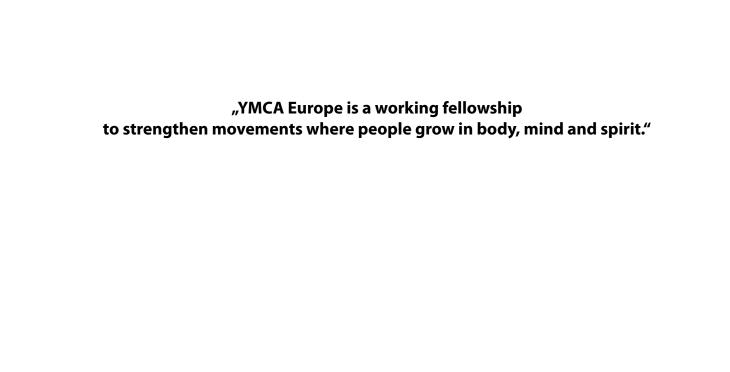
ymca europe

ANNUAL REPORT 2010







Introduction

We are pleased to introduce the 2010 YMCA Europe Annual Report.

This has been a year of great achievements in which we have set the bases for future developments at YMCA Europe. In spite of the global economic climate that has affected some of our Movements, as you read through the Report you will discover that 2010 was one of the most intense and fruitful years in terms of new initiatives, the renewal of agreements with our partners and the communication of our reality.

Great changes have taken place at the YMCA as a global movement and together with the World Alliance and the other Area Organizations, YMCA Europe has continued to seek new formulas for strengthening our movements, increasing our impact in the communities and seeking for sustainability. Relevant programmes for youth, resource mobilization and the improvement of our capacity for measuring our impact, have been the areas in which we have focused in 2010.

In May we started a wide consultation process in order to design our new Strategic Plan for the period 2011 – 2016. We received input from the Executive Committee, National General Secretaries, staff, participants at the 2010 General Assembly, leaders of the Movement Development and Programme Groups and many other persons directly involved at YMCA Europe.

In cooperation with its Member Movements and partners, YMCA Europe has achieved a lot over the last 37 years. Our new Strategy shows the direction and objectives of our work for the next 5 years as we also prepare to provide answers to the real needs of young people across Europe. The planning of our 2013 Festival has started. Terms such as "peace and reconciliation", "social justice", "leadership training", "inclusion" and "international cooperation" have been the core messages present in each of the actions developed along the year and also the framework for our future projects.

We are living in exciting times and have been blessed with many strengths and opportunities. We are now ready to optimize those for the benefit of our Member Movements across Europe representing 5,561 local YMCAs and reaching more than 2 million people. Touching and changing the lives of our young people is our daily goal.

Thank you for your continuous support and cooperation!

Warm regards on behalf of the Executive Committee and Staff of YMCA Europe.

Peter Posner President

May 2011

Juan Simoes Iglesias Secretary General

About YMCA Europe

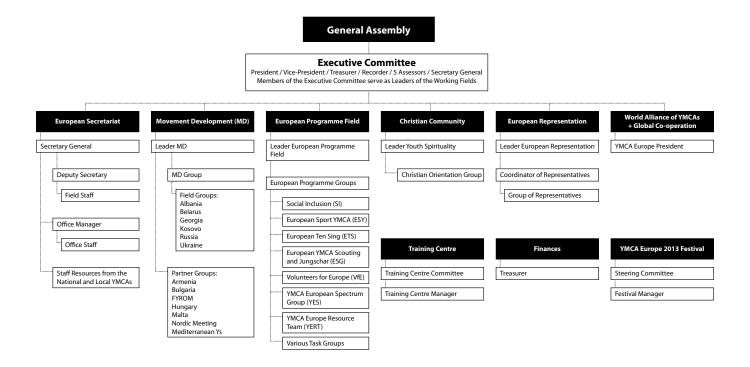
YMCA Europe is an international umbrella association that serves 36 member and 8 cooperating YMCA movements throughout Europe. We offer administrative support, facilitate networking and programme sharing, organize seminars and events and in accordance with our strategy serve to enhance and positively influence lives of young people.



