

MASTER PLAN 2022 - 2024

Growing Together

Don Bosco Youth-Net ivzw
Naamsesteenweg 37
B-3001 Heverlee
Belgium



Tel.: +32(0)16.48.78.80
Email: info@donbosco.net
Website: www.donboscoyouth.net

Colophon

This is a publication of Don Bosco Youth-Net ivzw. Don Bosco Youth-Net ivzw is an international network of Salesian youth work offices and youth organizations which work in the style of Don Bosco.

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Definitions

Active citizenship	(young) people taking self-directed engagement to change local communities and society as a whole.
Administrative Body	a synonym for Board.
Advocacy	actions directed at policy makers and other stakeholders influencing policy development and decision-making.
Co-management	management structure where policy makers and their target groups have a shared input in the decision-making process.
Council of Europe	an international institution which brings together 47 countries from the continent of Europe. (www.coe.int)
DBYN	DBYN is the abbreviation for Don Bosco Youth-Net ivzw. “ivzw” stands for “Internationale Vereniging Zonder Winstoogmerk”; Dutch for international not-for-profit organisation. We are obliged to add this to our name from the Belgian legislator.
Don Bosco	a Catholic saint from the 19 th century who worked with young people in a specific style. (www.sdb.org)
Don Bosco Movement	a collective name for all organisations worldwide that work in the style of Don Bosco. (www.sdb.org)
Erasmus+	a subvention programme of the European Commission for formal education, non-formal education and vocational training (http://ec.europa.eu/programmes/erasmus-plus/index_en.htm)
European Commission	the Executive Body of the European Union. (ec.europa.eu)
EVS	the abbreviation for European Voluntary Service
European Youth Foundation	a grant-making foundation aimed at youth projects. It is connected to the Council of Europe’s Youth Sector. (http://www.coe.int/en/web/european-youth-foundation)
European Youth Forum	the largest youth platform in Europe. (www.youthforum.org)
GDPR	general data protection regulation
General Executive Body	a synonym for General Assembly.
He	we use the masculine pronoun ‘he’ to improve the readability of the text. It is a matter of choice, so for those of you who prefer the pronoun she, add an ‘s’ to the pronoun.
Impact	the sustainable long-term tangible and intangible effects of actions aimed at systematic change.
Internationalisation	the process of increasing the involvement of our member organisations in international cooperation.
International Secretariat	the secretariat of DBYN.
MOs	the member organisations of DBYN.
NEET	young people (18-25) who are not in Employment, Education or Training.
Network	a grassroots organisational structure where actions are developed out of the collaboration of the members.

Noughties	first decade of the 21 st century
Policy Paper	a document adopted by the General Executive Body which describe the policies within a specific work area of DBYN.
Province	Refers to the ecclesiastical Salesian provinces or regions with its own legal entity.
Salesians	the religious order founded by Don Bosco to keep his mission alive.
Salesian chaplain	Salesian or lay volunteers responsible for the pastoral care of our participants and the spiritual programme of our activities
Salesian ethos	a set of motives and behaviours common to the application of the educational style of Don Bosco.
SDB	abbreviation for Salesians of Don Bosco
Social entrepreneur	a person using entrepreneurial competences to solve social problems or to achieve social impact
Spirituality	aspect to life of seeking transcendence into a relationship with others and the whole of creation
Sustainability	the ability of preserving and continuing actions in a qualitative way on long-term
Voluntary Service	a (group of) young person's spending up to one year in another country to do youth work on a voluntary basis.
Volunteers	young people who voluntarily take on responsibilities inside DBYN.
Working Group	a group of volunteers and/or staff developing thematic strategies or supporting the development of actions
Youth Autonomy	the ability of young person to build a qualitative life independent from support systems
Youth Exchange	an activity where young people from different countries meet and carry out a programme together.
Youth Ministry	youth work carried out by faith-based youth organisations or youth groups
Young People	young people between 16 and 30 years old.
Youth Representative	a volunteer which develops advocacy actions and represents DBYN towards institutional stakeholders.
Youth in Action-programme	a subvention programme which is a part of the Erasmus+ programme, focussing on non-formal education for youth.

Introduction

After the four-year period of the previous Masterplan where we built new structures catering for the new decade as well as the added challenges that young people faced, we identified seven priorities. We see now more than ever the importance of non-formal education in connection with formal education and its importance in intercultural youth work.

