



Organisation		Woodcraft Folk		
Proposal for the following position		Secretary General		
Surname		Pearce		
First name		Tamsin	Female X	Male
Address of organisation		Woodcraft Folk Units 9/10 83 Crampton Street, London SE17 3BF, UK		
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Working languages	English X	Spanish	Other French (intermediate level)	



Questionnaire for nominees to the Presidium or to the Control Commission

(to be completed in by candidates and to be endorsed by nominating organisation)

What experience do you have in your organisation?

I have been a member of the Woodcraft Folk for almost twenty-five years and during the last fifteen years have been active on the local, national and international level. I was a local group leader for many years, working directly with children and young people as well as serving on the local district, regional and national 'youth council' (DF committee). From January 1998 to November 2005 I was a member of the General Council of the Woodcraft Folk (national board) with responsibility for international affairs, including two years as the national chairperson. I have lead many international delegations for the Woodcraft Folk, including the delegation to the World Summit on Sustainable Development in 2002. Between November 2005 and October 2006 I was employed by the Woodcraft folk as the Global Village project administrator, responsible for general organisation of the event including co-ordinating international delegations, bookings and logistical arrangements. In this role I worked with a large majority of the member organisations of IFM-SEI.

What experience do you have on the international level?

International work has been a prominent feature of my life both in terms of my voluntary work and my career. I have a great deal of experience on the international level, having taken part in and run a large number of international meetings, exchanges, camps, seminars and international projects for IFM-SEI as well as other organisations and institutions. I have represented Woodcraft Folk in IFM-SEI since 1998 at all statutory meetings and since 2004 I have taken an active interest in IFM's external representation. I have represented IFM at meetings of the Socialist International and the Party of European Socialists, European and international Children's Rights meetings, the European Youth Forum and the International Co-ordination Meeting of Youth Organisations, as well as a wide variety of events organised by institutions and organisations. I was elected to IFM's Financial Auditors Control Commission in 2001, as Vice President in 2004 and as Secretary General in 2007.



In my role as Secretary General over the past three years, I feel I have worked consistently to achieve a number of important goals:

- 1) **Financial Stability:** IFM-SEI's financial situation has been our biggest challenge for many years. A lack of stable external funding sources combined with the perpetual challenge of obtaining membership fees, have left us in a very difficult position. During my first year in office, I prioritised the stabilisation of our finances, securing operational funding of over 60,000 Euros per year over a sustained period of three years, building strong relationships with institutional funders and ensuring our expenditure was cut to meet our income. Since 2007 our finances have been stable and secure.
- 2) **Increased recognition as a child-led children's rights movement:** I have worked hard to raise our profile as a serious and competent children's rights organisation. I have been elected to fill one of only three NGO seats on the Steering Group of the EU Forum on the rights of the child, have been appointed as a Council of Europe expert on child participation and am frequently consulted by the European Commission and members of the European Parliament on children's rights issues. I have also cultivated very good contacts with UNICEF, the European network of ombudsmen for children, the International Labour Organisation and big international NGOs working in the field who consult me on a wide range of issues. I have used IFM's reputation as a strong international youth-led movement to illustrate the significant area of cross-over between youth policy and children's rights policy, successfully working with other youth organisations to pool our resources and highlight children's rights in the youth field.
- 3) **Strategic planning in IFM-SEI:** In 2007 I initiated a strategic planning process within the IFM-SEI Presidium. Working to the priorities as agreed by the Congress and ensuring we have a red line through all our work, we were able to develop a more streamlined and focussed work-plan for the movement which has led to an increase in quality and relevance of our activities. This work has now been expanded and we have a comprehensive draft three-year strategy and work-plan 2010 - 2013 for debate and agreement at the Congress.
- 4) **All Together inclusion strategy:** The development of the All Together inclusion strategy was a response to a need identified by many member organisations to be more



inclusive of disadvantaged children and young people. As a socialist movement, it was important to our members to reach out to all sections of society and particularly the working class. This was a challenge so we set up a strategy to support grass-roots activists in being more inclusive. We have offered our members training, a space for exchange and have produced a handbook and website to support their work. Many of our members have identified real progress on inclusion as a result of the All Together strategy, developing a strong international - local link and feeling of ownership over the international.

- 5) **Communication:** Communication was identified as a priority by the Presidium in our last work plan. Both our internal and external communications were identified as areas in need of improvement so we implemented a re-design of the IFM-SEI house-style, producing a new website, folders, pins, leaflets, flags and pens. We now have a more recognisable and attractive style and materials to hand out to participants and partners when we attend meetings.
- 6) **IFM-SEI Office:** Effort has been put into strengthening the IFM-SEI office team since 2007. Our office has doubled in size since 2007, now comprising four full-time staff members: the Secretary General, Office Secretary, Project Officer and a European Voluntary Service Volunteer. This of course, greatly contributes to strengthening our capacity, with double the staff, we are able to be much more ambitious in our work. Much has also been done to ensure the sustainability and development of the office team in the future, prioritising the involvement of non-European volunteers to better reflect our global movement.
- 7) **Peers without frontiers:** 2010 sees IFM embark on an exciting new global peer education project. It is the first time that IFM has been awarded such a large grant (100,000 Euros) on the global level and we very much hope that this will be the start of a new approach – uniting our members across the world, not only within world regions.



