



*So that all may be One.
ut omnes unum Sint.*

Annual Report for year 2014



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Letter from Chair

Zuzana Babicova



The year 2014 in WSCF-Europe could be described in three words - changes, learning and challenges. Internally, WSCF-Europe went through many personnel changes. Our internal organisational life was going through an important phase, as 2014 was the year when the Global General Assembly of our organisation was prepared most intensively with our all global resources. Externally, we continued to focus on doing our best to be an organisation that serves young people, providing chances for capacity building, empowerment and building bridges within our Christian family, at the same time reaching out beyond our immediate and traditional horizons.

In the late autumn of 2013 a new governance body was elected for the next two years, so here the journey of new group governance started. In mid-2014 we went through a big change, as our key staff member - Regional Secretary - has changed. Our dedicated staff member and friend, Hans Hommens, left WSCF-Europe after 2 years, and was succeeded by Georgian / Italian Natia Tsintsadze. Our governance board was grateful for the vision, ideas and personal commitment Hans brought to the organisation. Natia as a successor was welcomed warmly and greatly appreciated from the start for her extraordinary dedication and for the way that she went an extra mile with everything that she did. We also experienced some staff changes with our Intern and Mozaik Journal staff members. Furthermore, there were also changes in our governance board, with Vera Papp leaving after a few years of serving on the global Executive Committee. Vera's presence was immensely valuable for both the regional board and mostly for the global board, with her skills and commitment bringing work on the global level further. It was inspiring to work with Vera for many of us. The year was densely marked with changes of our staff members, which brought focus on the transmission and preservation of our institutional knowledge after our predecessors.

To enable new young regional leaders to grow and learn together, we focused on our own capacity building, and organised two trainings, focusing on project management and leadership skills. Our annual meeting with our member movements also continued with strong focus on finding the best from ourselves, aiming to use our own resources and gained knowledge for running our movement. This year we gave attention to fundraising and communication as the areas to be developed further among our member movements.

An important element of 2014 was the preparation of the WSCF Global Assembly, after seven years' break. This event, which is to happen in spring 2015, has brought on significant mobilisation within our movement. There were challenges in raising financial resources for this global meeting, as well as in practical preparations of the event. Our regional work in Europe was very much part of the global effort, on which we concentrated our energy throughout the year.



One of our biggest projects was a conference with Religions for Peace European Interfaith Youth Network this year. We are very happy to have this partnership and, in reality, friendship with this network. Being closer connected, we are now better enabled to build bridges towards both religious and non religious organisations. In 2015 and upcoming years we will continue reach out to other organisations and seek new ways of understanding of the challenging questions that we wish to address.

The 2014 has brought us all on organisational- as well as mission-thematic-level experiences that were challenging and offering a chance for learning and change. Nonetheless, there is still a long way until *Ut omnes unum Sint* will happen. I hope we all can be changed from within and then transmit this change to the outside, to stand up bravely to challenging times and circumstances, to continue striving to achieve what we have been envisioning for more than 100 years as a youth organisation. We are tremendously grateful to all our volunteers and supporters, who enable WSCF-Europe to still be a voice in our communities.

Our governance board



Zuzana Babicova
Chairperson



Nationality and residence:
Slovakia and lives in Bratislava.
Term of office:
First elected: Oct 2013
Term ends: 2017

Annika Foltin
Vice Chair and Events Coordinator



Nationality and residence:
German and lives in the UK.
Term of office:
First elected: Oct 2013
Term ends: Oct 2015

Libby Lewin
Treasurer



Nationality and residence:
British and lives in the UK.
Term of office:
First elected: Oct 2011
Term ends: Oct 2015

David Cleary
Fundraising Coordinator



Nationality and residence:
Irish and lives in Hungary.
Term of office:
First elected: Jan 2014
Term ends: Oct 2015

Krista Autio
Campaigns Coordinator



Nationality and residence:
Finnish and lives in Finland.
Term of office:
First elected: Oct 2013
Term ends: Oct 2015

Maria Kozhinova
Links Coordinator



Nationality and residence:
Finnish and lives in Romania.
Term of office:
First elected: Oct 2013
Term ends: Oct 2015

Ellie Peacock
Events Coordinator



Nationality and residence:
British and lives in Germany.
Term of office:
First elected: Oct 2013
Term ends: Oct 2015

Marco Fornerone
Global Executive Committee Member



Nationality and residence:
Italian and lives in Italy.
Term of office:
First elected: Oct 2013
Term ends: 35th General
Assembly in 2015

Vera Papp
Global Executive Committee Member



Nationality and residence:
Hungarian and lives in Hungary
Term of office:
First elected: Oct 2011
Term ends: Vera resigned in Oct
2014. This position was tempo-
rarily filled by Annika Foltin until
the 35th GA.

Our staff

Hans Hommens

Regional Secretary



Nationality and residence:
German and lives in Berlin.

Appointed: June 2013
Resigned: October 2014

Natia Tsintsadze

Regional Secretary



Nationality and residence:
Georgian and lives in Italy.