Dignity is a fundamental base of our work and we have to make sure that human rights are respected and that young people are educated in this topic for them to be actors of change in society.

“We operate within a system which has adopted/consolidated some policies, therefore, there is a clear need for advocacy. These policies are not centred on the entire dimension of the human being, and do not look into the root of what is disruptive. If we want to provide an input in line with Don Bosco’s charisma and the great experience built up in years, around the world, through the Preventive System, we need to advocate what He taught us: i.e. the difference consists in changing the causes underlying the problem and not only mitigating the consequences of discriminatory policies”¹. That is why advocacy is used as a tool in our work and through all the different priorities.

¹ <http://donboscointernational.eu/wp-content/uploads/2016/05/Folleto-Advocady-A5-INGLES.pdf> Slide 3 Point 2

Structures and policies

Policy papers

In order to facilitate the decision making process in our network, we have developed a series of policy papers, describing guidelines on how to manage different aspects of the network:

Statutes	<i>describes the foundations of our network</i>
Rules and regulations	<i>describes the fixed procedures concerning membership, etc.</i>
Master Plan	<i>describes the strategic aims for a period of 3 years</i>
Work plan	<i>describes the projects planned for 1 or 3 years</i>
Operational plan	<i>describes the work plan of the international secretariat for one year</i>
House style for DBYN	<i>describes the house style of our written communications</i>
Partner book	<i>describes all partners of the network</i>
Involving Volunteers	<i>describes the volunteer policies of the network</i>
Communication structure	<i>describes the communication strategy of the network</i>
Training structure	<i>describes the training strategy of the network</i>
Representation structure	<i>describes the representation strategy of the network</i>
Few words and a lot of action	<i>describes the working style of the network</i>
Resource management	<i>describes the resource management of the network</i>
Annual report	<i>describes a completed working year</i>

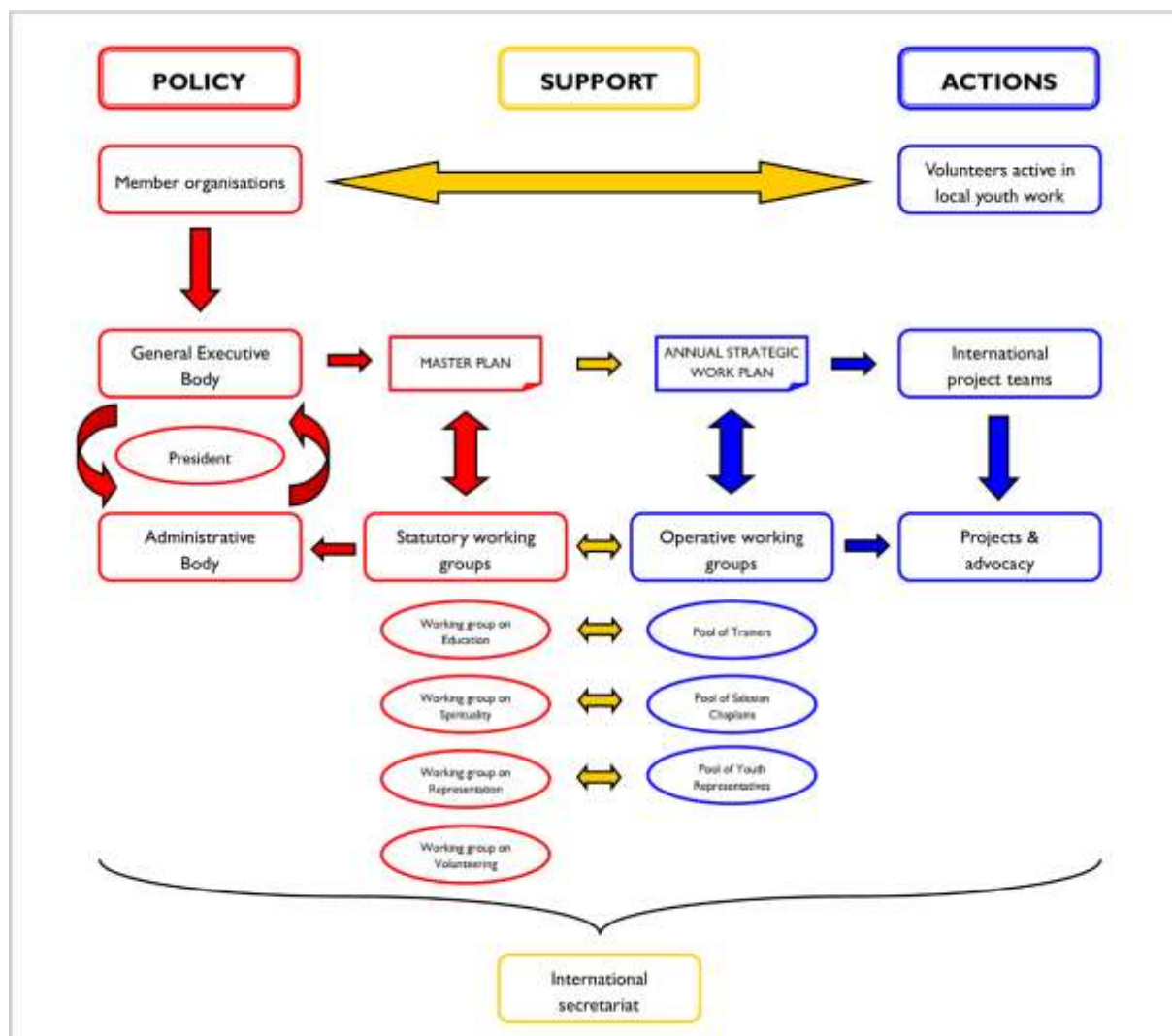
The development process of these policy papers included all actors of the network (member organisations, volunteers and international secretariat). When a policy paper is ready, it is presented to the meeting of the General Executive Body for adoption. Once a policy paper is adopted the network starts to implement it. A policy paper is implemented until it is updated, replaced or discarded.

