



STRATEGIC PLAN

2012 - 2014

This strategic plan is the property of

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Foreword by EUDY's President

Since its establishment in 1984, EUDY provides opportunities for Deaf young people across Europe to gather and develop contacts. A quarter of century later, EUDY continues to thrive and give opportunities to every single Deaf youth in Europe. Over the years EUDY have seen fluctuations in the membership of our Full Members, the National Youth Association (YNAD) of the Deaf across and we have seen the developments and strengthening of those associations, one by one a new YNAD being established as our membership spread from Western of Europe to Eastern of Europe. This was possible because we follow the Council of Europe (CoE) with an aim to provide equal access and opportunities for its 47 European countries.

The purpose of this Strategic Plan 2012-2014 is to strengthen the aims and provide achievable milestones for EUDY's future to continue and to step closer in achieving our vision of a world where all Deaf young people with Sign Language are able to enjoy their rights, fulfil their responsibilities and obligations, and to participate as fully as they choose at every level of society. The Strategic Plan focuses on various areas ranging from our different levels of memberships to our traditional EUDY camps for three age groups to the ever-flourishing working groups: Developing Countries, History, and Analysis and Research.

For us, EUDY, to be able to achieve our Strategic Plan, it is vital to collaborate with our members, Full, Associated, Individual, Sponsored and Honored members, give opportunities to all of our members by engage a wider range of provision and involvement within the EUDY as members or voluntary as intern, within the working groups, in order to support us to support you.

Another vital area to strengthen is the EUDY's current well-established co-operation with the European Union of the Deaf (EUD) and the World Federation of the Deaf Youth Section (WFDYS). In the immediate future EUDY aims to develop more co-operation with International Federation of Hard of Hearing Young People (IFHOHYP), Frontrunners, European Disability Forum – Youth Committee (EDF-YC) and European Forum of Sign Language Interpreters (EFSLI). The importance of our cooperation with standing organizations is to ensure that united we stand strong and achieve our goals whereas divided we may fall.

EUDY has faith that we will continue to thrive and give thousands of opportunities for Deaf youth of all ages from all over Europe, no matter its nationality, every single person is welcomed and entitled to their opportunity as one another.



Ms. Philippa Merricks
EUDY's President

Introduction

Presenting EUDY

The European Union of the Deaf Youth (EUDY) is a European non-profit making organisation whose membership comprises Youth National Associations of Deaf and Youth Sections of National Associations of Deaf people in Europe. Established in 1984, EUDY is the only organisation representing the interests of Deaf Young Europeans in Europe.

EUDY exists to promote, advance and protect the rights of and opportunities for Deaf people in Europe. Emancipation and equal opportunities are key philosophies in our work towards achieving an equal position in society with recognition of Deaf people as full citizens in our own right.

This translates into three specific EUDY aims:

- Recognition of the right to use an indigenous sign language;
- Empowerment through communication and information;
- Equality in education and employment.

The purpose of the EUDY Strategic Plan

In 2011 the work of EUDY grew, which caused us to think about long-term aims. Plans that maybe would need years to execute. Board members change from time to time, when there is no any plans described, projects and cooperation easily could be neglected or even terminated.

Draft

This strategic plan was drafted by the secretary, after board meetings where board members expressed their wishes and plans for the future, also when they're not in EUDY anymore, they want to be sure the work of EUDY is continued.

General Assembly

The plan will be presented to EUDY members at the General Assembly of 2011 during which time the review and realignment process will be explained. This will be done in a workshop at where Full Members and Individual Members cooperate on reviewing the strategic plan. The Full Members and Individual Members would know the best for themselves and the board is eager to give them this chance.

Guiding

Social inclusion and full recognition of Sign Language are unlikely to be achieved unless Deaf young people themselves strengthen their voice by lobbying and campaigning for justice, equity, rights and responsibilities. This document attempts to guide EUDY and its members through the coming years and the steps that need to be taken, the support that should be provided to and by members and the evaluation of these actions through measurable outcomes.

Action points

Every insights and explanations are converted in an action point, an overview is in attachment #. This way it's easier for the EUDY board and the Full Member to see which points should be taken into the annual plan and which points are executed already.

Baseline

This document is the baseline from which EUDY will generate its' activities, it must be emphasised that with changes in the operating environment, this document will be subject to alterations. Contributions from EUDY members in shaping and influencing EUDY's program of work are always welcome.

EUDY's Vision and Mission

EUDY's Vision

A world where all Deaf Young people with Sign Language are able to enjoy their rights, fulfill their responsibilities and obligations and participate as fully as they choose at every level of society.

EUDY's Mission statement

To turn EUDY's vision into reality, those objectives is described:

- a. to encourage collaboration between national deaf associations in Europe and to promote and/or co-ordinate Europe-wide activities for Deaf young people and their organisations;
- b. to make representation to the European Union and/or European institutions and organisations on relevant issues;
- c. co-operate with the European Union and/or European institutions and affiliated organisations to create equal opportunities for Deaf young people;
- d. to work in co-operation with the World Federation of the Deaf Youth Section (hereafter referred to as "WFDYS") and other advocacy organisations on behalf of Deaf young people and other people with disabilities;
- e. promote the exchange of information and experiences between organisations working on behalf of Deaf young people within the European Union and in Europe, and also with the WFDYS;
- f. to conduct research and to collect data about various aspects of Deaf issues, including social, cultural, educational, employment, technological and legal developments which affect Deaf young people; and to provide this, together with other relevant data, to the European Commission and Parliament, national governments and their agencies and to organisations working on behalf of Deaf young people within Europe and the WFDYS;
- g. to receive, use, hold and apply contributions, requests or endowments, or the proceeds thereof, in advancing the quality of life of Deaf young people;
- h. to do all such things to further, directly or indirectly, the aim and objectives of the EUDY.

EUDY's target group

EUDY focuses in all its activities on Deaf young people from 0 to 30 years old.

EUDY's strategic plan 2012 - 2014

From 1st of January 2012 to 31st of December 2014

Introduction

Hereafter we will describe what the EUDY is planning to do. We will do this in categories. We did choose not to give any indication when those plans should be finished. This will happen in the more detailed action plans, whose will be described every year and to be approved at the General Assembly.

Categories

EUDY's activities is shared in different categories:

1. Membership
2. Camps
3. General Assembly
4. Youth Seminar
5. Summer schools
6. Public and Relations
7. Office in Brussels
8. Materials
9. Board
10. Working groups
11. Cooperation
12. Budget

1. Membership

The basic of EUDY's structure is our members. Without members EUDY ceases to exist. That is why we always highlight the importance of the full, associated, individual, sponsored and honored members. In this strategic plan we describe what we should do to attract new members and to keep them.

As information: Full Members are formed of the Youth National Associations of Deaf or Youth Sections of National Associations of Deaf of European countries. They are the only members who have full right to vote at the General Assemblies. Associated members are organisations which are supporting the aims and mission of EUDY. Those could be international, national or regional organisations. Individuals are those people till the age of 30 who are supporting EUDY's aims and mission. Sponsored members are individuals over the age of 30 who still want to support EUDY, but also companies could be included in this membership. And as last, but not the least, the honored members are those who did outstanding and exemplary work for EUDY. The honored membership can only be awarded by the EUDY board.

Auditing Full Members

The only criteria a YNAD or YS has is to have statutes or internal rules, to pay the member fees and its aims shouldn't collide with those of EUDY's. But within three years EUDY feels it will be necessary to carry out its aims through the Full Members, because it would be hard to change Europe without the help of the Full Members.

For example: If one of EUDY's aims is to achieve democratisation for every Deaf Youth in Europe, we feel the Full Members should follow this more closely. That means it won't be allowed for the Full Members to have a board which is not chosen democratically. EUDY will support the board in change or editing structures or methods.

So it's important to draw a list of criteria for new Full Members, so the initial work would be auditing the current Full Members.

Auditing can be done in various ways. When a Full Member can prove they meet the criteria by sending papers, this can be enough. For the more complex cases, it may be needed for the board to visit the country in question.

It will never be EUDY's intention to terminate one's membership. EUDY only wants to find a way for every member to develop themselves.

