

SUBUD YOUTH ACTIVITIES INTERNATIONAL (SYAI)

ANNUAL REPORT AND FUNDING APPLICATION TO WSA

This report and the subsequent application is made on behalf of the International Coordinators, the YES Quest organising team and the youth of the world!

20011/12 ANNUAL REPORT

THE TEAM

In the period since the last WSA council meeting, the International Youth team has undergone some major changes. This youth team was always going to be something of an experiment, as it was the first time that 6 coordinators were tested in. This decision came from a proposal and testing conducted at the Christchurch World Congress that showed this to be a positive development of the International Youth Coordinator positions. However, this new structure has proved difficult. The team has struggled to form a cohesive and consistent communication strategy, both internally and externally. Furthermore, as the team was made entirely of people aged in their mid 20's and younger, the individuals within the team were, and are, all in extremely unpredictable and often unstable periods in their lives.

As a result of this, the team is now down to three members, Lucinda Young (Area 1), Roland Fraval (Area 1) and Alexandra Woodward (Area3). The two representatives from Area 2 (Steven Martin and Theresa Boyd) as well as one coordinator from Area 3 (Ricardo Arratia) have recently stepped down from their positions due to personal circumstances.

Through this process, what remains of the International Youth team has extensively discussed (both amongst its coordinators and with members of the WSA team) the potential ways for the team to move forward. From these discussions the following suggestions have been put forward:

1. A new member is added to the International Youth Team to act in an executive or overseer role.
 - This person would ideally be someone dependable and not dealing with the issues that many young people face (yes, that is a polite way of saying that this needs to be someone *older!*). This suggestion is due to the fact that while young people often have energy, enthusiasm and a willingness to get things done, the reality is that life often gets in the way (as the dropout rate from the team so far shows).
 - This would also be in line with the original testing at the World Congress which had the ideal situation as having 6 coordinators, two from each area, with a seventh coordinator to oversee the team.
2. Find a Subud member (age irrelevant) within Area 2 to act as our contact for the area now that we have no representative there

By finding these two new members for the team, the International Youth team feels that it would be able to receive the assistance and guidance it needs to fulfil its goals and obligations.

INTERNATIONAL YOUTH TRAVEL FUND (IYTF) UPDATE

Over the past 12 months the team has had its major focus on the IYTF, both from a fundraising and an administrative point of view. With the World Congress in 2014 starting to loom large, the International Youth team coordinated an international fundraising effort over the New Year's period. During this time groups around the world put on events to help fundraise and over \$2,000 was added to the fund as a result.

Applications to the IYTF have been coming thick and fast, with 15 applications received in the past 12 months. Of these applications, 10 were approved with \$13,400 in grants being handed out. Currently the IYTF account is sitting at \$22,960 after having paid \$4,150 to support youth attend the America's Gathering.

FUNDING APPLICATION TO WSA

FORWARD

This funding application is broken into three parts, a request for funds to support the growth and strengthening of the YES Quest program, a request to match fund raising efforts by youth for the International Travel Fund (ITYF) and a redirection for the existing allocation within the WSA budget. Along with the current allotment to the youth in the WSA budget (currently used for international coordinator travel and to support youth enterprise), these new funds would allow the Subud Youth Activities International (SYAI) team to make a long term difference to youth programs around the world. Furthermore, the funds requested in this application are targeted directly to specific programs, which will ensure is well used to achieve identified outcomes.

YES QUEST PROGRAM DEVELOPMENT

1. BACKGROUND

The YES Quest was created through consultation with young Subud members and has been running since 2001 with events held in Central Australia, the Austrian alps, southern France, Sierra Nevada Mountains in California and Kalimantan. The program was created as a reaction to the fact that young people in general felt confused and disheartened and were facing a major challenge in making sense of the world and their place in it, offering them the chance to mark and celebrate their transition from childhood to adulthood.

In 2010 it was proposed that SYAI and Yes Quest begin a process that would see the YES Quest program eventually taken over by SYAI. To this end, Roland Fraval has been working with the YES Quest team (Peter Jenkins, Marlina Bassar & Silvana Evans) to help promote and develop the YES Quest program.

2. CREATIVE QUEST

The majority of the funding requested from the WSA for the first two years will be put towards funding a “Creative Quest” in 2013 held in Rungan Sari. The Creative Quest program will run similarly to the Enterprise Quest held at World Congress in 2010, in that each participant will use the process to help them toward creating a project. The purpose of this Quest will be to focus, refine and grow ideas for a creative project that participants bring to the Quest. These participants will then return home and work to bring their project into reality. The projects could be to create a movie, play, dance piece or wall hanging. It could be to curate an exhibition, to hold a concert, or to run a series of workshops around creativity itself.