Appointed: September 2014
Contract currently until:
September 2016

Miro Pastorek

Office Intern



Nationality and residence:
Slovak and lives in Berlin.

Appointed: 2012
Contract ended: February
2014



Kathryn Cammish

Office Intern



Nationality and residence:
British and lives in Berlin.

Appointed: Feb 2014

James Jackson

Mozaik publication Editor



Nationality and residence:
British and lives in the UK.

Appointed: October 2013

Maria Bradovkova

Mozaik publication Art Editor



Nationality and residence:
Slovak and lives in Krakow.

Appointed: 2012

Balazs Kalydy

WSCF-E Budapest Assistant



Nationality and residence:
Hungarian and lives in Hungary.

Appointed: 2008
Contract: ongoing

Pawel Pustelnik

Mozaik publication Editor



Nationality and residence:
Polish and lives in the UK.

Appointed: 2011
Contract ended: 2014

Vision, mission and activities

Vision:

Living faith together for justice.

Mission:

Inspired by our common Christian faith:

We campaign for a just and peaceful world;

We are a progressive Christian voice, aware of our political responsibility;

We educate and empower one another to be leaders and critical thinkers.

We build meaningful relationships;

We share and cultivate our passions;

We embrace diversity as a gift.

We pray and worship God together as one community;

We explore our common faith in Jesus Christ, which makes us one.

Activities

Education



Conference “Bridging our differences, learning skills of intercultural dialogue, together”

Location: Wroclaw, Poland

Dates: 31 March - 6 April 2014

Participants: 30

Funders: European Youth Foundation

Costs: 16,416 €

Students from all over Europe came to Wroclaw, Poland to learn about how best to communicate with others and to equip themselves with the knowledge to engage others in intercultural dialogue. It was a week full of lectures, workshops, role - plays and discussions. People from different faiths helping one another and learning about how in their differences they could be strong.

The event started with a participant from each faith community (Christianity, Islam, Judaism and Sikhism) giving an opening prayer and explaining how their religion asserts that they should welcome the other. We had religious experts coming to the conference to proceed over a panel discussion where we learnt about the reasoning for each religion having opinions which differed from one another's.

The event also strived for a deeper understanding of intercultural dialogue, which as a phrase can seem very intimidating. Ultimately we learnt that intercultural dialogue is essentially a way to create empathy and to allow compromise.

Participant led workshops



The thematic content of the conference was considered to be quite intense so to split up the thematic learning we had two workshops led by Pip Sides. One of these was a drumming workshop where we created songs that described our time at the conference. The other workshop was a basic introduction to photography, after which we were instructed to use our new skills to create album covers. We also had three workshops on using intercultural dialogue. Two of these were about respecting culture, and the third was a practical example of dialogue. One of

the workshops involved having stickers with words that described stigmatized people stuck to our heads so that we could not see them. We were then asked to move about a room and react how we would to people who actually had these stigmas attached to them. After we had removed the stickers, we discussed how it felt to be judged due to the stigma attached to us and thus how it was important to respect one another regardless of how we felt about the stigma attached to the people.

The conference was a stronghold for the message we wish to spread from the World Student Christian Federation (WSCF) General Assembly "We are many, we are one. Sent to build God's peace".

Experience of our participants



Rachel Power

The conference Building Bridges was an amazing experience for me. The way all of us from many different cultural backgrounds were so respectful of one another's religion was incredible. Praying together and learning so much from one another was something inspirational.

Capacity building and Empowerment

European Regional Staff and Officers' Meeting 2014

Location: Skopje, Macedonia

Dates: 20-23 February 2014

Participants: 27

Funders: EU Erasmus plus

Costs: 5248,44EUR

Staff and Officers' meeting is an annual capacity-building training and networking event for the leadership of European Student Christian Movements. The 2014 Staff and Officers' Meeting took place in Skopje, Macedonia, offering a space for staff persons and active volunteers of our SCMs to meet, exchange experiences about the work of the past year and the year ahead as well as to build their skills for leadership in a Christian youth organisation.



Essentially a capacity-building training, the key focus of this year's meeting was SCM fundraising and the upcoming General Assembly of the Federation. A guest lecturer from a Slovak Fundraising Centre, Mr. Eduard Marcek, was the key speaker of the meeting. An honourable invitee, WSCF Senior Friend Salters Sterling, also shared his experience and knowledge about individual fundraising and institutional knowledge of the Federation.

Furthermore, the participants discussed the potential of an online communications strategy, and took part in a series of workshops aiming at improving WSCF communications, both written and digital. A system of twin SCMs was proposed to fortify the exchange plan between SCMerS from different countries.

This year's event has identified crucial areas of improvement in WSCF-Europe's communication with SCMs, and has taken initiative to help SCMs to interact with one another more actively. The participants took important news back to their SCMs about the General Assembly and fundraising, as well as about an unravelling WSCF-E campaign on xenophobia and renewing communication channels of WSCF-Europe.



