

*Empowering the Next Generation:*

# How to make your association youth friendly?



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**35**  
National  
YMCAs

**3,190**  
Local  
YMCAs

**95,000**  
Volunteers



**31,000**  
Volunteers

**8,200**  
projects  
/year

**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

# 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.**

**Change of Mindset**

**From objects to Subjects.**

**From subjects to Citizens.**

**Why?  
Where is the  
problem?**

**TLT**

**Too Little Trust**

**TLLT**

**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 Independance.**

**Fear of being Vulnerable.**

**Fear of being Unsafe.**

**Trust is a Hope.**

**Trust is Enabling.**

**Trust builds Relationships.**

**It makes us Relieved.**

**Leadership**



**“You can’t spell  
S\_CCE\_S without US”**

**Ownership**

**“You can’t spell TR\_\_T  
without US”**



**Too Little Trust**

**Whose problem is it?**

**Too Little Trust**

**Competences**

**Our own attitude**

**Motivation**

Competences

Systems in place

Our own attitude

Motivation

# 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!**

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