The YMCA Europe Office annually submits a number of grant requests to several European bodies. These grants support our office work and administration or they are specifically attached to projects or events organized in other countries. The integral part of work with the grants is reporting, collection of impact assessment studies and testimonials.

The next part of the administrative work includes networking and facilitation of the contact exchange among national movements, programme groups, various task groups, European institutions, World Alliance of YMCAs and many other organizations. The networking is done via administration, electronically but it also involves personal contacts with individuals or groups that are arriving for visits or their planned programmes. The Office also collects and maintains data, files, contracts and other documentation.

Structure



Movement Development

Movement development within YMCA Europe has several forms. After the fall of the Berlin wall in 1989 there was a strong need in eastern countries to establish or revive YMCA movements and YMCA Europe was there to answer it. The method used to assist these movements is very specific to YMCA Europe and it is called Begleitung, which uses resources and know-how of people involved in YMCAs to guide the process without direct interference or instruction. As a result the number of YMCA Europe member movements grew significantly. To further assist this process the system of Field Groups and Partner Groups was created.



Field Groups:

- Albania
- Belarus
- Georgia
- Kosovo
- Russia
- Ukraine

Partner Groups:

- Armenia
- Bulgaria
- FYROM
- Hungary
- Malta

Partner Groups (geographical groupings):

- British NGS Group
- Mediterranean YMCAs
- Nordic Committee

YMCA Europe Resource Team

YMCA Europe Resource Teams (YERT) is a programme initiative, established by YMCA Europe, to assist movements in reflecting on their strengths and building on those strengths to further develop their capacity and efficiency. Over time it will gradually be developed to cover the three pillars of Movement Strengthening, but it is important to start with a limited and realistic focus.

The starting point for Movement Strengthening will always be an analysis of the present situation, a so called Institutional Diagnosis.

To assist YMCAs in this audit of strengths – the institutional diagnosis – it is our intention to offer a team of experienced YMCA Professionals and Volunteers to support YMCAs to begin the process of reflection. To this end, a selected group of YMCA experts will be chosen to go through a training course in international Institutional Diagnosis. They will then form small teams of experts to undertake this service in interested national YMCAs.

The basis of the support will follow the Begleitung (accompaniment) model pioneered by YMCA Europe in many countries in Central and Eastern Europe over the past two decades.



Catch the Vision

October 18 – 24, 2010: The next YMCA Europe Catch the Vision conference under the motto "New Europe – Old Conflicts" took place this time in Yerevan, Armenia. The event brought together 31 participants representing 18 YMCA Movements in Europe. One of the participants of Catch the Vision seminar has shared his unique experiences and impact of the event:



Daan van Aken: My life changed after Armenia

I had a really good time, my life changed after Armenia. I have noticed that when you pay attention to all the details in social life, people will recognize it and copy that in their own life.

The first step of "Do No Harm" is actually to do no harm. From the YMCA perspective it really works to start with your self. If you are changed then you can change other people. The fun is, it is very simple, because the way you are changed affects people and they will change automatically. When they change they will change other people too.

Thanks a lot for all the ideas, life changing methods, hope and spirit, faith and that I could experience this event. The day I got back I went to the Church and I was touched by the spirit. This week was something I will never forget, never stop speaking about and will experience as a stepping stone which I can build on.

Bible, Matthew 7:24-27

24 "Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on the rock. 25 The rain came down, the streams rose, and the winds blew and beat against that house; yet it did not fall, because it had its foundation on the rock. 26 But everyone who hears these words of mine and does not put them into practice is like a foolish man who built his house on sand. 27 The rain came down, the streams rose, and the winds blew and beat against that house, and it fell with a great crash."

The conference is that rock, the rock I can build on. With this rock I can hear the words, practice the words and learn to be a wise man.



