



Executive Committee Report 2020-2021

This year's Executive Committee started its mandate in August 2020, following FYEG's first online General Assembly in history. Giulio/Mina Tolu (Malta) and Eleanor Morrissey (England & Wales) were elected as co-spokespersons, Stefanie De Bock (Belgium) was elected as treasurer and Clara Winkler (Germany), Milan Zlatanović (Serbia), Liam McClelland (England & Wales), Gülce Yeniev (Turkey) and Wanja Kaufmann (Sweden) 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.

The operational year has been especially marked by the consequences of the Covid-19 pandemic, due to which all EC meetings just as well as other normally in-person activities have been held online. Also, as the last GA was pushed to August, this operational year has been an unusually short one, spanning from the end of August 2020 until the beginning of June 2021.

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 prioritized. 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 32 weekly shorter meetings and in total four long EC meetings (20 September, 23 January, 11 April and 9 May). Due to the Covid-19 pandemic and existing travel restrictions, the EC has not been able to meet in person. A slight change in meeting structure has been applied this year, shortening the weekly meetings from 2 to 1,5 hours (as a part of strengthening mental health of EC members and making the EC work more efficient) and talking about issues regarding internal stuff and MOs every second week and issues regarding projects and partners every second week. We have rotated among us for moderation and minute-taking. 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.

1.2. Task division

At the first long EC meeting after the GA, tasks were divided between us. For the first time ever, the EC did not only appoint organizational responsibilities to its members, but also political areas of responsibility. This has been motivated by the ambition to make the EC more political, and to give the opportunity for MOs to easily find the right contact persons in the EC when they want to discuss specific political issues. While the motivation was high in the beginning of the operational year, the political areas of responsibility have so far only existed on paper and not really been made use of. We do think that this has to some extent depended on the pandemic, which has increased difficulties to conduct actions and IRL campaigning just as well as lowering the personal motivation levels of many EC members, and we recommend that these responsibilities are continued and developed throughout the next operational year and connected to clearer structures. The task division has remained unchanged throughout the organizational year. Both the organizational and political task division can be found in the annexes to this report.

1.3. Communications

The EC has used Slack as its main internal communication channel (with other parts of the EC and the Office), and has used Telegram as the main communication platform for contact with MOs. All relevant documentation has been stored on the FYEG drive. Following the recommendation from the last EC, the Advisory Committee has been given access to this drive.

1.4. Working in a feminist organization

For several years, FYEG has been working to become a more inclusive and feminist organization, 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 Organizations for us to work in this direction. A





gender and inclusion officer was appointed at the first long EC meeting.

This year's Executive Committee was the third one elected following the implementation of the 50+ quota in FYEG. It was composed of 5 cis-women, 2 trans/non-binary persons and 1 cis-man.

1.5. Mental health

Following the recommendations from last EC, and decisions made on the GA, the drafting of a mental health protocol has been started throughout the year. The workshops on organisational change were already very helpful to define the needs of the EC and the office. Additionally, a survey was conducted to get even more insights from the EC and office on how to improve their mental health. This survey showed that the majority of respondents feel overwhelmed with their tasks often and their quality of work is suffering from unclear expectations, the feeling that they don't do enough and missing structures from FYEG that help with stress management. On this basis the mental health protocol is developed and presented at the GA. It is very important that the implementation of this protocol is strictly followed up upon and that the mental health situation of our volunteers and office members is evaluated regularly from now on to monitor the progress and if necessary adjust our measures.

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

It has from the beginning of the operational year been the ambition to create a space for the EC (at and in between meetings) that is safe and supporting. One of the things that has been done in order to do this has been to start every meeting with a check-in round.

1.6. Structural changes

After a thorough assessment, an organizational 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 organizational changes do among other things include 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 organizational reform process will continue to drive FYEG in an even more professional and efficient direction, and that it will help lowering the workloads on both EC and Office members.

2. RELATIONS WITH MEMBER ORGANIZATIONS

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 organizations via email and published on the FYEG website.

