



PROPOSAL TO THE WORLD SUBUD COUNCIL

RE: SUBUD YOUTH ACTIVITIES INTERNATIONAL TEAM STRUCTURE

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FORWARD

This proposal will outline the current Subud Youth Activities International (SYAI) team’s recommendations for the structure of the incoming team. This proposal is submitted to the WSC for input and suggestions with the aim of having an agreement on the structure of the incoming SYAI team prior to the upcoming World Congress in Mexico.

HISTORY

Prior to the 2010 Christchurch World Congress there had traditionally been two International Youth Coordinators, however it was recommended prior to the World Congress that this be increased to 6 coordinators. This proposal was accepted and as such there were six International Youth Coordinators tested in at the Christchurch congress, a male and female from each area.

The current youth team found having six members difficult, and over the four years there have been three coordinators step down from their roles, with one new addition to the team in 2013. The main difficulties the team encountered included;

- A lack of understanding as to the responsibilities, needs, goals and processes associated with the SYAI
- An inability to turn the six coordinators into a cohesive team with clear communication and an ability to work as a group to complete tasks and projects
- A lack of support from and connection with the International Helpers and the WSC
- Uncertainty surrounding exactly what ‘youth’ meant, what it was that the youth needed and how to provide for those needs

SUBUD YOUTH – WHAT IS IT?

Without wanting to open Pandora's box and an ongoing discussion that could continue on indefinitely, we will simply state our understanding of what Subud Youth means after four years of contemplation of the question.

As youth coordinators we have been forced to recognize the fact that different life stages (usually, but not exclusively identified by age ranges) have different challenges and experiences, and as such the needs may be different at times.

"Subud youth" for us (the current coordinators) can be broken roughly into two main categories;

The first, and one we feel is potentially the more important of the two, consists of the children of Subud members aged 10 (give or take a year) – 17. We have all received throughout our time as Youth Coordinators that it is a major responsibility of the role to ensure that we help to create spaces, opportunities and communications that foster these young peoples connection to Subud and encourage their participation within the organisation.

The second group is the older youth (opened or unopened), starting at around 16 and continuing on into the 30's and beyond if the individual feels the connection still. Youth in this age group require a different level of support which is often based more around access to services, promotion of programs and projects (YES Quest, Human Force camps, Subud Youth Fellowshps etc) and assistance with putting on events. Again with this group it is also the role of the SYAI team to encourage and provide space for these youth to get involved in the Subud organisation.

For the purpose of allocating Subud Youth grants from the International Youth Travel Fund (IYTF) we have had to classify youth as "girls/women and boys/men between the ages of 16 – 30 opened and unopened" though we have assisted 15 year olds and 35 year olds from the fund when the circumstances are appropriate.

SYAI STRUCTURE PROPOSAL

Given our experiences over the past four years, we believe the next SYAI team should be made up of;

- One Subud member acting as the overarching SYAI team coordinator
 - o This role needs to be filled by someone 30+ years of age with a stable position in life and the skills to be able to manage the team of youth coordinators making up the SYAI team
- Three – six international youth coordinators
 - o Depending on availability of candidates and the outcome of any necessary testing on this subject, either one or two coordinators will be appointed from each area
 - o All coordinators should be a minimum of 18 years old and must be able to commit to the full four-year term of the role with confidence that their life situation will not overly impact their work (at least any more than any of the rest of us!). There is no maximum age limit on these roles, though whoever fills the role must have a strong ability to connect with young people.

The idea of an overall coordinator for the SYAI team come both from the experiences of the SYAI team over the past four years but also from testing done at the Christchurch Congress around this idea. We feel that from a logistical perspective with a team of this size spread out across the world in different time zones it is essential to have an overall coordinator to manage the team and ensure workflows are being met. From an inner perspective we feel that it is important to have an experienced Subud member that can help guide the team, provide some direction when required and work with the younger coordinators to develop their skills and become aware of their weaknesses.

