

## FFWPU UK: Opportunities To Support EUME Youth Activities

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March 26, 2023



Expression of Interest Form

Please submit form by Friday 7th April

FFWPU EUME, under the initiative of Vice Presidents Bogdan and Yoshiko Pammer, seeks to expand the support and development opportunities offered to youth and the next generation of Unificationists through diverse faith development opportunities and leadership support.

Four new or adapted projects and programmes are planned for 2023-2024 on EUME level: **continuous training for young leaders, youth leaders' support (HARP and young adults), the Foundations programme and EUME Missionary Programme**. These are operating in the framework of the Hyojeong Youth Academy (HJYA). The projects were identified as responses to analysis on needs among 2nd Generation members and young leaders, which took place over a weekend in January 2023 – see the [full report](#).

**HJYA is seeking project/programme leaders and team members** to support the project leads in implementing these activities for an initial one-year commitment with varying levels of time commitment during that year, depending on the applicant's availability. Below you find more details about each programme and the available positions.

### **Project: Continuous training for young leaders**

**Open positions:** team members, including technical support and media/communications.

This project consists of the provision of practical leadership skills training to EUME leaders and is an adaptation of the popular Pastors' Association meetings. The target group is the next generation of national and community leaders, and the content is designed accordingly, but the activity is open for anyone in the Unificationist community to participate regardless of age and position, paid or volunteer. The project team will organise and oversee the activity and is not expected to deliver the training themselves.

The expected commitment is 1 year part-time for less than 5 hours a week, although needs will be more in certain periods and less in others. The time commitment and tasks are negotiable, and anyone interested is encouraged to apply.

The team members support the project lead (volunteer) to implement the following tasks:

- Organise 8 online leadership skills training sessions (1h – 1,5h each) over the period of 1 year, including determining topics based on leaders' needs (using existing materials on leadership and/or using a list of suggested topics, potentially a survey of most needed skills/topics), finding speakers and advertising the event.
- Organise an offline retreat for young/new leaders in January 2024
- Develop a curriculum for future courses.
- Liaise with the Youth Leaders' Support project team for potential collaboration.

This position could in the future include the development and running of an offline foundational course for new leaders, especially if the project team is interested and available, but this is not expected in the first year.

### **Project: Youth Leaders' Support (HARP and young adults)**

**Open positions:** team members, including technical support and media/communications.

This project consists of the provision of practical leadership skills training to youth leaders taking care of young people such as those responsible for HARP and young adults' activities. The project team will organise and oversee the activity and is not expected to deliver all the training themselves.

The expected commitment is 1 year part-time for 5h+ a week, although needs will be more in certain periods and less in others. The time commitment and tasks are negotiable, and anyone interested is encouraged to apply.

The team members support the project lead (volunteer) to implement the following tasks:

- Organise 8 online leadership skills training sessions (~1,5h each) over the period of 1 year, including designing the sessions (topics can rely on existing materials, a list of suggested topics, potentially a survey of most needed skills/topics), finding speakers and advertising the events.
- Organise an offline retreat for youth leaders in September.
- Liaise with the Continuous leadership training project lead for potential collaboration.
- Represent HARP and young adults in the Education for all activity which collects educational resources.
- Provide brief reports and data about the project when requested.

The project team is not expected to provide one-on-one mentorship.

### **Programme: EUME Missionary Programme**

**Open positions:**

- project lead
- team members

The European and Middle Eastern (EUME) Missionary Programme (EMP) is a faith development programme that has run for 2 seasons, providing young people with opportunities to deepen their faith through visiting and working in Unificationist communities in the EUME region. The programme will be expanded to a 9-month programme consisting of various modules and activities. The new version of the EMP is still being planned, and part of the roles will be to consolidate the programme design to best serve young Unificationists in the EUME region.

The expected commitment for this position is 1.5 years part-time (preparing and running one season of EMP) but this is negotiable, and anyone interested is encouraged to apply.

The responsibilities of the programme lead, and team members include:

- Design the new version of the EMP programme based on preparatory work that has already taken place, including addressing weaknesses of previous programmes.

- Lead on the preparatory work for the EMP, including liaising with mission countries and relevant stakeholders.
- Advertise the EMP
- Together with others, support the programme participants and ensure their overall well-being during the programme.
- Provide reports and data about the programme when requested.

See a short report of last year's EMP – [click here](#)

### **Programme: Foundations**

**Open positions:** team members, including technical support and media/communications.

Foundations is a home-based faith development programme for young Unificationists that provides them with the opportunity to explore their faith in a safe environment and apply it to their everyday life. The programme has previously focused on spiritual leadership but is now opening to a wider audience taking place once a week over 3-months, with improved content to help young Unificationists on their journey of faith. As the new version of the Foundations course is still being planned, the position will involve consolidating the programme design to best serve young Unificationists in the EUME region.

The expected commitment for this position is 3 to 6 months part-time volunteering, depending on the final design of the programme and the availability of the programme team.

The team members work with the programme lead on the following tasks:

Support the programme lead in designing the new version of the Foundations course based on preparatory work that has already taken place, including addressing weaknesses of previous programmes. Develop a curriculum for the course that can be implemented again.

- Support the preparatory work for the Foundations, including finding speakers, planning topics and activities.
- Advertise the Foundations course.
- Organise one offline gathering for participants.
- Together with others, support the programme participants and ensure their overall well-being during the programme.
- Provide reports and data about the programme when requested.

**Communications/media support** involves supporting teams in advertising and communicating about the projects; **technical support** involves hosting the training sessions on Zoom.

See a short report of last year's Foundations – [click here](#)

If you have questions or want to discuss any position, please contact Bogdan at [bogdan.pammer@ffwpu-eume.org](mailto:bogdan.pammer@ffwpu-eume.org).

Please submit your expression of interest by filling in this form: [forms.gle/ZT7Z1hntcSdx3cjp6](https://forms.gle/ZT7Z1hntcSdx3cjp6) by 7th April 2023.



## Positions

**Thank you so much for considering supporting the HJYA in the year 2023.**

Please use this form to express your interest in any of the four project lead and/or team member positions. Below you will find a summary about these - refer to the job descriptions for more details.

*If you have any questions or would like to discuss any of the positions, please contact Bogdan (+43 699 11340302).*



\* Required

Name \*

Your answer

Age \*

Your answer

WhatsApp \*

*Write your country code before your number.*

Your answer

### Continuous Education for Leaders

- Target group is young leaders (but open to others as well).
- 8 meetings over 1 year.
- Offline program in January 2024
- Requires ~5h/week

Available positions:

Team member

### Youth Leaders Online Training

- Target group is young adults who take care of young people (e.g. HARP leaders...)
- 8 meetings over 1 year
- Offline program in September
- Requires ~5h/week

Available positions:

Team member

### EMP (EUME Missionary Program)

- Yearly (tbd) Missionary program

Available positions:

- Programme Director
- Team member

### FOUNDATIONS

- Faith development programme for people at home
- Physical gathering
- 1/week online session for 3 month (tbd)
- Create a curriculum

Available positions:

- Team member

### Cross-cutting

Available positions:

- Communications/media
- Technical support

**Please explain briefly why you're interested in being part of the team in the capacity applied for: \***

*Please provide a separate explanation for each position & area.*

Your answer

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Additional comments

*You may write here questions, concerns, write names of people you feel could take some roles, add details to your choice....*