Action #1: *Draw up a list of criteria to be Full Member. To be approved by the GA of 2012.*

Action #2: *Based on the criteria, 50% of the current (24) Full Members is audited before 31st of December 2014.*

New members

It's EUDY's intention to take care there will be five new Full Members to join EUDY before the end of 2014. Almost all the countries in Western-Europe (with the exception of Luxemburg, Portugal, Andorra, Liechtenstein and Monaco) are already member. So most of our efforts will be in the Eastern-Europe. This will be an excellent opportunity for our own Developing Countries working group to work more closely with those countries. Please read about the working group later in this strategic plan.

We aren't only looking for Full Members. Also associated, individual and sponsored members are mostly welcome. It's important for the Full Members to support EUDY in collecting associated and individual members. In three years we would like to collect ten (10) new associated members and hundred (100) individual members.

Action #3: *Five new Full Members before 2014*

Action #4: *Ten new Associated Members before 2014*

Action #5: *Hundred new individual members before 2014*

Privileges

If one wants to become a member of EUDY, almost everyone wants to know what privileges they will get. That is common, EUDY doesn't see it as a problem to give our members something back. For the Full Members those privileges are already described in the internal rules, but for the individual and associated members they're not. That is what have to change in the upcoming time.

Action #6: *Defining privileges for Individual and Associated Members*

Membership fees

One of the most important incomes for EUDY is the fees our members are paying for joining EUDY. In the statutes it is clearly mentioned Full Members only have the right to vote when all the debts are fulfilled. For the other members, paying the fees is equal to getting privileges in EUDY. It is common to link the fees to the inflation the world economy is experience every year. In this light EUDY is aiming to define what the members will pay by 2014.

At the General Assemblies the membership fees will be redefined every year. It is EUDY's aim to raise the member fees every year till in 2014 the Full Members are paying € 210,- (€ 90,- for Developing Countries), the Associated Members will pay € 10,-, Individual Members € 10,-, Sponsored Members will pay at least € 10,-. The raisings will start as of 2012.

Action #7: Raise the member fees every year

2. Camps

Already back in 1984 EUDY's primary activity was organising camps. Back then there were only one sort of camps, EUDY Youth Camp, for young people from 18 to 30 years old. While EUDY became more political over the years (especially in the new century), our camps are still one of the most important activities. Young people from all over Europe meets each other on a place to exchange experiences, learn from each other's cultures and become friends. We increased the categories of the camps, we started with the Youth Camp, but we added the Junior Camp (2009) for children from 13 to 17 years old and the Children Camp (2010) for children from 9 to 12 years old.

Aims camps

In our camp guidelines, article 1, section 3 (see next paragraph) EUDY states the next objectives:

1. The main objectives of the EUDY camps are:
 - a. Training Deaf Youth in organisation and leadership activities.
 - b. Networking between Deaf youth of different countries.
 - c. Cultural exchanges between different nationalities.
2. The emphasis of these objectives of the EUDY camps is to give Deaf children and youth an opportunity to meet on a European level as well as exchange experiences, languages and cultures. In this environment, participants can learn about international issues with tolerance and appreciation for all cultures.

That is why in the program of every camp EUDY makes sure there is some time for cultural exchange, where every camp participant can show the distinctiveness of his own country.

Camp guidelines

To make sure EUDY's aims and objectives are followed by the camp organising committee (COC), EUDY set up camp guidelines in 2010. Every COC is obliged to follow those guidelines. In the guidelines there are explanations about informing the Full Members, how to form a staff and most importantly, how camp participants can feel themselves safe. In different articles there is attention for emergencies, personal abuses, etc.

English is not always accessible for every deaf. Most of the deaf young people use their native sign language as first language. That is why EUDY managed to translated those guidelines into International Sign in February 2011. The newly formed guidelines were put into effective the first time at the organisation of the Youth Camp in Bosnia and Herzegovina in 2012.

The board, however, is not completely satisfied with the translation. The quality is not always as it should be and the contents of the guidelines is still to be discussed. That is why the board wants to make a new DVD, with movies with a better quality. EUDY sees quality as:

- High definition movies
- Well-designed decor
- People with good sign skills

By 2014 EUDY will have its own materials purchased to make professional DVD's.

Action #8: *Make high-quality camp guidelines DVD*

Action #9: *Purchase video camera*

Camp inspection

As part of the guidelines a designed camp contact person, commonly from the EUDY board, will have regularly contact with the COC. From experience it is always better to meet each other before starting organising a camp. At the first meeting the camp guidelines should be discussed and optional hotel sites visited. At the second time the progress will be reviewed, meeting the official staff. At this meeting the camp contact person will lecture about EUDY's work, so the staff members are exactly knowing what they're working for.

Action #10: *Inspect every camp organising committee at least twice*

Camps 2012-2014

Because of our cooperation with WFDYS¹, we're monitoring when we organise our camps very closely. We don't want our camps to collide with WFDYS'. In 2010 this was unfortunately the case. In July, we organised a Children Camp in Italy, while WFDYS organised a Children Camp in Venezuela in August. It's from this experience one is more reluctant to pay for the same camp twice in a year. So we decided to the following camps:

2012: Youth Camp in Bosnia and Herzegovina
Junior Camp in Albania

2013: Children Camp (location still to be determined)

2014: Youth Camp (location still to be determined)
Junior Camp (location still to be determined)

¹ For the cooperation with WFDYS, see page 40

3. General Assembly

As described in chapter 1 (Membership) our Full Members are the basic of EUDY's structure. Without them EUDY cease to exist. That is why the board is organising a General Assembly every year. The first known General Assembly was in 2002 in Rome, Italy . From those days, there is very little information² left. But what the participants could tell us, the meetings were very unstructured and many aims were not achieved. The first signs of a good meeting were showed at the General Assembly 2009 in Amsterdam. But even now, in 2011, it can always better. That is why we included this in our strategy plan.

General Assembly's aims and objectives

Our General Assemblies are not only meetings at which the Full Members is given the chance to criticise the board's work. It is a place where the board and Full Members are cooperating on a European level, achieving aims together. In the General Assembly guidelines, article 1, paragraph 3 states the following aims and objectives:

1. Teaching the delegates and observers about actual Deaf issues by giving a workshop
2. To review the EUDY's activities and its execution of earlier decisions
3. Giving attention to the culture of the host country
4. The emphasis of these objectives of the EUDY GA is to give Deaf youth an opportunity to meet on a European level as well as exchange experiences, languages and cultures. In this environment, participants can learn about international issues with tolerance and appreciation for all cultures.

GA guidelines

To make sure EUDY's aims and objectives are followed by the GA organising committee (GOC), EUDY set up GA guidelines in 2011. Every GOC is obliged to follow those guidelines. In the guidelines there are explanations about the location of the General Assembly, how to form a staff, etc. In different articles there is attention for the program, transportation, etc.

English is not always accessible for every deaf. Most of the deaf young people use their native sign language as first language. That is why EUDY wants the guidelines, like the GA guidelines, be translated into International Sign. Then those translations have to be put on a DVD for every Full Member who will organise a General Assembly.

Action #11: Make high-quality GA guidelines DVD

² See for the information on our History working group, page 36

General Assembly inspection

As part of the guidelines a designed GA contact person, commonly from the EUDY board, will have regularly contact with the GOC. From experience it is always better to meet each other before starting organising a General Assembly. At the first meeting the GA guidelines should be discussed and optional GA sites visited. At the second time the progress will be reviewed, meeting the official staff. At this meeting the GA contact person will lecture about EUDY's work, so the staff members are exactly knowing what they're working for.

Action #12: Inspect every GA organising committee at least once

General Assemblies 2012-2014

As told before the General Assembly is held every year. When a Youth Camp will be organised, the General Assembly will be followed up after the camp. When this happens, the GA will be in July. In the year with an odd number, when there is no Youth Camp, the General Assembly will be held in May.

The General Assembly for 2012 will be held immediately after the Youth Camp in Bosnia and Herzegovina.

Manpower

At the General Assembly the board members is only there to respond to questions or to give reports. Following the statutes board members are not allowed to lead the meeting or make minutes. That is why the board formed a team of staff members, which we're calling our manpower. The team of manpower is consisting of an independent chairperson and two secretaries.

