

**Proposal for a new IYCS structure
to be approved at the World Council 2007**

Why IYCS needs a new structure?

After the World Council which took place in 1991 there have been no significant structural changes made. However we can see listed below that there are many external and internal challenges affecting the way in which we function as a movement, which urgently call on us to redevelop our vision as IYCS and change our international structures, so that we are more effectively meeting the needs of the students.

Internal Challenges in the IYCS include:

- *Regionalization vs Internationality* - After the decision in 1991 to place more focus on regional coordinations there have been many positive consequences in strengthening regional teams and enabling a better and more regular service to national movements. However it has also resulted in less of a focus on our internationality as a movement and more emphasis on regional identities. In today's global context there is a need to reinforce again the internationality of YCS and focus on promoting together global solidarity.
- *Limited human resources* - Human resources are becoming less and less at both the regional and international levels, therefore there is a strong need for the regional and international coordinations to work more closely together in order to ensure that the human resources we have can be maximized in meeting the movements needs.
- A growing concern for us is the *financial sustainability of our structures* at the regional and international level. Although we do not believe that we should change simply in response to the financial situation, we cannot ignore the worsening reality and the merit of some of their questioning, it is important that the various levels of the movement work together to ensure transparency, accountability and the long-term financial sustainability of the movement
- *Resignation and termination of team members contracts* - Currently there is no advisory body or administration board to help the international teams and regional teams in times of crisis, for example when team members resign or when a team member is abusing their position, there is an urgent need to create such a body.

These are just some of the internal challenges we have been able to identify during our mandate and we are sure that you are also able to identify others.

External Challenges affecting IYCS include:

- *The rise in information and communication technologies* - which have an increasing influence on many individual students and on their capacities for personally engaging globally, this calls us to develop creative ways of enabling such engagement and great participation;
- *The emergence of thousands of new networks and associations for young people in the church* – which calls us as IYCS to clarify our specific identity, so that we can have a strong and clear unified voice in front of the Church and other international bodies;
- *Diminishing financial resources at all levels* - which call on us to coordinate our fundraising and ensure transparency at all levels, to ensure the financial sustainability of IYCS.

These are just some of the many external challenges that we have been able to identify over the past decade through our reflections and analysis.

We believe that in order to overcome these challenges radical change is needed, however we recognize that this takes time, courage and commitment from all levels, therefore we propose the following structural changes.

Proposed new IYCS STRUCTURE

1. World Council:

- Overall decision making body that meets every 4 years.
- The World Council will be composed of at least one student representative from each of the Member movements of the International YCS; all members of the International Team; Collaborator and Contact movements of the International YCS, selected by the International Team, as observers; chaplains and adult animators/assistants, invited by the International Team, as observers; representatives of IMCS (Pax Romana), as observers.

2. International Committee:

- Annual evaluation and planning body.
- The International Committee is made up of the International team members (Secretary General, Program Coordinator, International Chaplain, and all full-time regional coordinators and one coordinator from each region with only part-time or volunteer coordinators); the representative of one elected National movement from each region; and according to resources available, the International Team may invite a regional chaplain on a rotation basis as well as other observers.
- In case of financial constrains or other conditions which may cause the International Council not to take place, the International Team will meet with selected representatives from the ten movements.

3. Regional Gatherings:

- Council/Committee/Session is primarily a space for regional formation.

4. International Team:

- i) Secretary General ii) Program Coordinator
 - They are all elected at the World Council and mandated for 4 years as executive officers of the movement in the International level.
- Regional Coordinators
 - They are elected at their regional gatherings and are members of the International Team for the duration of their respective mandate. All nominations are done prior to the election, is done in consultation with the members of the International Secretariat.
- The International Team meets for minimum 2 weeks in a year, for formation, to evaluate and plan events and activities at the regional and global levels.
- In consultation with the IYCS Advisory body, the mandate of any IYCS International team member may be terminated at the International Council with the support of 3/4 of its members' present, if the individual commits gross and systematic breach of commitment to the movement. In case of members from the joint regional coordination, the partner movement of International Movement of Catholic Students (IMCS-Pax Romana) must be consulted.

Role Descriptions:

Secretary General: Main spokesperson of the movement, the main face of the movement for all internal and external relations.

Program Coordinator: Coordinates the global campaign and all regional and International programs with the assistance of the regional coordinators and other members of the international team.

Regional Coordinators: Coordinate the implementation of the global orientations on a regional level and coordinates the life of the movement at the regional level.

6. Ecclesiastical Assistant/chaplain:

- *International Team is assisted by Ecclesiastical Assistant/Chaplain.*
- Focused on the spiritual development of the team and keeps in contact with chaplains on all levels and issues letters/documents/resources for reflection. Advises the international team and other levels on pastoral and theological matters and helps the International team to build relationship with the Vatican. Ecclesiastical assistant is part of the International team.

Assistant Chaplain:

- According to the need of the International Team, an assistant Chaplain may be appointed by the General Ecclesiastical Assistant. Assistant Chaplain could be based in his home country or in the International Secretariat, depending on the needs and means.

7. Regional Chaplaincy:

- Regions can have a chaplain and/or a chaplaincy team, they are not members of the International Team. They will be regular consultants to the chaplaincy commission. Prior to election of any regional chaplains, consultation with International Chaplain and team is essential.

8. Advisory Body:

The advisory body is made of 3 members of the former International Team and 3 prominent former members in the society/church:

- to ensure transmission of memory, to evaluate the work of the International team and the commissions. They will primarily be consultants for resources and general advice.
- They are mandated for four years and elected at World Council and the term can be renewed.
- Advisory body may recommend suggestions and opinions to the International Council to reflect and implement.
- They may advise the replacement of the International Team members in case of termination or resignation in consultation with other International team members.
- The members of the advisory body meet the International Secretariat office bearers once in two years.

9. Commissions:

- In order to help develop the vision and work of the International life of the movement, the following commissions shall be established: a) Finance b) Campaign c) Resource and Publication d) Extension and Promotion e) Theology and Chaplaincy f) Advocacy and Representation
- Each commission will be composed of at least 1 National movements, 1 International Team member and an individual invitee by the commission. All commission members are elected for four years in the World Council. Each commission will submit a paper in the International Council.

10. Location of the International Team:

i) Full time in IYCS International Secretariat: Secretary General, Program Coordinator, and International Chaplain. Office Administration Staff: Secretarial administrator and Translator.

ii) Part-time: Accountant and Web-master.

iii) Regional Offices: Manilla, Nairobi, Paris, Quito.

Regional offices, Coordinators and professional staff according to the needs of each region.

Note:

a) All International programs and meetings participants:

Need for a gender balance provided and age between years of 16 to 30. Representation of secondary and university experience where the movement is present in the two milieus.

b) Remuneration/Allowances:

All full time and part timers remuneration/allowances should be coordinated internationally to ensure just and equitable standards in the movement. The details will be developed before the World Council and integrated into the working conditions of the IYCS staff/workers.

c) The IYCS Statutes will be re-drafted according to the new structure.

Below is a detailed organigram of the proposed new structure for the IYCS.