Experience of our participants



Pavlina Manavska, Macedonia

Building bridges between young people coming from different places, making connections, getting to know the otherness, meaning learning more about yourself is what WSCF Europe helped me with and made me realize that I need to become even more active. None of this would have happened if the staff from WSCF Europe weren't so supportive and willing to reflect upon all of the participant ideas and work to accomplish them. Even though there is no SCM in Macedonia, we only have an active Youth Group at the Methodist Church; I was a participant at two conferences so I could actually learn more about it. After the conferences I got really motivated into becoming a part of WSCF. I got an email from the Links coordinator Maria Kozhinova asking whether there was an option to organize Staff and Officers Meeting in Skopje. At first I was delighted and honored. But as the questions came about venue, meals, transport I have to admit it involved a lot of research. To my big surprise there were 27 delegates coming over to Skopje and all of them were coming here for the first time. The meeting was held from 20-23 February and for me it was a successful weekend of training sessions on fundraising, campaigns, experiences and communication. A huge role was also played in fundraising for the General Assembly.

Because of my work I couldn't be there at all the sessions but I managed to be there for the most part of the day. I am grateful to WSCF-Europe for organizing such an event in my country. Even though it was just for a few days I enjoyed spending time with the delegates, my friends and showing them the joys and concerns about my community and the ways how we can all help each other.

This was a great positive experience for me and I am looking forward to other opportunities and I am always open to help where there is need in WSCF.

Capacity Building Exchange between member movements: Romania-Finland



Places: Helsinki, Finland; Läyliäinen, Finland; Kuopio, Finland; Joensuu, Finland; New Valaam, Finland

Dates: 16-31 March 2014

Participants: 50

Costs: 25000€ (whole fundraising done by member movements)

Funding: Youth in Action, Metropolity of Moldova and Bucovina (Romania), Orthodox Church of Finland

The theme of this transnational youth initiative was to explore and exchange ideas on youth work and youth empowerment between Finnish and Romanian youth groups. For this purpose, a 4-month project was set up and



arrangements were made for a Romanian youth group to come to Finland and to visit several locations with operating youth groups.

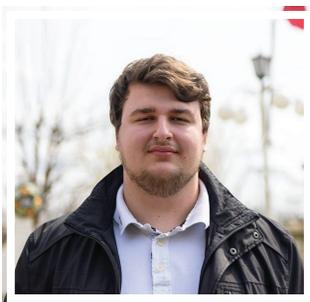
The activities were held in five different venues around Finland within a period of 11 days, to increase the leverage and networking impact of the event. The implemented activities included a weekend-long

youth music camp in Kaunisniemi, social workshops to reflect on youth work in both countries, thematic lectures, activities with elderly people, outdoor activities, as well as joint concerts. Concerts in this project were an important tool to increase the publicity of this project and to draw more local participants to youth meetings.

The primary working methods in this project were transnational encounters of youth in informal settings and their learning about each other's culture. Informal learning was further implemented by music workshops conducted by participants from both sides. The process was further supported on the receiving side by excursions to museums and objects of cultural importance, and by the Romanian participants – through introducing their traditional music and meals. Music was used as the method to approach the theme of exploring and exchanging ideas on youth work and youth empowerment, as well as as one of the ways to achieve the objectives of the project.



Experience of our participants



Flavius-Ștefan Popa

It was the first time I participated in a project of this scale. First, this activity, financed by European Commission, was for me an opportunity to know the culture and civilization of Finland, to come in contact with orthodox young people from Kaunisniemi and Espoo, visiting historical sites to admire the wonderful landscapes of nature of that country and to participate in the Finnish Orthodox services. Secondly, we were able to contribute to promoting psaltic music in a country where the religious cult is customary to sing Russian choral music. Those who have followed us were so impressed that they bought Byzantine music CDs. They were moved to tears. I hope, with God's help, I'll participate in such activities in the future and hope that we managed to bring a small part of Romania to Finland.



Emanuel-Daniel Mocanu

The project „Music as a method of transnational youth work and networking” was for us, and especially for me, a great experience. First of all, is amazing because this whole project, named ”Yes, we can!”, was built by a couple of young people around 23 years old. Once again this is an example that ”young” doesn’t mean ”inexperienced”. I was very excited about this project, because it used music to meet youth from Finland and to network, and to experience their culture. I said these because this is one of the main reasons which made me to join this project, and I am honoured for this. About the culture, I was really impressed to notice that we have the same cultural foundation, but on it, every nation brought its influences, and on this foundation, they are a huge variety of influences! I said that I felt the same foundation because in every moment and in every place where we had been I felt somehow at home! We were also very impressed by the teaching system of Finland. We had the chance to visit a high-school, Kuopio Lyseo, and there we met the Dean of this high-school, teachers and students, and all of them look glad to be there! It was the only moment when I understood the slogan of European Union: ”United in diversity”! I hope that this was just the first project from a long list of projects like this, and I am sure that every project will be crowned by success! God bless everyone who worked and took care of this project!