The chairperson is leading the discussions and takes care of the agenda. The secretaries work on the minutes. Those people are doing the work in the best of their capabilities and they will have a whole own style of doing their job. For their work it is more than logically for EUDY to accommodate for their flights, a sleeping place and food. EUDY will put some costs for the GA in the budget every year. The guidelines mention paying for the GA manpower, so the EUDY board will take care of the flight expenses.

Action #13: EUDY takes the GA manpower into account in the budget

Voting system

At the General Assembly of 2010 in Lausanne, Switzerland the GA was introduced with a voting system, which was a major improvement for the process of a GA. Decisions were made faster, thus reducing the time spent for a GA. However the aim to arrange for a voting system is written down in the guidelines, EUDY should look for any ways to be ensured of a voting system every year.

Action #14: EUDY will research different ways to have a vote system

4. Youth Seminars

EUDY is more than politics and camps alone. It is also a way for the Full Members to meet on an European level. Not only to discuss politics with each other, but also to exchange experiences and solutions. One country could be farther developed than the other, the other could be doing something in a whole different way than the one. EUDY wants to give them a chance to meet in seminars. At these seminars there will be lectures, workshops and discussions.

Time and location

The first Youth Seminar will be held in Brussels, Belgium in 2012. After then EUDY aims to have the seminars in places that is linked to the European Union of the Council of Europe. Because of the EUDY's General Assemblies and Camps in May-July, the Youth Seminars will be held every October.

Action #15: Organise Youth Seminars

Intern

Then there is the question to who will organise the Youth Seminar. Because EUDY has more experience with politics in Europe, it's logical to assume it will be upon EUDY to organise those seminars. One board member will be responsible to ensure the organising of the Youth Seminar is going well. Of course, this board member shouldn't do this alone. That is why interns will be commenced for this work.

Every intern will use a scenario to organise a Youth Seminar. This scenario should make the organising easier.

Action #16: Set up a scenario for Youth Seminar

Action #17: Set up a standard job description for the intern who will be working on the Youth Seminar

Funds

The money for the Youth Seminar will be asked from several funds. Like the EU Youth in Action program or the Council of Europe. There will be money reserved in EUDY's budget too.

Program

At every Youth Seminar there should be definitely the following in the program:

- Guest lecturers about youth politics
- Meeting people from high level (EUD, WFD, EU, etc.)

Participants

The Youth Seminars will be reserved for the board members of Full Members only. Those people will have more experience in the youth work in own countries, which will contribute in the discussions. Those board members could pass on all the information of the Seminar to their members.

Cooperation Full Members

While organising a Youth Seminar, there should be cooperation with the Full Member of the country where the Youth Seminar will be held. The Full Member can support in finding accommodation, make suggestions for additional program, etc.

5. Summer schools

At many deaf schools in Europe the subject deaf culture is not widely learned. There is less attention for the history of the deaf, deafhood, deaf politics, etc. That is why there are some international leadership programs, like Frontrunners in Denmark. Those programs are often for a year and are very expensive. That is why the Ål Experiential College and Conference Centre for Deaf People in Norway wants to set up a summer school in cooperation with EUDY.

Aims

The main aims of this summer school is to:

- Teach deaf youth on various deaf issues
- Learn to cooperate with each other
- Exchange experiences and cultures

Often deaf people after their school time don't know what to do next. Hopefully with this program, they will be able to make a choice for their future.

Time and location

The time and location is still an issue. But thoughts are about a month summer school in June, when most universities and colleges already close their doors for the holidays.

Projects

The summer school participants will work on various project, such as media projects, educational projects, etc. At the end of the month, the participants will work together on a conclusion.

Cooperation

EUDY was approached by the rector of the Ål Experiential College, who is also the president of the EUD, Berglind Stefansdóttir. With her and this college there will be the most cooperation. EUDY will publish information about the summer school and support in the registration. The Ål Experiential College will be responsible for the finances and the educational program.

Conclusion

Because this will be our first summer school ever, we will be careful in setting up actions.

Action #18: Organise a summer school

6. Public and Relations

Public and relations uses various ways to show EUDY's aims and work, this can be done via social networks, the website, newsletter and many more ways. It's very important the EUDY board never neglects the work of the PR, this is something there should always be attention for. The EUDY Public Relations group will be increased to a more professional capacitated group, where services within the group will consist of a mixture of volunteers and paid staff members. Public and relations is of a vital importance for the publicity and the image of EUDY throughout the globe.

PR group

The people within the PR group will consists of one EUDY board contact person and possible voluntary seasonal, short or long term involvement focusing on their speciality such as webmaster, magazine editor, contribution to @EUDY columns/articles, social network and website, journalist and EUDY interns and also EUDY members. The EUDY board recommend to remove the requirement of Youth National Associations of the Deaf (YNAD) forms for each volunteer within the PR group.

Action #19: Recruit more volunteers within the PR group

Action #20: Remove the YNAD permission forms

Website

EUDY's current website was launched in October 2009, it shows a huge difference with the last website, but as of now, two years later, the board feels the development of the website could be better. The accessibility to the website is often not that very good, the board is relying on one person to update the website. So to ensure that the EUDY website (www.eudy.info) will be efficient and attractive with regularly updates, it is vital to appoint a professional company with the capacity design a new website and make this accessible for everyone. Also the content of the website has to be fully bilingually accessible in both International Sign and written English as we will have the equipment and studio to make this possible³. To make this possible, the server will have to be unlimited and vast to allow smooth uploading and viewing of the video clips on the website.

³ For the materials, see page 28

Action #21: Hire a company and design a new website

Action #22: Fully bilingual content of the website by 2014

Action #23: Upgrade the server

Publicity materials

EUDY does not want to rely only on digital publicity, so hard materials including brochures and flyers will need to be designed and used. Those flyers can be handed out at EUDY's gatherings or other meetings. Also every Full Member will get a few brochures to hand out in the own country.

Action #24: Design and use brochures and flyers

Forum

Another possible efficient approach of documenting and communicating with EUDY members is via the forum, where currently the Full Members are able to access the EUDY Forum to obtain various papers and minutes of EUDY board meetings. The aim is to make the Forum accessible to other members such as Associated, Individual and Honorary members. The access will be restricted to certain EUDY documents and papers, however all of these memberships are able to raise and discuss topics within the Forum.

Action #25: Ensure that all EUDY Full Member have access to Forum by 2012

Action #26: Allow Associated, Individual and Honorary members to access the Forum by 2013

Other electronic services

The communication and a way of archiving between the EUDY board members relies on Dropbox, currently there is a limit on the memory capacity. So to enable improved access to documents and electronic archiving, the Dropbox will need to be upgraded to Dropbox Pro 100 with the memory capacity of 100GB for a sum of monthly payments.

Action #27: Upgrade to Dropbox Pro 100 by 2012

Copyright

EUDY will have the aim to expand its publicities, such as brochures, books, logo's etc. To ensure nobody is able to copy this with impunity, EUDY will buy copyrights on all its publicities. The board will research how this will be possible and if it's attainable.

Action #28: Research the options on copyright

@EUDY

A new way of informing our members and partners is the @EUDY newsletter, First published in June 2011. The first edition was received with positive comments, so EUDY surely aims to continue this. The newsletter will e-mailed to all members and partners and be archived in hard copies.

The newsletter will be published twice a year, but it's the aim to expand this to four times a year. Everyone is welcome to write something for the newsletter or to have a permanent seat in the editor's team. In this editor's team guest editors from our partners (EUD, IFHOHYP, etc.) could participate.

Action #29: Publish @EUDY four times a year by 2014

Action #30: Printed editions for partners and archive purposes

Action #31: Guest editors from our cooperation partners

7. Office in Brussels

In May 2010 EUDY and European Union of Deaf (EUD) signed a Memorandum of Understanding at EUD's GA in Madrid, Spain. In this MoU it was stated EUDY would have the possibility to use EUD's facilities at her office in Brussels. EUDY would get a desk and all mail for EUDY could be sent to Brussels. In January-February 2011 there was for the first time ever an EUDY intern at the office. This intern had tasks for EUDY and EUD, which was a very good showing of cooperation. Unfortunately the desk in Brussels is too often empty, time to change this!

