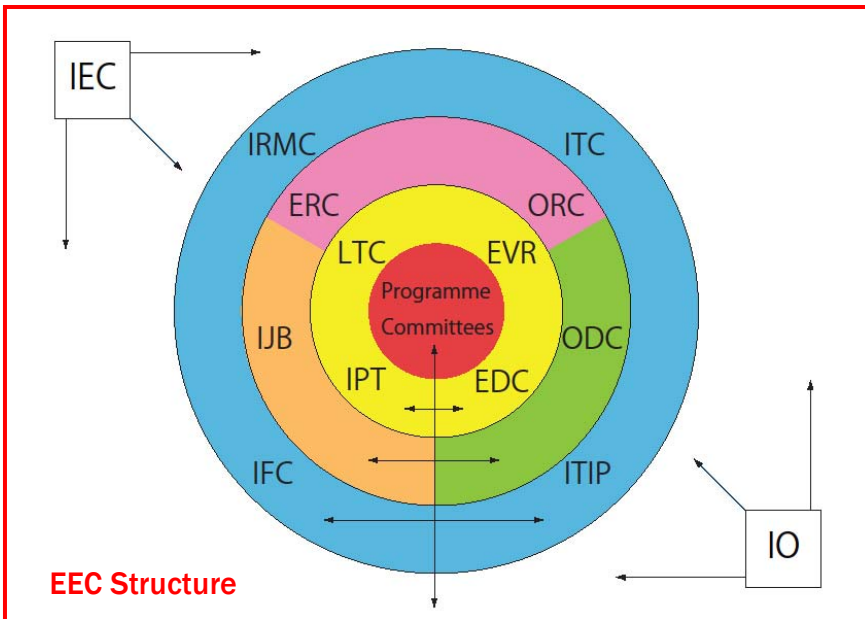


Welcome to EEC Update

EEC Update is an informal newsletter, which gives the EEC and their committee members, and eventually the International Board, a sense of **Team EEC**, or the EEC as a team. The EEC Update contains the information about what the EEC is, and what the EEC is doing. It also aims to strengthen communication in CISV International. We Hope that you will find this helpful for your work for CISV.



What is EEC?

The IEC, the two International Junior Representatives and the Chairs of Committees and the Coordinators of Taskforces form the **Expanded Executive Committee (EEC)** of CISV International. Though technically, the EEC is made up of the volunteer Chairs, their counterparts at the IO are also often included, as they are integral parts of the team. Therefore, the Secretary General, as well as several of the IO Officers participate in EEC meetings and work closely with the IEC/Chairs to develop and fulfil plans.

The EEC supports the achievement of CISV's Educational Purpose by upholding the vision, mission and values of CISV and ensuring that they are reflected in the day-to-day operations of the organization.

PROGRAMME

- International Interchange Committee (IIC)
- International Mosaic Committee (IMC)
- International People's Project Committee (IPP)
- International Seminar Camp Committee (SCC)
- International Summer Camp Committee (ISU)
- International Village Committee (IVC)
- Youth Meeting Committee (YMC)

DEVELOPMENT

- **Education Department**
 - Educational Content Committee (EDC)
 - Evaluation and Research Committee (EVR)
 - International Pool of Trainers Committee (IPT)
 - Leader Training Committee (LTC)
- **Profile Raising Department**
 - External Relations Committee (ERC)
 - Organizational Relations Committee (ORC)
- **Organizational Development Committee (ODC)**
- **International Junior Branch Committee (IJB)**

OPERATION

- International Task Force for Inclusive Practice (ITIP)
- Information Technology Committee (ITC)
- International Finance Committee (IFC)
- International Risk Management Committee (IRMC)

AIM 09 highlights and 2010 Focus

Ultimately “It’s all about the **programmemes**” and the empowerment and support of the programmeme committees is crucial as seen in the drawing of EEC Structure

IIC

International Interchange Committee

Chair : Cynthia interchange@cisv.org

Alt Chair: Eileen altchair.iic@cisv.org

Antigua, Guatemala was an excellent place for celebrating diversity, networking, and working with people involve in the interchange programme. IIC organized a special session so that NA interchange contacts were able to meet and negotiate new matches, while learning about the new improvements of the programme. Some of the new updates are:

- Interchange Guide - Simplify wording and detail clarifications a new Risk Management Chapter, national evening expenses, home visits, minicamps, improved family guide and late cancelations
- Simplify Forms: Parent Agreement Form, PDPEFs for Interchange
- Police Checks for interchange families are strongly recommended
- New tools to get to know your partner NA – the Culturegram
- Themes for interchanges

For 2010, IIC work will focus on, continue to enhance the educational content in the interchange hosting programmes, designing an IC leadership training to be held at RTFs, enhance the IC profile to make it more attractive for youth, simplify forms, finish with the IC Guide updates and continue to build networks through our RECO (Regional Coordinators) system to ensure better communication.