Each policy paper focuses on a specific field of work of the network. They are written to give the network some structures and procedures to fall back on. They are not intended to be used rigidly, but more as a set of guidelines. In this chapter we want to focus on how these structures and policies are correlated.

All policy papers can be requested from the international secretariat.

Organisational structure

Because we are an international non-governmental YOUTH organisation, we include as many young people as possible in our structures. We are confident that by giving young people the chances and responsibilities of creating their own projects, we keep DBYN young and relevant. The diagram is divided somewhat arbitrarily into policy, support and actions. In reality this division is not so strict: there are many young volunteers active in the member organisations at policy level, and some bigger projects can only be set-up with the help of the member organisations. On the other hand, the diagram reflects our vision really well on the task of the young people we are offering our services to.



Grassroots of the network

Only youth (work) organisations that work in the educational style of Don Bosco can become members of the network. In the Don Bosco tradition, our work starts at the grassroots. It is rooted in the actions created by **young volunteers** (16-30) for children and youth at local level. The target group of the network is the sum of those of the **member organisations**. Don Bosco Youth-Net ivzw has 2 categories of member organisations:

The first category consists of youth organisations that work in the educational style of Don Bosco. These organisations all have a national recognition as non-profit organisation. The legal status depends on their country, however they are all offering forms of non-formal education to children and young people.

The second category consists youth ministry departments of Salesian provinces. The youth ministry department is responsible for the non-formal organisations and activities within the province. This second category of membership fits in our capacity-building strategy. In those countries where there is no national umbrella organisation for non-formal youth work, the youth ministry department can take over the role of national coordination. At the same time, we can support them in the development of such a national youth organisation. Once this organisation has been established, the membership will be shifted to the newly established organisation.

In order to assure that our network is youth-led, our statutes determine that the second category of member organisations can never exceed 50% of the full membership.

In countries where Don Bosco Youth-Net ivzw does not have a member organisation, local youth work organisation that work in the style of Don Bosco can apply for a youth partnership. This can be different kinds of organisations like oratories, youth clubs, youth centres and parish groups. When a youth partnership is established, the organisation can take part in DBYN's activities and get support from DBYN's international secretary. In this way we aim to open our opportunities to local youth work in non-member countries. We also aim to start-up a capacity-building process towards a future membership.

In order to have a better understanding of our member organisations, we have a partner book. This 'Partner book' gives a full description of our member organisations. The partner book is updated at least once a year at the meeting of the General Executive Body. The work we do is rooted in the heritage of Don Bosco. All member organisations work in the educational style of Don Bosco. This style is culturally determined. Therefore, we created 'Few words and a lot of action' which translates that heritage into the working reality of DBYN.

