

## **P1 Activity Plan 2025-2026**

Proposer: FYEG EC  
Agenda item: 10. Plans

### **Plan text**

The 2025-2026 Activity Plan for this GA will present FYEG's work from June 2025 until June 2026. You will find the overview of FYEG's planned activities for this period below. The activities are divided into the 4th overarching objectives of the FYEG 2025-30 Strategy.

## **1. Strengthening the FYEG Network and Membership Coordination**

### **a. Network Activities**

FYEG will organise the two usual network activities during this mandate to facilitate political exchanges.

The Young Green Forum will take place a few months before the annual General Assembly (GA) of FYEG. This event will bring together representatives from Member Organisations (MOs), working groups, and other FYEG bodies to meet online, exchange ideas, and discuss both organisational and political issues. It is an excellent opportunity for FYEG members to network, establish stronger connections, and provide feedback to enhance FYEG's activities. The Forum will be held online, tentatively by the end of January 2026, and will be mainly used as a space to present the financial report of the fiscal year 2025, address statutory issues ahead of the GA, and facilitate political exchanges among the Member Organisations mid-mandate.

The General Assembly, our highest decision-making body of FYEG, where MO delegates will approve the main political lines of FYEG for the next mandate. In this event, the delegates will also elect the organisation's leaders and approve new potential members. The 2026 General Assembly will be held in late spring. It will be followed by the annual public conference that gathers experts, federation representatives, young activists and FYEG partners to discuss and debate a particular political topic. During this General Assembly, FYEG will elect a new Secretary-General.

The FYEG Executive Committee will hold four live EC Meetings, tentatively in June 2025, September 2025, January 2026, and April 2026.

## **b. Membership Coordination**

FYEG remains committed to fostering the growth and coordination of its MOs, which form the essence of our Federation. In pursuit of this goal, FYEG will hold regional meetings and place other spaces for feedback, coordination and updates, such as 1-on-1 meetings.

The Executive Committee members responsible for each region will oversee the organisation of regional meetings, and their frequency will be decided following the recommendations from the last mandates and the objectives established in the framework of the current Strategy. It will foster coordination and communication across all regions.

The Executive Committee aims to provide more attention and assistance to strategic and priority MOs. These MOs are established at the beginning of the mandate following political criteria. A dedicated budget for MO visits is allocated for the EC to visit these MOs (see the financial plan and its attached budget). MOs are encouraged to invite the FYEG EC to visit their activities.

The Membership Coordination is developed together with FYEG's digital strategy and the online space hosted in the Green Base (Discord). The EC and the Office will steer the participation of the members of our network in this digital platform to foster more independent and bottom-up relations between the FYEGers and their MOs.

FYEG's strategy to enhance the involvement of its MOs from the East includes ongoing assistance and collaboration with the Cooperation and Development Network (CDN).

Furthermore, FYEG will continue to track the participation and representation of its MOs in its activities and structures, with special care for the MOs in Southern and Eastern Europe and the Balkans.

Estonian Young Greens MTÜ Noored Rohelised will become associates. The EC is suggesting accepting the Estonian Young Greens MTÜ Noored Rohelised as associates. Jaunųjų demokratų sąjunga (Lithuanian Young Greens) will be in its second year of candidacy, and if they want to move to full membership in the next mandate, unless they wish to revoke their membership, a Study visit should be organised before spring 2026.

## 2. Capacity Building and Educational Activities

Following previous efforts to diversify funding sources, FYEG applied for an Erasmus+ project to finance a two-year programme, the Gender-sensitive Instruments for Resilient Leadership (GIRL) project. This project aims to integrate into FYEG's activity flow, maintaining and sustaining the efforts.

### a. MO trainings

Following the third edition of the Young Greens Decentralised Trainings (YGDT), FYEG is launching the MO training called "GIRL Basics". This training will be funded by Erasmus +, will involve 6 MOs and 1 think tank focused on youth policy research; it will span over approximately 9 months. It will mirror the previous structure of the MO trainings program, emphasising vision development and member recruitment. The program's design will incorporate feedback from participants of earlier editions gathered during the evaluation phase. Its goal is to strengthen structures and attract and engage new members through activities aligned with the MOS' vision and mission. Over 9 months, the program will feature individual consultations, a live training, and follow-up activities to help participants apply their knowledge back at their MOS.

### b. Educational activities: Focus on social justice and intersectional feminism.

The 2025 Annual Work Plan started in March with the 3-day event, "European Lab: Social justice, here and now", bringing together around 50 young people from FYEG MOs. This Work Plan is followed by two more activities:

- A 6-day summer camp, "Policies of today, and of tomorrow", will focus on policies that function in the legal and political sphere of contemporary Europe, both on the European and national/regional levels. This event will gather approximately 40 young people, be it participants of the previous event or new ones. The participants will be informed what policies are, how to evaluate them, and will engage in activities that will allow them to explore in detail concrete regulatory proposals related, among others, to access to rights, environmental protection, animal rights and migration. They will also create their own policy assessment projects, to put their newly-gained skills into practice, and power FYEG's social justice informational campaign.
- A 4-month long online learning academy on social justice, "Young Green Academy: Social justice in theory and practice", will take place in the

FYEG digital space, developed during the WP23 and WP24 on Discord. The activity will begin with two interactive workshops led by experts who will support the participants in discovering the realm of policies around the topics of:

- Equality and youth representation;
- Environmental Justice and the New Green Deal;
- Food justice and plant-based revolution;
- Fair and just security.