Interns

After the very positive experience with our first intern, we feel it is necessary to offer at least two interns a place in one year. Due to the limited space at EUD's office, it's not possible to have more than one intern at the same time. The interns will have responsibilities to carry out, but experiences with our first intern showed we didn't offer clear job descriptions. When there are clear job descriptions, the efficiency and effectiveness could be higher.

Action #32: *A minimum of two interns per year*

Action #33: *Set up clear basic job descriptions for interns*

EUDY Director

It's the board's ultimate dream to ever have a director who will be working on EUDY's daily work, like e-mail, set up projects, looking for funds, etc. It's clear this wouldn't be possible for the end of 2014, only if it's entirely voluntary. But we felt that would push too many strain on the director. But we could start with a profile for the director, looking for fundings, set up a job description.

The EUDY board shouldn't be the only one making the profile for the director. As the director will have regularly contact with the members, those members should be offered the chance to participate in the consultation about the director. It would be best to form a working group to consult about the profile. In this working group there should be two board members and two Full Members.

Action #34: *Set up a working group*

Action #35: *Set up a director's profile*

While making the profile for a director, the treasurer should, in cooperation with interns, look for funds for the director and EUDY's work.

Action #36: *Look for possible funds*

As the EUDY board would know the best what work will be suited for the director, the board members will set up a job description.

Action #37: Set up a job description for the director

Funding

In the years after this strategic plan EUDY shouldn't have only incomings from the member fees. To carry out the next strategic plan and other work, funds will be needed. Also for the interns there should be funds, for their accommodation and possible a volunteer's reward.

8. Materials

In this time of fastly developing technology and the world wide web there is a way for EUDY to reach its Full Members effective and with efficiency. More information can be distributed via e-mail, our website, social media such as Facebook or forums. To keep everything and everyone up to date, EUDY's materials must be of such quality that nothing is slowing EUDY down. Information is distributed visually (sign language) or written (documents). Materials that can produce such information is to be purchased.

Video camera

Cameras can be used for various aims. As described earlier in chapter 2 (Camps) high-quality movies is essentially to bring over information. Movies not only about guidelines, but reporting news, filming events for archive purposes, etc. are important too.

Action #9: Purchase a video camera

Studio

To make videos of high-quality it's imperative this happens on a place with all the equipment and ways to edit and publish the videos. That means a studio would be ideal. As EUDY no have an own office, it would be wise to cooperate with EUD on this. If both parties could share the expenses, that would mean the studio would be used regularly. The future interns could use the studio to carry out EUDY's goals.

Action #38: Cooperate with EUD on a studio

Website

The website (www.eudy.info) is often a source of frustration for the board. Updating the website lies entirely with one webmaster, who also have very little time. The editing program of the website is that complex the board cannot work with it. Any website should be easy accessible, making update the website more attractive. Also there is less to none videos, translating written English into International Sign, on the website.

It's also the board's opinion the website is indistinctive if one want to find information. Time to change this.

Action #21: Hire a company and design a new website

Merchandising

To create extra incomings for EUDY, because of the lack of funding, merchandising will give excellent opportunity. In the next three years EUDY should decide on what we should focus. In the future it would be nice if we got an online shop, not only with EUDY's merchandising, but also books, movies, etc.

In the next years we will design own shirts, mugs and pens. A very nice souvenir to remember EUDY by. This stuff could be sold at EUDY camps, General Assemblies and other gatherings.

Action #39: Set up EUDY merchandising

9. Board

In EUDY's structure⁴ the General Assembly is the highest body. The General Assembly decides what EUDY's work will be, in according to the aims and objectives as stated in the statutes and Internal Rules. The work is being executed by the board, which is elected by the General Assembly. In the board there are different roles to be shared: president, who is elected by the General Assembly, vice-president, secretary, treasurer and board member.

The board meets at least twice a year, but in the past the board often meets four or five times a year, on different locations. Since the establishing of the office in Brussels, the board decided to meet at least once in a year in Brussels. The board can meet at any location in Europe, being invited by a Full Member for a (in)formal meeting or a festival. When there are no invitations, the board could have the meeting at the home town of a particular board member.

Board's work

Over the last years the board gets more requests to lecture or give a workshop at youth festivals, anniversaries, etc. The board is then being represented by one or more board members. But there are formal meetings too, like EUD's New Year's reception, or meet a representative from the European Disability Forum⁵. There are different opinions on who should represent EUDY on those meetings, the president or vice-president alone? Or should the other board members be given the chance to represent EUDY too, thus getting experience in meeting other organisations on a high level. Representing EUDY is an important job, but internally it's important to have clear sharing of work too. Several board members are given responsibility for the working groups (see more page), but it has become more clear the work of the secretary or the treasurer is often too burdensome to have extra responsibilities, so directing the working groups should lie alone by the vice-president or other board members.

Conclusion: it's unclear for every board members what their tasks exactly are. This is being translated into a point of action.

Action #40: Define determined and possible tasks for every board member

Action #41: Determine those tasks in the Internal Rules

Profile

Since a year or so it has become clear a position in the EUDY board is more popular than before. This probably have something to do with the professionalism and the achievements EUDY made. It is widely known a stable board is more attractive. With stating the Internal Rules, several protocols, etc. the board can focus on the real work now. If EUDY is that attractive now, it means EUDY can

⁴ EUDY's structure, see page 48

⁵ See more on this organisation, page 40

determine profiles for board members now. In the future the candidates for the board should fulfil the profile to make a chance for the board. With stating a high profile, EUDY's quality could be higher. The profile is to be proposed to the General Assembly for approval.

Action #42: *Setting up profiles for board members to be approved by the GA*

Action #43: *The profiles will be effective by the end of 2014*

Board members

As described earlier, EUDY will face more and more work over the years. That means the amount of the board members as now (five) will be insufficient in the next years. The statutes clearly states the EUDY board only can have a maximum of five board members. That is why the board proposed the statutes to be changed. Now there will be a minimum of three and maximum of seven board members. With more board members, more fields of work can be shared and hopefully be more effective.

Action #44: *Change statutes (already done by the end of 2011)*

10. Working groups

To do all EUDY's work by the board would be an impossible task. Even with seven board members in the upcoming three years we wouldn't succeed. That is why EUDY has in its structure different working groups to execute tasks in different areas.

Those different area's are:

- *Developing Countries*
- *History*
- *Analysis and Research*
- *Public and Relations*

The board is not looking at Public and Relations as a special working group, PR is so important for EUDY's work, we gave it special focus in this strategic plan (see chapter 6: Public and Relations). However in EUDY's structure it's right beside the other three working groups.

Group members

It's EUDY's aim to have a minimum of 3 and maximum of 6 members in a working group. Every group is appointing a chairperson for the working group. This chairperson will call meetings and have contact with the board's contact person. From 2010 to 2011 every member for a working group had to deliver a letter of acceptance from the Full Member's president to be able to sit in the working group. This process showed the board it was a very complex and demotivated one. At the General Assembly of 2011 in Madrid, Spain the board will propose to cancel this way. But the board agrees with the General Assembly any new member of a working group should be informed to EUDY's president. That is why EUDY will design a new form, with which an applicant could file his/her request to take position in a working group, to be signed by the board's contact person.

Action #45: Design new form for applicants

Internal Rules

In 2011 the Developing Countries working group successfully finished its own internal rules. In those rules it is described how many times the working group will meet in a year, what its primary aims and objectives are and a lot more. History and AR don't have those rules yet.

Action #46: History working group will set up own internal rules

Action #47: Analysis and Research will set up own internal rules

Board and working groups, meeting at one location

To strengthen the bond between the board and the working groups, the aim is to have a meeting together once in a year at the office in Brussels.

Action #48: A collective meeting with the board and the working groups once in a year

Reporting at General Assembly

Every working group will report to the annual General Assembly. In the annual report the working groups are explaining what their work was and what the aims for the new year are.

Strategic plan

Every working group drafted a strategic plan with its own action points. Those are described on the next pages.

10a. Developing Countries

The first working group was established in 2008 at the General Assembly in Belgrade, Serbia. This working group is focusing on the Developing Countries inside Europe. EUDY defines a developing country as such by determine its average incomings according to the World Bank's categories 2 to 4. Often those developing countries no have a Youth National Association of Deaf. The main aim of this working groups is to support every developing country in Europe to establish a youth committee or a independent youth association.