Decision-making bodies

Our member organisations support the development of these youth projects at local level, including young people in their governance structures. The network follows the same participative governance structure. There are 3 decision-making bodies in the network: The General Executive Body (G.E.B.), the Administrative Body (A.B.) and the president.

The **General Executive Body** is the highest decision-making body of the network. All our member organisations are represented in the G.E.B. and it is the place where the network makes its decisions. We ask all member organisations to send if possible a young volunteer or staff member to represent their organisation in our G.E.B.

The **Administrative Body** is responsible for the daily functioning of the network. The members of the A.B. are elected for a period of three years out of the member organisations of the network. For the composition of the A.B. we strive to an equal representation of European regions, target groups and types of youth work.

The **President** is the chairperson of the network and is personally elected out of the member organisations. Once elected the president can only represent the network, not the member organisation they are attached to. The president chairs the G.E.B. and A.B. meetings.

There are 4 policy papers which form the cornerstones for our decision-making bodies. The 'Statutes' form the legal basis in which the network operates. It not only describes the basic aims of the organisation, but it describes the description of procedures for membership and for the working of the governing bodies of the network. These procedures are elaborated in the 'Rules and regulations'. The strategical planning, which is another essential part of the policy area, is laid down in a 'Master Plan' for a period of 3 years. The priorities put a focus on the actions the network wants to take in that period. The concrete actions presented in the Master Plan are to be carried out within the period of the Master Plan. It is the task of the A.B. and G.E.B. to see that these actions are implemented.

Actions

The actions which are carried out by the network are either **projects** (activities, capacity-building, publications, ...) or **advocacy** actions (representation assignments, campaigns, ...).

The actions are developed and implemented by **International project teams**. These teams are recruited from the volunteers who are locally active in the member organisations. The volunteers who are active in the network have a specific profile: age group between 18 and 30 years old, a good knowledge of English, a strong international interest, familiarity with the Don Bosco Movement and experience in youth work or youth advocacy.

The main projects of the network are planned in the '*Annual strategic work plan*'. This document is created on the basis of the Master Plan, putting our strategic actions into concrete ones. Our policy paper '*Involving volunteers*' forms the basis for the participation of young volunteers at all levels of our network.

Support structures for policy and action development

The network maintains 3 different support structures: the statutory working groups, the operative working groups and the international secretariat.

The **statutory working groups** consist of a number of thematic working groups, which support the governance of the network. Each working group has the mandate to develop policy recommendations for the A.B. and G.E.B. The decisions related to these policy recommendations are taken by the A.B. or G.E.B. In order to assure a direct connection between the statutory policy bodies and working groups, each statutory working group is chaired by a member of the A.B. The chair organisation appoints a chairperson for the meeting of the working group. The main statutory working groups are the working group on Education, the working group on Spirituality, the working group on Representation and the working group on Volunteering. Next to this the A.B. and G.E.B. can create statutory working groups as and when required.

The **operative working groups** are 3 pools of volunteers: Our 'pool of trainers' is responsible for delivering qualitative educational training programme, our 'pool of Salesian Chaplains' is responsible for the spiritual and pastoral animation of DBYN's activities, according to the rules and regulations stipulated under 'DBYN spiritual activities of DBYN's training structure and the network meetings and our 'pool of youth representatives' represents DBYN as youth representatives towards the European Youth Forum, the international institutions, and the Don Bosco Movement. These groups of volunteers do not receive financial remuneration for their voluntary work.

The statutory and operative working groups support each other: The statutory working groups are responsible for the development of the policy papers managing their thematic field (i.e. training structure, representation structure, spirituality). The operative working groups implement the policy papers developed by the statutory working groups. They report back to the statutory working groups on challenges they meet, giving input for new policy developments.

International secretariat

The international secretariat is the backbone of our network. It is responsible to create a professional framework in which the member organisations and volunteers can create their own projects. In order to facilitate this process, there are a series of fixed activities which are organised annually (annual strategic work plan), and which aim to support both the MOs (through capacity building) and the volunteers (through empowerment).

The general management of the network include tasks like the legal and financial management, the coordination of statutory meetings, general representation of DBYN in diverse international institution, PR and communication work, training and support of our core volunteers (Pools of trainers, youth representatives & Salesian Chaplains), resource management of the secretariat and

staff (including interns) management. For project management we think of private and public fundraising, developing and delivering training to staff and volunteers of MOs, offering consultancy to project development of our member organisations. The secretariat also has the responsibility of bringing in new ideas and impulses to the membership.