Capacity building Training for the governance board

January and July 2014



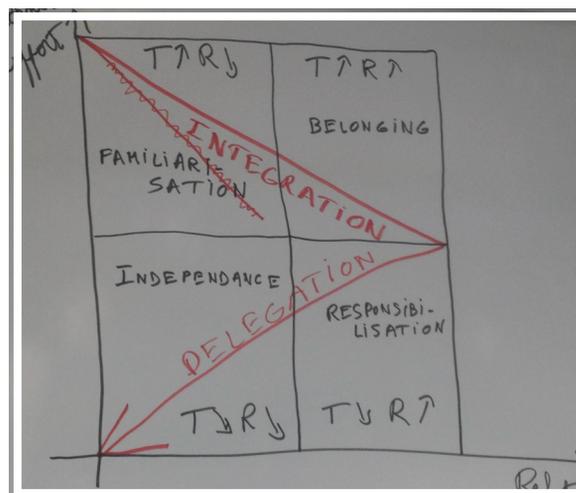
In January and July 2014, the governance board invited a trainer, Francois David Freschi, to provide two capacity building trainings for the new young board members. As a new group tasked with important governance tasks, training brought a lot of knowledge that valuably aided board processes and ways of working together.



At our first training Francois provided a chance for the group to find out what we wish to focus on and work upon as priorities for upcoming years. Sharing our views and collective prioritisation enabled us to unite around a shared vision that focuses on what we find most important as a group for the life of WSCF-Europe for the years to come. Francois introduced the SMART-system for campaign planning and helped the board to understand the outline of grant applications and plans required with them. Francois also facilitated a creative game explaining how the new role each of us is assigned could be perceived by others, and these expectations might differ from ours and from what is actually written down as the job description. Francois made it very clear that the role description is the one to follow in this chaos of expectations and presump-

tions. Later on, with Francois's help, the board worked on the project management skills which are so necessary for carrying out their shared vision, through particular activities.

At our summer training, Francois focused on a very important aspect of our work - work with volunteers; operating in a setting where motivation and goals are shared and have high potential for community building. Francois introduced a circle of motivation, which could be applied to volunteering. Engagement and motivation were our key topics that we looked at as a process, from the very beginning and until the point where volunteers or team members fully become decision makers in project processes. In addition, we also focused on processes very important in any management: giving feedback and listening. Both these trainings, in January and July 2014 gave our board crucial understanding of how to work with the volunteer groups that each board member shall lead over the next two years.



Experience of our participants



Krista Autio, Finland, Campaigns Coordinator

I found the training was very beneficial especially for me as a first-timer in this kind of ecumenical and international volunteering. The training enabled me to understand the different aspects of my post and how to deal with these aspects, like thematic work and administrative work, coordinating tasks and encouraging team members. It helped me grasping the essence of my position, which was important for me to work efficiently.



Vera Papp, Exco member

For the first time ever we tried to enhance our ERC meeting with a facilitator who also had experience in mentoring and moderating groups. What a huge step it was and only thanks to the persistence of Zuzka! His name was Francois, and he hugely contributed for the increased productivity and professionalism of all the meetings he participated in. We all gained more insight into how motivation, fundraising and movement building work on their own and as a complex system. I think after all those sessions we are eager -more than ever- to see them bear fruit in WSCF and share it with others. I really enjoyed feeling how the ERC members bonded to each other while solving problems bigger than their own. What a grace from God indeed.

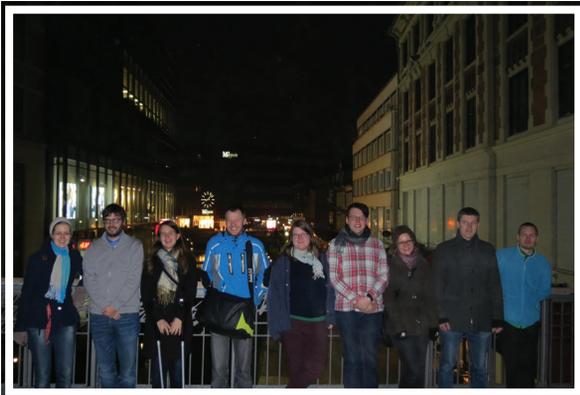
Nordic-Baltic Cooperation Council's subregional winter meeting



Place: Aarhus, Denmark

Dates: 28 February - 2 March 2014

Participants: 10



This NBCC meeting was organised by the Danish Student Christian movement (SCM), and it took place in Dia-konhøjskolen in Aarhus. Representatives from Swedish KRISS, Danish Okumenisk Ungdom, Finnish movement OOL and Lithuanian Lutheran Youth got together to discuss the topic "Peaceful religious coexistence in Middle East and Africa? Freedom of religion or persecutions?". This topic was chosen by the Danish SCM because it is somewhat under-addressed in international ecumenical youth work. NBCC winter meeting included interesting presentations and discussions on mission, religious freedom, the persecution of Christians, prayer, etc. The meeting featured a session lead by Mr. Clement Datchet, who worked as a priest in Nigeria and wanted to share his experience about tensions between Muslim and Christian believers. This session was followed by a very informative and deep discussion, facilitated by Mary S. Hansen from an international NGO Open Doors Youth, which works directly with persecuted Christians around the world. The third keynote session was by Rebecca Hojmark from International Council of Relations of the Evangelical Lutheran Church of Denmark, on freedom of religion in Middle East and Northern Africa. During this session, relevant materials issued by Church and Society Commission of the Conference of European Churches (CEC) were presented and discussed. Other topics tackled at this NBCC meeting were the current state of Nordic and Baltic SCMs and the future of NBCC.