IMC

International Mosaic Committee

Chair: Per mosaic@cisv.org

Alt Chair: Ico altchair.imc@cisv.org

• Highlights from AIM
The International Mosaic Committee set one overall prioritized goal for ourselves at AIM; Build relations and make Mosaic open, transparent and accessible. This was our base during AIM for the activities we made and for the decisions we took. We had four side-events during AIM for observers and other interested people. The workshops followed a simple line of "Dream it, do it and scale it up". Interactive sessions explained how Mosaic can go from idea to reality and how to ensure impact in our communities through our projects. We feel they were successful and many interesting ideas and perspectives came up in discussions. Before AIM we had put out an ad for new trainees in the committee and we had ten applications, both from people at AIM and people that have never been to an AIM. We took on six new people with new skills and experiences that we will learn from and grow from in order to better develop our programme and our work. The side events and our recruitments are true success stories from AIM this year.

Following this, we decided to launch two projects that will be priorities for the coming year: 1) Mosaic Stories and 2) Regional responsibilities.

• Mosaic Stories Project
We are devoted to promoting awareness of our programmesharing Mosaic's purpose and its success stories within



IIC at AIM 09



IMC at AIM 09



IPP at AIM 08

and beyond CISV. At AIM this year, the committee recognized a real need to put more attention on the way Mosaic is understood and talked about. Our brand, you could say. Since its birth, Mosaic has developed a reputation for being complicated, technical, and inaccessible. When people talk about Mosaic they talk about goals and methods, forms and theories, they even sometimes talk about the International Committee rather than what chapters do worldwide. An overarching goal of coming year will be to start a shift away from this perception of Mosaic. In its place, we want people around the world to talk about projects, the people and the impact. Mosaic should have a reputation for being accessible, impacting and empowering (things we know that it is). Mosaic Stories will utilize a variety of digital and social media to spread inspiring stories from Mosaic projects around the world. Sharing stories of impact, empowering people to take action.

- Regional responsibilities

As a committee promoting a programme where the true ownership lies with the chapters, we need to have strong relations with the volunteers that make Mosaic happen. We therefore took a decision at AIM to divide responsibilities of different regions to members of the committee in order to build stronger relations and create good networks of "Mosaic-people". One of the main responsibilities of the Regional Coordinator is to build a Mosaic Community and maintain a network of Mosaic reliable contacts at the chapter level. We believe that only if volunteers at the chapter level are kept motivated, trained and committed to the development of the programme we can then aspire to a true stability and sustainability of Mosaic as a whole.

One of the main goals the committee has set for itself since the very beginning

of its journey has been to ensure the stability of the programme and it's sustainability worldwide. As the number of projects grew year after year, we urged to shift some of the responsibilities that were lying within the committee to the outside world. Responsibilities such as support for chapters, training and networking. Having regional coordinators will further allow us to reach the goals of programme stability. This very structural change will allow IMC to have a much more decentralized approach to programme development and ensure a balance growth of the programme across regions without losing project quality control. The position of Regional Coordinator is currently taken by a member with the help of a Trainee for each region.

IPP

International People's Project Committee

Chair: Søren ipp@cisv.org

Alt Chair: Fede altchair.ipp@cisv.org

The IPP committee had the chance to work even harder than usual this year. We had a wonderful strategic meeting, in Rio Dulce, thanks to Lucrecia, GUA. Becoming a programme has given us the possibility to focus on growth and quality, and doing this in a more stable way. We spent most of our time at the strategic meeting identifying areas of importance for this growth and increase in quality of the programme to happen. AIM 2009 has in more ways been a year of transition. Lars Kvamme (NOR) stepped down as chair, and will be followed by Søren Vindfeld (NOR/DEN) and Federica Gelsi (ITA).

For the year of 2010, we are starting to see a major breakthrough in programme numbers. We are planning to run a total of nine IPPs in 2010, and we are excited to see a lot of new sending and hosting

countries in the future, together with experienced IPP NAs hosting on a more stable schedule.

SCC

International Seminar Camp Committee

Chair: **Bernardo** seminarcamp@cisv.org

Alt Chair: **Olimpia** altchair.scc@cisv.org

The SCC is pleased to share with you our highlights from AIM 2009 and our main point for the following year.

Being a big committee and having only 3 members (including myself) present at AIM this year and dedicating their time to the committee was proven a tough task, although cannot forget to mention that we had some visitors.

We also got to have a close approach with the PDPEF Team (Tamara) and the Inclusion Taskforce which made us more aware on what SCC will have to include in our staff training material to cover those needs.

For 2010 SCC big task is to refine our Staff Assignment process that the committee has been working on it for the past months and will be presented and put in action in the 2011 camps.

SCC is happy to inform that we'll be hosting 19 camps in 2010, 3 of which are in Asia-Pacific, as first time hosts we'll have Poland, Lithuania, Romania and Algeria.