The secretariat is led by the general secretary. The G.E.B. also appoints a financial and legal secretary. This person is mandated to act as legal representative, facilitating financial and legal actions working with a voluntary president. For specific projects we contract temporary student workers, offering them a real job experience in international youth work. This helps build professional competences, facilitating their transition from studying to work.

The international secretariat also offers “on-the-job-training”. Most of the time this is carried out in the form of internships; other options include voluntary service, apprenticeships and job shadowing. Key in all these formats is designing an individual learning programme based on the learning objectives of the student, volunteer or youth worker coming to the office. We work with different national and European funding programmes to finance the “on-the-job-learning”-programmes.

Communication and access to information is crucial for an international network. The management of this information is important to make the organisation run smoothly. The international secretariat maintains an intranet which gives all member organisations and working groups direct access to all crucial information. This intranet is also used as a platform to co-manage new projects.

At the same time, we need to archive the information to preserve it for the future. Without it the “memory” for the organisation will be lost. Next to this DBYN has the policy that all our information should be accessible to all member organisations of the network. Therefore, we have developed a plan for our resource management, which gathers together a set of procedures to ensure the information is handled correctly inside the network.

Goals and priorities

The development process of this Master Plan had several steps: it started in 2019 for a midterm evaluation and a review of our four profiles system (Animator/Educator, Advocate, Salesian Chaplain and Social Entrepreneur). This system is working and we chose to keep it in our Master Plan 2022-2024.

During the year 2020, we issued a survey open to our volunteers, staff members of member organisations, current and past participants to evaluate the previous Master Plan 2018-2021 and share how they want to see the network evolve. During that year, the G.E.B. also decided to extend the Master Plan 2018-2020 for one year more, so that it covered 2021 as well. This decision and many aspects of the process were influenced by the Covid-19 pandemic hitting the world from winter 2019-2020.

In 2021, we held several online meetings with different groups (staff members from MOs, representatives, volunteers from our pools, past/current participants) to gather possible priorities and review the results of the survey. The outcomes of those online meetings were then reviewed and presented to the general executive body in March 2021. The member organisations then rated each possible priority on a scale from the least relevant to the most relevant for two criteria: the first one being the Salesian charisma and the second one being EU policies. The priorities with the most scores could then be identified. As some priorities were similar, they were put together or included in the more precise action points.

The A.B., president and general secretary developed a structure to be worked on by the G.E.B. in October 2021 letting the written priorities and the action points emerge. The members of the G.E.B. worked in small groups to amend or add text to each priority or action points.

In March 2022, it was formally adopted by the General Executive Body after a last discussion.

We chose to have the actions stand by themselves as we have experienced in the past years that the world is changing so fast that we need to adapt and evolve quicker and quicker. By having them stand by themselves, we can do this in an easier manner. This will also simplify the on-going evaluation process as it will be possible to rate each activity (statutory meeting, seminar, training course, etc.) with the criteria provided by each priority and its actions.

As laid down in the statutes

In this paragraph, we take a look at the statutes of DBYN and more specifically at the goals that are laid down in those statutes.

Art. 4 The pedagogical, philanthropic and social non-profit goals of the ivzw are:

§1 To bring together young people from Europe and across the world, so they can participate in youth activities based on the heritage of Don Bosco. By organising international activities in the social, cultural, pedagogical and spiritual field, the ivzw wants to contribute to the whole development of youngsters. With this, the ivzw wants to broaden the opportunities of young people who, for various reasons, have been excluded from these kind of activities.

§2 To coordinate international activities, organised by one of the members of the ivzw. By exchanging information and/or organising (specific) activities, the ivzw tries to facilitate the contact between the different members of the ivzw and to create a profound mutual understanding.

§3 To represent the voice of the Don Bosco Youth, via the members and to defend their interests at international level.