Experience of our participants

Maria Munkholt, Denmark



From 28/2-2/3 2014, ØU, the Danish local ecumenical group under WSCF, hosted a NBCC winter meeting. About 10 participants attended this meeting, mostly Danes, but also representatives from e.g. Norway and Lithuania. In Denmark we were three people responsible for the meeting, and we chose to make the theme of the meeting: persecutions of Christians. Therefore we gave the meeting the title: "Peaceful religious coexistence in the Middle East and Africa. Freedom of religion or persecutions?"

As speakers we invited three people: a former priest from Nigeria, Clement Dachet; an employee from the NGO Open Doors Youth; and a member of the Church of Denmark's ecumenical secretariat. These speakers raised interesting themes, such as how should we define the persecution of Christians, and how can we help? Is it a good thing to help Christians only, or should we – as European Christians – help more generally?

The meeting was held at a school where we could eat, sleep, socialize and attend lectures. In the morning and evening we had prayers in a big room at the school. Since we had some funding from the Church of Denmark and from our own budget, we could afford to have the participants sleep in guest rooms at the school. The price to attend the meeting was about 40 euros. We mostly stayed at the school, but did go into the city center of Aarhus to eat dinner on one evening, and on Sunday we went to church. For me as an organizer and participant, the meeting was an interesting and nice experience. I cannot understand that it could not attract more people, and that was the only disappointment for me as organizer.

Spirituality and Advocacy

Universal Day of Prayer for Students (UDPS) 2015

Programme: Bible study, Prayer and Worship Service

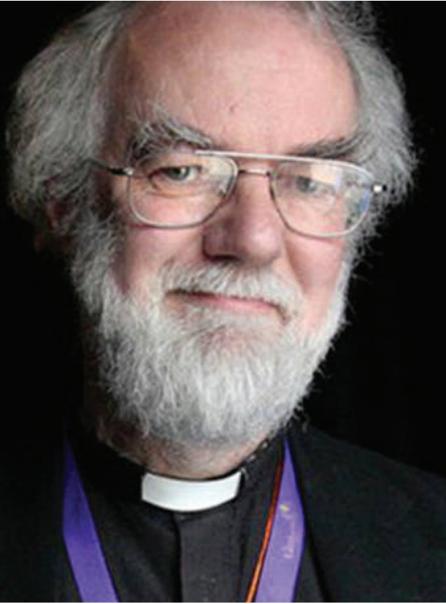
Location: 105 countries around the world

Date: 16 February 2014

Total Cost: No cost to WSCF Europe

Funders: World Student Christian Federation interregional office and the World Council of Churches

Resources: Bible study, video study and worship service available online



To spend time in prayer together across the world is more than just a pious exercise; it points us to the central radical vision of Christian faith, that we are held together not by common ideas and achievement, and not even by shared student experience!

What holds us in unity is the invitation of God to all.

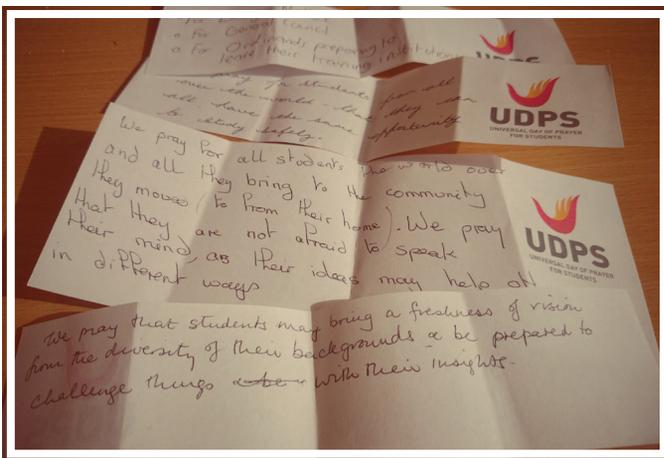
— Rowan Williams



The Universal Day of Prayer for Students (UDPS) is one of the longest established ecumenical events, first celebrated in 1898. The purpose of this Day is to unite the members and friends of WSCF in prayer for the world, the church, the students, and the WSCF itself on the 3rd Sunday of February. The 2014 UDPS liturgy was inspired by the Federation's upcoming General Assembly theme: "We are Many, We are One – Sent out to build God's peace". Students around the world were invited to use the 2014 UDPS as a "kick-off" to regular and earnest times of community and individual prayer for the success of our General Assembly.

