EC mailing list was no longer corresponding to today's reality of communication and decision making. While in the past most ACs could carry out their mandate by following EC's day to day decision making via e-mails, this is no longer possible today with most of the important communication moving for understandable reasons away from emails towards instant messaging on Telegram, Slack or other channels.

In the beginning of the mandate, the AC discussed how to adapt its own working methods. The AC agreed it would not wish to be included in the EC's internal Telegram chats or other communication channels due to the expected amount of day to day communication exceeding the AC's capacities to meaningfully follow the communication. The AC hence agreed to make more use of its competence to access the EC's online storing spaces. These spaces include documents relating to the totality of work of the EC, including various project materials, meeting reports and specifically the EC meeting minutes. As an addition to following the e-mail communication, AC members were hence following EC minutes. This allowed the AC to stay up to date with EC's work, as well as to gain an understanding of the current mood and working atmosphere inside of the EC.

AC observations on functioning of EC

It is clear that the operating environment for people in the outgoing EC has been very different from the experience of the AC members. FYEG events have in the past performed many important functions, ranging from political coordination, to mutual learning, intercultural experiences and socialising. All of these contribute to the motivation of volunteers. We can observe that FYEG has delivered in terms of outputs (political work, online events with MOs, role of youth wing of the EGP), and that this has come thanks to the tireless work of volunteers and staff in harsh conditions. In this context, it is extremely positive to note that a higher amount of outgoing EC members are candidating for another mandate than usual. There is a lot to build up upon that EC and Office has created in the past year that will take FYEG forward.

Based on what the AC has observed, there is a positive and constructive work and volunteering environment in FYEG. The EC reached out to the AC when the AC could prove useful, and this relation has - at least from our perspective - been supportive. This is a solid basis for the next EC.

Conclusions

In this particular year, the AC has noted a high level of output from FYEG. From our regular interaction with FYEG's other structures, the EC in particular, we note that the organisation has not only performed strongly in terms of output, but also in terms of internal organisation. In particular, we welcome efforts to deal with issues related to activist and professional wellbeing as this is a challenging aspect of the work of any organisation in these times and ahead. We congratulate the EC and the Office to a successful mandate and or the work done.