Committee meetings

According to the EUDY DC Internal Rules, the working group has the aim to have at least three committee meetings a year to ensure the communication between the committee members is efficient. EUDY DC will look for financial support for their committee meetings and representatives to various seminars and camps. The fundraising will happen in close cooperation with the board, the EUDY intern could also assist with this action.

Action #49: Financial support for committee members and representatives

Developing Country membership

It's EUDY's intention to ensure every European country is given the opportunity to achieve full rights within society. This is possible if the amount of EUDY's members is increased. EUDY offers different memberships: Full Members, Associated Members and Individual Members. EUDY DC will focus on providing support to countries in Eastern of Europe, following the member states of Council of Europe. But the working group can also support the board in sharing knowledge and support for West European countries.

Action #50: The working group will support the board in obtaining new Full Members

Publicity

To achieve EUDY DC's aims and objectives, it's possible to promote the working group in different ways the Public Relations can offer. EUDY DC's work can be published in reports and articles on the EUDY website, social networks and the @EUDY magazines.

Action #51: Regular publicity on EUDY website, social networks and @EUDY magazines

Balkan Deaf Youth Seminar

EUDY DC was involved in organising the first Balkan Deaf Youth Seminar in Tirana, Albania in October 2010 with the theme "Co-operation between Balkans Countries". The delegates from five

Balkans countries alongside with the representatives from EUDY DC participated in workshops for three days. This seminar has proven to be very successful, therefore there is a need for hosting annual Balkan Deaf Youth Seminars in 2012 – 2014.

The Balkan Deaf Youth can use those seminars to clarify what they want to do with the group. The working group can support them in founding an official group, set targets, etc. Those plans can be included in the next strategic plan.

Action #52: Organise a Balkan Deaf Youth Seminar two times in 2012 – 2014

Action #53: Start forming an idea for an official Balkan Deaf Youth

EUDY Camps

If the EUDY Youth, Junior or Children camps are hosted in any of the developing countries, the EUDY DC will provide support to the Camp Organising Committee, to provide trainings, workshop and materials. EUDY DC will work closely with the EUDY board camp contact person to implement those actions.

Action #54: Support EUDY Camp Organising Committees whenever it is needed

Action #55: Develop a format how to organise a camp (presentations, information, etc.)

Special Attendance Fund

EUDY will set up a SAF for Full Members that are classified as developing countries (see 12. Budget 2012 – 2014). The EUDY DC can support EUDY to create a protocol and regulations for applying to SAF and also the EUDY DC can send a representative to the SAF working group

Action #56: Support EUDY in drawing regulations for applying to SAF

Action #57: Sending a representative to the SAF working group

10b. History

The second working group was established at the same time as the DC working group. History is researching for any documents and pictures that have been made in the past. Its primary aim is to archive everything related to EUDY's history. In 2009 this working group successfully achieved its subgoal. The working group discovered and proved the fact EUDY was established in 1984.

Committee members

After the working group finished its first task in 2009, all the committee members decided to resign from the working group, leaving the working group with no members. In the last years the EUDY board tried to attract new members, with only one new member as a result. To be effective as a working group, this group should have between 3 and 6 members, one of them must be a chairperson.

Action #58: At least two new members for the working group before summer 2012

Internal Rules

Once the group has been assembled, the group will make its own internal rules. The group can use the internal rules from Developing Countries working group. In those internal rules it should be clearly mentioned what the main aim of the working group is and how often the committee will meet.

Action #45: History working group will set up own internal rules

Task #1

The first task for the working group is to explore who have been in the board since EUDY's establishing in 1984. The results of this research will be processed in a report. This report should be finished before the General Assembly of 2013.

Action #59: Research who have been in the board from 1984 till present, before GA 2013

Task #2

The second task can be executed with the first one simultaneously. While researching who have been in the board, those old board members could be asked when camps, seminars and General Assemblies were held. After finishing the overview, this all could be replenished with pictures from the old times. Everything will be published in a photo album, published before the end of 2014.

Action #60: Collect places, dates and pictures of camps, seminars and General Assemblies

Action #61: Publish a photo album by the end of 2014

10c. Analysis and Research

This working group is the newest in EUDY's structure. It has unfortunately been dormant since its establishing in 2010. With this strategic plan it should have new life and hopefully reach different aims before the end of 2014.

Committee members

As of now there are two persons in the working group, but in its one year existence the group didn't execute any tasks. The group definitely needs three more members, one of them should be a chairperson. With more people and more responsibilities, the group will be able to start the work as described hereafter.

Action #62 Three new members for the working group before summer 2012

Internal Rules

Once the group has been assembled, the group will make its own internal rules. The group can use the internal rules from Developing Countries working group. In those internal rules it should be clearly mentioned what the main aim of the working group is and how often the committee will meet.

Action #47: Analysis and Research will set up own internal rules

Official task

The first official task for the working group will be: a full research of the life of deaf youth in Europe. This will be parted in parts: first a basic survey, filled in by the Full Members and deaf young individuals.

With this basic the working group will raise funds to execute a larger scale of research, with the meaning to publish the results in a book. From this book it should be clear what the quality of life is for deaf youth in Europe.

Action #63: Execute basic survey in Europe

Action #64: Publish a book about deaf youth in Europe

Cooperation WFDYS

The World Federation of Deaf Youth Section also wants to survey the quality of life of deaf youth in the world. They will share the work with us: the working group will use the format of WFDYS, with some own points added and spread the survey in Europe. The results will be forwarded to WFDYS.

Action #65: Edit and spread WFDYS-survey

11. Cooperation

In the world there are various organisations which represent the interests of deaf community, directly or indirectly. In the past years EUDY has worked alone, but first step in opening her possibilities, EUDY made overtures for other organisations such as European Union of Deaf (EUD) or World Federation of Deaf Youth Section (WFDYS). With those organisations EUDY signed a joint statement and a memorandum of understanding (2010). There are several more other organisations with which EUDY could cooperate, because they have the same interests, or we could profit from each other's sources, etc. It is EUDY's intention to seek out contact with those organisations, so we all could cooperate with each other in the future. Why invent the wheel for the second time if you can borrow it from someone else?

European Union of the Deaf (Brussels, Belgium)

EUD is a non-profit organisation that comprises the National Association of the Deaf in the member states of the European Free Trade Association (EFTA), that include all the member states of EU plus Switzerland, Norway and Iceland. EUD has contact with the European Commission and European Parliament and gets a budget from them every year. Her office is situated in Brussels, Belgium.

In May 2010 EUD and EUDY signed a memorandum of understanding in Madrid, Spain. While 29 member states of the EUD were watching, former president Jenny Nilsson signed the memorandum with EUD's president Berglind Stefánsdóttir. A memorable moment for EUDY, as in the past EUD and EUDY often were in conflict with each other. The memorandum (see attachment III) states EUD and EUDY is updating each other on important information and the use of the office for administrative purposes. Outside the memorandum EUDY and EUD also had a meeting with each other for the first time. The idea is to have a meeting with each other annually in Brussels, Belgium.

The memorandum is valid till May 2012, but EUDY already feels it is necessary to extend the memorandum, so in the next years we will have more cooperation with EUD.

Also EUD invites us for their General Assembly every year. In 2010 the board went to Madrid, Spain, in 2012 a representative was sent to Budapest, Hungary. In 2012 EUD will have her annual meeting in Copenhagen, Denmark. Also EUDY invites EUD for our General Assembly.

Action #66: Meet with EUD board annually in Brussels, Belgium

Action #67: Sign MoU in 2012 and 2014

Action #68: Invite EUD for our General Assemblies

Action #69: Board delegation to EUD's General Assemblies

Action #70: Exchanging minutes with EUD

World Federation of Deaf Youth Section (Helsinki, Finland)

Established in 1995 as a youth section of the World Federation of Deaf, WFDYS works for the interests of deaf youth in the whole world. The board is elected for a period of four years, it's official location is at the WFD office in Helsinki, Finland.