Experience of our participants

Ellis Tsang, Communications and Fundraising Officer, SCM Britain

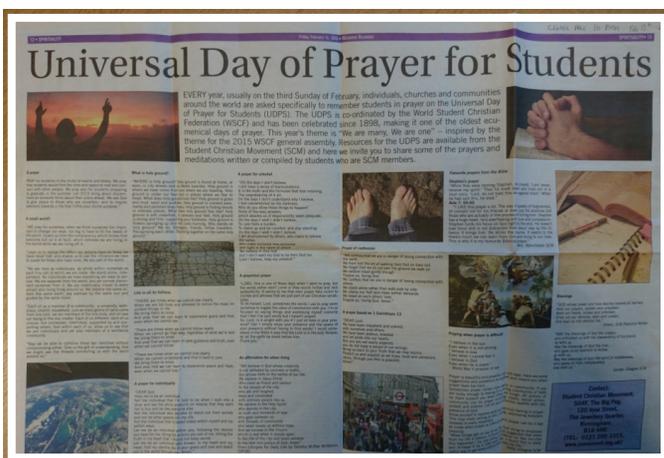


"We pray for all students the world over and all they bring to their communities. We pray that they are not afraid to speak their minds, as their ideas may help others in different ways." – prayer from UDPS service, February 15, 2015.

"We pray that students may bring a freshness of vision from the diversity of their backgrounds and be prepared to challenge things with their insights." – prayer from UDPS service, February 15, 2015.

"We pray for boldness, bravery and strength, and for students to make a mark on the world in the name of Jesus." – student prayer at Keele chapel.

On February 15 2015, churches and student groups in Britain marked the Universal Day of Prayer for Students (UDPS). We saw services being led around the theme 'We are Many, We are One', celebrating all the diversity that makes up our Christian faith. Students and church members wrote prayers reflecting on the contribution made by students to their universities, praying for boldness and vision wherever they are.



On February 15, SCM Britain held a UDPS-themed service at the University of Keele chapel, where 54 people attended. An evening service for students drew 35 people. Students reflected on stories from around the world, offering up prayers for the student movements in Hong Kong and Mexico, as well as the continuing work of the World Student Christian Federation (WSCF).

On 13 February, the Methodist Recorder, the national newspaper for the Methodist church, ran a 2-page spread focusing on the UDPS 2015 (see picture).

It was encouraging and inspiring to see so many people unite around prayer. Students add a diversity and passion to our churches; they are builders of God's kingdom; and they are a vibrant voice for change in our world.

Publications and resources

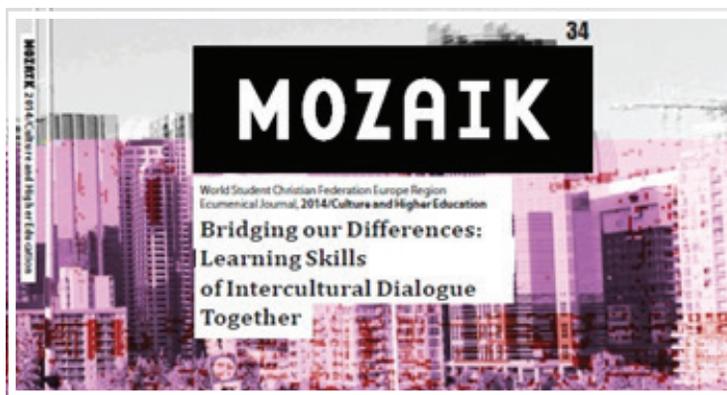
Mozaik

Copies: 500 of each issue

Cost: €5,410.71

Funder: Included in the relevant conference budget

Mozaik (est. 1992) is the flagship publication of WSCF Europe, through which we share the resources and ideas developed at our conferences. As such, the themes of Mozaik follow the themes of our conferences. It is written and edited by students and young people, and reflects the diversity of our members from all Christian denominations in Europe.



E-Newsletter

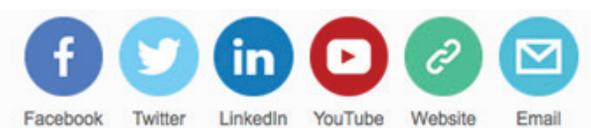
Number of subscribers: 1,000

Our monthly e-newsletter updates our members and member movements on the work and activities of WSCF Europe. We invite readers to take part in campaigns, events and partner events.

Website

The WSCF-E website continued to be a hub of information and updates concerning the work of the Federation in Europe, offering news on upcoming events, solidarity statements and prayer requests in topical social and political issues as well as resources for our members to use in their local contexts.

Social Media



In 2014, WSCF Europe regularly participated in Twitter and Facebook as a more accessible way to share our news with anyone interested in our work. We have continued to use Flickr, uploading pictures from all events on an on-line platform that is easily accessible.