European YMCA Fundraising Conference

Dunford House 16 – 18 November 2010. YMCA England's Dunford House in the beautiful Sussex Downs was the setting for the first European Fundraising Conference where twenty three delegates from thirteen countries met together over three days to consider a variety of fundraising methods open to the YMCA.

Hosted jointly by YMCA England and YMCA Europe the programme included presentations on "fundraising in an international context" and "how to build a fundraising culture across the YMCA". Specialist training sessions were delivered by members of the YMCA England Fundraising Department and guest speaker Fiona Hesselden, former Director of Fundraising at UNICEF UK was able to share her considerable international experience, focussing on corporate partnerships, major donor and legacy fundraising.

At the end of the conference Peter Posner, President of YMCA Europe commented that "in the light of present funding challenges faced by many of us, this was one of the most important YMCA conferences I have attended and there is much that we can take home with us and begin to apply."

Together in Diversity

From November 7th until November 13th the study session "Together in Diversity: Youth work in the context of cultural and religious diversity" took place at the European Youth Centre in Budapest. The study session was organized under the responsibility of YMCA Europe (Christian Orientation Group) and the Conference of European Churches.

The aim of the session was to build the capacity of working in the context of cultural and religious diversity on local, regional and European level among young people and to raise awareness and understanding of the richness of this diversity.

The participants were youth leaders interested in the subject, who can implement and multiply the knowledge and skills. They were persons with a voice on many organizational levels. The session was organized from a Christian perspective, but open for people from all kinds of organizations and religions.

Selection criteria were age (18-30), involvement in youth work, experience and motivation. The selected participants were from different cultural and denominational backgrounds. They appeared to be very disciplined and inclusive on a social level; involved, interested and ready to learn a lot.

During the session they shared their experiences in daily life and work, their beliefs, skills, tools, expectations and hopes. The program offered a range of educational methods and gave necessary information.

The main conclusions and recommendations following from this session are:

- Participants discovered that shared identities on a general level may differ on a deeper, more personal level.
 This helped them to find a need for knowledge and understanding about each other, their contexts and the implications for their organization.
- The information on ecumenical and/or European organizations and developments helped them to better understand the issues on this level and gave them an insight on the organizational structures and where they possibly fit themselves (or their organizations). The gained skills and knowledge should be used by their own local, national and European organizations.
- CEC and YMCA Europe will keep track of these people and offer them possibilities to use their skills and knowledge and help them to develop these further.

Belarus with Chagall

Belarus with Chagall was a pilot and innovative project of YMCA Europe and YMCA Belarus, planned as part of the Resource Mobilization effort. The idea behind the project was simple: YMCA is operating in Europe in so many extraordinary, interesting and unknown places that –through the YMCA – we should find people that are already 'tired' of traditional tourism and that are open to new experiences, which are impossible to 'buy' using the travel agencies...



And we found them! Eleven Scandinavians interested in art and history, in wild nature and unexpected challenges decided to pay a high fee to spend one week (August 1-8, 2010) in Poland and Belarus, guided by YMCA Europe staff persons and the General Secretary of YMCA Belarus.

"We would like to send a big thank you for a fantastic week in Poland and Belarus. The programme was both interesting, educational and entertaining – and could never have been as good without you. It has been a journey that words fail to describe, but we came home with new experiences, memories and new friends. Your generosity, knowledge and friendship is unmatched by anyone we can think of." Sigurd and Morten.

"Thank you for a very interesting week in Warszawa and Belorussia full of exciting events every day. In addition, we enjoyed the strong feeling of friendship and pleasure not least because of you and the way you guided us during the journey and especially during our great dinners every evening. We hope we see you again." Tone and Leif.

Programme Groups

Christian Orientation Group (COG)

Following the Guiding Principles of YMCA Europe, COG emphasizes the Christian identity and mission of the YMCA as an ecumenical lay movement which works independent of, but in cooperation with, churches. It constantly analyses what our Christian identity and mission means in today's European and global realities and, within these contexts, translates it into action.