The educational activities of 2026 will kick off with a 6-day summer camp, "GIRL Camp", which will unite around 50 young people from FYEG MOs, environmental and progressive youth movements, and young politicians to explore gender equality and combat anti-gender narratives through intersectional feminism. Participants will cultivate a young green understanding of the various dimensions of gender equality and acquire the tools to comprehend and counter the narratives they encounter in their realities.

### **c. MO Grant Programmes**

After three years of great successes in implementing the subgranting schemes, in 2026, FYEG will fund decentralised activities through the "EUthful Thinking" Grant Programme. FYEG will support implementing up to 10 decentralised projects designed to protect and promote rights and EU values, with a particular emphasis on addressing the MO issues through intersectional feminism. The awarded MOs will implement their projects between June to October.

On this occasion, we bring two different topics for the interested applicants to choose from two topics:

1. Strengthen the MO's capacity to protect and promote rights and EU values.

By applying to this grant topic, the MO will receive funds to organise and implement an in-person training / strategic meeting of its structures (board, secretariat, etc.) with the aim of developing a plan to strengthen the organisation and its capacities to promote EU values.

2. Increase citizens' awareness on EU rights and values

The MOs applying to receive funds for this topic will have to design an online

and/or offline campaign (printed material, campaign events, social media posts...) and/or dissemination activity (conferences, educational event, creation and publication of media...) on relevant issues connected to European rights and values.

The call for decentralised events will be open for one month and a half, after its launch around February. An info session will be organised for all interested MOs. Especially the second type of action will be specially considered and positively evaluated by including emphasis on topics related to gender equality and intersectional feminism, empowerment and participation in decision-making processes.

The actions should be implemented from June to October. The call for projects will provide more in-depth information.'

#### **d. Working Groups**

After several years of developing and overseeing working groups, the Executive Committee (EC) has evaluated the process and decided to restructure and enhance its flow. The EC, in line with the IRPs, will establish a clear timeframe, working area, aim and scope for both of the two current existing Working Groups: the Beyond Growth Platform (BGP) and the Racial Justice Task Force (RJTF). These clear plans for each Working Group will be presented in the Young Greens Forum 2026.

The RJTF will continue to serve as a safe space for young greens of racialised and ethnicised communities to organise, with the support of the Office and the EC, the activities and lead the projects of their preference in the field of antiracism. To ensure the principles of racial justice are integrated into FYEG's formal structures, and with the conviction that antiracism and inclusivity in FYEG is not a task that should be on the shoulders of racialised and ethnicised young greens only, an Anti-Racism group will be established.

The EC, with the support of the Office, will monitor potential proposals for new Working Groups as a result of exchanges and discussions among the members of the Green Base.

#### **e. Activities with other members of the European green Family**

##### **i. Study Session "Canvas of Change: Youth, Culture, and Political Participation"**

FYEG and CDN will be jointly organising a Study Session titled "Canvas of

Change: Youth, Culture, and Political Participation” at the European Youth Centre in Strasbourg from 29 September to 4 October 2023. The objective of this Study Session is to raise awareness of green and progressive European youth to use creativity and innovation for activism, political participation, the fight against discrimination and the creation of a sustainable and inclusive future of European societies.

To achieve this goal, the Study Session will provide an opportunity for learning and fostering intercultural dialogue between 35 young people from various European countries.

#### ii. Activities with Green Foundations

- Green European Foundation

FYEG has been in touch with GEF and aims to have an impact on two flagship events of this partner in 2025, namely the Activist Training (August, location to be announced) and the European Green Academy (November, in Brussels)

- Heinrich Böll Foundation

FYEG has also been in contact with the office of the Heinrich Böll Foundation in Albania, which is leading the implementation of their annual flagship event, the Young European Congress. Similarly as in 2023, FYEG will monitor the development of the organisation of this event and ensure this is a space for us to promote our activities and opportunities, by means of ensuring the presence of one or more representatives of the EC.

### 3. Bringing forward the Young Greens perspective

#### a. General communications and campaigns; FYEG channels and Ecosprinter

FYEG General Communications brings European and international politics closer to our audiences. We aim to deliver clear, impactful political messages through social media on current events and critical issues, with special attention to the priorities of the MOs. To achieve this, we will communicate on our political statements and advocacy on current topics using explainer videos or slides to raise awareness, understanding and engagement with EU news and topics.

Collaboration with our MOs, the Greens/EFA in the European Parliament, and the

European Green Party will help us expand our reach. We will also continue collaborating with other like-minded Civil Society Organisations (CSOs) and youth-led organisations to create joint actions and/or statements.

The Ecosprinter will continue to be independently coordinated by the Ecosprinter Editorial Board, providing a platform for young Europeans to express their views on various topics, and with the support and ad-hoc steering of one of the members of the EC.

