

YOUNG IFCM

**Youth Committee of International
Federation for Choral Music**

**Strategy
2023-2026**

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1. Context of YOUNG Strategy

The idea for creating the Youth Committee of the International Federation for Choral Music came after a successful program for young choral and cultural managers. In 2022 during the World Choral EXPO in Lisbon, Portugal, IFCM organized its first YOUNG program - Youth International Cultural Management program. The program was designed to give ten selected young individuals from all over the world an opportunity to learn and expand their knowledge and skills in the international cultural field by working closely with the WCE organizing team. Building on the success of the YEMP program (Young Event Management Program), which the European Choral Association has arranged for many years as part of the Europa Cantat festival, and based on the fact that IFCM currently has three employees who are former YEMPers, we want to provide an opportunity for young choral organizers from across the globe to gain experience on the spot as well as invest in the future of IFCM.

Following the interest of young people who applied for the program and their input, hard work, and personal and professional growth during the event, the Board of Directors of IFCM decided to form a YOUNG IFCM - youth committee. With this committee, IFCM wants to offer young people worldwide a chance to **learn**, **expand** and **exchange** their knowledge and **develop** in the field of choral music and choral management by including them in the very heart of the federation. This strategy aims to set up the basic borders and rules of forming a youth committee of IFCM, but also its objectives, works, coordination, organization, governance, and evaluation.

2. Vision

A world in which the human rights of every young person are realized; that ensures every young person is empowered to achieve their full potential; and that recognizes young people's agency, resilience and their positive contributions as agents of change. (YOUTH 2030, UN Youth strategy)

Forming a youth committee of IFCM will follow a direct vision of the UN Youth Strategy (YOUTH 2030) by ensuring that young people are empowered to achieve their full potential in the committee. The Board of Directors, with the President, will recognize young people's agency by including them in the relevant decision-making process, assigning them to lead specific projects of IFCM, and recognizing their positive contributions by ensuring their voice is heard.

3. The Objective of the YOUNG IFCM

Main objective of the YOUNG IFCM (youth committee) is not only to address the needs of the youth, build the agency and advance the rights of young people in the choral sector in all their diversity around the world but also to ensure their engagement and participation in the daily work of IFCM. Investing in the youth for our federation will mean benefits for these young people and the future of IFCM. Studies have shown that people who are involved in the work of organizations from an early age tend to stay involved for many years. Forming a YOUNG IFCM will be forming a future for these young people, but also a future for IFCM!

4. YOUNG IFCM - Youth Committee

4.1 Number and Composition

The YOUNG IFCM will consist of up to 8 (eight) young people aged 18 to 28 (by the deadline of application date), representing eight regions of the world recognized by IFCM Bylaws and Membership Policy document:

1. North America
2. Latin America and the Caribbean
3. Sub-Saharan Africa
4. Middle East and North Africa
5. Northern & Western Europe and Israel
6. Central-Eastern & South-Eastern Europe
7. Asia (Central, East and South)
8. Oceania (Australia, New Zealand, South Pacific)

The members of YOUNG IFCM will select among themselves, at the beginning of every term, a **chair** and a **vice-chair**.

The Chair of the YOUNG IFCM will:

- Organize meetings of the YOUNG IFCM,
- Prepare an Agenda for the meeting,
- Lead a discussion during the meeting,
- Follow-up on tasks of other YOUNG IFCM members given to them by the Board or Secretary General,
- Prepare, with the help of the vice-chair and other members of YOUNG IFCM, an annual report for the Board of IFCM,
- Communicate on a regular basis with the Staff of IFCM,
- Undertake any other relevant task given to them/they by the Board of IFCM or Secretary General.

The Vice-chair of the YOUNG IFCM will:

- Undertake any of the tasks mentioned above in abstinence of a Chair,
- Take Minutes of the meetings of the YOUNG IFCM,
- Undertake any other relevant task given to them/they by the Board of IFCM or Secretary General.

4.2 Term limits

The term of YOUNG IFCM will be for a period of **3 years**. Any YOUNG IFCM members may serve two consecutive terms but must be re-selected, and within an age-appropriate limit. Upon resignation, removal, or vacancy of a YOUNG member, there will be no respective successor for the remainder of the term.

4.3 Application

The Board of Directors will publish an open call for candidates for members of YOUNG IFCM. The Staff of IFCM will prepare a slate of potential candidates according to sections 4.1, 4.2, and 4.4 of this document and present it to the Board of Directors. The call will ask the applicants to submit their:

- CV
- Motivation letter
- Two letters of recommendation.