ISU

International Summer Camp Committee

Chair: **Basma** summercamp@cisv.org

Alt Chair: **Max** altchair.isu@cisv.org

The International Summer Camp committee had a very productive and successful AIM 2009 in Guatemala. With eight committee members attending Pre AIM and AIM, we reviewed the new Strategic Planning goals and

reflected on them, and how they will specifically relate to our programme. We have managed to revise our regional coordinators division to be consistent with the ODC structure and accordingly reassigned NAs to coordinators.

Moreover, we have reviewed our internal structure as a committee and identified our needs, and set a plan for the next two years. Accordingly, we have continued to successfully recruit new trainees in the committee from the North Europe, Middle East and Central American Regions each of which have been given specific tasks, which they will be working on with a buddy (full member from the committee) over the coming year. During this AIM, members of ISU have talked a bit with the IJR's to lay the foundations for our mutual cooperation in implementing the ISU youth training template with the assistance of JBs around the world.

Our main AIM 2009 highlight was getting approval from the Board to go ahead and start developing a rebranding process for a new name for the programme. It is our belief that the current name of the programme does not reflect the true educational goals and content of the programme. During 2010, our main focus will be to develop a plan of the rebranding process for the name change. A team of ISU members will be working on this and the plan will go all the way to the grass roots level where actual youth, leaders, and staff will give input on the rebranding process.

We will continue in 2010 with what was our main focus in 2009, the quality of the existing programme and improve the educational content of our 14 and 15 year old camps. The idea is to develop at best some of the key aspects of the programme in the near future. This includes Cultural Activities, Excursions, Guest Speaker and stimulate more cooperation with other organizations within a Summer Camp. We plan on working with the new programme



SCC at AIM 09



ISU at AIM 09

training committee and will take an active part at the Writeshop. In addition, we will work closely with EDR and Kiran on finalizing the activity templates for our programmes and continue revision of our specific ISU evaluation forms to try to merge and integrate them into the PDPEFs.

During 2010 we will also continue to follow up closely and offer support to the 35 Summer Camps being hosted next year. Moreover, we will continue focusing on training and would like to increase the number of TTT certified trainers on the committee, hence are hoping to send 2 people to the TTT workshops in 2010. Finally for 2010 we will initiate further in depth discussion with IJR's to work on the actual implementation plan of our youth training templates.

IVC

International Village Committee

Chair: Noam village@cisv.org

Alt Chair: Erin altchair.ivic@cisv.org

AIM 2009 was super exciting for the International Village Committee. We spend the pre-AIM days brainstorming about many topics such as the Regional/NA contact person system and the new IVC website (<http://resources.cisv.org/ivic>).

The Village committee worked hard to put all relevant documents and information in the website, such as the new Village memo, more information about the committee members, all village documents and new newsletter with stories from camps around the world. We also recruited two new members for our committee, Bux from Egypt and Yuriboh from Japan.

So what are we planning for 2010???

- We are going to work on new mini-village-guide that fit in your pocket.

- We are going to be in closer contact with our Camp Directors in the pre-camp days.
- We are going to work on Village training curriculum.

Please write us at village@cisv.org and come visit our website.

YMC

Youth Meeting Committee

Chair: Ana youthmeeting@cisv.org

Alt Chair: Karo altchair.ymc@cisv.org

2008 was marked as a year of big achievements for the IYM; the Board of Trustees approved a motion, which recognizes Youth Meeting as an official CISV Programme and therefore we changed from being a taskforce into an official committee, we changed from IYM to YM. Also, at AIM 2009, Tore Bang Heerup from Denmark and Mona Abd- El Aziz from Egypt became co-opted members in the committee and now we have 10 volunteers working together. At AIM in Guatemala, the international new Strategic Plan was approved setting new challenges to all the international committees. Also, we want to share with you that the Youth Meeting Committee and the International Junior Branch Committee is working together to develop the annual educational theme 2009-2010: "Identity". In addition, we did a broad evaluation of the Youth Meetings around the world that provides us with the necessary information to assure the quality of the programme.

For 2010, YMC will focus on evaluating and revising the stability of Youth Meetings in the hosting plan due to the new hospitality system and fee structure motion that was approved by the Board of Trustees at AIM 2009. Also we will work on four main areas:

- Evaluation and Research: includes SMART tools to fill in the PDPEF.



IVC at AIM 09



YMC at AIM 09

- **Training:** includes tools' development and more YM workshops at RTFs.
- **Educational Content Development:** includes educational tools for Youth Meetings and a frequent update of the theme pack.
- **Support the hosting NAs:** includes practical tools to host a camp, improve the follow up of the camps' procedure, evaluate the theme questionnaire and develop promotional material of the YM.

New training and educational tools will be developed that will be effectively used by the National Associations to ensure high quality standards for the Youth Meetings hosted worldwide and we will update all the documents in our webpage.

Committees for Development of Organization: In addition to IJB and ODC, we now have two Departments, **Education and Training**, and **Profile Raising**. In each department, smaller committees with more distinct areas of responsibility work in cooperation with a designated professional at IO.