## **b. Lobbying and advocacy; influencing and collaborating with partners and relevant stakeholders**

The joint efforts of the FYEG Executive Committee (EC) and the FYEG representative in the European Green Party (EGP) Committee will be pivotal in 2025 and 2026. The FYEG EC will actively participate in the EGP Congress in December 2025, ensuring the youth perspective is represented. We aim to replicate the success of the 2023 Lyon Congress by increasing the presence of FYEG members through strategic collaboration.

We will formalise a bilateral agreement between FYEG and the Greens/EFA Group, including both financial and political dimensions. This agreement will ensure FYEG's involvement in youth-related issues within the CULT Committee and other relevant matters in the European Parliament and the Group's campaigns. Our participation will extend to the Greens/EFA's strategic group meetings, including regular attendance at weekly communications meetings and ad-hoc presence at other critical group meetings. FYEG will also ensure representation at any Greens/EFA retreats that may occur.

We will continue to support our sister organisation in Eastern Europe (CDN). We will continue to work closely to create joint campaigns and statements like the "Divest from Russia" or the position on the situation in Nagorno-Karabakh. In 2025, FYEG and CDN will organise a Study Session in Strasbourg.

The work carried out by our elected representative in the Advisory Council on Youth of the Council of Europe is a key element for disseminating and lobbying for our green ideas. FYEG former co-spokes Sean Currie will continue his mandate at the Advisory Council on Youth until the end of 2025. For the upcoming 2026-2027 mandate, Sean Currie put forward his candidacy, representing FYEG. If elected, FYEG will continue its work on climate policy to ensure that there will be more funds for green-minded projects through the EYF. Moreover, FYEG will keep monitoring the democracy and transparency of the processes within the Council. Finally, FYEG is committed to ensure that the work of the Council of Europe is beneficial and supportive to all youth organisations, including smaller ones, to enhance their development and the development of the youth

movement and civil society as a whole.

FYEG will actively participate in the European Youth Forum (YFJ) spaces, including coordination meetings among Political Party Youth Organizations. Our representation in these forums will help amplify the youth perspective on various issues and foster stronger collaboration with other youth organisations.

### **c. Disseminating FYEG's work and ideas through digital campaigning and the promotion of outputs**

In 2025, FYEG will further develop and implement the digital strategy initiated in 2023, which includes digital campaigning and a CRM system. This strategy aims to expand our mailing list and volunteer base, thereby nurturing our Member Organisations. We will focus on creating specific, engaging opportunities and mobilising activities for our membership base to foster a stronger sense of community among FYEGers.

FYEG's mailing strategy, supported by the European Centre for Digital Action (ECDA), will explore new possibilities for digital engagement while also prioritising fundraising efforts. This approach will ensure that our digital campaigns are not only effective in disseminating our work and ideas but also in securing the necessary resources to sustain our initiatives.

## **4. Organisational Growth**

### **a. Strategic Framework**

As the current Strategy (2022-25) approaches its end, FYEG will continue the processes for its membership base, including Member Organizations (MOs) and volunteers, to contribute to the development of the new Strategy (2025-30) that started in Spring 2024. The new strategy will be approved at the General Assembly in 2025.

### **b. Human Resources, internal management and transfer of knowledge**

To ensure seamless transitions and efficient collaboration, FYEG will prioritise structured handovers between EC members and office staff. Allocating dedicated time for these handovers will facilitate knowledge transfer and continuity in the organisation's work.

Team-building activities will be an essential part of the process, aimed at



fostering a cohesive and collaborative working environment within both the EC and the Secretariat. These activities will help build strong interpersonal relationships, enhance communication, and ensure that all team members are aligned with FYEG's goals and values.

Additionally, FYEG will continue to focus on improving internal processes and enhancing the efficiency of its operations. This includes the ongoing evaluation of the task division within the EC, based on feedback from previous mandates, as well as a comprehensive and updated delegation order, that is in line with our standards of efficiency, transparency and professionalism. By maintaining a focus on well-being and working conditions, flexibility and understanding, FYEG will support its members and staff in achieving a healthy work-life balance.

In light of the last European Elections, FYEG will only hire one intern in the office, rather than the usual two, and contribute financially to half of the intern's salary, with the remaining costs to be covered through other available resources. The intern will work under the supervision of the Communications and Campaigns Officer and in close coordination with the Communications and Campaigns Unit.

### **c. Diversification of funds and preparedness**

Following significant growth in financial capacity due to the success of the 2019 EU elections, which also enhanced the office's grant application capabilities and contributed to an increased FYEG budget, FYEG is now capable of designing, planning, and implementing more events than ever before. In light of reduced resources from the Green Family members, our focus will be on two key areas:

- **Maintaining Core Grants:** We will prioritise securing our primary current grants, including the European Youth Foundation's Annual Work Plan and the Commission's CERV Programme. For the latter, we applied for the Framework Agreement (2026-2028) in January 2025, aiming to ensure a steady flow of funds.
- **Diversifying Funding Sources:** We will intensify our efforts to diversify our funding base by exploring new funding opportunities, such as Erasmus+, with special focus on investing these funds into MO training programs, ensuring the long-term sustainability of these activities.

In line with the development of the Digital Strategy, FYEG will further explore the possibilities of fundraising through targeting small donors.