All projects developed from Creative Quest will culminate at the 2014 Subud World Congress in Mexico to create a program of events, workshops and performances that will be open to the public (these will be advertised and publicised in the local media). Profits raised will go to the International Youth Travel Fund (ITYF), though individual producers will be able to dictate a certain percentage to go elsewhere if they desire.

To enable these young people to realise their projects, they will need support and SYAI will source people to act as mentors and resources throughout this process. SYAI will partner with the WSA, SICA and SES to broaden the pool of resources available to participants. These partnerships will ensure that Each participant will have a minimum of one mentor with experience in a similar field as their intended project. If fundraising or business planning is necessary to

enable a participants project they will also be partnered with a mentor who has enterprise experience. SYAI will also seek funding from the WSA to help enable the Creative Quest camp.

A pre-congress gathering is imperative for participants to gather, plan, rehearse, and finalise their projects. This would provide an opportunity for other youth to be involved in projects whether via creative contributions, production assistance or administrative assistance.

This project has the potential to have a great impact both upon the lives of the participants, but also the wider Subud community. The Creative Quest will:

- Help young people from around the world participating in the program to realise their creative enterprises
- Ensure the Subud World Congress in 2014 has a fantastic array of cultural activities
- Create a global network of creative / enterprising Subud members
- Foster skill sharing between experienced Subud members and the participants

3. PROGRAM DEVELOPMENT

In addition to the Creative Quest, there is a need for the program to continue to grow, improve and evolve as a whole. The YES Quest team have clearly defined long term goals for both the program and the team. Through consultation with the YES Quest team, past participants of the program, facilitators and external stakeholders, a clear direction forward has been identified. The YES Quest program has the potential to positively affect many young people worldwide, but to enable the program to truly reach its full potential there are aspects of the program that need adjustment and improvement:

- Occupational Health and Safety (OH&S), Risk Assessment & Insurance
- Post quest support and mentoring
- Greater knowledge of the program prior to participation?? (is this a problem? Essentially this means that people participating on the quest aren't super aware of exactly what they are getting themselves in for! Does anyone think that this is a problem?)
- Facilitator training
- Establishment of locally based Quest facilitator teams world wide

OH&S, RISK ASSESSMENT & INSURANCE

One of the key aspects of the development of the program is the desire to strengthen the logistical and compliance aspects of the program. To date, the program has run without any major incidents or damage to human life. However moving forward, the goal is to create a program with a fixed structure that can be adapted to multiple locations and is capable of catering for a wide range of potential risks, obstacles and potentially difficult situations. By creating a set of documents that are designed to ensure that all possible risk's will be identified and a risk management plan is in place, the YES Quest will be able to confidently establish teams internationally that will all be able to work to the same high standards.

Further to this, insurance for the programs have always been difficult, as many companies are unable or unwilling to provide insurance for events that will be happening in overseas countries. While the YES Quest team has managed to find local groups to auspice the programs in the past, moving forward, research needs to be done into the potential for a single overarching insurance policy that can cover events on a worldwide basis.

POST QUEST SUPPORT AND MENTORING

The YES Quest program can be an intense experience for those participating in the program, and as such, the "post operation care" is very important to the program. As participants return to their homes and lives, it is essential that these young people receive ongoing support to:

- Reinforce the positive things they learned about themselves during the program
- Provide encouragement to achieve their goals

- Provide a sounding board for further developments both internally and externally as a result of their personal discoveries during the program
- Continue the sense of community that was created during the program
- Other things???

This support in the past has been supplied by the facilitators from Quest program, each facilitator being responsible for multiple participants.

Furthermore, when appropriate, there are often mentors that are connected with individual participants. These mentors are selected to help participants realise their goals and are chosen in a way that matches their skills with the participants future goals (i.e. if a participant wants to return home to set up a business, they will be matched with a Subud member that has successfully run and has a sound knowledge of business)

The final element of the post program support comes from local Subud members and helpers. As mentioned above, the Quest process often stirs up strong emotions and deep seeded issues that often require testing and ongoing spiritual support. Much as the mentors can provide outer advice, each participant is encouraged to identify a helper within their group that can act in a similar way for the inner life. These helpers are briefed on the program and what the participant experienced by the facilitators to help them have a full understanding of what the participant has been through.