Your answer

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# HJ Youth Academy Retreat

## Report

20-22 January 2023



## Contents

1. EXECUTIVE SUMMARY	3
2. PURPOSE AND BACKGROUND	6
3. VICTORIES AND LESSONS FROM 2022	7
4. VISION	8
5. PROBLEM ANALYSIS AND DEVELOPING SOLUTIONS	9
4.1 Youth leaders	10
4.2 Second generation	13
4.3 Young guests	15
6. PRIORITY SOLUTIONS	16
7. COMMUNICATIONS	20
7.1 Two-way communications: Personal relationships that involve people being heard, feeling cared for and included	20
7.2 Simple and aesthetic	21
7.3 Transparency, honesty about problems and relatability	21
7.4 Communicating ahead	21
7.5 Resonate with vision & Coherence	22
7.6 Resources & best practices sharing [not discussed in-depth]	22
7.7 Accessibility [not discussed in-depth]	22
8. NEXT STEPS	22

## Acronyms

DP	Divine Principle
EMP	European Missionary Programme
EUME	Europe and the Middle East
HPHC	Heavenly Parent's Holy Community
HR	Human resources
IHQ	International Headquarters
IW	Itinerary worker
TM	True Mother
UM	Unification Movement
UTS	Unification Theological Seminary
VPs	Vice Presidents (Sub-regional)

## 1. EXECUTIVE SUMMARY

The HJ Staff retreat took place from 20-22 January 2023 and gathered 20 youth leaders and EUME department leaders working with youth. The facilitated sessions aimed at examining problems and obstacles and developing solutions in order to prepare impactful and coordinated activities that contribute towards a common vision.

**The objectives** of the retreat were to:

- 1) Come together and unite as God's winning team: Come together to pray, to celebrate each other's victories and share our stories.
- 2) Co-create a strong and young narrative: Understand deeply what True Parents' vision for our movement today is and explore new ways to communicate those to our young people. Identify True Parent's key points for youth and leadership education.
- 3) Develop a clear strategy and plan awesome activities: Coordinate and strengthen EUME-level activities in the key areas of "Young Leaders" and "Youth Education".

The retreat consisted of the following activities:

**Reflection on last year's victories and points for improvement.** Successes from 2022 were: increased take-up of leadership positions by youth and youth initiatives, attributed to (1) the good practices of increased space given to 2<sup>nd</sup> gen, enabling and supportive leadership, (2) changing demographics of more young families and (3) retiring of 1<sup>st</sup> gen. A variety of new and continued opportunities for connection and action were provided for youth to engage due to activities and programmes taking place across the region. Some distant 2<sup>nd</sup> gen have become more involved through 3<sup>rd</sup> gen attending children's activities and personal relationships.

Lessons from what could have been done better included especially the need for proper preparation and planning which would increase the effectiveness of activities. Other points for improvement included more personal and direct personal relationships with youth, more targeted and relatable activities for youth and young families, coordination and sharing between young leaders and communities across the EUME region, finding qualified young people for positions while also providing them with robust support, activities that are focused and high quality.

**Vision development for youth in EUME.** The main streams of youth work in EUME consist of five pillars: youth leaders, community building, youth peace movement, financial foundation and HJ Arts and culture. These ultimately work towards the goal of achieving God's dream on earth. Through a visualisation exercise attendees formulated three main objectives for 2034: (1) a new paradigm for leadership where leaders are supported and we are harmoniously working towards a common vision, (2) thriving communities that are

prosperous and growing and that we are happy and proud to be part of, and (3) substantial positive impact on society. The vision is in line with the five pillars. The retreat focused on the first two pillars, namely young leaders and community building.

**Addressing the main barriers to youth engagement in UM.** Analysis was done by three groups: young leaders, 2<sup>nd</sup> generation in general and young guests. A problem root analysis was done for youth leaders centred on the question *“Why do many leadership programme graduates not take on responsibility in their communities? And many who held leadership positions quit?”* The responses fell into six main areas: (1) programme structure which was insufficiently applicable to everyday life, was distanced from communities and lacked a follow-up system; (2) church human resources structure not supportive of youth leadership with a lack of specific training, opportunities and structure including job descriptions; (3) the culture which is not always supportive or family-friendly; (4) experiences of disillusionment due to crises or being overwhelmed; (5) Finances, and (6) communities not receiving graduates well.

For 2<sup>nd</sup> gen the problem root analysis centred on the question *“Why do we not see many people after they received the blessing? Or when leaving home to study, etc.?”* The main problems identified were broadly related to (1) education being very theoretical and lacking application to everyday life, (2) Lack of care and harmony in communities & families (3) unclarity about where we are going as a movement and our purpose, and (4) lack of a space for youth 18+/25+. For young guests, the problem root analysis centred on the question *“Why do many young people who study the DP not join HPHC & build blessed families?”* The main barriers were grouped under a (1) narrow pathway to join the UM, (2) being viewed as a cult, (3) a lack of understanding of the DP and (4) a lack of competence or ability to guide/teach the DP.

**Plans for 2023 and beyond.** Solutions to selected problems were mapped, most impactful solutions were identified and plans were initiated. Youth leaders’ selected solutions were to

- create a curriculum of practical skills needed in leadership position, and teach this curriculum regularly through pastoral training, HPHC monthly leadership training
- (clear) job description
- require training and supplemental training

2<sup>nd</sup> gens solutions were to

- develop an education curriculum and resources for each age & situation which address previous limitations
- set up a care/support system for families
- create, train and communicate about an inspiring vision

The main solution for new guests were to

- strengthen the witnessing structure in countries.
- educate and encourage youth about witnessing through a leadership training programme
- create a core witnessing team to support communities

**Communications.** This session explored how to communicate in a way that helps young people find their place in our movement by identifying the values that should characterise our communications. The 7 core values were: (1) Two-way communications: Personal relationships that involve people being heard, feeling cared for and included; (2) simple and aesthetic, (3) transparency, honesty and relatability, (4) communicating ahead; (5) resonance with vision & coherence of activities; (6) resources & best practices sharing and (7) accessibility.

**Next steps.** The retreat is part of longer-term efforts to implement actions towards the vision for youth in EUME. The next steps include:

- Set up follow-up-meetings on the solution plans
- Further planning with the HJ Youth Academy staff
- Share the outcomes of the retreat and the plans developed with the leadership and communities
- Continue to oversee and follow up on the youth activities
- Integrate core communication values into activities and developing steps to communicate God's dream

## 2. PURPOSE AND BACKGROUND

True Parents challenged us to take a candid look at our current activities to improve our efforts and impact. As announced by Dr. Yun Young-hoo, the international leaders meeting last August in Cheongpyeong was the start of a 6-month strategic planning process. The 2023 Hyojeong Staff Retreat gathered youth-related departments and projects including the HJ Academy staff, EUME Vice-Presidents (VPs) and EUME level department leaders to meet and plan together the vision for 2023 and upcoming years as well as to increase coherence among youth activities and unity among youth actors.

The purpose of the retreat was threefold:

- 1) Come together and unite as God's winning team: Come together to pray, to celebrate each other's victories and share our stories.
- 2) Co-create a strong and young narrative: Understand deeply what True Parents' vision for our movement today is and explore new ways to communicate those to our young people. Identify True Parent's key points for youth and leadership education.
- 3) Develop a clear strategy and plan awesome activities: Coordinate and strengthen EUME-level activities in the key areas of "Young Leaders" and "Youth Education".

The main streams of youth work in EUME consist of five pillars: youth leaders, community building, youth peace movement, financial foundation and HJ Arts and culture, as shown in the below graph. The graph also depicts the associations that contribute to each pillar; relevant FFWPU departments are not indicated separately.