Therefore we need to analyse and understand how today's young people experience the religious and spiritual dimension in their lives, and promote the YMCA's ecumenical approach that in holistic ways expresses relevant forms of sharing the Good News of Jesus Christ.

European Sport YMCA (ESY)

Sport is an important part of YMCA worldwide. In Europe, ESY organizes European YMCA Championships in Basketball, Handball, Table Tennis and Volleyball every second year. ESY also offers a leaders seminar for young sport leaders in the YMCA from different European countries.

The ESY steering committee consists of one person from each European country that offers YMCA sport activities. They have two meetings each year including the ESY annual meeting, where all countries interested in YMCA sports are especially welcomed. The following countries are represented in the steering committee at the moment: Denmark, Finland, Germany, Norway, Sweden and Ukraine.



Volunteers for Europe (VfE)

The Volunteer exchange programme of YMCA Europe.

- VfE is an opportunity for individual personal development to take place within a life changing experience.
 The platform for volunteers exchange within the member movements of YMCA Europe.
- It utilizes the existing network of YMCAs across Europe to offer a diverse range of placement options (fields of work) in a variety of settings and environments, but all within the context of one "YMCA Movement".
- The programme aims to match voluteers with hosting YMCAs in a mutually beneficial partnership. A placement can last from 6 to 12 months. Options for financial arrangements are mutually agreed upon between the host YMCA and the volunteer and can range from the volunteer paying all costs to placements that receive 100% funding through the European Voluntary Service (EVS) scheme of the European Union.

European Ten Sing Group (ETS)

The platform of the European Ten Sing / Ten Sing Leaders.

European YMCA Scouting & Jungschar group (ESG)

The platform of European Jungschar and YMCA Scouting Leaders.

Social Inclusion Group (SI)

In Europe we are facing:

- the marginalisation of individuals and communities through:
 - » inequality, lack of opportunity, or rejection
 - » increasing gaps in society

Through this recognition the YMCA Europe is working towards Social Inclusion, which for us means:

- Accepting others
- Breaking barriers
- Overcoming but respecting differences
- · Restoring the dignity of individuals and communities
- Giving hope

in order to enable people to participate in society.



Representation

YMCA Europe is a member of the European Youth Forum (YFJ). The YFJ is an independent, democratic, youth-led platform, representing 98 National Youth Councils and International Youth Organisations from across Europe. It works to empower young people to participate actively in society to improve their own lives by representing and advocating their needs and interests and those of their organisations towards European Institutions, the Council of Europe and the United Nations.

As one of the largest and oldest youth organisations in Europe, the YMCA is part of this youth forum. Moreover the YMCA has been a longstanding member of the youth forum since it was active in its founding. Being part of the YFJ gives the YMCA many opportunities to have more influence and impact at a European political level. After all representing tens of millions of peoples gives a stronger voice. Common ground with the many other organisations can be found, for example in promoting respect, solidarity and intercultural understanding; and promoting mutual understanding and equal rights. In addition, working together creates better opportunities such as securing funding for youth organisations.

YMCA Europe is also represented in the Advisory Council on Youth, which is made up of 30 representatives from youth NGOs and networks that provides opinions and input on all youth sector activities of the Council of Europe.

YMCA Europe initiates and actively supports co-operation among partner youth organizations, especially focusing on the cooperation among the BIG 6 (YMCA, YWCA, WAGGGS, WOSM, International Award Association and Red Cross).

YMCA Europe is involved in the Council of European Churches in several ways. Cooperation in the preparation and during the study session Together in Diversity brought more involvement on both sides. Comments on their reports were made by e-mail. The initial representation during CEC meetings was unfortunately not possible this year. Several ecumenical youth organizations wrote a comment on CEC's plans for the future and YMCA Europe (COG) was involved in the preparation of this document. We hope to continue this involvement and the initial cooperation in the future.

Friends of YMCA Europe Campaign

This YMCA Europe campaign was created in response to the increasing need for visibility of YMCAs in Resource Mobilisation and Festival 2013 planning. To date many organizations and individuals have contributed over €50,000 thus giving this initiative a clearly positive signal.