Education and Training Department

education.department@cisv.org



Education Department at AIM 09

EDC

Educational Content Committee

Chair: Rodolfo educational.content@cisv.org

AIM 2018

(This is a piece of a conversation between the trustee from CISV Nigeria and his colleague from Spain)

Nigeria: Hi my friend! How are you?

Spain: I am great! What about you? It's great that we are new trustees this year!

Nigeria: Yes! It is great indeed. I am very happy to be here and share and discuss our Peace Education work in Nigeria this year. We had lots of great activities! 12 Mosaic projects, 4 youth meetings and 2 IPPs!

Spain: Really? That is fantastic! In Spain we did our best this year. We are having 9 Mosaic projects on going and also we hosted 4 villages during the summer with

the help of our new two chapters: Cádiz and Salamanca.

Nigeria: Excellent.

Nigeria: It is amazing that our countries have been growing so much since the wise decision of the Board of trustees in 2009 when voted the creation of CISV International Education Department and its four committees.

Spain: Yes! It was a long time ago. But the educational tools developed were the ground for our new virtual center of Attitudes, Skills and Knowledge. I still keep in my house printed copies of the first products of the Educational Content Committee as The Passport, Big Ed and the useful Activity Writing Template. This template gave us the opportunity to transform our activities into extremely professional educational tools in Peace Education.

Nigeria: Absolutely! In Nigeria we had the opportunity to start collaborating with LMOs based on sharing our activities under specific topics as human rights and sustainable development. Actually, we are still developing our working network under those bases.

Spain: One more thing is the support we have from the Educational Content team in terms of Peace Education to all our programmes, national and local events. It is great to have a team of people who can give us feedback and knowledge about the use of our educational content in CISV.

Nigeria: Well my friend, this will be an amazing AIM 2018 for us. I cannot wait to see what the committees of the Educational Department are going to offer us. At the same time, I am coming with some motions about education in

CISV that have the support of the Educational Committee.

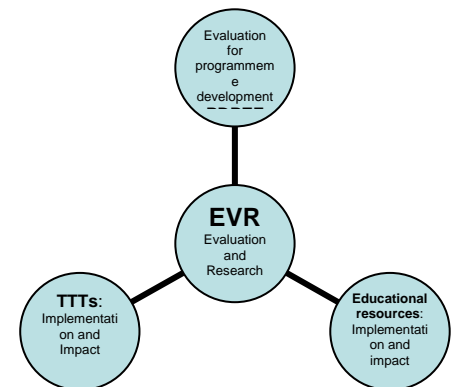
Spain: wow! I cannot wait to read them! See you around my friend!

Nigeria: take care. Peace out!

EVR

Evaluation and Research Committee

Chair: Jennifer evaluation.research@cisv.org



Evaluation for programme development: Comments from 2008 were used to revise and improve PDPEF for use in 2009. Forms from 2009 programmes are currently being processed and results will be fed back when all is collated and analysed. Developments are in hand for further improvements in procedures and potential use of a web-based system at a future date.

Educational Resources - Implementation and Impact of the Passport, Activity Template, 'Big Ed' and Library
First steps in this will involve looking at awareness of these resources throughout CISV and how the documents (especially the Passport) have been used in NAs / Chapters both for educational planning and for other purposes such as PR/Marketing, engaging parental interest, etc. Research methods are being developed in conjunction with Birkbeck College, London, GB.

TTT Implementation and Impact:

Consideration will be given to the place of TTTs within RTFs, effectiveness of the International Pool of Trainers system, development of educational and other content within TTTs in addition to training methods. The impact of the TTT on the quality of training within CISV. First steps will include a strategy for the future roll out of the TTT and will consider the organizational requirements for numbers of TTT certified trainers. Research methods for this are being developed in conjunction with the University of Cincinnati, USA.

Contact with other research projects (e.g. Dr. Baraldi) will continue and the Committee remains open to further suggestions.

IPT

International Pool of Trainers Committee

Coordinator: Bjørn ipt@cisv.org

After two very successful years of conducting TTTs, CISV now have 200 certified trainers in 45 countries and 9 international committees! This has only been possible through great support from sending NAs and PAs, our partner committees and the fact that this was made a priority for CISV at AIM in Sweden 2006.

This year at AIM, we found that the support is not only still there, it is growing, and there is a request for TTTs to be hosted in all regions at the upcoming Regional Training Forums (RTF) spring 2010. We are trying our very best to meet the need, and will be hosting TTT in four of the RTFs (Sweden, Great Britain, Mexico, Vietnam). To meet the growing need for TTT, we are again this year expanding the Pool of Trainers. The application process will open as soon as the Educational Department have our new webpage set up, and it is our hope that by AIM 2010 we will be 12 trainers. This will allow us

to be at all RTFs, and start looking into related workshops for trainers that have already been to a TTT.