Priorities Master Plan 2003 – 2005

In 2001 and 2002 we had been working with a grant of the EU's YOUTH programme to develop a network. When at the end of this period it became clear it was possible to do so, we wrote our first Master Plan. Logically the Master Plan 2003 – 2005 focused on **'building a network'**. This meant that all actions included focussed on starting up a fixed calendar of annual activities, the gathering and disseminating public information related to youth work, creating policies, networking with policy makers, and public relations & promotion on the network. After this period, we could claim that we constructed the basic structure of what now is our network. The Master Plan was based on 7 priorities:

- 1. To bring together young people to participate in (international) youth activities*
- 2. To broaden the chances for youngsters that are, for a variety of reasons, excluded from these kind of activities*
- 3. Coordination*
- 4. Exchange of information*
- 5. To facilitate contact*
- 6. To represent the voice of the Don Bosco Youth at an international level*
- 7. Public Relations and promotion*

Priorities Master Plan 2006 – 2008

A network, however, is more than just a structure. What is essential is that all members of the network play an active role. At the same time, we aim at having young people (volunteers) included at all levels. So we also expect volunteers to take an active role. For this a basic structure was not enough. Therefore, the second Master Plan for the period 2006 – 2008 focused on **'strengthening the network'**. This direction was clearly visible in the actions planned, which focussed a lot on bringing the member organisations closer together and therefore closer to the network. In order to do so we formulated eight priorities for the period 2006 – 2008:

- 1. To bring together young people to participate in (international) youth activities and broaden the chances for those who are, because of various reasons, excluded*
- 2. To co-ordinate international activities between members and the exchange of information*
- 3. Facilitate contact and develop cooperation in the Salesian world*
- 4. To promote effective international volunteering (selection, preparation, ongoing support and evaluation)*
- 5. Ensure that all partners can play an equal role in DBYN, irrespective of their financial status*
- 6. Strengthen cooperation between partners, and between partners and the international secretariat*
- 7. Strengthen the involvement of young people in decision making at a local level*
- 8. Represent the voice of DB young people on an international level*

Priorities Master Plan 2009 – 2011

One of the main outcomes of the Master Plan 2006 – 2008 was the development of a series of policy papers. These policy papers, adopted by the General Executive Body, laid down structures, procedures and policies for the network. It created a clearer framework which helps us with reducing the “group-solving process” we were using first. This “group-solving process” refers to the fact that before the adoption of the policy papers we needed to consult with the statutory bodies before taking any action. This is a democratic way of working, but at the same time it slowed down the development of the network. A network like ours needs continuous development to keep it going. The implementation of these policy papers have now become an integral part every Master Plan, as it allows us to focus on thematic priorities and actions.

Until 2008 we had been working mainly on our organisational structure. As this process was completed, we were confident to start working to make the network reach its full potential. In other terms ... now the real work has started. To reach our full potential the Master Plan 2009 – 2011 focused on **‘expanding the network’**. All actions are focused on involving more volunteers, catering for more young people, developing new tools and publications, being more active on local and international level, ... This was translated into the following 7 priorities.

1. *Bring together young people to participate in international youth activities*
2. *Reach out for young people with fewer opportunities*
3. *Strengthen international volunteering*
4. *Strengthen DBYN’s training strategy*
5. *Strengthen cooperation between partners and the international secretariat*
6. *Represent the voice of DB young people on international level*
7. *Develop Salesian spirituality within our work*

Priorities Master Plan 2012 – 2014

The priorities of the Master Plan 2012 - 2014 were developed through an extensive process. Starting point was the evaluation of our member organisations for the first 10 years of DBYN’s work. We used this evaluation to set forward challenges for our future. The Administrative Body reflected on these outcomes and decided to focus our priorities on the 2 international contexts in which DBYN operations: The European Union and the worldwide Don Bosco Movement. Instead of developing separate priorities to target each context individually, we aimed to bring both together. For this we took inspiration from Don Bosco’s aphorism **“Good Christians and honest citizens”**. This aphorism described the aim of his educational system.

In analogy of Don Bosco’s educational goal, this Master Plan proposes to use both ‘Evangelisation’ and ‘Education’ as tools for youth emancipation. ‘Evangelisation’ focuses on the empowerment of young people through the development of ‘Values’. ‘Education’ focuses on capacity building of youth through the development of ‘Competences’. Therefore, we saw both concepts as complementary: Whilst ‘Evangelisation’ builds a value-based reference framework for society, ‘Education’ gives young people the tools to work within this framework. In order to achieve our aim, we formulated 6 priorities:

1. *Raise employability of young people through non-formal education*
2. *Promote active citizenship through volunteering*
3. *Reach out for young people with fewer opportunities*
4. *Ensure Financial Stability*
5. *Develop the new paradigm for Salesian spirituality within DBYN*
6. *Develop synergies between youth policy of the European Union and of the Don Bosco Movement*

Priorities Master Plan 2015 – 2017

In the consultation process for the new Master Plan 2015-2017, it became clear that all priorities of the previous Master Plan 2012-2014 were still relevant. At the same time, we felt that our actions inspired by the thematic preparation towards the bicentenary of Don Bosco rooted us more profoundly in the Salesian Charism. Therefore, we redefined the priorities of the previous Master Plan 2012 – 2014, so it better reflected our identity of as Christians within the vision of Don Bosco. The cornerstone concepts were '**Education, Inclusion, Growth, Synergies**', which we translated into following priorities:

- 1. Fight for the dignity of each young person*
- 2. Reach out to young people on the peripheries of society (i.e. migrants, refugees, unemployed youth) to promote social inclusion*
- 3. Enhance the network of DBYN through openness, development and sustainability*
- 4. Develop synergies between youth policy in Europe and Don Bosco Movement*

Priorities Master Plan 2018 – 2021

We have concluded a process of 15 years with the previous Master Plan. Starting from almost a pure pragmatic plan to build the structure of an international organisation, to a clearly defined value-based strategic approach to achieve change in European society. Now it is time to renew the approach of the network in order to make it connect to the realities of youth today.

As we will be building the capacity of the network to cater for the new “decade”, we decided to put a stronger focus on action points than on strategic points. In the first 3 years it will be important to build the new structures, this means we need to be able to jump into the work right away. Therefore, we propose 5 priorities for the period 2018-2020:

- 1. Quality education as roadmap to youth autonomy and active citizenship*
- 2. Foster options for the poor and vulnerable*
- 3. Develop the standard and strengthen the quality of the network structure*
- 4. Enhance mutual cooperation between member organisations and the international secretariat*
- 5. Advocate for youth autonomy and active citizenship*

Priorities Master Plan 2022 – 2024

After the four-year period of the previous Masterplan where we built new structures catering for the new decade as well as the added challenges that young people faced, we identified seven priorities. We see now more than ever the importance of non-formal education in connection with formal education and its importance in intercultural youth work.

Dignity is a fundamental base of our work and we have to make sure that human rights are respected and that young people are educated in this topic for them to be actors of change in society.

“We operate within a system which has adopted/consolidated some policies, therefore, there is a clear need for advocacy. These policies are not centred on the entire dimension of the human being, and do not look into the root of what is disruptive. If we want to provide an input in line with Don Bosco’s charisma and the great experience built up in years, around the world, through the Preventive System, we need to advocate what He taught us: i.e. the difference consists in changing the causes underlying the problem and not only mitigating the consequences of discriminatory policies”². That is why advocacy is used as a tool in our work and through all the different priorities.

For the period 2022-2024, we have identified the seven following priorities:

1. *Importance of education and training*
2. *Young people especially poor and vulnerable in the centre of our work*
3. *Network management*
4. *Sustainable development*
5. *Diversity in a European context*
6. *Mental health*
7. *Safeguarding*

The next chapter goes deeper into the concrete actions we’ve connected to these priorities. This will be DBYN’s guidelines for the next three years.

² <http://donboscointernational.eu/wp-content/uploads/2016/05/Folleto-Advocady-A5-INGLES.pdf> Slide 3 Point 2

Priorities and strategic actions

Priority 1: Importance of education and training

2020 to 2022 were challenging times for education and training on local, national and international levels. This comes with positive aspects as geographical distances can fade and online formats can enrich the assistance of young people. However, this also comes with negative aspects such as the technology gap, as not every participant has their own device or internet access to join. Education and training were the first things which got cancelled due to the Covid-19-pandemic in many parts of the world.

The following actions are built on the expertise developed during these times and aim to use digitalization as a tool but also to highlight its possible dangers and educate young people to use it in a reflective and informed manner.

Action 1.1: Offer and continue high quality educational programmes and training in person and online also under difficult circumstances

Action 1.2: Develop and promote methods and ideas on how to use non-formal education in a digital age

Action 1.3: Raise awareness of the risks and challenges of the digital world on mental and physical health

Priority 2: Young people especially poor and vulnerable in the centre of our work

Since Don Bosco's time, young people, especially the poor and vulnerable, have been in the centre of our work. We aim to offer them opportunities, which will help them to be active members of society, knowledgeable about their rights, while ensuring that they are accompanied in adequate ways.