Friends of YMCA Europe:

Alkema G.J. • Anderson Donald • Antonsen Øivind • Baumann Urs • Bohm Coleman Camilla • Bremmer Cees • Bürki Pete • Bykov Vasily • Central YMCA England • Cerny Stepan • Cevi Uster • Colloton Ken and Family • Committee for International Contacts YMCA of The Netherlands • Copleton Bob • Cusens Tom • De Graaf Lucas • Denison Phil and Marsha • Eggink Ed • Einarsson Gudmundur Karl • Eltvik Ingunn • Eltvik Johan Vilhelm • German YMCA in London • Ghazaryan Arthur • Göldi Merita • Goncerz Adam • Guskov Misha • Guskova Irina • Hambardzumyan Vardan • Hammar Karin • Hlavsa Radek • Hudcovska Martina • Ilut-Pop Marius • Karlsdottir Gyda • Kaul Albrecht • Khachatryan Hayk • Knox John • Knox Sue • Kobard B.V. • Kuilman Klaas • Leitenberger Silke • Linkmann Walter • Luck Ian • Lund Larsen Kirsten • Mangersnes Kaare Dag • Markussen Paul Erik • Meissner Martin • Merino Antonio • Michailidou Marina • Mongstad-Kvammen Ingeborg • Neuser Wolfgang • Pate Jan • Plug Andreas • Perregaux Allisson Beatrice • Posner Peter • Prado Shaw Jerry and Martha • Roskilde Y's Menette Club • Rychlik Adam • Sayah Ghassan • Schoe Pieter • Serbulov Viktor • Shaha Bart • Simoes Iglesias Juan • Slopianka Egon • Stam Albert Jan • Stephens Samuel D. • Szymanczak Michal • Tikalsky Mary • Tischner Stefan • Tosserams W.G.L. • Tschornova Eva • Turck Beate • Vosjan Martin • Watford & District YMCA • Weber-Perregaux Gabrielle • Weder Dolf • Weder Helen • Weder Martin • Werder-Meier Erich • Will Mike • Y's Men International • Y's Men - Aalborg 3 Y's Men's

Club • Y's Men - Alderslyst Y's Mens Club • Y's Men - Aulum Y's Mens Club • Y's Men - Billund Y's Men's Club • Y's Men -Errits Y's Mens Club • Y's Men - Frederikshavn Y's Mens Club • Y's Men - Give Y's Men's Club • Y's Men - Grenaa Y's Men's Club • Y's Men - Han Herreds Y's Mens Club • Y's Men - Hardernes Y's Men's Club • Y's Men - Herning Y's Men's Club • Y's Men - Hjelpefond Aabenraa Y's Men's Club • Y's Men -Kalundborg Y's Men's Club • Y's Men - Kingswood Y's Men's Club • Y's Men - Kronjyllands Y's Men's Club • Y's Men - Lemvig Y'S Men's Club • Y's Men - Loegumkloster Y's Men's Club • Y's Men - Logstor Y's Men's Club • Y's Men - Midtdjurs Y's Men's Club • Y's Men - Naestved Y's Men's Club • Y's Men - Odsherreds Y's Mens Club • Y's Men - Roskilde Y's Mens Club • Y's Men - Rougsø-Sønderhald Y's Men's Club • Y's Men - Skjern Y's Mens Club • Y's Men - Sonderborg Y's Mens Club • Y's Men - Støvring Y's Mens Club • Y's Men - Sund's Y's Men's Club • Y's Men - Svendborg Y's Mens Club • Y's Men - Sydthy Y's Mens Club • Y's Men - Thisted Y's Men's Club • Y's Men - Viborg Y's Mens Club • Y's Men - Videbaek Y's Mens Club • Y's Men - Y's Men's Club I lkast • YMCA Aberdeen • YMCA Belarus • YMCA England • YMCA Germany • YMCA Iceland • YMCA Lebanon • YMCA Romania • YMCA Spain • YMCA Training • Young Leaders from the YMCA of Sao Paulo • Anonymous