LTC

Leader Training Committee

Chair: Monica leader.training@cisv.org

This AIM was quite successful in terms of leadership training! A motion was passed that split the International Leadership Training Committee (ILTC) into two separate committees, the International Pool of Trainers and the Training Committee.

These two new structures are also part of a larger Educational Department, also created during AIM that will be in charge of promoting high educational standards throughout the entire organization. On the other hand, the new Strategic Plan includes an entire section dedicated towards Education, Training and Evaluation, which gives this new committee, the Training Committee, a very big task. In order to achieve one of the goals in this new plan, "To have a common approach for leadership training (programme and organizational) at all levels of the organization", we will be taking an interesting step. In early January, representatives from the different international committees in CISV will meet for a Writeshop in order to start developing this common approach. This will be a great way to start off the Strategic Plan, allowing us to work together with people involved in different programmes, trainings and roles within CISV to create a common educational thread that will raise CISV training quality. We are ready for the start of an exciting new year after AIM 2009!

Profile Raising Department

profile.raising.department@cisv.org

ERC

External Relation Committee

Chair: Graeme erc@cisv.org

Alt Chair: Tiiram altchair.erc@cisv.org

HIGHLIGHTS:

AIM2009 was a very productive meeting for the ERC Team.

The key highlights were:

- Quality time spent in the pre-AIM schedule discussing the various opportunities offered by the proposal to split ERC into three separate committees
- Excellent networking with other Committees in search of more efficient and effective ways to communicate between groups trying to complete volunteer CISV work
- Detailed discussions and interactions with Trustees and Observers on how best to structure the ERC 2010 work plan relating to the Profile Raising strategic priority
- Recruitment of new members to the ERC Profile Raising team

FOCUS ON 2010

The key focus for 2010 will be around the four goals within the Profile Raising strategic priority. These goals are to:

- Communicate a consistent message effectively with each other and external audiences;
- Have refined messages for key target audiences;
- Increase the impact of profile raising activities at every level of the organization
- Make the most of our 60th Anniversary as an opportunity to raise our profile and build our profile-raising capacity

We will be building on the work done in the last 6 months to develop detail plans by the end of the year so we can start 2010 on a good note.

ORC

Organisational Relation Committee

Chair: Bastian orc@cisv.org

Alt Chair: Daniel altchair.org@cisv.org

Wait a minute you think – what’s the ORC? Don’t be afraid, you haven’t been transported in a tolkeenian age and need to fear for your life. I’m talking about a new committee that has been established at the AIM. The Organizational Relations Committee, doing what the NGO-Team inside the External Relations Committee used to do. It also has the same people, however, everything is not a lot clearer and easier to understand who’s responsible for what. And this is already one of the large highlights of this year’s AIM for us. We’re a committee – yuhuuu! But let’s not forget what’s truly important amidst all these popping champagne bottles around: Work! And there’s lots of it. Two rather large projects on our plate this year are the application to become a member of the European Youth Forum and the population of the database, which should help you in finding cool partner organizations or inspiration for cool projects. But there’s also the Latin American Youth Council, where we’re in the process of figuring out how they work, how we could benefit from working with them and what we could contribute. Then we have UNESCO and the Council of Europe to take care of, inputting into their work, contributing to peace in the world by sharing what we do, etc. A lot of work this is and takes up a lot of time of two very dedicated and great women. At this AIM, we have finally also taken up what we should have done years ago; sit down in quiet and peace with the Mosaic,



ERC at AIM 09

IPP and Seminar Camp Committees and think about how we can be of a better service to them, how we can make their work easier and contribute to the quality of the co-operations with other organizations that are very dominant in those great programmes.

And finally we will be contributing a lot to the communication review that is going on within CISV these days, work on the message that CISV wants to give when we are contacting other organizations and how this can be communicated through different channels.

Any questions? Just type orc@cisv.org into the recipient box of your e-mail client and shoot away!

We hope to redesign the chapter development workshop and participate actively in the Writeshop. We are very interested in the outcome of this Writeshop of early 2010 and hope to contribute to its success.

We are also redesigning our web site and hopefully it will be ready at next AIM. We now have ReCos for all the regions and these should be the NA's and PA's preferred contact for any questions, doubts and all the help they need. Get in touch with them!

We will continue to carefully review the C-15 every year, but more importantly, work with the upgraded and downgraded NA's and PA's in their growth and development.

Organizational Development Committee

ODC

Organizational Development Committee

Chair: Ana odc@cisv.org

Alt Chair: Tiago altchair.odc@cisv.org

AIM 2009 was busy for everyone, and ODC was no exception.

The approved Strategic Plan represents a major challenge for our committee and we are excited about all that will be happening in the coming years in CISV International. We worked hard during AIM in the preparation of this Strategic Plan. We are confident that it will be a progress for CISV.

We recruited a lot more people for the committee during AIM and we are already working as a team. You will be hearing from us...

And for 2010:

Our focus for 2010 will be getting started with the implementation of the strategic goals, specially the green goal - chapters - and yellow goal - training.