2.2. MO strategy and study visits

In 2020, we were excited to welcome Protests from Latvia as a Full Member Organisation, as well as Giovani Europeisti Verdi (Italy), Grüne Jugend - Grünalternative Jugend (Austria), and Mladi Zeleni (Czech Republic) as candidate member organisations.

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 (Croatia, Czech Republic, Denmark, Estonia, Italy, Montenegro and Slovenia).





Due to COVID-19 restrictions, we were unable to make any study visits to full, candidate, or potential member organisations. However due to the power of technology we were able to attend event organised by our member organisations, and hold meetings with candidate and potential organisations including: Budouci (Czech Republic), Grüne Jugend - Grünalternative Jugend (Austria), Noored Rohelised (Estonia), SFU (Denmark), and HSS (Croatia).

2.3. MO forum and bottom-up MO engagement

On 13-14th March we held the annual FYEG MO Forum online. The majority of the MO Forum was dedicated to the Political Platform, where delegates offered feedback and input to the political platform in order for the Political Platform Committee to create a final draft ahead of the General Assembly. Other topics covered during the Forum included: the future of FYEG as an organisation and educational activities, Young Candidates Platform, communication and campaign priorities, Eastern and Southern Europe Strategy, just transition, mental health and of course finances.

In April 2021, we started 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. It is suggested that this is something that is continued with and developed during the next operational year, to even better encourage MO engagement and bottom-up learning.

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

Look over task division processes

The task division (both organizational and political) has over the last organizational year shown to not always correspond to the actual needs of the everyday work in the organization, and therefore some responsibilities have been rather forgotten and not really worked with. The next EC is encouraged to look over the task division, assess the relevance of the responsibility area and discuss whether a new kind of system is needed.

Clearer political approach

As mentioned, it is recommended to the next EC that the political responsibility division is a concept that is carried on with, in order to make the EC more political, and to give the opportunity for MOs to easily find the right contact persons in the EC when they want to discuss specific political issues. For this to work in practice, there is a need for a clear political responsibility protocol that states what the responsibility means and how it can be used by both the EC member themselves, the office and the MOs.

Nomination of EC candidates by MOs

Member organizations 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 organizations. We believe Member Organizations should better reinforce the way they organize 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.

Continue the work on MOs

While a lot of progress has been made with regards to developing our MO strategy and work with MOs, there is still a lot to be done. One thing that we encourage the next EC to look at is the possibility of "twinning" programmes, linking together





MOs that can together learn from each other and act as “mentors” for different subjects (organizational or political). We also encourage the next Executive Committee to put an even stronger focus on supporting the development of member organizations in Eastern and Southern Europe and continue to have an individual case approach, identifying individual needs for support for each MO.

Mental Health Protocol

The Mental Health Protocol needs to be fully implemented. This process requires a person that is continuously following up on the different steps. Furthermore we advise that the state of the mental health of our activists and office continues to be monitored by a survey at least once in the operational year in order to see if progress is taking place and if the measures are helping and to find out where there is room for improvement. The Mental Health Protocol should be seen as the first step of a bigger development that improves the mental health situation for the people working in FYEG. Therefore, it is most likely not perfect yet and will need to be adjusted, amended and advanced by the next GA in 2022.

PERSONAL COMMENTS

Giulio/ Mina (co-spokesperson)

It has been great to lead FYEG for another mandate. It was a difficult mandate, as when everything shifts online, it can be challenging to maintain focus and motivation. I was really impressed by the work of our many volunteers, in particular the EC and the members of the Political Platform Committee, the work they have achieved is amazing. I'm happy that we were able to welcome new staff members to work on exciting projects, and that together the EC and Office have made the time to discuss mental health and wellbeing together. On a personal note, I was really excited to present and defend the resolution on Trans Rights that was adopted at the 32nd European Green Party council last December! Finally I want to acknowledge that FYEG became a family in many ways, a space where I could, for the first time, try out new names with no judgement, and where I could share about my struggles with mental health. I am glad that the values which drive our political work are also present at all structures of our

organization - and I don't take that for granted.