Because the WFDYS is affiliated with several international organisations such as the Asian-Pacific Youth Committee and the Latin-American Youth, EUDY expressed interest to have closer cooperation with WFDYS. This resulted in the signing of a joint statement (see attachment IV) with the WFDYS board at EUDY's General Assembly in Switzerland in 2010. The president of that time, Juan de Angel Gouveia, signed the statement with the former president Jenny Nilsson. In this statement it was clearly stated we would invite each other for its own board meetings. We would exchange information that would be important to each other. Also WFDYS is being invited for our General Assemblies and camps and vice versa. It is EUDY's wish to continue this in the next years. It is not mentioned in this joint statement when the papers will expire.

Action #71 Decide with WFDYS when the joint statement will expire and renew this

International Federation of Hard of Hearing Young People (St. Petersburg, Russia)

IFHOHYP is an international non-governmental federation for national and regional youth organizations that are dedicated to hard of hearing young people throughout the world and is independent of sex, race, religion, nationality and politics. Her greatest priority is improving the quality of life of hard of hearing youth worldwide and promoting equal rights for hard of hearing young people at all levels of society. IFHOHYP specializes in meeting the changing needs of hard of hearing young people. They raise disability awareness on national and international level through activities run by and for hard of hearing young people aged from 18 to 35.

The first time EUDY met IFHOHYP was at their annual General Meeting (AGM) in Groningen, the Netherlands in 2010. EUDY learned there IFHOHYP got a very strong connection with the Council of Europe and the European Disability Forum. That is why EUDY became interested in more cooperation. So a representative from EUDY lectured about EUDY's aims and work. EUDY and IFHOHYP had a meeting together, where they looked for common interests. We concluded we got many different goals, but there were actually some both IFHOHYP and EUDY thought they are important: awareness, sign language and accessibility.

As of now the only signs of cooperation is inviting each other for the General Assemblies. But EUDY feels there can be more. EUDY and IFHOHYP could use each other's recourses. IFHOHYP suggested to form a joint working group in which both parties could explore what is useful if we would cooperate. EUDY is happy to do this.

- Action #72: Form a working group with IFHOHYP**
Action #73: Invite IFHOHYP for own General Assemblies
Action #74: Signing a memorandum of understanding

Frontrunners (Urlev, Denmark)

Frontrunners is an international leadership program, situated in Urlev, Denmark. The program started in 2005 and is since a very popular program for Deaf young people from 18 to 30 years old. In three modules (total a year) the participants are learning about deaf issues such as deafhood, history, art, developing countries, etc. The participants are encouraged to execute projects, doing work in developing countries and many more. The project is now being directed by three deaf people. Though Frontrunners is open for participants from all over the world, in the past years there were more European participants. That is why EUDY wants to work more closely with Frontrunners. The European participants may be the next board member of EUDY!

A good example of the importance of Frontrunners for EUDY: in January 2010 EUDY got her first intern ever, a participant from Frontrunners did her intern in the second module, in which a participant have to do an internship elsewhere to report back in the third module. EUDY wants to give Frontrunners the possibility for internships in module 2. Frontrunners is situated at the Folk High School Castberggård, which has various facilities, well-suited for any work EUDY can give to Frontrunners.

First there should be a formal meeting with the directors to see what Frontrunners is able to do for EUDY. EUDY thinks about translating official documents into International Sign to be put on DVD's, doing research, etc.

- Action #75: Arrange formal meeting with Frontrunner's directors to work out the cooperation**
Action #76: EUDY shall be open for one internship for module 2

European Disability Forum – Youth Committee (Brussels, Belgium)

The European Disability Forum (EDF) is an independent European non-governmental organisation (ENGO) that represents the interests of 80 million disabled people in the European Union and stands for their rights. EDF is the only European platform of disabled people, which is run by disabled people or the families of disabled people unable to represent themselves.

In the last years EUDY tried to maintain contact with the EDF-YC, but because of the lack of manpower, the board unfortunately put this lower on her priorities. In the next years EUDY thinks EDF-YC is a good platform to reach our aims, such as the recognition of sign language, accessibility, etc.

Because there should be regularly contact with the EDF-YC, but no one of the board will have the resources to do this, there will be an official liaison for EUDY. The best would be someone who is deaf and living in Belgium. This liaison could arrange for EUDY to be a member of EDF-YC, so we could be a delegate at their General Assembly.

Action #77: Appoint a liaison for EDF-YC

Action #78: The board has once in a year a meeting with the board of EDF-YC

European Forum of Sign Language Interpreters (Baarn, the Netherlands)

Almost every Deaf young people will have needed an interpreter at school or university. A sign language interpreter makes sure the spoken language will be translated into a sign language and vice versa. EUDY takes an interest in the education of the Deaf in Europe. With a good basic in education, there are more possibilities for Deaf youth at universities and at the labour market.

In Europe the EFSLI is an umbrella organisation for different national sign language interpreters associations. On European level there are workshops, seminars and summer/winter schools where interpreters can improve their quality. Quality is a very important subject for Deaf young people in Europe. Interpreters are the key for the contact with the hearing community.

EFSLI has worked with EUD for years for recognition of indigenous sign languages across Europe and the quality of sign language interpreters. Because Deaf youth is an important group of clients for the interpreters, EUDY thinks she should take the first steps into cooperation. The first step is to ask for us to be invited at their conference in September 2011. Then we will invite them for our General Assembly in October 2011 in Madrid, Spain. The aim is there is something concrete before the end of 2014.

Action #79: Invite EFSLI for our General Assemblies

Action #80: Exchange information on various relevant subjects

Action #81: Signing memorandum of understanding

Action #82: Campaign for quality of interpreters in native sign language and/or International Sign

EUDY presents itself

In appreciation of the work of the organisations with which EUDY would like to cooperate, we're giving them some interesting items.

- Action #83:** *All the parties with whom we have a memorandum of understanding will get access to our forum*
- Action #84:** *All the parties with whom we have a memorandum of understanding or exchanging information will get @EUDY, EUDY's newsletter*

12. Budget 2012 - 2014

This budget has been drafted with the strategic plan as a basic. The amounts as mentioned in this budget aren't exact numbers. With every year the board will draw a more detailed budget, with this budget as basic. The board will try as much to follow the strategic budget as possible and define the incomings and the expenses more.

In this budget funds aren't mentioned however in this plan we referred to the funds. It will be difficult to say at this moment if we will ever get any funds. So we will base ourselves on the most hard numbers we can get.

Board meetings

Before taking a position in the board, a board member should be aware one is to take care of the expenses himself. There can be no money from EUDY used for regular board meetings. EUDY is encouraging future board members to be sure they got all their expenses covered.

Networking

In the budget networking is mentioned. This falls under the cooperation with other organisations, like going to General Assemblies, join workshops, etc. The money can be used for travel and accommodation expenses.

Special Attendance Fund

EUDY will set up a SAF for Full Members that are classified as developing countries according to categories 2 to 4 in the World Bank's list. Countries with less possibilities to join EUDY's activities could appealing themselves to this fund. It's important the fund is being grown by donations from other Full Members, organisations and individuals. EUDY encourages every Full Member to organise activities to fill the fund.

As of this moment there is no protocol on how apply for the SAF and there are no people who could take care of this. The EUDY thinks about a separate working group in the future, but as of now a board member could work on this.

Action #85: Draw regulations for applying to SAF

Action #86: Promote to donate for the SAF

Action #87: Form a working group

Bank account

After a lot of bureaucracy in Belgium, EUDY decided to open a bank account in the Netherlands. This is however no ideal solution. A bank account should be linked with EUDY's office. An intern could focus on this, while working in Belgium.

Action #88: Open bank account in Brussels

Council of Europe

There is definitely a money source at the Council of Europe and the European Union, but for EUDY it's unclear how we could appeal for those resources. IFHOHYP⁶ can help us a lot on this area.

Action #89: Get information on how appeal from CoE's resources

Camp surpluses

Another possible income is the camp surpluses. In the camp guidelines it's specified when an organisation committee has closed the finances for the camp and there is a surplus left, this surplus should be donated to EUDY. This donation will be used for the SAF or other expenses in the budget.