The planning of the 2010 RTF's is well under way. Be sure to go to Resources and check the T for Training page. All the information is there and the site is being constantly updated, as more information is available.

Have a great CISV year !

2009 RTFs

- **Europe South**
When: 1-5 April
Where: Italy
What: VL, SU, YM, IPP, ODC
- **Europe Central**
When: 1-5 April, 2010
Where: Great Britain
What: TTT, SC, Mosaic, Profile Raising
- **Europe North**
When: late May, 2010
Where: Sweden
What: TTT, IC, SC, SU, IJB, Nordic Conference
- **Americas**
When: 1 - 5 April 2010
Where: Mexico
What: TTT, SC, YM, Mosaic, ARC
- **Asia Pacific**
When: 26-31 March, 2010
Where: Hanoi, Vietnam
What: TTT, VL, YM, SC, Education, JASPARC

International Junior Branch Committee

IJB

International Junior Branch

Senior IJR: Maru senior.ijr@cisv.org

Junior IJR: Maru junior.ijr@cisv.org

or ijr@cisv.org for both

IJB Committee; growing, partnering and decentralizing

IJBC & AIM 2009 marked as a huge step forward for our work as an IJB committee. As many of you know our committee is a young one. We have only been established as a committee for two years. This year for the first time IJBC was planned and run not only by the IJRs and candidates but by the whole IJB committee, both those present at IJBC and those following from their computers at home.

Prior to IJBC the IJRs divided the committee into teams each working on a specific thread of activities within IJBC, as well as a group working on including juniors not present at IJBC in the process and a group working on organizing sessions for AIM.

We could say that our AIM 2009 highlight was our committee members dedication, enthusiasm and involvement this past IJBC and AIM. Our members had ownership over the work we were doing and enjoyed working together as a team, which lead to a highly productive time to work and encouraged many juniors to join the different committee sections with full enthusiasm and willingness to put time and effort for IJB. We met as a committee two days before IJBC, did some visioning for the future, worked on some of our 2010 projects as well as wrapping up sessions for IJBC. As a committee, we looked over our goals from the previous year, reflected on them, discussed them and decided some

of them still needed some focus and others we moved on from and decided on new ones.

Our goals for 2010 will be to develop frameworks to support JB's to be able to:

1. Establish partnerships with other organizations (local and international).
2. Decentralize at all levels of the organization (local, national, regional, international).
3. Understand that JB is a platform to work at the community level in a similar way as IPP or MOSAIC.
4. Innovate and articulate the methods JB's use to reach the JB goals.
5. Understand, use and develop educational tools and resources.
6. To achieve those goals we have a set of different projects that each section of the committee is working on, as well as projects on a regional level that are overseen by the different regional leadership teams around the JB world.

We feel motivated and hopeful about 2010 being a productive year for the IJB team and in turn the JB world, as this is where our main impact needs to be made and where our real focus always is. You can also find a picture that we submitted with this article – you might notice that it's not a conventional committee picture. You see, our committee is quite big, so we really couldn't manage to make it all fit in just one photo. Therefore, we decided to pick one of the chairs only, taken in 2002! Please appreciate Maru and Rou when they were 14, in a summer camp



Operation Committees

ITIP

International Task Force for Inclusive Practice

Coordinator: Cissi inclusion@cisv.org

- Highlights from AIM

Since the concept of “inclusion” can be quite debatable and is open to different legitimate understandings and interpretations, the Inclusion taskforce (ITIP) believes that we as an organization need a common and shared understanding of the term and the concept to be successful in our work. One important method is by making sure that we have Inclusion Facilitators (IF) on all levels of the organization. Therefore most important for us during pre AIM and AIM was to build better relations with International Committees to make them understand the importance and to appoint an Inclusion Facilitator. The work we did was successful and all programme committees appointed an IF. We also had good meetings with all of them and developed specific plans with every single committee for the coming year.

During AIM we presented the work of ITIP so far, as a part of the reports on the Strategic Priorities. Since the Strategic Priority about inclusion was the least successful already in AIM 2008 there was a decision to start a taskforce to work with inclusion for at least 2 years. We presented the Training Chapter 19, on inclusion, for the Leadership Training Guide that we have developed. We also presented the idea of Inclusion Issue packs. It is a two page long pack that described a specific topic or issue of inclusion/exclusion, what impact it may have on CISV and our members and tips on what we can do to promote inclusion in this specific matter (the first Issues are language, economy/finance and sexual

orientation). Last but not least we presented what NA/PA Inclusion Facilitators (IF) we have so far (15 NAs/Pas appointed one). During the presentation, we got good feedback from the Board on what else we need to provide to make the work for the IFs easier.

During AIM we held one successful parallel session about Inclusion, with quite a big group of participants. We presented the draft of the Training Chapter and used some methods from it, as well as the Inclusion Issue packs. The feedback we got was very good!