The retreat focused on the **first two pillars** only: young leaders and community building, which encompasses both existing and new members. In order to develop activities that are impactful, the weekend consisted of a collective reflection of victories and lessons learnt from the past year as well as challenges faced in previous youth engagement. A longer-term vision for youth was discussed, followed by a candid analysis of the barriers that the target groups face, mapping out possible solutions, identification of the most impactful solutions and developing plans for the solutions. The results of the sessions are presented below. The presence of various departments working on these pillars enabled networking and developing plans under a common vision.

### 3. VICTORIES AND LESSONS FROM 2022

**Successes** from 2022 included:

- **increased youth involvement** and **increased take-up of leadership positions by youth**, attributed to the good practices of: increased space given to 2<sup>nd</sup> gen, enabling and supportive leadership, changing demographics of more young families and retiring of 1<sup>st</sup> gen. Examples include youth taking initiative to organize activities, new pastors, assistant pastors and leadership transition, and youth presenting the EUME weekly news.
- **A variety of new and continued opportunities for connection, education and action** were provided for youth to engage due to activities and programmes being organized nationally and internationally across the region, enabled in part by financial support from FFWPU. Examples include projects on the Balkans, crisis response in Ukraine/Moldova, European Missionary Programme (EMP), community-level youth programmes, HARP, high noon programmes, great youth delegations to Korea, and youth participation in various events such as the Berlin Peace Road.
- Some **distant 2<sup>nd</sup> gen have become more involved** through 3<sup>rd</sup> gen attending children's activities, opportunities provided by zoom, good atmosphere and personal relationships.
- **Witnessing and outreach activities** through International CARP, missionary programme, the sunflower centre in Moldova, workshops and new guests in some countries.

**Lessons** from what could have been done better included

- especially the **need for proper preparation and planning** which would increase the effectiveness of activities. Different programmes and events would require longer-term planning to bring better results and more time to invite participants.
- Other points for improvement included **more direct personal relationships** with youth,

- more **targeted and relatable activities for youth and young families**
- **coordination and sharing between young leaders and youth across communities**
- **finding young people with leadership and spiritual skills** for positions, and also providing them with robust **support**
- **unclear communications** especially to non-unificationists about our identity
- activities that are **focused** and **high quality** rather than doing many things not well
- A few activities were discontinued or unachieved such as the development of a children’s curriculum, and the lack of resources and leadership leading to the closing of a centre in Tirana.

#### 4. VISION

To ensure coherence among and direction for all youth activities in the coming year, the group present at the retreat sought to clarify the higher long-term vision that EUME-level youth activities contribute towards.

Bogdan Pammer introduced the retreat by presenting the youth framework with the five pillars and linking efforts in the youth area to God’s dream and True Parents’ vision. He emphasized the importance of a personal and real relationship with True Parents for making God’s dream a human reality, giving guidance on developing one’s relationship with True Parents and helping others to do the same.

Rafael Guignard guided the group through a visualization exercise in which they imagined our community in 2034. Based on the reflections following this exercise, three major areas of the vision were identified: (1) a new paradigm for leadership, (2) thriving communities and (3) substantial impact. These are aligned with the five pillars for youth presented in section “2 Purpose & objectives”, confirming the relevance of the pillars to the youth work. The vision as formulated based on the group’s visualisations and the five youth pillars contributing to this work are shown in the below schema. The activities planned for 2023 and beyond will seek to contribute to these higher-level goals.



**A new paradigm for leadership** refers to harmonious collaboration towards a common vision with talent-based contributions, a new generation of leaders, resource sharing and a clear internal structure.

**Thriving communities** encompasses heartistic connections in a caring, embracing, open, free and family-friendly atmosphere, where people are happy, embracing, and proud to be part of this community. There is prosperity in terms of community growth and buildings. God is there.

**Substantial impact** on society means that we are known and recognised for our positive contributions to society.



**5. PROBLEM ANALYSIS AND DEVELOPING SOLUTIONS**

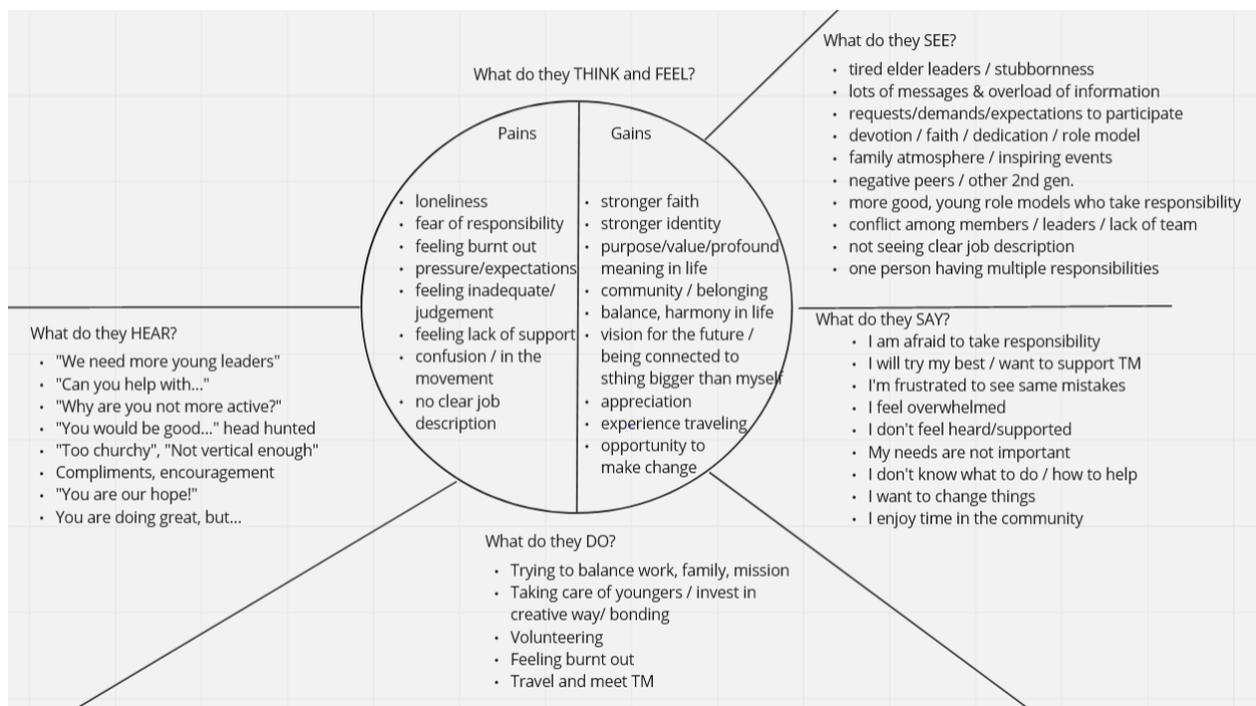
To devise strategies to achieve the vision, a distinction was made between three groups of youth: young leaders (including local leaders in communities such as HARP leaders), 2<sup>nd</sup>

generation in general, and non-unificationist young people that hear about the DP. For each of these groups, an analysis was done to

- understand what people belonging to each of these groups think, feel, hear and see with regard to the Unification Movement (UM)/HPHC, by drawing empathy maps.
- analyse what blocks them from engaging with UM, so that these barriers can be addressed. A problem root cause analysis was done for each group.
- identify solutions to the diagnosed issues and select up to three solutions that are likely to have the greatest impact.

The results for each of these analyses are presented below by group.

