Empowering the Next Generation:

How to make your association youth friendly?

JUAN SIMOES IGLESIAS
Secretary General of YMCA Europe

OLGA LUKINA
Executive Secretary for Strategy and Movement Strengthening
National YMCAs 35
Local YMCAs 3,190
Volunteers 31,000
95,000 Volunteers

YMCA Mission
Empowering young people and communities to build a just, sustainable and inclusive Europe, where every person can thrive in body, mind and spirit

2,000,000 Beneficiaries
8,200 projects/year
Empowering the Next Generations: How to Make Your Association Youth Friendly?

- What is wrong with the title of this workshop?
- Why don't we trust young people?
- What is the intergenerational approach?
- What are specific examples of youth empowerment tools within civil society organisations?

Let's discuss it together!
Empowering Next Generation: How to make your association youth friendly?

What is wrong with the name of our workshop?
Youth is Present Now.
From objects to Subjects.
From subjects to Citizens.
Change of Mindset
Why?
Where is the problem?
Too Little Trust

TLT

Too Little Trust
Why don’t we trust?
What is TRUST?

to believe that someone is good and honest and will not harm you, or that something is safe and reliable (Cambridge Dictionary);

confidence in or dependence on a person or quality (Wikipedia);

firm belief in the reliability, truth, or ability of someone or something
What is TRUST?

Trusting requires that we can,

(1) be vulnerable to others—vulnerable to betrayal in particular;
(2) rely on others to be competent to do what we wish to trust them to do; and
(3) rely on them to be willing to do it. (Lagerspetz 1998)
Trust is Risky.

Trust is Dangerous.

We are Scared to trust.

It makes us Panic.
Fear of Reputational Damage.

Fear of losing Independence.

Fear of being Vulnerable.

Fear of being Unsafe.
Trust is a Hope.

Trust is Enabling.

Trust builds Relationships.

It makes us Relieved.
“You can’t spell S_CCE_S without US”
“You can’t spell TR____T without US”
Whose problem is it?
Competences

Motivation

Our own attitude
Competences
Motivation
Systems in place
Our own attitude
Examples of Systems and Practices
Systems Examples

Multiple Stage Education

System of Motivation and Bonuses

Organisational Culture

Mentorship system
Systems Examples

Risk Assessment and Prevention system

Monitoring system

Youth Empowerment and Participation system

Intergenerational Approach
Are we speaking about Civil Society Organisations now?
As we prepare for the next European elections (June 2024)

* Average age of actual members of European Parliament is 49.5
* 6% of members of European Parliament are under 35 y.o.

However,

* 20% of European population are young people
Youth participation within the Public Sector: local, national, European representation & governmental bodies

* The gap between youth and the public sector
* How to reduce that gap?

Civil society organisations with a focus on youth play a crucial role in reducing the gap.
Specific Examples from YMCAs

Youth Focused Profile. Youth Empowerment

Youth Policy

Youth Boards/Councils

Minimum rate of Youth in Governance and Staff

Youth Spaces/Programme Groups
Specific Examples from YMCAs

Leadership Academy. Roots for Peace

International Events/Festivals/Summits

European Youth Representation Network

Youth Forum

Parliamentary Elections Promotion
Strategic Pillars of YMCA

Pillars of Impact

- Community Wellbeing
- Meaningful Work
- Sustainable Planet
- Just World
Generations

Life expectancy is growing
Number of generations is growing
More generations seat at one table
“Every generation imagines itself to be more intelligent than the one that went before it, and wiser than the one that comes after it.”

— George Orwell
Intergenerational Approach

- Recognition **different cultures and needs.**
- Focus on **position and actions, not age.**
- Recognising different **expertise and experience**, mutual learning.
- Recognition of the **interdependence of adolescent and adult lives.**
- Constant **open dialogue** is critical.
- The generations are **equal stakeholders** whose buy-in, ownership and participation are important for the project’s success.
- **Training** are important for all generations.
None of the systems will not work if We as Leaders do not

• put more time
• show empathy and respect
• open ourselves as we are, being vulnerable
• trust ourselves
“The best way to find out if you can trust somebody is to trust them.”

— Ernest Hemingway
THANK YOU!

www.ymcaeurope.com

JUAN SIMOES IGLESIAS
juan@ymcaeurope.com

OLGA LUKINA
olga@ymcaeurope.com