## **5. Plans on FYEG's efforts on inclusion and diversity for the mandate 2025-26**

Following the actionable point of the Inclusion Plan 2024-2027, we are including a new chapter in the Activity Plan that compiles the different ways in which anti-racism and intersectionality are included in the activities included in this Activity Plan. Multiple actions and processes to foster a more inclusive organisation are included in the report of the Inclusion Plan. Please refer to the report of the Inclusion Plan as a complementary document of the Plans on inclusion for FYEG for this mandate. Since it has been only 8 months since the adoption of the Plan, many actionable points have been only assessed, with a few of them already being in action, and others have just been postponed or assessed to be developed in the next few years within the framework of the plan.

In general, and as a cross-cutting measure throughout all our activities, FYEG will continue to monitor the inclusion of its events, but maintaining the inclusion audit (based on self-identification), by which we have been able to measure the diversity of our events during the years of unfolding of the previous Strategic Plan.

Specifically on the programmes of activities, the topic of the set of educational activities, that focus on Intersectional Feminism, and preview programmes that align with the actionable points on "inclusive political education" previewed in the inclusion plan, will equip the participants with knowledge and insights to increase their skills and awareness to contribute to foster more inclusive political proposals and organisations.

Regarding the MO grants, we will continue to include the compulsory session on the Inclusion Plan for the projects in the category "Topic 1". Non-discrimination will be taken into account in the assessment phase of the applications, and the inclusion of a section on diversity will also be included in the reporting template for the awarded projects.

## **P2 Financial Plan 2025-2026**

Proposer: FYEG EC  
Agenda item: 10. Plans

### **Plan text**

Note: This is the written financial plan for the budgets of 2025 and 2026. They run from:

- January 2025 - December 2025
- January 2026 - December 2026

### **1. Summary**

FYEG's financial plan for 2025 does differ very much from the one adopted at the last General Assembly in Dublin. Although all in all, we are planning a bigger loss/minus at the end of the year.

This might seem like an issue for FYEG but it's not really. First of all, we were already foreseeing a loss in 2024 and we instead ended the year with a small positive result. It's important to underline that, as an organisation, it's not the goal of FYEG to make money but only to continue existing through time. Second, this is not a structural loss; it's the time we needed to adjust to the results of the European Election. If this loss results in liquidity issues, we will use part of the Payroll Safety Fund to face them. Of course the money will go back to the Fund as soon as possible, realistically already in 2026.

For 2026, annexed to this report and submitted to the approval of this General Assembly, we are already planning to recover and have financial stability for the European Election in 2029.

FYEG's financial plans for 2025 and 2026 are presented below. In order to increase the accessibility of the information the 2025 budget plan is first presented through a simplified version with a few important comments and then

through a detailed version with both a narrative breakdown and the full budget plan in Annex. This financial plan also includes a section on gender budgeting. The 2026 budget plan annotated is presented in Annex.

## 2. 2025 Budget plan

### a. Simplified version

Below you will find a simplified version of FYEG 2025 budget plan annotated to briefly explain the difference between the provisional budget voted by the General Assembly in 2024 and the updated budget.

*(see the table in the printable version in [www.fyeg.org/ga25](http://www.fyeg.org/ga25))*

Explanation of the difference between the budget voted and the budget report:

1. There is a chance that the salaries will be lower than that but a pessimistic approach is always best to be able to tackle potentially high inflation.
2. Administrative expenditures are foreseen to be higher but this is only because of bank/transfer fees for international payments. We already use Wise to lower these costs but it's expensive and Wise raised their fees lately.
3. Very small difference because we already know that the Young Green Decentralised Training was more cost effective then envisioned.
4. The only difference here is that we added the expected costs for the Summer Conference, it was initially lower because at some point we planned it smaller.
5. Slight increase because we succeeded to negotiated an higher than expected cooperation with Greens/EFA (even if it's still less than before the EU elections)

### b. Detailed version

[Annexed](#) to this plan you will find a table with the detailed budget plan for 2025. The difference between the budget voted at the GA 2024 and the updated budget plan is briefly explained in the 'Comment' column, only when it diverges by more than 10% and more than 500€. Below is the detailed narrative version.

#### **Expenditures - Category 1: Personnel costs**

This budget category includes all the personnel costs for FYEG: salaries, benefits, social security and other employment tax contributions, payroll service fee, worker's insurance, etc.

While the total personnel costs for 2025 should not really be higher than expected, there is also an important change here : we will now have to pay for half of the salary of interns that we share with the Greens/EFA Group. This salary was previously paid fully by the Group. We also don't want to be surprised by inflation and budgeted pessimistically.

#### **Expenditures - Category 2: Infrastructure and operating costs**

This budget category includes all office-related expenses: office meetings and retreats, staff training, softwares and equipment, office supplies, postal charges and utilities, etc.

The total infrastructure and operating costs for 2025 are not foreseen to significantly change.

#### **Expenditures - Category 3: Administrative expenditure**

This budget category includes all FYEG's general administrative expenses: extraordinary administrative costs (such as work-permit costs, etc.), external accountant, official registration of newly elected Executive Committee members, bank account fees and insurances.