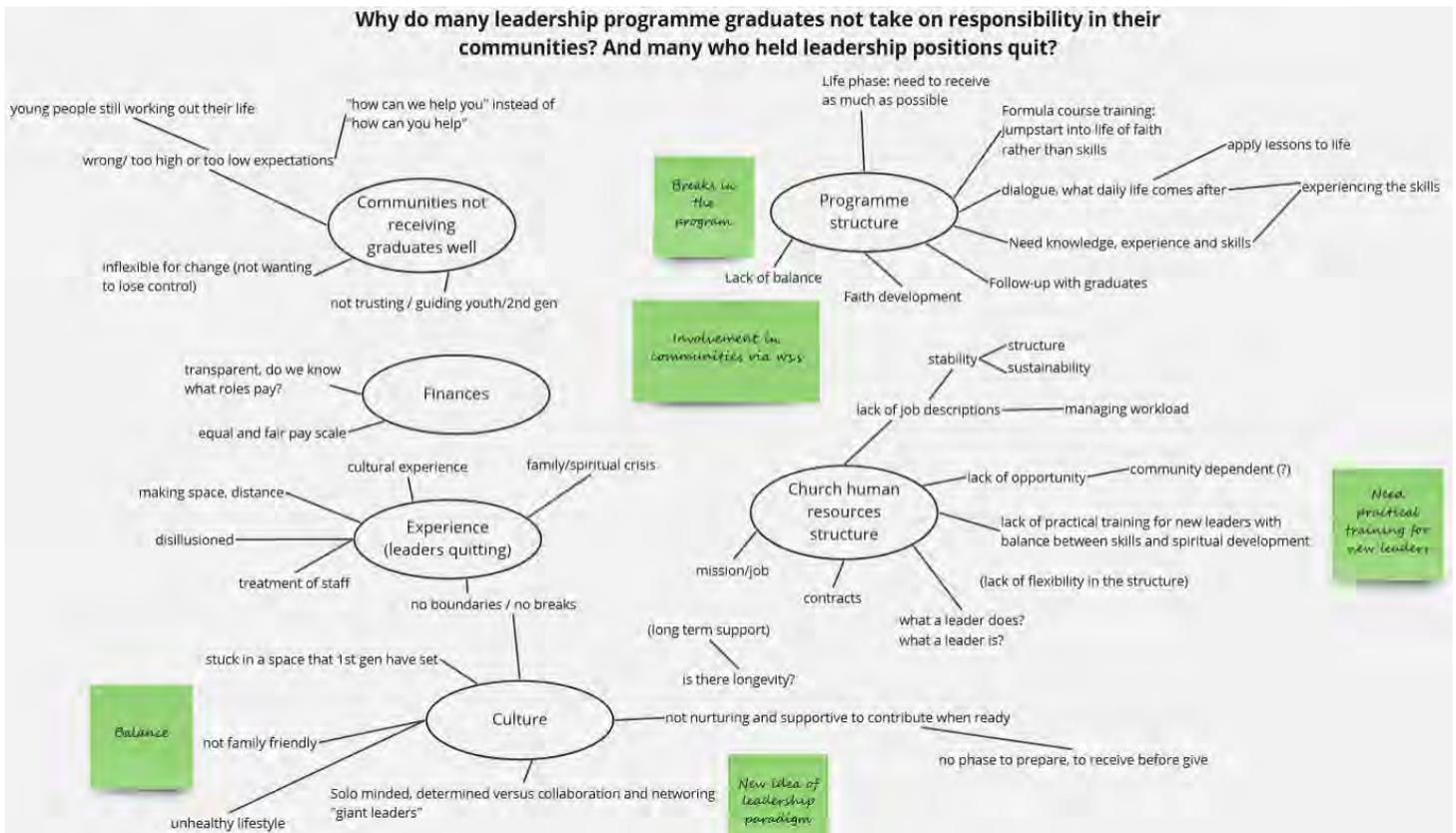
#### 4.1 Youth leaders



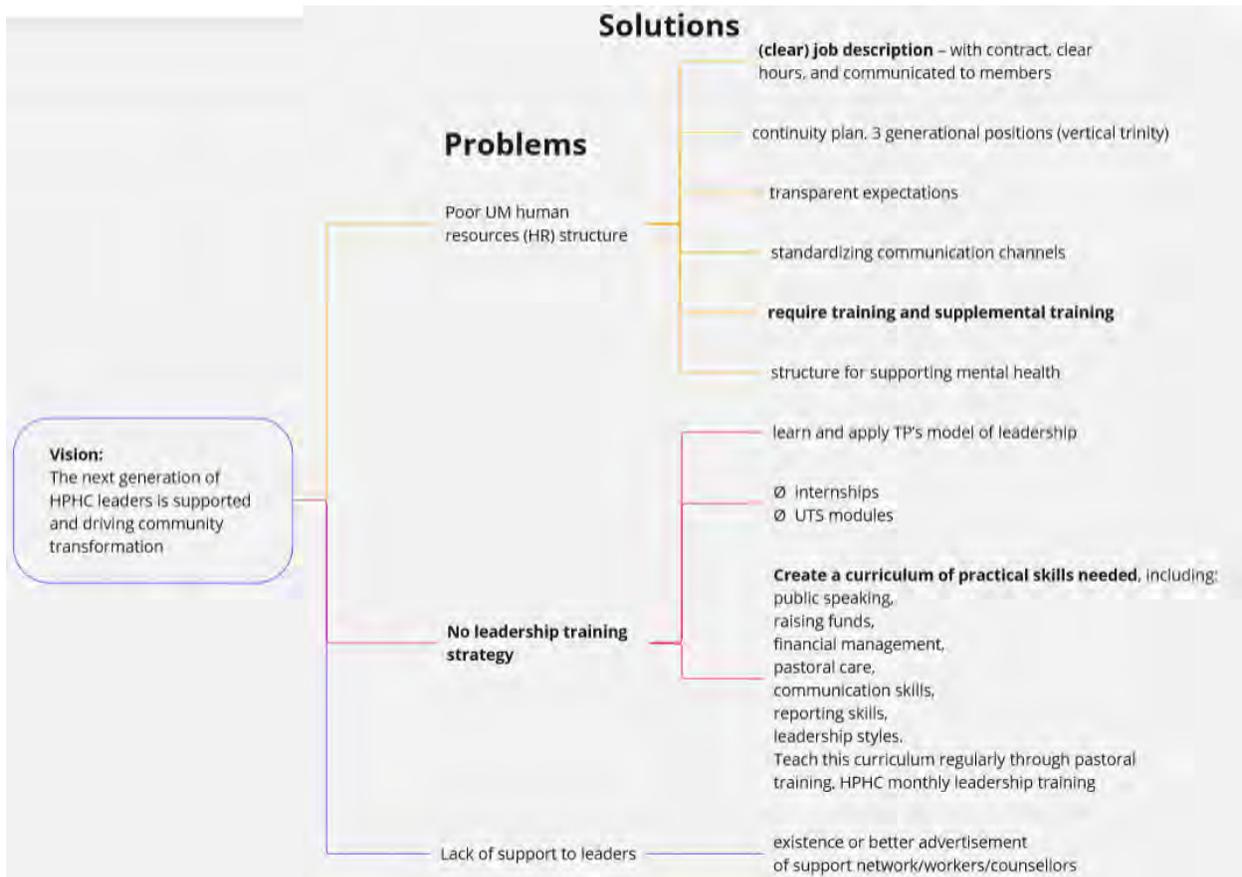
The young leaders' group considered the viewpoint of past, present and future youth leaders in the UM when drawing the above empathy map.