While all these elements have been in place for the YES Quest program, there have often been large gaps in communication and the post program support that has been identified. To further develop this section of the program, further development of these support strategies needs to be undertaken.

FACILITATOR TRAINING

To run successfully, the YES Quest needs to have a pool of professionally trained facilitators to draw upon. Since its creation, the YES Quest has relied on a relatively small, but extremely dedicated, pool of facilitators. To move allow the program to grow, this pool needs to be enlarged. In 2010 the YES Quest team began a process of recruiting new facilitators to join the pool. Before new facilitators are invited to join the team, they are asked to attend a YES Quest program as a trainee facilitator, both to allow both sides to assess their suitability for the role.

If both sides agree that the trainee is appropriate and the trainee does not have any formal training in facilitation, before they can become a full member of the team they will need to receive training. It is hoped that the YES Quest will be able to pay for this training, and in doing so, ensure that the training undertaken is suitably geared to give the trainee the necessary experience required to run a YES Quest.

ESTABLISHMENT OF LOCALLY BASED QUEST FACILITATOR TEAMS WORLD WIDE

To ensure the YES Quest program is viable in the long term, facilitators and organisers will need to be established in different areas around the world. This will require the YES Quest team visiting the area to run an initial YES Quest and provide the opportunity for local facilitators to be trained. In the short term this process will be expensive as facilitators will be required to travel long distances and logistically difficult as they will be coordinating details from a disadvantaged position. However, in the long term this will lead to a more sustainable model, with local facilitators able to run programs with guidance and support from the central YES Quest team.

Perhaps more important than the financial implications are the issues surrounding language. While the YES Quest is currently able to provide facilitators that speak English and Spanish, however to date all Quest programs have been conducted in English. As the World Congress in Mexico has highlighted, there is a massive Spanish speaking population within Subud. In recognition of this, the inaugural Spanish language YES Quest will take place in Amanacer, Columbia in 2012. This is a great step towards establishing a YES Quest team in South America, but is only stage one of the process and will require a great amount of work to solidify a team in the area.

4. LONG TERM GOALS

The long term goals to be able to grow the program so that it not only can be the best it can be blah blah, but that it can eventually turn into a program that is outward looking, and not just for Subud youth. Long term goals include

- The Gap Quest, a year long program that is affiliated with Higher education facilities worldwide that gives young people the opportunity to undergo the quest program but also travel the world and do some eco tourism type stuff
- Quests in each area (based in Indonesia, South America and Europe) on an ongoing basis with local teams of facilitators managed by a central team
- Enterprise quests based around specific projects

5. BUDGET

The Grant from the GHFP would be directed towards assisting young people from around the world to attend the YES Quest camps. The funds would be reserved to assist participants, especially those from poorer countries, offering subsidized program fees and where necessary assistance with travel expenses. Initial estimates are below.

INITIAL YES QUEST CAMP (based on assumed 18 participants)	
Accommodation in Eco village	\$2,000
Meals	\$2,500
Adventure component	\$2,500
Facilitators x3 – fares & costs	\$5,000
Materials	\$2,000
Transport & contingency	\$1,000
Insurance (via an Indonesia based insurer)	\$1,000
Grants for participants (6 @ \$1200, 4 @ \$400)	\$8,800
	\$24,800
SECOND CAMP PRIOR TO CONGRESS	
Accommodation	\$2,000
Meals	\$1,500
Facilitators x3 – fares & costs	\$6,000
Materials	\$2,500
Transport & contingency	\$1,000
Insurance (part of WSA's Subud Congress insurance – to be checked)	Nil
	\$13,000
TOTAL ESTIMATED COSTS FOR THE PROJECT	\$37,800
INCOME	
Fees from participants (6 @ 1,200, 6 @ \$800)	\$12,000
Funding from WSA (split over 2 years)	\$15,000
Funding application to GHFP (pending)	\$10,800
TOTAL ESTIMATED REVENUE FOR THE PROJECT	\$37,800

IYTF FUNDRAISING (MATCHING FUNDS)

1. BACKGROUND

The intent of this fund is to ensure that youth (who are, as we are constantly reminded, the future of the organisation), are able to experience and interact with the wider Subud community, develop an understanding of the organisational side of Subud through participation in major events and deepen their experience and understanding of the latihan (and that's what it's all about right?). The fund helps youth with up to 50% of their travel costs to assist in getting them to their destination and home again. All you receiving funds agree to contribute something back to the fund, whether it be repaying the money as a loan, helping to organise fundraising events at the gathering they are travelling to or working towards a project that will contribute to the greater Subud community.