WSCF-Europe priorities for 2014-2017

Peacebuilding



WSCF-Europe shall continue focusing our mission on activities that bring us closer to the other. In the midst of times where our neighbours- those who lived next to us for centuries and those who have become our neighbours over recent decades. We believe it is important that our faith is reflected in this important societal phenomenon and that we live love to our neighbours. WSCF-Europe will be developing initiatives in interfaith and cross cultural relations with other youth European organisations. WSCF-Europe has been already an active member of interfaith platforms and we will continue to do so. In 2014, we organized the conference with Euro-

pean interfaith Youth Network and in 2015 we will organize the event with European Union of Jewish Students. It is our sincere aim and priority to establish positive relations with people of different faiths and those of no faith and to tackle difficult and controversial issues together. Confronting the problems in our togetherness and goodwill to search for answers shall be the very objective that we wish to pursue.

Capacity building and Empowerment



From the time when WSCF was founded back in 19th century, it has been in the heart of our mission to bring empowerment to young people and to support in becoming leaders in their communities. What WSCF has been providing is a space for the exchange of ideas, learning and growth and also opportunities for capacity development in areas of language and leadership. As a global and European community, we believe that is very important to enable each other in our communities to find a way to connect through one language that enables further communication. We have always seen a language need to provide a way for all young people to be part of our community and work. For that reason the ability to speak the same language has become very central, in order to ensure inclusion of all. It has been more than 20 years that WSCF-Europe has been running a summer English language camp called Lingua Franca which provides the opportunity to learn English. In addition, it gives space also for the integration of a theme which reflects our overall thematic priorities. WSCF-Europe will thus strive to continue to provide this opportunity for young people, especially from Central and Eastern Europe. It is our very priority to continue in 2013-2017 being an organisation which cares for all parts of our community and enables growth and empowerment through language learning.

Another aim in the area of capacity building shall continue to be practical skill development and knowledge exchange between young people. Our annual training focused on providing skills development in areas of NGO running such fundraising, member database management, project management, online communications, publications, and many others. Many of our former members are now providing trainings on a pro bono basis. Therefore, combining expertise sharing and capacity building with inter-generational relation building is our strategic priority. WSCF-Europe shall continue enabling young people to be included in our societies, empowering young people to become engaged members of our communities, working for peace and justice.



Organisational development

In the area of internal organisational development, there are three areas which the WSCF-Europe governance team will be working on- finances, staff team structure and external communication, along with publications. In terms of finances, the main focus points shall be on financial solidarity, and at the same time on building new financial income streams.



In the first focus area, financial solidarity, WSCF-Europe aims to be more in solidarity with other parts of the global Federation by decreasing our spending from the global budget. We will do so to ease the budget of the global Federation in order to use common resources for other causes and internal needs in other regions, especially Africa and Latin America. To achieve this, the WSCF-E team will strive to receive new funding for our region in 2015 and 2016, which shall be available as European funds. In the second focus area, WSCF-Europe aims at increasing its generated income. This aim shall be achieved through various fundraising appeals with the aim to nurture and develop activities that build links to other parts of our global organisation, thus enabling WSCF Global to better serve its mission. WSCF-Europe shall thus become more interconnected with other parts of our global movement.



Our staff team structure will also be addressed in the coming years. We aim at creating one professional team, composed of pro bono supporters and permanent paid staff members. In relation to the first group, our movement has supporters who are willing to engage and provide help to aid our mission and work. We want to release this potential and to give it practical tools by creating a small support pro bono team. This shall be in areas of IT support, visual design support, financial and fundraising consultancy, and marketing support. Our pro bono supporters are already now providing help on “when need be” basis, and we shall continue to nurture this cooperation. This help shall also greatly aid the priority in the area of capacity building and empowerment, as professional support provided from our alumnae will be a learning- and capacity building opportunities for young leaders serving in WSCF-Europe governance body.



Regarding our permanent staff team, we aim in the coming years at creating more support personnel for our mission. Our aim is to create a paid Fundraising position, as well as one staff member supporting communications and campaigns initiatives. With this aim, we will better use the capacities of our key staff member - the Regional Secretary - who shall concentrate rather on strategic tasks, while having other staff members supporting him/her in the role.

The third area of WSCF-Europe organisational development which we would like to strategically prioritize, is our external communications and our publications. We will be placing a big focus on our online presence through social media, which is to be better used for our communications to serve our activities and aims. We aim at enabling our potential for activities though focusing on our organisational communication throughout the whole process: from the beginning of awareness raising to engagement with the content, and from the exchange of knowledge and ideas all the way to mutual learning. In addition, we will continue to complement this new online communication strategy with our traditional print publication Mozaik, which is annually dedicated to a selected theme. Furthermore, during the next few years we will be expanding our publication area by involving more volunteers and creating historic publications. Communicating the past and the legacy of our movement in print form, and later, online, will be the key component of our external communication priorities.

All in all, our strategic organisational development will focus on the finances, on the enlargement of the staff team and specialist support staff members, as well as on the expansion and improvement in quality of our external communications. With commitment and energy, we look forward to realising these goals.