These costs increased because we still need to get the statutes notarised and because of the bank fees. In 2023 we were surprised by a 500€ fee from ING for the "Know Your Customer" (KYC) program. This fee is repeated each year.

The "bank fee" budget line also contains the payment fees for international payments and those fees have been raised by Wise. We are thinking of dividing this budget line to see more clearly what is stricto sensu bank fees and what is transfer fees.

#### **Expenditures - Category 4: Meeting and representation costs**

This budget category includes all expenses related to the meetings of FYEG's network and bodies, as well as representation in partners meetings: Executive Committee meetings and allowances, the General Assembly, Member Organisations training, Young Greens Forum, FCAC meeting, membership fee to EYF, contribution to CDN, visits to Member Organisations and representation to meeting of the European Green Party, the Greens/EFA Group in the European Parliament and other partners.

This category is expected to very slightly decrease because the young green decentralised training was more cost effective than envisioned.

#### **Expenditures - Category 5: Direct Costs: projects and campaigns**

This budget category includes all expenses related to projects and campaigns: the Annual EYF work plan, the Spring Conference organised together with the General Assembly, the activities organised around COP, Study Session organised with the Council of Europe's Youth Department, Campaigns, Ad Hoc projects and working group projects.

The costs of the Annual Work Plan are clearer now, also with one event behind us, so we could confidently slightly lower this budget line. On the other hand, we added more cost to the summer conference because we realised it was necessary when starting to work on the event.

#### **Expenditures - Category 6: Allocations to the next year and reserves**

This budget category includes allocations and reserves for the next few years.

We are not going to allocate money to funds or reserves this year, as it was planned.

#### **Revenues - Category 1: Administrative Income**

Only two relevant changes here : Maribel informed us they have maximums (redefined each year) so we lowered this budget accordingly and we increased our expectations for donations because we have seen in 2024 that our new small donor campaigns are very effective.

#### **Revenues - Category 2: Projects & Campaigns income**

This budget category includes all of FYEG's projects grants and revenues as well as the funds available for cooperation with the Greens/EFA Group in the European Parliament.

We negotiated better cooperation with the Group than we thought possible given the election results. GEF is also again contributing to the Summer Camp, like it was already in the past.

### 3. Gender budgeting

As a feminist organisation, FYEG believes it is important to realise its budget from a Gender perspective. Through its quota systems and attention to balanced representation within all its bodies FYEG already has the essentials in place for gender budgeting. For 2025 FYEG will also continue to plan its activities and work through the gender budgeting lens by implementing the following measures:

- Ensure the basis elements of a safe space when budgeting and planning for activities;
- Improve the working conditions and workload for all its employees;
- Improve the conditions and workloads for its volunteers, especially amongst volunteers in elected positions;
- Review the use of the gender budgeting and reporting framework to better fit the needs and vision of FYEG and its member organisations.

### 4. 2026 Budget Plan

[Annexed](#), find the detailed budget plan for 2026.

In 2026, FYEG will change the way it goes about financing projects in the annual work plan. Instead of EYF financing the entirety of the work plan, it is only planned to use their finances to fund one international activity.

- We have applied to the Erasmus+ program with the GIRL project. You will hear more about it in the activity plan. This will account for an additional 70,000 in our budget and should also be able to assist us in streamlining the financing of annual work plan activities. This does not represent a major change for the member organisations but it will change the way FYEG conducts itself internally.

- We are hoping to receive slightly more funds from CERV with a 10,000 euro increase. We have applied for more, but being pessimistic, we are accounting for 300,000 only. CERV still represents the backbone of FYEG's financing and there is, as with all grants, a slight chance we do not receive it. We are, for now, not able to plan in this case.

- We have devoted funds to the COP, but we are still waiting for confirmation of the final location for COP 31. If it is in Turkey, we are of course going to send a delegation, but we will only be able to fully deliver the information for approval at next year's GA. So far, we are provisionally counting on sending a delegation.

- Finally, as we are aiming to have a minor profit in 2026, our two goals are to bring the payroll safety fund back to 75k, should it have been used in 2025 to face the loss we are expecting, and then to start our campaign fund for the 2029 European elections if there is leftover for that.



## **P3 Strategic Plan 2025-2030**

Proposer: FYEG EC  
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### **Plan text**

## **Introduction**

FYEG experienced a significant growth in organisational capacity and political impact in the past decade. With the Green Wave in the EU elections 2019, FYEG's resources increased and the popularity of green topics as a whole also grew among the general public, especially young people, as well as in institutional spaces. Major milestones at the European legislative level, like the European Green Deal, are hard to imagine as a reality if it wouldn't have been for the rising popularity of climate activism and political ecologism. In 2020, the FYEG Executive Committee started a process for organisational change aiming to ensure that FYEG would continue to develop and grow in a coherent and sustainable way to be able to continuously work for a stronger young green European movement. As a consequence of the comprehensive management of the increased capacities and strategic planning, FYEG institutionalised its growth and impact in the European Green family and in the youth-led European activist landscape. After the exponential development under the strategic framework approved in May 2022, FYEG is today ready to take the unfolding of its strategies to the next level, envisioning a 5-years Strategy.