In the following year, we will focus on:

- **Network of Inclusion Facilitators**
We are planning on further developing a network of NA/PA and committee inclusion facilitators and working closely with them to identify key structural issues within the organization. We will also continue our analysis of the data that we gather from the inclusion activities that are being run throughout the organization.
- **Best practice**
We will together with the IFs collect cases and examples of best practices of inclusion throughout the organization and spread and share it with the whole organization, so they can be of use when similar issues occur.
- **Programme cases from an inclusive perspective**
We are planning on gathering more programme cases from different NAs/PAs. This will make it possible to gather diverse methods of dealing with inclusion. The IFs of the international programme committees will be quite central in this regards.
- **Leadership training**
We will need to introduce the section we wrote for the Leadership

Training Guide into trainings all over CISV.

- **Inclusion Issue Packs**
Based on the data that we gather from different programme cases and additional data from the inclusion activity we will continue providing the organization with Inclusion Issue Packs.
- **Evaluation processes**
We will start developing appropriate evaluation tools and indicators to measure the effect of our initiatives, and will work together with Evaluation & Research Committee to analyze data about inclusion from the PDPEF.

ITC

Information Technology Committee

Chair: Lars it@cisv.org

The group formerly known as ECT, then ERC/Communications, later ERC/Infrastructure has finally grown up and is now a committee on its own. For the ITC the founding AIM was in many ways a very quiet one as only one incumbent member attended. We AIM to return as a bigger and stronger team in Berlin '10.

For the next year the priorities are quite clear; the main goal is to get the online PDPEF ready together with the Educational Department in time for next year's programme season. This will be a big leap forward for CISV... no more need for programme organizers to fill out forms by hand, only to find out that they never reached their intended recipient. This is a drive that starts this year, but which will continue in the years ahead. Hopefully we will have an ability to fill out all non-legal forms (which in the end are most of our forms) online in not that many years!
Furthermore, we need to continue to support NAs and committees in their

everyday use of OpenCms and SharePoint, our key tools for information sharing and collaboration. What really inspires me is that your demand for getting things done is now far surpassing our ability to deliver... you want technology! Even if we cannot always deliver tomorrow, and sometimes have to make hard priorities we are always looking for new, active, users that can tell us what their needs are, enabling us to make their everyday CISV lives simpler!

IFC

International Finance Committee

Chair: Mona finance@cisv.org

Alt Chair: Roman altchair.ifc@cisv.org

IFC highlights during AIM 2009 include:

- The unfortunate stepping down of the IFC Chair, Chris (CAN) whom we will all miss and especially his sense of humor!
- Transition of new upcoming chair, Mona El Shibiny (EGY) and alternate chair Roman Parzai (CAN) who both look forward to lead the IFC for the coming 3 years
- Expanding the number of our committee members to seven by recruiting additional members with experience in the finance field, Laura (LTU) and Pollo (MEX), to Sandrine (LUX), Juanca (COL) and Max (GER)
- Working closely with the Hospitality Points Task Force at the AIM

During 2009-2010 IFC will be focusing on the following:

- Developing training material to be used in Treasurers Training workshops at future RTFs
- Developing our website to be updated and friendly with easy access to IFC reports, Annual financial reports, guides etc
- Continuing to improve internal communication between IFC

members, and between IFC and IEC/EEC /International Board

IRMC

International Risk Management Committee

Chair: Brett riskmanager@cisv.org

Alt Chair: David altchair.irmc@cisv.org

AIM 2009 was a particularly busy time for the International Risk Management Committee. After more than ten years of discussion and research on the problem of maintaining adequate and affordable liability insurance, CISV International gave final approval to the proposal to create the CISV International Insurance Company. This is a major commitment of financial and human resources for CISV, but it represents a thoughtful long term solution to a problem that posed very real threats to our ability to provide CISV programmes around the world.

AIM 2009 also provided the IRMC the opportunity to conduct a workshop for all CISV International Committees during the pre-AIM days. The workshop was designed to provide some practical insights into the challenge of “fact-finding” following programme incidents. Because CISV depends almost entirely on volunteers to operate our programmes and respond to serious matters that arise, the workshop allowed participants to discuss and share both positive strategies and challenges that can be found in CISV’s incident response process.

Though it was attended by only a few people, the IRMC also presented a parallel session on CISV’s Strategic Plan for Risk Management. This session reviewed the progress on that plan, which began with the creation of the Programme Issues Database and is continuing with the development of a process for leader evaluation in CISV. In consultation with relevant committees,

the IRMC is preparing to finalize a simple, yet informative leader evaluation tool that will be web based. One key part of the design is that all leaders will be evaluated by all other leaders to help improve the fairness and reliability of the evaluations.

Our focus on 2010 will be the start up and initial operation of the CISV International Insurance Company. In addition, funding was approved to launch the leader evaluation tool and this will be a major area of concern for the Committee. Finally, 2010 will be a transition year as David Lister (GBR) was approved as Alternate (and Incoming) Chair for the IRMC. I am sure that he is hopeful that these major projects can be concluded at AIM 2010 so that he can begin the next Strategic Plan for the International Risk Management Committee.