Following the empathy map, a problem root analysis was done centred on the question **"Why do many leadership programme graduates not take on responsibility in their communities? And many who held leadership positions quit?"** One of the main conclusions was that these so-called leadership programmes are not actually training people in leadership. They are in fact faith training programmes which is important in building a life of faith and leading a life with God but does not give people the skills to lead other people. Therefore, to expect these graduates to take on responsibility immediately when they come back from these programmes is unrealistic. The original vision of STF was meant to be a 7-year course including 4 years of CARP once they came back from the initial training. The full vision of STF was never realized and is therefore incomplete in terms of leadership training.

Other reasons included programme structure which lacked in applicability to everyday life, was distanced from communities and lacked a follow-up system and communities not receiving graduates well. **Struggles for young leaders to stay in or take up leadership positions** included church human resources structure not supportive of youth leadership with a lack of specific training, opportunities and structure including job descriptions; the culture which is not always supportive or family-friendly; experiences of disillusionment due to crises or being overwhelmed; Finances. Initial solutions are marked in green notes.

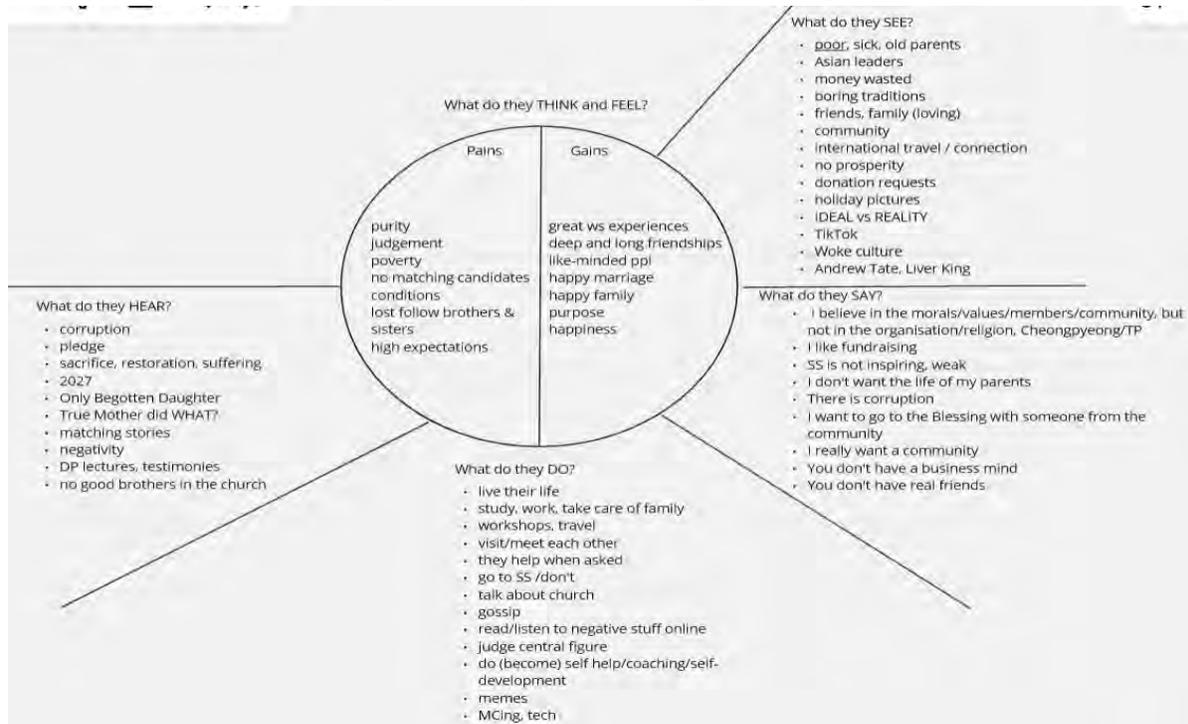


Three main problems that were identified to be addressed, along with potential solutions, and shown below. The bolded solutions were selected as those that would likely be most impactful: i.e. that by themselves could create 80% of the impact of all solutions.



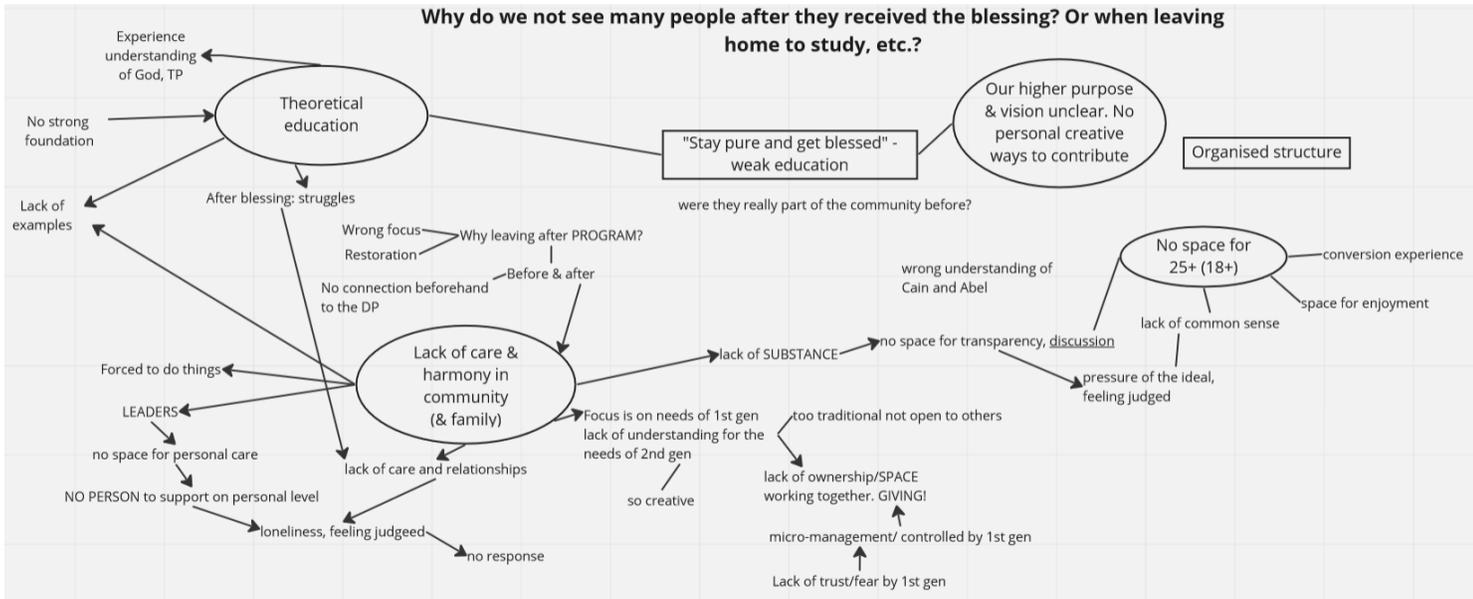
## 4.2 Second generation

The empathy map considering the viewpoints of 2<sup>nd</sup> gen at large is as follows:

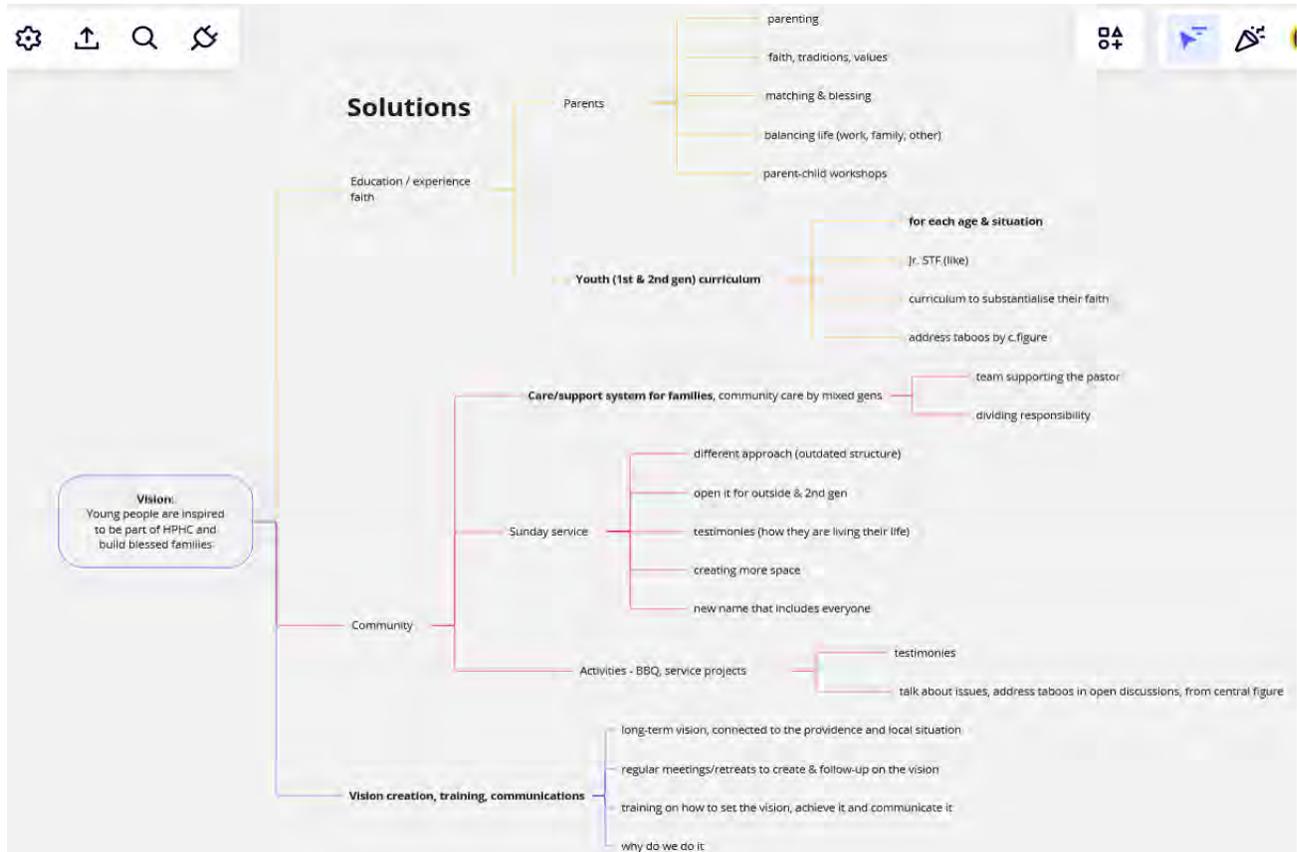


The problem root analysis centred on the question **“Why do we not see many people after they received the blessing? Or when leaving home to study, etc.?”** The main problems identified were education being very theoretical and lacking application to everyday life which relates to a disconnect between the ideal and reality and limited impact; lack of care and harmony in communities & families; unclarity about where we are going as a movement and our purpose, and lack of space for youth 18+/25+. Additional points were discussed after the poster presentation such as the culture in our movement lacking transparency, but these were not added on the poster afterwards. Some of the causes in this section were thought to apply to several effects felt by other groups as well, indicating that causes are to some extent interrelated.





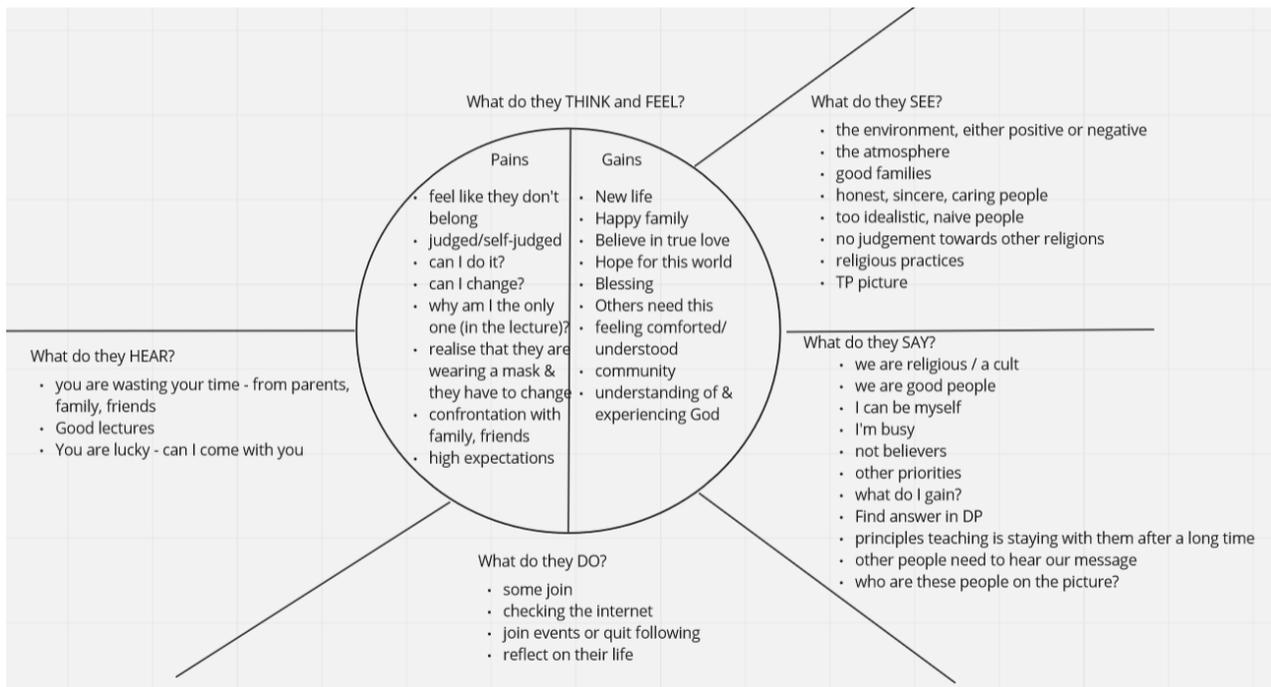
Some of the main solutions were:



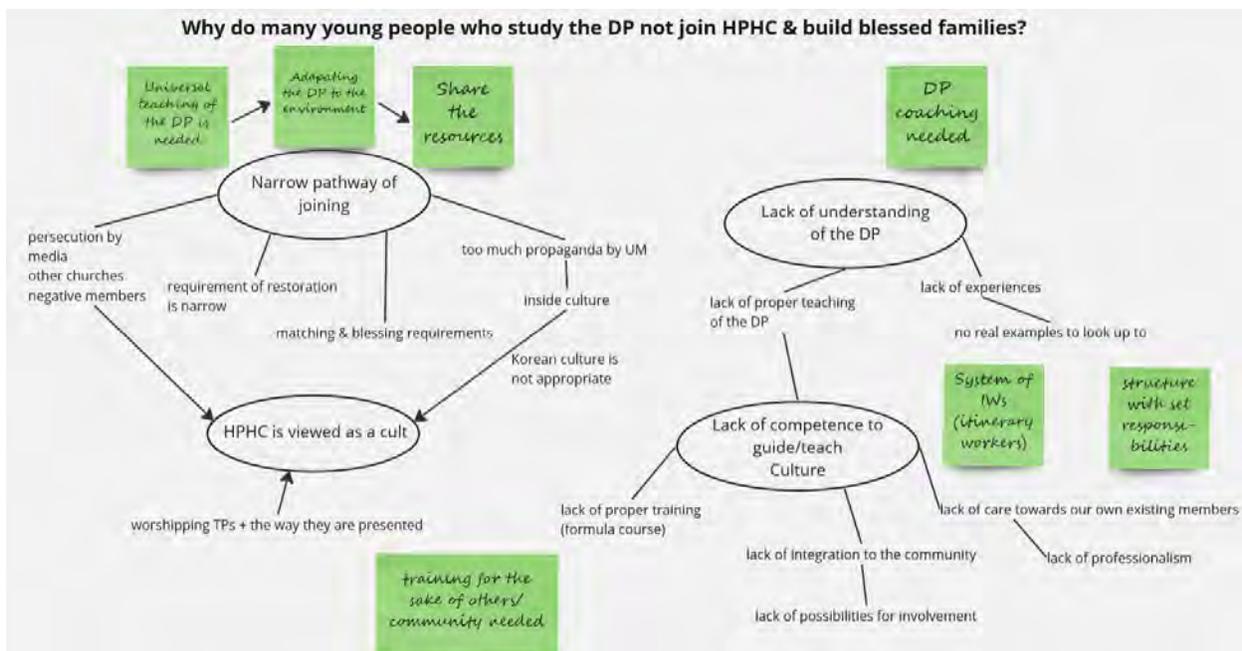
The bolded solutions were selected as those that would likely be most impactful: i.e. that by themselves could create 80% of the impact of all solutions.

### 4.3 Young guests

The group drew an empathy map considering the viewpoint of young people who get to know our movement and the DP:



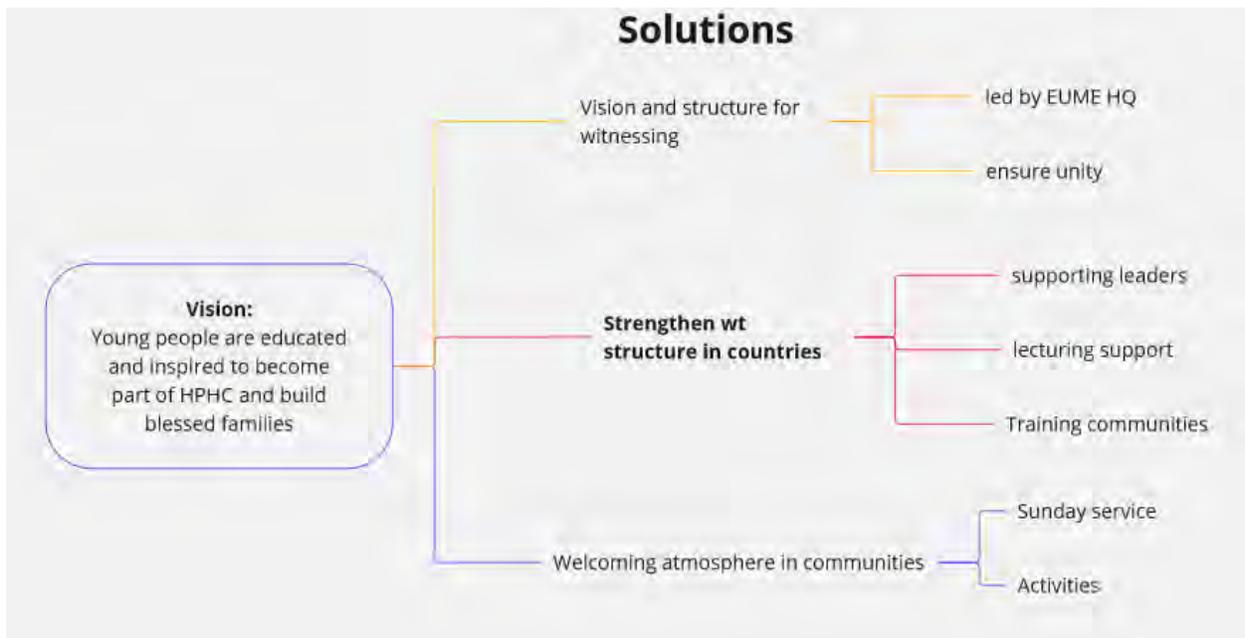
The problem root analysis centred on the question **“Why do many young people who study the DP not join HPHC & build blessed families?”** The main barriers were grouped under a narrow pathway to join the UM, being viewed as a cult, a lack of understanding of the DP and a lack of competence or ability to guide/teach the DP. Some barriers including a lack of integration into the community and lack of care for existing members could be related to the prevailing organisational culture, so this was added afterwards.



Initial solutions were identified during the problem root analysis, and described in the below table.

Witnessing culture EUME strategy			
Youth	Leaders	Itinerary worker (IW) staff	Community
Gap year missionary program -> people develop passion for wt - possible cooperation with GPA?	Education on international level	Care for guests	Education witnessing <ul style="list-style-type: none"> <li>- regular practice</li> <li>- finances</li> <li>- open services</li> <li>- activities</li> </ul>
Structure <ul style="list-style-type: none"> <li>- in communities</li> <li>- passion</li> <li>- resources (create new resources)</li> </ul>		Care for members	

Out of these, the core solutions to address were divided into three:



## 6. PRIORITY SOLUTIONS

Some of the priority solutions overlapped between the three target groups, and those solutions were combined. The priority solutions are listed in the below table, and the retreat participants divided into smaller groups to work on a preliminary plan for each solution. Each solution is briefly outlined in the table, the desired long-term effect for 2034 was determined alongside mid-term (2027) and short-term (2023) steps to achieve it. These steps formulate the basis of action plan for the next three months and the coming years. The solution plans will be further elaborated with responsible persons and timelines after the retreat. There were not enough people to cover all the solutions and one (community care) was not planned.

Solution	What does it mean?	Long-term effect (2034)	Mid-term step (2027)	Short-term step (2023)	First steps (3m)
<b>Educate and support leaders (any age) -&gt; 50% (or more) yearly attendance required</b>	University (UTS style)			[Plans not completed] Education and Training for leaders: pastors association, Foundations Subregional sharing / support network	
<b>National leader job description with contract, payment, leadership curriculum</b>		In line with the CIG constitution (international standard)	Good & clear system to move in and out of leadership (spiritually and financially) Everyone in EUME uses the templates / job descriptions	Clear job descriptions to national leaders (driven by VP and involvement of subregional presidents) Develop a template job description for community and department leaders	Job description (incl. contract) VP job description review
<b>Faith development - no strings attached</b>	opportunity for young people to find their FAITH. Provide a conversion experience. Experiencing HP, TP & DP, 1st blessing. Integrate witnessing & fundraising, year-around activities. Leadership is not expected.	BCs grounded/rooted in their faith stronger blessings and families sub programmes- regional level more young leaders stable income source for EUME activities	Establish sub-regional programs "Establish ALUMNI association: mentoring reunions advising financial support"	Plan next season of EMP Announce next season of EMP by May 2023 Figure out training Find regular staff Regular donations	finish this plan successfully run EMP
<b>Vision: creating, training, communications</b>	Creating, communicating and leading with a common united vision. It's communicated by EUME HQ and leaders are trained in strategic management.	EUME + all communities have a vision + plan A system to develop/adjust, implement and follow up on the vision + plan	EUME has a vision and plan for the achievement of strategic management of UM by 2034 5 nations have vision plans and systems and implement and follow up on them Some big communities have vision plans aligned with the national level	EUME has a vision and a plan to achieve the vision some nations/communities have a vision and a strategic plan	present results of the vision plan and HJ weekend to the relevant stakeholders identify / create a team to follow up on the HJ weekend plan at least quarterly meetings on vision