Eleanor (co-spokesperson)

At the start of the mandate, I felt a little like I was riding a bike for the first time without stabilisers. This was despite the huge amount of support offered by FYEG alumni and current members. But I have truly enjoyed this mandate, and it is largely due to the wonderful team of EC and Office combined. The importance of being a team is to support each other, step in where needed, and remember to check in with each other and talk about the mundane as well as political.

I was thrilled to help welcome new staff members to our team, the growing office is a wonderful sight compared to old stories of a FYEG Sec-Gen and project assistant cramped together in a tiny room. I loved dreaming up new campaigns on things such as housing, green economics, vaccine equity, and supporting the work on #FreeBelarus. I stepped out of my comfort zone to take part in debates and webinars, but really the best moments were talking to MOs, even through a screen. Also calling on EGP to support peaceful protestors, diverse candidate lists, and discussing fair work and green jobs.

Despite being online, I feel so lucky to be connected with such a wonderful group of people who are going to go on to achieve amazing things.

Stefanie (Treasurer)

Thanks, GA, for believing in me and allowing me to be treasurer of our amazing organization for a second year. This year was unpredictable. At every long EC meeting, we hoped that physical activities would soon be possible, but most of the time we had to revisit plans. I am confident to say that we have become experts at this. Changing the world in these difficult times was challenging, but it also meant that we had to keep using our imagination and creativity. The Young Green Recovery projects were an example of that. And it was truly astonishing to see all the kick-ass events you, our member organizations, organized locally. You showed how resilient you are, even in these difficult times.

It is amazing to be part of an organization where we dare to reinvent ourselves, where we dare to question our own





structures (when it comes to mental health for example), where we dare to imagine how the world could look differently. To be supported all along the way by a truly inspiring, hard-working and kick-ass office. I've learned so much from you, from strategic campaigning to the best way to use spreadsheet formulas. And to be part of a team that, even though we never met in real life, continued to support and inspire each other. Giulio, Eleanor, Clara, Wanja, Milan, Gülce & Liam, you rock. Thank you for this amazing year!

Clara

I am very pleased to have been part of the Executive Committee this year and am very grateful for the experience. Most of all, I am proud that we started to seriously take care of the mental health of our volunteers and staff. I am also happy that with the resolution on trans rights and the one on sexual consent, we keep pushing EGP and show how intersectional feminism really works. I'm excited to be attending COP26 with such a great FYEG delegation and strengthening our positions on climate policy and making them heard. From learning to schedule enough self-care time in my to-do list and how to hire a new person for our office - this year I learned so many new things and grew beyond myself. Despite the pandemic, we all did a great job and working in this incredibly great team kept me motivated the whole time.

Milan

Being a member of the EC was definitely one of the best decisions I made. It has been great working alongside amazing volunteers, office and activists from MOs. This year has been especially challenging but I found strength and motivation with the help of my amazing teammates. Shared values and caring for one another is one of the biggest assets of FYEG family. Understanding the specific hardships of the region I tried to support MOs from the East. Highlight of this year for me would be #freebelarus campaign and attending EGPs GA and advocating for our Right to protest resolution.

This experience helped me grow so much, personally and professionally and I would encourage everyone who is thinking of running for an EC member to just take a leap of faith and do it because they will be met with the love and support of the rest of the team.

Liam

This has been an incredibly challenging year for an activist who likes being huddled together drafting up plans and actions. I have thankfully had the pleasure of meeting IRL a couple of the EC and Office members, and I have thoroughly enjoyed getting to know new friends and activists during our Zoom calls and telegram chats. My mental health has really suffered. Activism burnout before a global pandemic was something we all knew what signs to look for, I feel now more than ever the toll of activism isolation has hit our fantastic FYEG members. I look forward to our in person meetings and events because I learn so much and gain so much energy from all of you.