Find out more on:

www.ymcaeurope.com/become-a-friend-of-ymca-europe

General Administration - summary 2010

Income statement

INCOME	CZK	EUR
Members Contributions	5 806 120	231 689
Special Fundraising	9 735 493	388 487
Grants from European Institutions	2 133 595	85 139
Refunds and Sundry Contributions	422 283	16 851
YE General Assembly	892 395	35 610
TOTAL	18 989 886	757 777

EXPENDITURE	CZK	EUR
Salaries	9 158 540	365 465
Travel	1 946 796	77 685
Operations + Depreciation	2 631 754	105 018
Projects	4 364 266	174 153
YE General Assembly	887 186	35 402
Surplus (+) Deficit (-)	1 344	54
TOTAL	18 989 886	757 777

Balance sheet

CURRENT ASSETS	CZK	EUR
Assets (less depreciation)	76 615	3 057
Cash	2 415 762	96 399
Debtor Training Centre	486 525	19 414
(to be fundraised)		
Debtors	2 990 383	119 329
TOTAL	5 969 284	238 200
NET ASSETS	4 445 383	177 390

CURRENT LIABILITIES	CZK	EUR
Creditors	873 341	34 850
Funds (Special)	650 560	25 960
SUBTOTAL	1 523 901	60 810
RESERVES	4 445 383	177 390
NET ASSETS	5 969 284	238 200

Executive Committee Members



President: Mr. Peter Posner, England Vice President: Mr. Kaare Dag Mangersnes, Norway Treasurer: Mr. Ed Eggink, The Netherlands Secretary General (non-voting) until Nov 2010:

Rev. Johan Vilhelm Eltvik, Norway

Past Presidents

Mr. Terry Ratcliffe, England Mr. Jan Nissén, Sweden

Past General Secretaries

Mr. Egon Slopianka, Germany Mr. Doelf Weder, Switzerland

Ms. Marina Michailidou, Greece Ms. Beate Turck, Germany Mr. Stepan Cerny, Czech Republic Mrs. Karin Hammar, Sweden

Ms. Susan Louhema, Finland

Ms. Mieke Barenbrug, The Netherlands

Auditors

Mr. Per-Anders Aglert, Sweden Mr. Andreas Baer, Switzerland Mr. Bob Copleton, Scotland (Substitute Auditor)

Staff



Mr. Michal Szymanczak, Poland Deputy Secretary General / Acting Secretary General since Nov 2010

Mrs. Eva Tschornova, Czech Republic Office Manager

Mr. Radek Hlavsa, Czech Republic Marketing and Communication Manager

Mrs. Sarka Cihakova, Czech Republic Accountant

Mrs. Martina Hudcovska, Slovakia Finance and Programme Secretary Dr. Mikhail (Misha) Guskov, Russia Regional Secretary Special Responsibilities: Russia, Belarus, Ukraine, Moldova, Leadership and Movement Development

Mr. Vardan Hambardzumyan, Armenia Regional Secretary Special Responsibilities: Leadership and Movement Development in the Caucasus, Fundraising

Mr. Adam Rychlik, Poland Regional Secretary Special Responsibilities: Leadership and Movement Development in the Balkans

Mr. Marius Pop, Romania Balkan`s Programme Manager



Thank you!

- Johan Vilhelm Eltvik for outstanding service as YMCA Europe's Secretary General 1999 2010,
- European Youth Centre and Council of European Churches for cooperation on Together in Diversity study session,
- EED, ICCO, St.Gallen church & European Youth Foundation for Roots for Reconciliation and CtV session support,
- Partner and Field Group leaders,
- Representatives on behalf of YMCA Europe in European institutions,
- YMCA European Spectrum,
- European Union and Council of Europe for supporting our office operations and administration,
- World Alliance of YMCAs for Resource Mobilisation support,
- Participants of "Belarus with Chagall" project for supporting our Resource Mobilisation efforts and YMCA Belarus for cooperation within this project,
- YWCA-YMCA of Sweden for supporting our training programmes in Belarus, Ukraine and Moldova,
- YMCA of the USA and YMCA Canada,
- · HorYzon,
- Westfaelische Landeskirche,
- Members of YMCA Europe Resource Team,
- "Friends of Europe" donors,
- Kerry Knox as a chairperson and the whole Steering Group of the Festival 2013 for taking on their shoulders those preparatory challenge.