⁶ See more information on IFHOHYP, page 43

Budget 2012 - 2014

REVENUES

	2012	2013	2014	Total
Full members	€ 2.380,00	€ 3.180,00	€ 5.490,00	€ 11.050,00
Associated members	€ 90,00	€ 240,00	€ 500,00	€ 830,00
Individual members	€ 375,00	€ 1.040,00	€ 1.500,00	€ 2.915,00
SAF	€ 500,00	€ 750,00	€ 1.000,00	€ 2.250,00
Merchandising	€ 2.050,00	€ 2.452,50	€ 2.460,00	€ 6.962,50
Camp surpluses	€ 600,00	€ 600,00	€ 600,00	€ 1.800,00
Total	€ 5.995,00	€ 8.262,50	€ 11.550,00	€ 25.807,50

EXPENDITURES

	2012	2013	2014	Total
Materials	€ 1.180,00	€ 900,00	€ 890,00	€ 2.970,00
Networking	€ 400,00	€ 1.000,00	€ 1.500,00	€ 2.900,00
Internship		€ 1.000,00	€ 1.000,00	€ 2.000,00
Website new design			€ 4.000,00	€ 4.000,00
Merchandising	€ 2.450,00			€ 2.450,00
SAF		€ 1.250,00	€ 1.000,00	€ 2.250,00
General Assembly	€ 1.000,00	€ 1.000,00	€ 1.000,00	€ 3.000,00
Public and Relations		€ 1.250,00	€ 1.500,00	€ 2.750,00
Dropbox	€ 100,00			€ 100,00
At EUDY		€ 800,00		€ 800,00
Working groups	€ 800,00	€ 1.000,00	€ 560,00	€ 2.360,00
Bank commission	€ 65,00	€ 62,50	€ 100,00	€ 227,50
Total	€ 5.995,00	€ 8.262,50	€ 11.550,00	€ 25.807,50

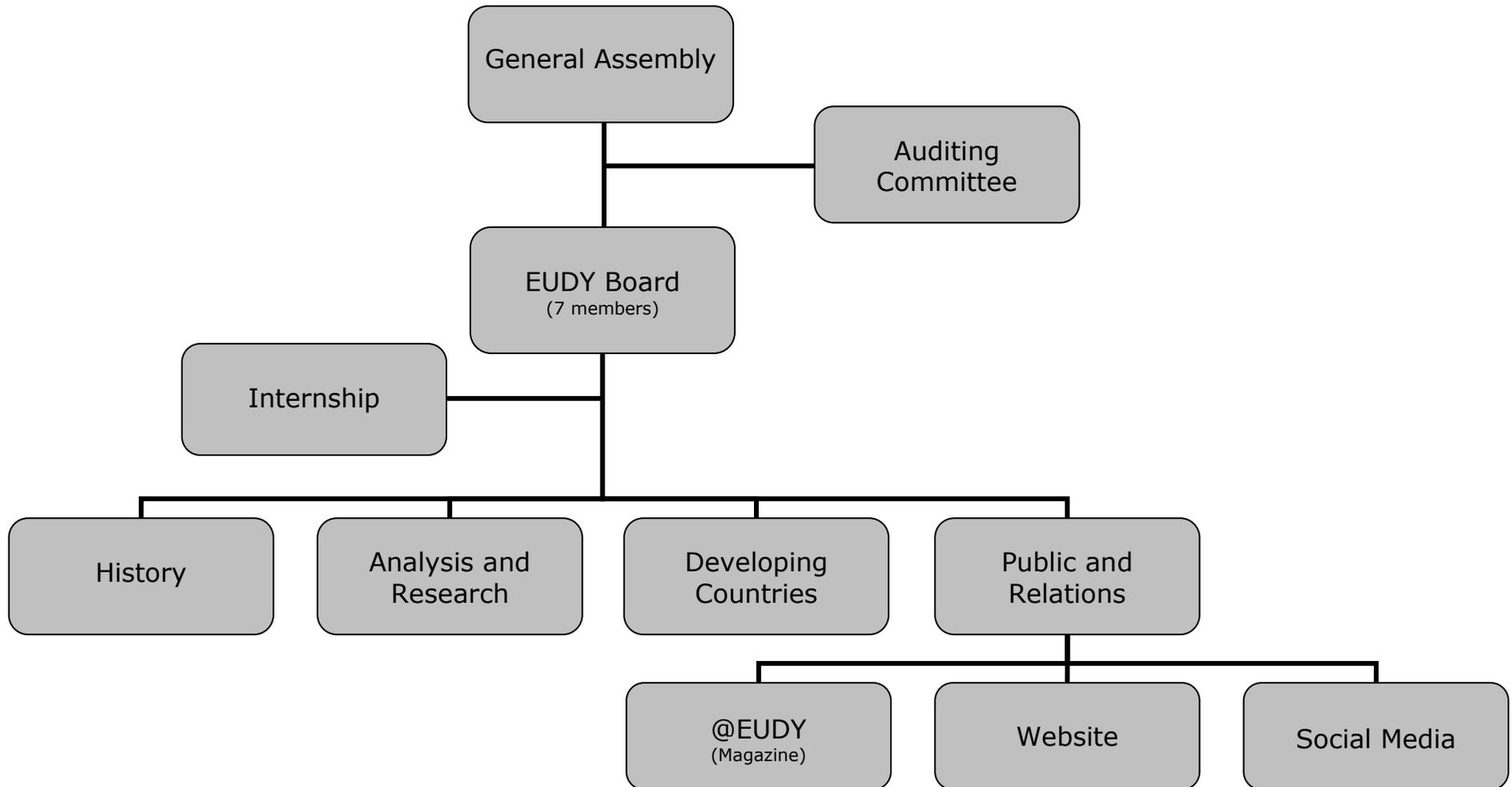
Balance
Surplus/deficiency

2012	€	-
2013	€	-
2014	€	-
Total SURPLUS	€	-

APPENDICES

- I. EUDY's structure**
- II. Overview of action points**
- III. MoU EUD – EUDY**
- IV. WFDYS – EUDY**

I. EUDY's structure



II. Overview of action points

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Action #17:	Set up a standard job description for the intern who will be working on the Youth Seminar	19
Action #18:	Organise a summer school	21
Action #19:	Recruit more volunteers within the PR group	22
Action #20:	Remove the YNAD permission forms	22
Action #21:	Hire a company and design a new website	23
Action #22:	Fully bilingual content of the website by 2014	23
Action #23:	Upgrade the server	23
Action #24:	Design and use brochures and flyers	23
Action #25:	Ensure that all EUDY Full Member have access to Forum by 2012	23
Action #26:	Allow Associated, Individual and Honorary members to access the Forum by 2013	23
Action #27:	Upgrade to Dropbox Pro 100 by 2012	23
Action #28:	Research the options on copyright	23
Action #29:	Publish @EUDY four times a year by 2014	24
Action #30:	Printed editions for partners and archive purposes	24
Action #31:	Guest editors from our cooperation partners	24
Action #32:	A minimum of two interns per year	25
Action #33:	Set up clear basic job descriptions for interns	25
Action #34:	Set up a working group	25
Action #35:	Set up a director's profile	25
Action #36:	Look for possible funds	25
Action #37:	Set up a job description for the director	26
Action #38:	Cooperate with EUD on a studio	27
Action #39:	Set up EUDY merchandising	28
Action #40:	Define determined and possible tasks for every board member	29