All submitted materials have to be written in English!

4.4 Criteria for selection YOUNG IFCM members

The Board of Directors will consider every applicant aged 18-28 with a preferable choral background (student, choral singer, choral conductor, choral manager, participant of YOUNG program, etc.) with a motivation letter where the reasons for becoming a YOUNG IFCM member are clearly stated. The Board will consider applicants who can develop professionally and personally and contribute to IFCM with their knowledge, expertise, ideas, and innovation, but also a geographic, age, and gender balance.

4.5 Selection

IFCM staff will prepare a list of all applications that meet the criteria listed above and present it to the Board of IFCM. Selections will be made after the elections of the Board of Directors (every three years) and by the newly elected members of the Board. The IFCM Board of Directors will select YOUNG IFCM members from the list of eligible candidates.

4.6 Compensation

Members of YOUNG IFCM shall serve without compensation. However, they may be allowed reasonable reimbursement of expenses incurred in the performance of their duties with prior approval of the Board or Secretary General.

4.6 Meetings of YOUNG IFCM

There shall be a minimum of **two** (2) meetings (live or online) of the YOUNG IFCM per year, and a total of **six** (6) online meetings. IFCM will cover all the expenses of the two live meetings for all the members of the YOUNG IFCM (accommodation, travel, meals) for a maximum of 3 days. IFCM may connect the members to some of its events (World Symposium on Choral Music, World Choral EXPO, etc.).

Additional online meetings may be organized by the Secretary General, chair, or vice-chair of the YOUNG IFCM.

4.7 Mentors

YOUNG IFCM will have two (2) mentors - members of the Board of Directors. Mentors will guide the members of YOUNG IFCM, help them in their tasks, and help them grow and develop during their term. Mentors will check up regularly with every member of YOUNG IFCM and report to the Board of Directors and Secretary General on their work.

5. Rights and Responsibilities of YOUNG IFCM

The YOUNG IFCM will not have any official vote in the Board of Directors of IFCM. However, they may be asked for an opinion, idea, or input on any relevant matter of the IFCM and its projects. The YOUNG IFCM has a crucial role in the Federation and its projects. The YOUNG IFCM will be included in one of the five ways mentioned below.

5.1 Advocacy

The YOUNG IFCM can be asked by the Board of Directors to speak out on important issues, advocate for themselves and their needs, and incorporate young people's feedback throughout decision-making processes.

5.2 Leadership

We will offer roles within IFCM, with young people serving as designers, experts, trainers, or researchers on specific projects such as the YOUNG program, World Choral EXPO, World Symposium on Choral Music, Choral Composition Competition, Conductors Without Borders, Creating Futures and others.

5.3 Voice

We will create opportunities for YOUNG IFCM to express themselves, voice their ideas, and provide input for projects or programs. Every member of the YOUNG IFCM will be involved in the committee of the specific project of IFCM. They will be invited to all the meetings of these committees with the right to express innovative ideas and opinions that can affect the project's development. The members of YOUNG IFCM can choose which committee they want to join based on their preferences. Once the members of the YOUNG IFCM choose the committee, they are obliged to contribute to the work of this committee and undertake any task that is given to them by the chair of the project committee.

5.4 Board of Directors

Members of the YOUNG IFCM will be invited to some parts of the meetings of the Board of Directors, where they will have an opportunity to express their opinion on the topics they are invited to speak about - especially members that are part of the specific project committee.

5.5 Organizing

The YOUNG IFCM will organize the YOUNG program during one of the IFCM's significant events. They will be encouraged to develop it more and to bring their own ideas to bear. YOUNG IFCM will also be encouraged to develop and implement new projects or initiatives with the guidance of the mentors and Secretary General.

6. Evaluation

At the end of each year, the mentors will organize an evaluation meeting with the members of the YOUNG IFCM. The feedback will be done both ways - mentors to YOUNGs, and YOUNGs to mentors.

At the end of each term, the mentors will organize an evaluation meeting with the members of the YOUNG IFCM. In addition, after the end of their term, YOUNG IFCM will present to the Board of Directors a report documenting all youth committee activities and propose any future improvements on the work of the YOUNG IFCM.

7. REVIEW OF YOUNG STRATEGY

This strategy is a starting point for creating a YOUNG IFCM. However, every newly elected Board of Directors has a right to review/change/adapt before launching a call for the new YOUNG. The Board of Directors of IFCM also has a right to terminate YOUNG IFCM if the above criteria are not met.