Member movements

Armenia (www.ymca.am)

Belarus (en.ymcabelarus.org/national/home.html)

Belgium

Bulgaria (www.ymcabalkans.com/bulgaria.html)

Czech Republic (www.ymca.cz)

Denmark (www.kfum-kfuk.dk)

England (www.ymca.org.uk)

Estonia (www.ymca.ee)

Finland (www.ymca.fi)

France (www.ucjg.fr)

FYROM (www.ymca-macedonia.org.mk)

Georgia (www.ymca.ge)

Germany (www.cvjm.de)

Greece (www.ymca.gr)

Hungary (www.kie.hu)

Iceland (www.kfum.is)

Ireland (www.ymca-ireland.net)

Italy (www.ymca.it)

Latvia (www.imka.lv)

Latvian YMCA/YWCA in Germany

Lithuania

Malta (www.ymcahomeless.org)

The Netherlands (www.ymca.nl)

Norway (www.kfuk-kfum.no)

Poland (www.ymca.pl)

Polish YMCA London Association

(www.polskaymca.org.uk)

Portugal (www.acm.org.pt)

Romania (www.ymcaromania.com)

Russia (www.ymca.ru)

Scotland (www.ymcascotland.org)

Slovakia (www.ymca.sk)

Spain (www.ymca.es)

Sweden (www.kfuk-kfum.se)

Switzerland (www.cevi.ch)

Ukraine (www.ymca.org.ua)

Wales (www.ymcawales.co.uk)

Co-operating movements

Albania

Austria (www.ymca.at)

Bosnia and Herzegovina (ymca-bih.tumblr.com)

Kosovo (www.ymcaks.com)

Moldova

Serbia

Turkey - Yucel Cultural Foundation (www.yucelvakfi.com)

YMCA in Nagorno-Karabagh

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SWIFT: KOMBCZPP

YMCA Europe 2013 Festival

Steering Group

Mrs. Kerry Reilly, Scotland (chair-person)

Mr. Pete Bürki, Switzerland

Mr. Ian Luck, Norway

Mr. Volker Kamin, Germany

Ms. Amy Wilson, England

Ms. Alzbeta Molnarova, Czech Republic

Rev. Johan Vilhelm Eltvik, Norway / YMCA Europe

Mr. Michal Szymanczak, Poland / YMCA Europe

Mrs. Martina Hudcovska, Slovakia / YMCA Europe

Mr. Radek Hlavsa, Czech Republic / YMCA Europe

Festival website: www.yefestival.com



10 good reasons to support our work

- We focus on young people all over Europe.
- We empower and give leadership training to young people; they are our representatives in EU and Council of Europe.
- We coordinate more than 100.000 Scouts, Ten Singers, sport people, youth and social workers in 42 countries.
- We have made 2 huge youth festivals for 15.000 young people from 54 countries around the globe to create understanding, friendship and peace.
- We plan for the third youth festival in Prague in 2013 for 10.000 people.

- We have helped to develop YMCAs in 20 post communist countries since the fall of the Berlin wall.
- We focus on burning issues for youth: employment, migrations, HIV/AIDS prevention, social solidarity, creative leisure time.
- We organise regular Catch the Vision Seminars, often located in places of conflict, where we search for the Christian vision in the YMCA.
- We work with young people far away from the official churches and help them engage in their own churches.
- We help YMCAs to analyse and improve their own situation through YMCA Europe Resource Teams (YERT).