This period has taught me that comms ideas require more than just a quick message in the slack channel "we should say something on this," and thanks to the amazing communications officers and a google doc we have said some powerful things on Islamophobia in Europe and Vaccine Nationalism. When we speak out and call out our own governments, even if that means being critical of our mother parties, people take notice. I have had the absolute pleasure to learn from Wanja, one of our brilliant Northern Region MO Coordinators, we have learnt how each other works and have streamlined a lot of our business meetings so the more important topics can be discussed. Eurovision. Wanja and I have also been developing our initial MO-MOT, a series of trainings that are led by MOs for MOs, empowering a bottom up approach. I would love to see this progress to become an online learning library for old and new MOs alike.

Gülce

Working in both EC and PPC this year was very educational and entertaining yet also quite challenging for me. Being a member of the EC was not easy, contrary to what I expected when I was a candidate. However, working with a lot of wonderful people&office staff and creating concrete works developed me in many ways during the process. I've learned more than I put on the table. Organizing the MO Forum and renewing the Political Platform were the two things that taught me how important it is to have an incredible team in an organization.





This year was a year that I shaped my own life outside of FYEG work and had to make many decisions. Besides my personal life, FYEG has been a very important support mechanism for me to continue activism and not lose my motivation in this field. Of course, there were times when I felt mentally unable to keep up or missed a lot of things. The fact that the pandemic did not improve contrary to expectations and that we were not able to meet face to face with other members made all of us feel overwhelmed in the process. 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 year has really been such a fun, developing (both personally and organizationally) and special year in the EC. The group has been amazing, and I've really felt I've found such good friends in Giulio, Eleanor, Clara, Stefanie, Milan, Gülce & Liam, just as well as in Ozge, other office members and people from the MOs.

As the MO coordinator, I've been so happy to see our work with MOs develop so much during this year, despite the pandemic – it's become much more strategic, and we have started to explore new ways of engaging MOs that I hope to be able to work much more with in the coming operational year, if I'm re-elected.

I'm incredibly grateful and happy to have been part of such a hardworking, positive and energy-spreading team that has continued to deliver even in tough times. It's been a privilege!

ANNEX 1: ORGANIZATIONAL TASK DIVISION EC 2021-2020

FYEG

Spokespersons

Mina & Eleanor

Treasurer

Stefanie

Office Responsible

Eleanor

Gender & Inclusion Officer

Liam

Awareness Group

Stefanie & Liam

Alumni Network

Wanja

Transparency & Privacy

Wanja

EcoSprinter

Eleanor

Educational Activities & Strategic Indicators

Wanja

Internal Documents

Wanja

Mental health Officer

Clara





WORKING GROUPS

Democracy & Inclusion

Milan

Just Transition

Liam

Feminist Platform

Clara & Gülce

MEMBER ORGANIZATIONS

Membership Coordinator

Wanja

Centre-West

Eleanor & Clara

South

Stefanie & Mina

North

Wanja & Liam

East

Milan & Gülce

PARTNERS

CDN

Milan

European Green Party

Mina & Eleanor

Green Group at the EP

Mina

Young MEPs

Clara & Milan

Foundations

Gülce & Liam

Global Young Greens

Eleanor

European Youth Forum

Liam

Movements

Stefanie

PPYOs

Wanja

PROJECTS

PPC contact

Gülce & Mina

MO Training

Mina & Liam

MO Forum

Gülce

Just Transition Work plan

Milan

Digital education

Wanja & Liam

Work Plan 2021-2022

Milan

Young Candidates Platform

Eleanor

Template bank

Wanja & Liam

European Ideas Lab

Clara

StS application 2021

Milan & Gülce





ANNEX 2: POLITICAL TASK DIVISION EC 2021-2020

Security

Clara & Stefanie

Feminism

Clara & Gülce

Representation & Inclusion

Clara & Liam

Climate

Clara

Social

Gülce & Eleanor

Foreign Policy

Eleanor & Stefanie

LGBTQIA+

Mina & Liam

Corporate responsibility

Liam

Democracy

Milan

Biodiversity

Milan

Energy

Milan & Stefanie

Crisis preparedness

Milan & Wanja

Digital

Mina

Mental health

Mina

Disability

Mina

Transport

Wanja

Aid & Development

Wanja

Migration

Milan & Wanja

Human Rights

Eleanor

Economy

Gülce