ROLE DESCRIPTIONS

	SYAI TEAM COORDINATOR	INTERNATIONAL SUBUD YOUTH COORDINATORS
Communication	<ul style="list-style-type: none"> • Central point of communication with WSA, other Wings and external organisations • Report to WSA on all SYAI activities • Establish close working relationships with Wings to ensure a good flow of information across the organisation • Communicate with WSA Treasurer and Bookkeeper in regards to travel expenses, IYTF payments and other budget requirements • Ensure SYAI team has all relevant updates from the WSA and other Wings • Act as the point of contact for the YES Quest and Human Force programs • Where necessary seek to establish relationships with external organisations to help grow the reach and capacity of SYAI 	<ul style="list-style-type: none"> • Regular communication with National Subud Youth Coordinators in their Area. • Regular communication with Subud youth in their area • Regular communication and skype calls with the rest of the SYAI team • Share information with Subud Youth network about upcoming events & opportunities, happenings and projects around the world • Represent SYAI at Subud gatherings and events in their Area • Represent SYAI at WSA Council meetings (the rep. closest to the meeting to attend to save expenses) • Assist in the promotion of SYAI activities (IYTF, fundraising campaigns, special projects, gatherings etc) • Support SYAI team coordinator when required
IYTF	<p>Oversee the administration of the International Youth Travel Fund and work with the SYAI team to;</p> <ul style="list-style-type: none"> • Process and assess all IYTF applications • Update and adapt application forms as necessary • Advertise the IYTF around major Subud events • Ensure the fund has a continual source of income (from fundraisers, benefactors, WSA budget allocations, outside organizations etc.) 	<p>Manage the International Youth Travel Fund (in cooperation with the SYAI team Coordinator)</p> <ul style="list-style-type: none"> • Assess all applications submitted • Communicate with individually assigned IYTF applicants (to ensure that no one person has too large a load)
Projects and events	<p>Work with the SYAI team on key projects including (but not limited to)</p> <ul style="list-style-type: none"> • Fundraising campaigns • The Subud Youth Fellowship grants 	<ul style="list-style-type: none"> • Where necessary, assist youth around the world to run events, gatherings, camps and fundraisers • Deliver the Subud Youth Fellowship • Contribute to the conception, planning and delivery of all fundraising campaigns
Specific Duties	<p>Coordinate the following functions within the SYAI team:</p> <ul style="list-style-type: none"> • Organize weekly/monthly skype calls & compose agenda & facilitate these calls • Ensure all tasks of individual SYAI team members are being completed within schedule • Support SYAI team where required 	<p>Including the general tasks for all coordinators, the following tasks need to be divided amongst the team members:</p> <ul style="list-style-type: none"> • Editor of the Subud Youth blog • External communications management (Facebook, email list updating, server etc.) • IYTF administration (ensuring all applications are processed and documented, notifying SYAI team when applications arrive, maintaining database etc.) • Designate a 'buddy' for each Wing to act as a liaison and keep communication flowing between the Wings

RECOMMENDATIONS

The current SYAI team recommends the WSC to follow the following process for the incoming SYAI team;

1. The WSC agree on the proposed SYAI team structure (1 x overall coordinator + 1 / 2 coordinators in each area)
2. The positions be advertised in the lead-up to the World Congress in Puebla
3. When it comes time to appoint the new SYAI team the following things be taken into account;
 - a. Potential SYAI Coordinator candidates be 30+ years of age with the necessary skills to be able to manage the team of youth coordinators making up the SYAI team
 - b. Potential Youth Coordinators commit to the full 4 year term with full knowledge of the responsibilities and duties of the role, taking into account their current life situation and any potential changes to their ability to fulfill the role.

We welcome your feedback and are open to discussing everything within this document. It is our aim to have the new structure of the SYAI team agreed upon well before World Congress to allow us time to advertise the positions that will need to be filled.

Signing off,

The SYAI team - Alex, Lucinda, Marcus and Roland