FYEG's Strategy 2022-2025 was a milestone in our organisation, shifting from 2-year strategic plans to a 3-years one. This document is meant to bring us to the next step, with a 5-years strategy, in line with the integration and systematisation of the consequences of our expansion. The Executive Committee and the Office started to work on this process in February 2024, together with a consultant, Organisation Development Support (ODS). They assessed FYEG's Strategic Plan 2022-25 and its associated framework, suggested avenues of participation for FYEG's bodies to contribute to this plan, and guided the FYEG EC and Office to analyse, evaluate and prioritise the input in order to build this strategy.

The investment in quality of our events and processes, the systematic and compiled evaluation processes, and the general increase of resources and skills of the leadership, professionals and volunteers, has many ways of materialising.

FYEG is today the Political Party Youth Organisation at the European level with the biggest presence in almost all social media platforms, we have a distribution list with 14,000 subscribers with an open rate above average for similar lists. Internally, we count with an extensive set of guidelines to facilitate handover processes upon election of Executive Committee members, making it easier to set up the needed structures of the everyday management of the organisation. Through the support of an Office that is bigger than ever and with a staff retention rate without precedent, the EC can focus on political work, bringing forward FYEG's vision and ensuring the political relevance of our activities.

This Strategic Plan is the result of the organisational change process. It is based on a Member Organisations Survey and strategic focus discussions, as well as in outcomes and takeaways of discussions held between the members of the Executive Committee (2023-24, and 2024-25) and of the Office. It acknowledges the relevance of the four strategic focuses approach of the previous strategy, and builds on them to set new objectives, that will be translated into specific actions in the annual Financial and Activity Plans to come.

According to our Political Platform, FYEG's main goal is a feminist, diverse, democratic, sustainable and social Europe. In order to achieve our goal we use different channels, political arenas and tools.

### **Strategy 2025-2030 consultation process takeaways**

The survey sent to Member Organisations focused on (1) capacity-building, (2) the quality of the network opportunities and capacities provided by FYEG, (3) the evaluation of the focuses of the Strategy 2022-25, and on (4) diversity. 59.5% of FYEG's MO participated in the survey, with the following regional representation:

Regional distribution of the respondents to the survey:

- Balkans: 9.1%
- Centre: 13.6%
- East: 9.1%

- North: 22.7%

- South: 22.7%

- West: 22.7%

Participation to the survey per region:

- Balkans: 40% of MOs filled in the survey (60% did not)

- Centre: 75% of MOs filled in the survey (25% did not)

- East: 50% of MOs filled in the survey (50% did not)

- North: 83.3% of MOs filled in the survey (16.66% did not)

- South: 62.5% of MOs filled in the survey (37.5% did not)

- West: 50% of MOs filled in the survey (50% did not)

Based on the input provided, interpreted by ODS and also analysed with FYEG's EC and Office vis-à-vis the results collected in the Strategic Framework 2022-25, and other monitoring tools, like the inclusion audit and MO assessment, the following conclusions were drawn as guides of this Strategy 2025-30:

- Most respondents considered that the **network spaces** offered by FYEG are not enough. MOs identified essentially all FYEG's communications channels (regional chats, Discord server, even mailing list) and all sorts of FYEG's spaces (from Statutory activities to educational activities and Working Groups) as the space where they connect with other Young Greens. The fact that each MO identifies different spaces and channels may contribute to the impression that they are few or not enough, clearly indicating that **FYEG needs to streamline the communications, clarify the use of the different channels, and work to optimise and centralise the**

### **capacities of the MOs;**

- While most MOs consider the **capacity-building** offered by FYEG is accessible and acknowledge that it has contributed to the development of the skills of its membership base, the main challenges remain ensuring the content trickles down to a broader number of activists besides the ones attending FYEG activities. Similarly, the respondents considered the learnings acquired in capacity-building spaces are not successfully conveyed to the whole network. **The main needs identified by MOs remains related to the development of the organisational capacities** (fundraising, recruitment and volunteer engagement and retention, diversification of the membership base, and project management);
- The four **Strategic focuses** that drove FYEG's strategy from 2022 to 2025 were restated by the MOs. The specific objectives of each focus presented below have been outlined considering the input provided by the participants to the survey, takeaways from evaluation and assessment of FYEG's events and processes at all levels (participants, Prep Teams where applicable, EC, and Office), as well as Reports presented in General Assemblies.
- FYEG's work to foster **diversity** within its structures is also conditioned by the diversity in its Member Organisations. At their turn, the presence of traditionally underrepresented individuals in leadership positions is also connected to the capacity of the MOs to attract and retain a diverse membership base. This is consistent with the needs for recruitment mentioned in the 2nd bullet point. **While FYEG's MOs count with a strong representation of women and queer people, racialised people and people with disabilities are still not represented equally in the MOs** (and, in consequence, in FYEG).

Along with FYEG's monitoring and analysis of members' engagement with FYEG activities, the results of the survey were fundamental in understanding the needs of the member organisations and incorporating them in FYEG's strategy.

## **Vision, mission and strategic focus**

### **Vision**

FYEG's core vision is a just, feminist, diverse, democratic, sustainable Europe where people are happy and free. Run by young people, for young people, FYEG's core mission is to empower young people to bring forward their perspectives in order to realise this vision, in line with green values.