2014 Financial Review

Expenditures 2014

Administrative costs

| | |
|--|-------------|
| 1. Regional Secretary salary | 36.105,00 € |
| 2. Office and Publication Intern salary..... | 14.018,04 € |
| 3. Local representative in Hungary salary..... | 3462,00 € |
| 4. Office rent | 3520,00 € |
| 5. WSCF-Europe and Centennial Fund's owed flat related maintenance costs in Hungary | 3848,05 € |
| 6. Office equipment and supply | 850,56 € |
| 7. Communication | 1549,14 € |
| 8. Printing..... | 490,96 € |
| 9. Bank Charges..... | 419,40 € |
| 10. Financial services..... | 1295,32 € |
| 11. Insurance | 152,26 € € |
| 12. Website costs..... | 205,05 € |
| 13. Publications | 3833,59 € |
| 14. Staff Recruitment..... | 1391,56 € |
| 15. ERC/board meetings-Berlin and Bratislava..... | 6460,13 € |
| 16. Miscellaneous..... | 120,95 € |



Programe

| | |
|---|-------------|
| 17. Conference in Poland..... | 16.416,00 € |
| 18. Capacity building training in Macedonia | 5 248,44 € |
| 19. Gender conference meeting..... | 601,72 € |
| 20. Publication team meeting..... | 530,34 € |

Income 2014

| | |
|---|-------------|
| 21. WSCF Global | 38.825,00 € |
| 22. European Youth Foundation..... | 13.200 € |
| 23. Donations..... | 821,22 € |
| 24. EU administrative grant | 49.785,13 € |
| 25. Participation fees and travel contributions | 3 950,00 € |
| 26. Property sell in Hungary..... | 42.528,33 € |

Notes to the financial review

All our administrative costs are covered by two grants: EU administrative grant and by WSCF global. WSCF global is cover full Europe Regional Secretary salary and the the rest of administrative costs is covered by administrative grant from the EU.

2014 in numbers

What we received

From individual donations

821,22 €



From institutional donors

(EU Erasmus, European Youth Foundation, WSCF Inter-regional office)

99 714,00 €



What we spent

Education

16,416 €

Intercultural and interfaith event in Poland



Capacity Building and Empowerment

5248,44 €

Training in Macedonia and NGO exchanges



Publications

5410,71 €



NGO Administration and Governance

81 970,12 €



Structure, governance and management

Structure

WSCF-Europe is a member organisation movement. WSCF-Europe has member organisations across Europe in the following countries: Norway, Sweden, Denmark, Finland, Lithuania, Poland, Romania, Belarus, Slovakia, Czech Republic, Austria, Bulgaria, Germany, France, Spain, UK, Ireland, the Netherlands, Italy, Macedonia, Georgia, Armenia and Ukraine. WSCF-Europe differentiates between full membership, associated membership, and contact movements. Member movements can attain full membership by the acknowledgement of WSCF global at our global statutory meetings. Associated membership is granted upon request at WSCF-Europe statutory meetings.



Governance

WSCF-Europe is governed by the governance board internally called the European Regional Committee. As we are a grassroots organisation, our board members come from our member organisations and thus enable WSCF-Europe to give expression of the local level within larger context of the European Region. The Chair and Treasurer of the board are elected for four years and other board members are elected for two years.

Management

Management of WSCF-Europe is a shared duty of both the elected governance board and our appointed staff. Our governance board is responsible for economical and organisational administration of WSCF-Europe with the staff members professionally executing the decisions of the governance board. Our staff members are hired by the WSCF-Europe governance board in cooperation with WSCF global whenever necessary. WSCF-Europe values trust, openness, team collaboration and the principle of consensus decision making in our management processes and in our work in general. We believe that our strength lies in our lateral working environment that enables all gifts and capacities to be appreciated and reflected in all facets of our work.

People power: Our dedicated volunteers

Event volunteers



Rachel Power
Prepcom member



Ivan Kuks
Prepcom member



Thomas Gilet
Prepcom member



Lukas Motiejunas
Prepcom member



Pavlina Manavska
Host committee,
Prepcom member



Natalia Mykytei
Prepcom member



Mirjam Meindl
Prepcom member

Professional support volunteers



Gabor Nemet
Graphical Design Volunteer



Miroslav Shindarov
IT support volunteer



Francois-David Freschi
Trainer



Eduard Marcek
Fundraising Trainer



Annelies Hommens-van de Steeg
Pastoral care



Your support. Thank you!



Your financial support keeps WSCF-Europe in action. Thank you for giving us the strength and independence to be a uniting voice for all people, empowering youth and bringing justice, peace and solidarity to our communities.

Our contributors in 2014:

Kaare Helle, Aste Dokka, Rachael Weber, Myroslava Bukovinska, Pawel Pustelnik, Vera Papp, Ellie Peacock, Maria Kozhinova, Sofie Eriksen



■ Organisational details



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