Action 2.1: Continue to implement adequate support systems to lower initial barriers for participation in DBYN activities of young people facing fewer opportunities as well as supporting member organisations in identifying aforementioned initial barriers

Action 2.2: Spur participants to activate their peers at home in creating inclusive actions on local level, targeted at the young people facing fewer opportunities

Action 2.3: Develop new actions within the field of social inclusion and education

Action 2.4: Advocate for young people especially poor and vulnerable and educate and empower them to stand up for their rights

Priority 3: Network management

A network like DBYN needs to maintain and manage its structures actively in order to sustain, develop and grow. It also has to adapt to new situations, challenges and opportunities arising. The following actions are guiding DBYN towards this active network management.

Action 3.1: Cooperation between MOs: bring them together around their common expertise and core topics

Action 3.2: Cooperation inside and between the different pools of DBYN

Action 3.3: Enhance DBYN as a link and giving a bigger perspective (link to other networks and stakeholders e.g. wider Salesian family, COMECE youth platform, YFJ)

Action 3.4: Increase the internal and external visibility of the work of our network and also the work of our members

Action 3.5: Strengthen the core structure of spirituality within DBYN

Priority 4: Sustainable development

Sustainable development is an ongoing call for action by everyone, institutions, organisations and countries around the world. Sustainable development recognizes that ending challenges of our time needs an integral ecological approach.

Our network recognises the importance of the role that young people can play in this approach: the following actions aim to contribute to the needed transformation of the functioning of our society and to support young people in their initiatives.

Action 4.1: Make young people aware of and educate them about social and ecological challenges

Action 4.2: Develop and follow sustainability guidelines for DBYN (ecological and social standards for the network itself)

Action 4.3: Continue and develop new actions within the field of environment and climate action

Action 4.4: Continue and develop new actions within the field of just transition and sustainable development

Action 4.5: Continue the cooperation with the Don Bosco Green Alliance and the interfaith initiative on the European Green Deal led by COMECE

Priority 5: Diversity in a European context

DBYN is aware of the diversity within Europe and within its member organisations. It is a rich resource, where we can learn from each other, cooperate together and overcome the challenges of our times together. For this we have to raise awareness, foster activities, ensure equality and continue to develop new actions.

Action 5.1: Raising awareness about the diversity of young people in our network in order to improve an inclusive environment for all young people in our network

Action 5.2: Foster activities around inter- and intra-religious dialogue

Action 5.3: Ensure gender equality in our network

Action 5.4: Continue and develop new actions within the field of migration and human rights

Priority 6: Mental health

Mental wellbeing of young people is crucial for their safe development. The pandemic and violent armed conflicts are challenging the mental wellbeing of young people even more. Priority 6 is an answer to this need.

Action 6.1: Analysing and mapping the mental health situation of young people through identifying experts in our network and external experts

Action 6.2: Raising awareness about the importance of mental health

Action 6.3: Develop actions to educate about mental health in the context of youth work

Priority 7: Safeguarding

The dignity of young people as a fundamental base of our network and work itself, makes us responsible to ensure the safeguarding of young people, staff members, volunteers, representatives and the network itself.

Action 7.1: Develop a training structure for safeguarding within the network

Action 7.2: Establish a safeguarding officer structure within DBYN for the network's activities

Action 7.3: Highlight the importance of safeguarding internally and externally

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Notes



International network
represented in
16 European countries



www.donboscoyouth.net

Austria			Montenegro
Austria			Malta
Belgium			Poland
Czech Republic			Slovakia
France			Slovenia
Germany			Spain
Italy			The Netherlands
Italy			Ukraine
Ireland			United Kingdom

Mission statement DBYN

We, the partners of Don Bosco Youth-Net, wish to contribute to the total development of all young people by bringing them together through various international activities. We hereby look to broaden the opportunities for these young people who are, through various reasons, excluded. By concrete activities of co-operation, we wish to be a living example of tolerance and mutual understanding.

Through our own Salesian identity, we aim to keep the heritage of Don Bosco alive and look to offer a 'youthful voice' in the Europe of today. By doing this, we want to make a real difference in the lives of all young people, especially for those most in need.