## Strategic focus

In order to realise its vision and mission, FYEG will continue to focus on:

- Strengthening the FYEG Network and Membership Coordination;
- Capacity building;
- Bringing forward the young green vision;
- Maintaining the organisational capacity.

## Practical implementation

To realise its mission, FYEG is led by its Executive Committee and run by the Office. The FYEG Executive Committee is elected by FYEG's member organisations at the annual General Assembly. The FYEG Office is based in Brussels, Belgium and is managed by the Secretary General, who is elected at the General Assembly every 3 years. In realising its mission, FYEG is guided by its Political Platform that is adopted by Member Organisations at the General Assembly and lines out the organisation's political positions and values in detail.

## Strategic objectives

Find below the strategic objectives for each strategic focus:

### 1. Strengthening the FYEG Network and Membership Coordination

FYEG will reach its 40 years of history during the implementation of this Strategic Plan. During decades, young Europeans have joined forces at the European level as part of their activism and affiliation to dozens of different Young Green organisations across the continent. Multiple generations of Young Greens have unified their aspirations, learnt from each other, and brought their demands to the European level. As a result, we today count with a solid organisation that does not only navigate and overcome challenges inherent to a youth organisation, but does it while providing support to the organisations of its network, its individual members, and beyond. Through the implementation of the previous strategic plan, that included the analysis of the participation of

the MOs in the avenues to shape our activity and the assessment, this Strategy 2025-2030 will focus on **optimising and reviewing** the participation of the MOs to make sure that the network is a faithful representation of the MOs that constitute the Federation.

The previous Strategy presented FYEG's long term goal as to maintain and develop a strong and well coordinated federation where member organisations are actively engaged and where FYEG's work complements the work of its member organisations. This Strategic Plan 2025-30 aims to make this goal more tangible by critically assess the health of the MOs, linked to their participation in the network, and politically prioritise FYEG's intervention and support to the MOs based on solidarity, fairness, democracy, and optimisation of resources. FYEG has also since the past strategic plan developed online platforms, most notably the Green Base, to increase personal exchanges and better network the different member organisations enabling them to achieve more European coordination on their work. In the next five years, FYEG will increase work in this field and work on having more organisations present in our online spaces.

FYEG will focus on its current members, investing efforts on addressing their participation in FYEG and investing resources on ensuring the reflection of the Young Greens active in the MOs, rather than expanding and growing the number of MOs. Therefore, expansion will only be pursued with organisations that are already connected to other Green family actors such as EGP, GEF or CDN, in countries where FYEG is not yet represented and when FYEG has the capacity to implement a meaningful welcoming process for and with the incoming organisation.

In order to achieve these objectives, FYEG will focus on **7 strategic objectives** in the coming years:

**1.1.** Tailor FYEG member organisation coordination and communication to the needs and demands of the member organisations;

**1.2.** Improve the engagement of FYEG's member organisations from the Centre, especially to ensure they are more proportionally represented in FYEG's political work and long term planning;

**1.3** Continue supporting and coordination with the Cooperation and Development Network Eastern Europe (CDN), a crucial sister organisation to FYEG committed to developing Green ideas in Eastern Europe. Engage FYEG's member organisations from the East to be more active in CDN and the federation by politically and strategically synchronising with CDN.

**1.4.** Invest in its candidate member organisations to implement a meaningful integration process;

**1.5** Facilitate the associate member organisations of FYEG into the political network and review their statuses.

**1.6.** Review the status of struggling member organisations;

**1.7.** Facilitate political exchanges at the federation level.

## **2. Capacity-building**

As a European international organisation, FYEG's work is centred on the European and international level and reaches the regional and national level through its member organisations who, in turn, reach and impact the provincial and local level. This is why FYEG's political papers and proposals are focused on actions to be taken at the European level; and also why FYEG focus on promoting the inclusion of the European and international angle in all sectors of political action – the modern challenges will not be overcome only by a single country. Likewise, FYEG's educational events and training events aim to provide the young greens organised in our Network, and beyond, the tools to participate in the creation of FYEG's positions in a meaningful way. The systemic change that FYEG strives for needs citizens engaged at the European level, that promote change at the European level through actions and proposals that superate borders.

As an organisation-based network, and also in line with the inherently Green political understanding that systemic change is possible as result of collective and democratic efforts through individuals organised in movements, FYEG acknowledges the role and necessity of existence of each Member Organisation to bring about change in their own context. Therefore, FYEG put in place training for its Member Organisations to make them resilient, and ensure the quality of their work so that the contribution to the network of each MO is long-term and enriches the rest of the members of the network. In parallel, FYEG empowers young people to be skillful and impactful change-makers that are equipped and confident in developing radical ideas.

This twofold approach to capacity-building started to be implemented during the implementation of the previous Strategic Plan. In the current framework, the focus will be on embedding these two tracks of capacity-building (organisational and individual), fostering an optimisation of FYEG's resources, and also effectively creating a system of communicating channels between the MOs building their capacities through FYEG's organisational training and the individuals increasing their skills through our educational events.