IO

International Office

International@cisv.org

As we enter the last quarter of 2009, it’s a good opportunity to look back at the year so far and figure out priorities for the last few months. It has been a busy and exciting year in every area, with many individual highlights, including the following.

- The year started out with a change in our programme staffing. Helen, who had previously worked part-time, began full-time hours and officially brought the administration of IPP into the office. Jay and her family hosted a homestay for participants in the CISV GBR North-East’s 50th Anniversary Village. Meanwhile we all celebrated Lynne’s 20th anniversary with CISV.
- After 18 months of preparation and consultation, Kiran and EDR put the



IRMC before AIM 09



IO at AIM 09

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Denise

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Development Officer

Bebbe

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Senior Adm. Coordinator / P.A.

to Sec Gen / IEP / ODC / AIM

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MWM / Life Members

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Team / SCC / IMC

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Communication

Jay

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Adm. Coordinator / ISU / IIC

finishing touches on the Passport and Big Ed and created educational training sessions for the Regional Training Forums (RTF).

- Denise completed guides to Fundraising and Public Relations, based on which, she designed and delivered an interactive, four-day training at the RTF in Finland.
- Nick was thrilled to promote the use of Sharepoint and all invoicing and programme information is now being made available to NAs via the intranet.
- Dave has just completed his first year with CISV. He proposed, and is in the process of trialling a different way of administering the collection of AIM participation fees.
- Bebbe has been working closely with ODC and has found an effective way to coordinate and report on the Global Hosting Plan. He has also proposed a new format for programme guides, which seems to have met with positive reactions from committees.
- In terms of our own training and development, a real highlight was the review and confirmation of the Investors in People status. The entire IO participated in Sharepoint training and some of us participated in TTTs so that we now have four certified trainers at the IO.
- Gaby was delighted to be involved in all of the above and focused with the IEC on analysis and preparation for the next Strategic Plan and changing our reporting systems and some of our working structures.

Looking forward, at the IO, now that Programme Round One invitations are out, our programmers will be focusing on inputting for the Issues Database. Meanwhile preparations are underway for the Leadership Training Writeshop to be held at IO in January. We are

completing our planned activities and building our understanding of the implications of the new SP and motion decisions. We are developing new working practices in the Education and Profile Raising Departments, analysing the new hospitality point system and looking into the new insurance structures. 2010 will have a very busy start for us, with the financial year-end, the Writeshop and the MWM all in January. And that's only the beginning....

IEC

International Executive Committee

iec@cisv.org

We have learned over the years that second year as IEC is the hardest, specially the second AIM. So with many for us important decisions we hoped for a positive and good support from the Board at AIM. And we absolutely got that. We had great discussions and great input to all the important discussions. Maybe most valuable was the discussion around the new Strategic Plans. The Board split into groups and discussed each of the priorities and how to make them as clear as possible for the NAs and chapters. The Board really took ownership of the process and worked out a very good result.

For the IEC we had several important decisions at this AIM that we would like to highlight

1) New Strategic Plans (SP)

The new, 3 year plan starting in 2010 was approved. This new plan in many ways continues the path of the current plan but also give important new directions such as strengthening the focus on the importance of the chapters. You can find much more material such as presentations and the detailed SP on Resources.

2) A new hospitality point and fee structure was approved. This topic has

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Lene

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IJB, Profile Raising, AIM,
Insurance

been discussed for many years and there has been many working groups trying to solve this issue. Finally this year we managed. Thanks to the Task Force who have worked on this we have a new improved and much clearer system that will be implemented. Thanks a lot to all those involved in the process

3) New committee structure

After increasing the professional staff at IO it became clear for the IEC that we needed to better align the volunteer and the professional work done within committees such as ILTC, EDR and ERC. We have worked with IO and the committee to improve the structure and were happy to propose a new way of working at AIM. It has been a challenging time for the committees to work on a re-organization and at the same time give important input to the new and old Strategic Plan.

4) After years of discussion and work on our liability insurance, looking for better alternatives the Board decided thanks to great work from IRMC to establish an insurance company. This is a big achievement. There has never been a claim on our insurance and as soon as the company is up and running we will from now on be paying premium to our selves, keeping a significant amount of money within the organization. Gradually we expect that this will lead to lower insurance premium or a possibility to pay out dividend from the company in order to support our own work

It was also great to see that with the IJR as an important player we succeeded to pass the motion on alcohol in our programmes. That was a well worked out compromise.

Not to forget, we had not only important decisions taken at this AIM, we also had a great time. The AIM staff from CISV Guatemala did a fantastic job and we all enjoyed the great hospitality of CISV Guatemala.



IEC+ at AIM09

EEC Updates No.4 (Oct 2009)

Your comments and suggestions on the EEC Update are most welcome. Please send them to:

vicepresident@jp.cisv.org