Action #41:	Determine those tasks in the Internal Rules	29
Action #42:	Setting up profiles for board members to be approved by the GA	30
Action #43:	The profiles will be effective by the end of 2014	30
Action #44:	Change statutes (already done by the end of 2011)	30
Action #45:	Design new form for applicants	31
Action #46:	History working group will set up own internal rules	31
Action #47:	Analysis and Research will set up own internal rules	31
Action #48:	A collective meeting with the board and the working groups once in a year	32
Action #49:	Financial support for committee members and representatives	33
Action #50:	The working group will support the board in obtaining new Full Members	33
Action #51:	Regular publicity on EUDY website, social networks and @EUDY magazines	33
Action #52:	Organise a Balkan Deaf Youth Seminar two times in 2012 – 2014	34
Action #53:	Start forming an idea for an official Balkan Deaf Youth	34
Action #54:	Support EUDY Camp Organising Committees whenever it is needed	34
Action #55:	Develop a format how to organise a camp (presentations, information, etc.)	34
Action #56:	Support EUDY in drawing regulations for applying to SAF	34
Action #57:	Sending a representative to the SAF working group	34
Action #58:	At least two new members for the working group before summer 2012	35
Action #59:	Research who have been in the board from 1984 till present, before GA 2013	35
Action #60:	Collect places, dates and pictures of camps, seminars and General Assemblies	35
Action #61:	Publish a photo album by the end of 2014	35
Action #62:	Three new members for the working group before summer 2012	36
Action #63:	Execute basic survey in Europe	36
Action #64:	Publish a book about deaf youth in Europe	36
Action #65:	Edit and spread WFDYS-survey	37
Action #66:	Meet with EUD board annually in Brussels, Belgium	38
Action #67:	Sign MoU in 2012 and 2014	38
Action #68:	Invite EUD for our General Assemblies	38
Action #69:	Board delegation to EUD's General Assemblies	38
Action #70:	Exchanging minutes with EUD	38
Action #71:	Decide with WFDYS when the joint statement will expire and renew this	39
Action #72:	Form a working group with IFHOHYP	40
Action #73:	Invite IFHOHYP for own General Assemblies	40
Action #74:	Signing a memorandum of understanding	40
Action #75:	Arrange formal meeting with Fronrunner's directors to work out the cooperation	40
Action #76:	EUDY shall be open for one internship for module 2	40
Action #77:	Appoint a liaison for EDF-YC	41
Action #78:	The board has once in a year a meeting with the board of EDF-YC	41
Action #79:	Invite EFSLI for our General Assemblies	41
Action #80:	Exchange information on various relevant subjects	41
Action #81:	Signing memorandum of understanding	41
Action #82:	Campaign for quality of interpreters in native sign language and/or International Sign	41
Action #83:	All the parties with whom we have a memorandum of understanding will get access to our forum	42

Action #84:	All the parties with whom we have a memorandum of understanding or exchanging information will get @EUDY, EUDY's newsletter	42
Action #85:	Draw regulations for applying to SAF	43
Action #86:	Promote to donate for the SAF	43
Action #87:	Form a working group	43
Action #88:	Open bank account in Brussels	44
Action #89:	Get information on how appeal from CoE's resources	44

III. Memorandum of Understanding EUDY-EUD



JOINT STATEMENT FROM
European Union of the Deaf (EUD)
AND
European Union of the Deaf Youth (EUDY)

The European Union of the Deaf (EUD) and the European Union of the Deaf Youth (EUDY) make the following statement to demonstrate their commitment to work together, for the benefit of all Deaf communities in Europe:

In co-operation with National Associations of the Deaf and National Deaf Youth Associations in Europe we will work to encourage all spectrum of people, young or old to be involved in both national, European level.

We affirm the importance of joint working, close liaison and transparent communication between associations of Deaf and young Deaf people at local, national and European levels.

Particular attention will be given to the development of relationship and support in order to provide a forum for discussion and share resources with financially less advantaged countries.

European Union of the Deaf
Berglind Stefánsdóttir, President

European Union of the Deaf Youth
Jenny Nilsson, President

DATE

DATE



MEMORANDUM OF UNDERSTANDING
BETWEEN
European Union of the Deaf (EUD)
AND
European Union of the Deaf Youth (EUDY)

This MEMORANDUM OF UNDERSTANDING is hereby made and entered into by and between European Union of the Deaf, hereinafter referred to as EUD, and European Union of the Deaf Youth hereinafter referred to as EUDY.

A. PURPOSE:

The purpose of this MOU is to clarify the responsibilities regarding to the use of EUD's official address and office at Rue de la Loi/Wetstraat 26/15 and also use of EUD's bank account at BNP Paribas Fortis.

B. STATEMENT OF MUTUAL BENEFIT AND INTERESTS:

The mutual benefit for both parties is to provide an opportunity for EUDY to have a base at EUD Office at Brussels.

C. EUD SHALL:

1. Co-operate with EUDY.
2. Allow EUDY to use EUD's address.
3. Allow EUDY to state EUD's address in the Statutes.
4. Allow EUDY to use EUD's bank account at BNP Paribas Fortis.
5. Have space available for EUDY volunteer to work at the office for a limited time.
6. Keep EUDY fully informed about all activities.
7. Allow EUDY the use of the meeting room.

D. EUDY SHALL:

1. Co-operate with EUD.
2. Be responsible for any additional costs.
3. Use EUD bank account responsibly.
4. Use the EUD address in all publications and websites.
5. Be responsible for organising a person to work at EUD office.
6. Keep EUD fully informed about all activities.
7. Inform EUD within reasonable time frame the use of EUD's facilities.

E. IT IS MUTUALLY UNDERSTOOD AND AGREED BY AND BETWEEN THE PARTIES THAT:

1. **MODIFICATION.** Modifications within the scope of the instrument shall be made by mutual consent of the parties, by the issuance of a written modification, signed and dated by all parties, prior to any changes being performed.
2. **TERMINATION.** Any of the parties, in writing, may terminate the instrument in whole, or in part, at any time before the date of expiration.
3. **PRINCIPAL CONTACTS.** The principal contacts for this instrument are:

EUD Contact

Mark Wheatley, Executive Director
Cynthia Cave, Personal Communication
Assistant
E-Mail: mark.wheatley@eud.eu
cindy.cave@eud.eu

UDY Contact

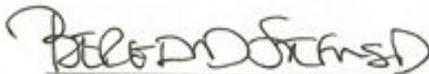
Jenny Nilsson, President
Dennis Hoogeveen, Board Member
E-Mail: j.nilsson@udy.info
d.hoogeveen@udy.info

4. **COMMENCEMENT/EXPIRATION DATE.** This instrument is executed as of the date of last signature and is effective until 1st June, 2012 at which time it will expire unless extended.

IN WITNESS WHEREOF, the parties hereto have executed this agreement as of the last written date below.

European Union of the Deaf
Berglind Stefánsdóttir, President

European Union of the Deaf Youth
Jenny Nilsson, President



DATE



DATE

IV. Joint statement EUDY-WFDYS



CO-OPERATION AGREEMENT

BETWEEN

**WORLD FEDERATION OF THE DEAF YOUTH SECTION
AND
EUROPEAN UNION OF THE DEAF YOUTH**

JULY 2010

JOINT AGREEMENT

The World Federation of the Deaf Youth Section (WFDYS) and the European Union of the Deaf Youth (EUDY) are happy to issue the following statement to support their agreement to work in close partnership for the future benefit of Deaf Youth people in Europe and the world.

We affirm the importance of joint working, close liaison and constant communication between the WFDYS and the EUDY.

This agreement recognizes the co-operation to work together for the following areas between the WFDYS and the EUDY:

Article 1. Share information

- Board meetings minutes
- Relevant documents for both WFDYS and EUDY
- Encourage invitations for both WFDYS and EUDY to European countries
- Events of interest

Article 2. EUDY delegation

- To WFDYS General Assembly
- To WFDYS Board meetings
- To WFDYS camps

Article 3. WFDYS delegation

- To EUDY General Assembly
- To EUDY Board meetings
- To EUDY camps

Article 4. Recognition

- EUDY as the official representative of Deaf Youth in Europe

Signed on the date: 17th of July 2010

Juan Angel De Gouveia

President

World Federation of the Deaf Youth Section

Jenny Nilsson

President

European Union of the Deaf Youth

APPENDIX TO THE AGREEMENT

Re point 1;

- Relevant documents: statutes/internal rules and guidelines
- Events of interest: establishments of new Deaf Youth Associations/ Youth Sections, developing countries projects and other events of interests

Re point 2;

- EUDY can send two representatives to WFDYS General Assembly
- EUDY can send one representative to WFDYS Board meetings
- EUDY can send one representative to WFDYS camp
- EUDY representative(s) do not have vote right to WFDYS General Assembly and WFDYS Board meetings
- Please note that EUDY will need to cover their own flight, accommodation and meals depending on the host country

Re point 3;

- WFDYS can send two representatives to EUDY General Assembly
- WFDYS can send one representative to EUDY Board meetings
- WFDYS can send one representative to EUDY camp
- WFDYS representative(s) do not have vote right to WFDYS General Assembly and EUDY Board meetings
- Please note that WFDYS will need to cover their own flight, accommodation and meals depending on the host country