Throughout its activities, FYEG will work to develop and foster critical and analytical thinking as well as creativity and progressive ideas among young people, through quality non-formal education, capacity building and

intercultural exchanges. FYEG will also encourage and promote inclusive and active participation of young people in democratic processes, especially for young people from racialised communities and other underrepresented groups.

To realise these goals, FYEG will focus on **4 strategic objectives** in the coming years:

**2.1.** Improve the capacities and resources of FYEG's member organisations and develop their competences in empowering young people at the national level;

**2.2.** Increase youth participation in electoral processes, specifically the number of young greens running for political mandates at the national and European level;

**2.3.** Create a space for young people to develop progressive ideas with relevant and meaningful political output;

**2.4.** Increase the level of inclusion and diversity within the membership of FYEG's member organisations and at FYEG's educational activities.

### **3. Bringing forward the Young Green vision**

The presentation of FYEG to the external world serves different aims. By being present and reaching the general public, FYEG amplifies the voice of the members of its network and that of other like-minded organisations. FYEG's communications in all forms contribute to a cultural and political change that promotes equality, inclusion, personal liberties and freedoms, social welfare, and the thriving of our planet. FYEG's communications are not a mere reflection of the values as collected in our political documents, but also a reflection of the means we use to ensure this change takes place. The cross-border nature of the fora where FYEG's positions are created are both means and ends to achieve the implementation of our political agenda.

During the previous strategic plan we have developed our communication in a new and ambitious online direction. We have developed a holistic approach towards communications. As FYEG has worked via social media to make FYEG have a clear face and voice and thereby being more present in our members' lives. FYEG has also worked on not only being present on social media, but using digital campaigns and online coordination platforms as a channel and vector for change, connecting with its audience directly and offering them a role in FYEG's campaigns, which they can do either by offering their time, their voices, or other resources. FYEG will more rigorously track direct and digital campaigns and ensure they stay relevant and represent strong young green voices amplified with the support of volunteers.



Besides bringing about the change by engaging the general (young) public, FYEG's impact is also connected to our impact on policy-making processes and institutions. Our communications reach an audience of engaged (young) citizens that interact, contribute, spread and support the Young Green vision, but our contribution to systemic change is not only based on fostering popular support for the Young Green vision. Another essential part of bringing forward our vision is the tangible influence in the policy-making process, with the aim to translate our ideals into specific legislation that objectively increases the quality of life of all citizens. We do this through advocacy campaigns, developing our partnerships with the European Green Party and the Greens/EFA, being active in the Advisory Council on Youth of the Council of Europe, and participating in other high-level spaces, like the COP.

To realise these goals, FYEG will focus on **5 strategic objectives** in the coming years:

**3.1.** Disseminate FYEG's educational activities and political statements to a broader audience, utilising communication and media tools;

**3.2.** Communicate directly with the audience of FYEG using digital campaigns and other direct online communication tools. Utilise strategic online fundraising to facilitate stronger FYEG campaigns.

**3.3.** Improve the interest and engagement of FYEG's member organisations and young people in European and EU politics through joint campaigns and communications;

**3.4.** Improve FYEG's political impact at the European level by focusing on existing partnerships with EGP and the Greens/EFA Group in the European Parliament and, when relevant, by fostering networking with the European Youth Forum and other youth organisations;

**3.5.** Increase youth participation by bringing young green voices via a strong and impactful EU elections campaign for the European Parliament in 2029. European Parliament in the EU elections in 2024 via an impactful elections campaign.

#### **4. Maintaining Organisational Capacity**

In order to achieve a meaningful and sustainable unfolding of activities, processes, and actions in line with the three Strategic Focus presented above, FYEG's bodies must continue to engage in the maintenance of the inner workings of FYEG. FYEG is not immune to the effects of fast-paced generational changes that are natural (and valuable!) to youth organisations. Transfer of knowledge

and generational memory should be upheld and prioritised to optimise the efforts invested in the organisation by those who came before us and, more importantly, to make the activism of those who come after us more relevant, streamlined, and effective.

FYEG's organisational capacities as developed in the past decade must be maintained. This strategic focus is very tightly related to the 1st strategic focus. The development of capacities of the MOs (and their members), and the contribution to upskilling individual young greens, ultimately impact the quality of the structures and bodies of FYEG.

More specifically, this will take place by a greater internalisation of multi-annual plans and monitoring efforts linked to this Strategic Plan and its associated monitoring framework. The role of the Executive Committee and the Office in the establishment of specific qualitative and quantitative objectives vis-à-vis the indicators of each objective will be streamlined.

This will be the first 5 year Strategic Plan proposed by the FYEG EC with the aim of systematising long term planning and continuity within FYEG's structures. This is coupled with the recent adoption of a 3 year mandate for the Secretary General, ensuring better institutional knowledge is retained with FYEG.

To realise these goals, FYEG will focus on **3 strategic objectives** in the coming years:

**4.1.** Solidify FYEG's internal management, governance processes and transfer of knowledge;

**4.2.** Monitor the working conditions and retention of FYEG's staff and Executive Committee;

**4.3.** Facilitate monitoring and evaluation of the implementation of the Strategic Plan and to ensure adequate use of resources and capacities when creating the Activity Plans.