The IYTF is currently managed by the International Youth Team with input from the WSA Executive. All applications are reviewed by the team and recommendations are passed onto the WSA Executive team for approval. Over the past eighteen months the application process has been revised and streamlined, with an online database being used as the central hub for all applications.

Since its inception, the fund has supported 77 youth to travel around the world to major gatherings, camps, humanitarian projects and congresses. If there is one person out there that says the IYTF is anything but an amazing gift, they surely have their head screwed on backwards!

2. PROGRAM DEVELOPMENT

The long term goal for the sustainable management of the IYTF is simple, it involves a steady input of funds from multiple sources. While the International Youth Team undertakes regular fundraising efforts, looking forward to the next World Congress in Mexico 2014, a serious injection of funds over the next three years is required.

A goal of \$60,000 has been set to ensure that as many youth as possible are able to attend the 2014 congress. The fund is currently sitting at \$22,960. Between now and the 2014 congress there will be at least one Human Force camp, a two YES Quests, another WSA meeting and multiple zone, regional and national gatherings. This all leaves the fund with the probability of having some seriously empty pockets by the time 2014 rolls around. To have as much of an impact as last world congress, we estimate that we will need \$75,000 by the time World Congress rolls round again.

The proposal from the International Youth Team is simple. For every dollar that Subud members around the world raise, the WSA contributes a dollar of its own with a ceiling of \$10,000 per annum. This proposal ensures that the WSA will be supporting the fund, while not endangering an over-commitment.

The proposal also obviously puts a heavy onus on the Youth team to ensure that it is raising an annual sum of \$10,000. This will require a focused fundraising effort over a long term period and will focus around major events within the Subud calendar. The International Youth team, with input from regional and zone representatives, will endeavour to help create and support fundraising events at each congress, regional, zonal and international gathering. The philosophy behind this approach is simple and follows advice that Bapak once gave (oh yes, we're quoting Bapak in a funding proposal!). He said that it was better to sell lots of something for a low price than sell less of something for a high price. If there are one hundred gatherings around the world in a year that each gathering would only need to raise \$100.

To further bolster the IYTF coffers, the youth will also be approaching the GHFP with a similar proposal for matching funds. With the help of the WSA and the GHFP, a \$60,000 target for 2014 becomes a reality.

3. LONG TERM GOALS

The long term goals of the IYTF are to develop solid and sustainable fundraising platforms that will allow the fund to continue to assist youth worldwide. With continued support from the WSA and other charitable foundations, this is a realistic goal.

4. OUTCOMES

The Outcomes of the IYTF are simple, yet wide ranging. As mentioned above, it is aimed at helping youth to broaden their experience of the latihan, to help them to engage with the organisation as a whole and to help them interact with the global Subud Community. Even if we completely ignore the massive personal benefits for the individuals that are able to attend these events, the benefit to the greater Subud Community is undeniable. For Subud to survive and grow within the world, its members need to have a strong foundation of togetherness and brotherhood, and it is international travel that is a key part of building this foundation. One of the great gifts of Subud is that it gives its members the opportunity to make lifelong friends from every corner of the globe. These connections are what hold the organisation together, without them, we would drift apart and become isolated. Sure, this might sound a bit over the top, but think about all the amazing friendships you have built over your years within Subud. Think about how much they mean to you. These relationships are the foundation of our brotherhood, so every new one only helps to strengthen that foundation.

EXISTING WSA BUDGET ALLOCATION

1. BACKGROUND

Up until this point in time, the allocation of funds to the International Youth Team has been under utilised. The budget has been spent on Coordinator travel, though the intention has always been to have a portion of the budget allocation go towards youth enterprises. Until this point this enterprise support has been minimal.

2. PROGRAM DEVELOPMENT

The Youth team intends to formalise the split in funds between the travel costs for coordinators and enterprise support. Though travel of the coordinators is still important, there will be a greater focus on the enterprise side of the funding.

At this point, it is difficult to support enterprise as we only know of a few small scale endeavours that are not in need of any cash funding. To remedy this situation, the Youth team will be putting an official call out to all Subud Youth announcing that there are funds available for youth actively pursuing their enterprise goals. Hopefully this will lead to submissions for funding. As with the IYTF fund, these submissions will be assessed on a case by case basis by the International Youth team. We will also be looking to work with SES to find suitable Subud members that are able to act as mentors to help the young Subud members find their way through. For some enterprises we will only give money on a loan basis where as others will receive a cash grant.

We will work closely with WSA to develop a set of standards, procedures and policies in regards to the granting of these funds.