Solution	What does it mean?	Long-term effect (2034)	Mid-term step (2027)	Short-term step (2023)	First steps (3m)
		Leaders have the minimum skills related to strategic management Experts are available to support strategy implementation	Support exists for strategic management Strategic management is part of leadership training Vision experts support the process with financial compensation		creation, implementation and follow-up on EUME level. identify pioneering nations/communities, connect with them and support them vision training is on the agenda of the leadership training e.g. a training series
<b>Education for all ages – structure</b>			Sunday school curriculum for each age group Workshops connected to vision for age group - Collection of materials – g.drive - topics, program - review collection ->make handbook - what concepts are needed for each age group Collect responses/materials for parenting	Make a platform to collect all materials in any language Create a team to check these materials	
<b>Community care, family friendly activities, welcoming communities</b>					
<b>Strengthen witnessing structure in countries</b>	Support leaders, lecturing support, training communities. Need for a witnessing structure encompassing EUME, national community	New core members and blessed families  Sustainable witnessing system	Existing EUME support team for national level chapters (IW)  One team in each nation  Raising new lecturers	1a Regroup national level individuals interested in wt + carp 1b Share (the plans) with them	Create an EUME level team made of national/community level  Get EUME leaders involved

Solution	What does it mean?	Long-term effect (2034)	Mid-term step (2027)	Short-term step (2023)	First steps (3m)
	individual level. Must become a part of EUME vision.	/structure in each nation		1c Create a structure (mixed gens) 2a EUME level DP ws 2x year (7 & 15 days), with guests 3a Make materials more available what materials? How?	

## 7. COMMUNICATIONS

One of the retreat's objectives was to create a strong narrative for youth based on TP's vision. This session focused on **how to communicate in a way that helps young people find their place in our movement** by identifying the values that should characterise our communications. The need for this was highlighted by elements of poor communications emerging as barriers to youth engagement (transparency, uncertainty about identity). The group identified 7 core values and discussed what it would mean in practice to incorporate 5 of the values in their mission working with youth. These principles may later be developed further, such as discussed in leadership capacity building.

### 7.1 Two-way communications: Personal relationships that involve people being heard, feeling cared for and included

With colleagues:

- Change the way we ask for reports from leaders (VPs) – hold quarterly meetings
- Indicate that I've read a person's report – always respond with a comment related to the content of the report
- Meet the people we have a working relationship with (online)
- Establish pre-set times for one-on-one talks with those we work with – this communicates care
- Regular open communication and sharing with teams
- Mechanism for follow-up of actions, accountability of actions, clarify expectations

With community:

- Acknowledge contributions especially when I've asked for something, praise and appreciation
- A core team to have personal relationships through networks
- Convey mutual awareness of what both persons are going through
- Show an example when asking the person to do something
- More caring
- Actively asking for feedback and ideas
- Establish clear feedback mechanisms, giving people a voice
- Being receptive to communications
- Meet one-on-one with 2<sup>nd</sup> gen to get them involved, to be more relatable

With IHQ:

- Suggest to IHQ to be more international

## 7.2 Simple and aesthetic

- Get a designer and artistic staff onboard
- Clear vision
- Simplify heavy messages and memos: Shorter messages
- Direct
- Use a software like canva – (to be included in leadership skills training?)
- Icons to simplify communication materials eg [flaticon](#)
- Use templates for emails and communications

## 7.3 Transparency, honesty about problems and relatability

- Communicate TP's story better (among leadership & other youth) e.g. using TP's own words
- Sharing what we know including about TM to feel connected e.g. sharing updates in sub-regional meetings
- Give sermons on more controversial topics
- Openly address taboos both in the UM and the society
- Timely communication after crises, providing explanations and not requiring blind faith
- Financial transparency for the areas with direct responsibility
- Asking for clarifications/explanations when needed (before communicating to the team/community)
- Transparency in one-on-one communications including vulnerability and one's own situations
- Share one's own heart and experiences

## 7.4 Communicating ahead

- Working with organised people (team with different skills?)
- Have a vision and goal to be clear about what we do
- Have workplans for the year
- Work ahead to beat the deadline
- Reporting/sharing ahead of time about plans
- Announce events and activities ahead
- Asking people to take responsibility ahead of events, not on the spot
- Assign tasks & get more people

## 7.5 Resonate with vision & Coherence

- Encourage talking about the vision in different fora (every 28 days)
- Constant connection to the WHY and the vision
- Knowing what the most important activities are and how they relate to the vision and goals
- Follow-up meeting with a larger group of 2<sup>nd</sup> gen to share the vision and ask for input
- Connecting youth to the bigger vision for the community or planning relevant activities – creating unity in advance
- Cooperation between departments on EUME level – clarification of roles and responsibilities
- Include in the vision what 2<sup>nd</sup> gen are passionate about eg helping other 2<sup>nd</sup> gen, sports
- Communication about HJ youth academy

## 7.6 Resources & best practices sharing *[not discussed in-depth]*

- develop interactive platforms (slack, mighty networks, telegram)

## 7.7 Accessibility *[not discussed in-depth]*

- EUME Website with resources and information like the US website

## 8. NEXT STEPS

The retreat is part of longer-term efforts to implement actions towards the vision for youth in EUME. The next steps involve sharing the outcomes of the retreat and following up on the developed actions. More specifically the planned actions include:

- Sharing the report with the retreat participants
- Set up follow-up meetings on the solution plans, focusing especially on the actions for the next 3 months and those for 2023
- Meet with the HJ Youth Academy staff to discuss
  - its role in light of the actions identified during the retreat
  - the action plan for 2023
- Share the outcomes of the retreat as well as the plans developed with the leadership and communities
- Continue to oversee and follow up on the youth activities
- Integrate core communications values into activities and developing steps to communicate God's dream





# Europe and Middle East Missionary Program (EMP)

EMP is a newly-founded 3-month witnessing program for young adults in our region. From April to July 2022, 4 participants from Germany, Hungary, and Albania challenged themselves daily to grow in heart and spirit by witnessing and studying and teaching the Divine Principle. After a kick-off workshop in Gafrenz, Austria, the team spent 40 days in Fier, Albania, witnessing with the local city leaders and members and supporting two family festivals with 5,000 guests!

Upon returning to Austria, the team had a short workshop and began the next 40-day condition, this time in Vienna. The team members really blossomed during this time as they were largely responsible for

themselves and took turns leading the team. In Vienna they broke all concepts of witnessing in a “difficult area” by bringing many guests to the centre, even within the first week! At the end of the condition, the EMP members and staff gathered for a conclusion workshop and graduation ceremony.

But the adventure didn't end there: the very next morning they left to help with the Berlin Peace Road 2022. The team was joined by 8 more young people and spent two weeks in Berlin setting spiritual conditions, advertising for the event, and supporting throughout the activities, resulting in an unforgettable experience for all who attended!