What particular competences will you contribute to the work of the Presidium or the Control Commission?

If re-elected, I will contribute with a range of competences to the work of the Presidium and the international as a whole. I will be able to use all that I have learned in my first mandate to continue to strengthen and develop our movement. The past three years have been an intense learning experience and I feel confident in my ability to be an effective member of the IFM team. Specifically, I would contribute with the following competences:

- 1) **Financial management:** During the past three years I have greatly developed my financial management skills. I have put in place effective budget monitoring and management systems, have found ways to reduce IFM's expenditure and have developed our sources of stable income. Our cash-flow position has been consistently strong throughout the period and a controlled system for paying invoices has been put into place.
- 2) **Fundraising:** Fundraising is a fundamental task of the Secretary General. We rely very heavily on a number of institutional partners for operational and project funding and the responsibility for securing these funds lies with the Secretary General. I believe I have a solid understanding of the requirements and expectations of the main funders and have built productive relationships with them. I have consistently raised an average of 100,000 Euros per year and in 2010 this has increased to close to 200,000 Euros. I am currently exploring new avenues of funding.
- 3) **External Representation:** Having represented Woodcraft Folk and IFM-SEI in a wide range of meetings and events, I feel confident in my ability to represent the views of our members in an effective manner. I have built a strong position for IFM in the field of children's rights as well as in the youth field, being regularly consulted on issues such as children's rights, child participation and youth empowerment. I am also regularly employed as an expert by various institutions (UN, Council of Europe, ICMYO) which gives IFM-SEI an additional source of income in expert fees.
- 4) **Educational expertise:** I feel I can contribute with my educational knowledge and experience to IFM-SEI. Throughout the past 10 years I have been an active trainer and



facilitator in IFM-SEI as well as for other organisations and institutions. I have experience delivering training on a wide variety of topics and have actively contributed to all our discussions about education. I feel that educational expertise is vital for a Secretary General of an educational movement such as IFM-SEI.

- 5) **Children's Rights knowledge:** Following closely the international children's rights agenda and having direct influence on the key children's rights processes, puts me in a good position to contribute to IFM-SEI's children's rights work. In addition to advocacy, I can also contribute with my experience of children's rights education, supporting our movements in facilitating educational processes amongst their members.
- 6) **Personal contact/ relationships with a strong network of NGOs and institutions:** Personal contacts are crucial when undertaking advocacy work. Over the past three years, I have built up a strong network of contacts in the children's rights and youth fields, and I would maintain this network in order to develop IFM's position on the global stage.
- 7) **Large event organisation:** As Global Village Project Administrator, I was involved in almost every aspect of the organisation for a huge international camp, bringing together almost 5000 people. I have been using my experience as a member of the core team for Train for Change and would like to continue in this role.
- 8) **Passion and commitment to IFM-SEI values:** Having been a member of the Woodcraft Folk since the age of six, I feel I have grown up in the IFM-SEI family. I am firmly committed to our movement and believe it has a vital role to play in the transformation of our world.

What is your vision for the further development of the IFM-SEI and what could be your contribution to the reform process?

The process of developing IFM's draft strategy and three-year work-plan 2010 – 2013 was an energising experience. The Presidium analysed all aspects of our movement and in my view we have come up with a comprehensive, relevant and motivating work-plan. I am fully committed to the vision described in the strategy and believe that the work-plan effectively



addresses our core weaknesses. However, I feel it is worth highlighting three areas in particular for development: external recognition as a children's rights movement, developing the global dimension of our work and supporting volunteers.

External Recognition as a Children's Rights movement

IFM is now in a strong position in the children's rights field in Europe. We have a good reputation and are consulted by a number of NGOs and institutions as a genuinely child and youth-led movement. Similarly, we have built a reputation in the global youth field through our involvement in regional youth forums and the international co-ordination meeting of youth organisations.

In my view it is now vital that we extend our good position more effectively at UN level and within the socialist family. We need to build on our strong position as a children's and youth movement to illustrate the complementarity of youth organisations and children's rights organisations. Self-organised young people must be included in the fight for children's rights and our members have a huge amount to contribute to the debate.

The work on extending our advocacy work has already begun; we are in the process of joining the UN children's rights NGO group and we are building partnerships with UNICEF and the ILO. We now need to consolidate these contacts and ensure that the voices of our young members are heard on the global level.

I would also like to see us becoming more prominent within the socialist family and being recognised as the organisation for the left to consult on children's issues. This aim is clearly in progress, European Parliamentarians have identified us as their key contact on children's rights issues and our advice is sought when needed. However, we need to maintain and strengthen our relationship with the Socialist International.



IFM • SEI
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XXV IFM-SEI Ordinary Congress
15th to 18th of April 2010

Developing the global dimension of our work

As a global movement, IFM-SEI has internationalism as a core value. All too often, however, our work is restricted to regional co-operation, leading to the building of alliances on regional level rather than on a global level. I believe that we need to place more emphasis on our global work by put energy and resources into inter-regional co-operation and ideally, global co-operation. We need to make better use of the rich diversity of talents and resources in our membership and promote better co-operation between movements in different world regions. I would like to see projects like 'Peers without frontiers' on a number of different topics and I would be keen to support member organisations in developing bi-lateral projects across regions.

Supporting Volunteers

Volunteers are the foundation of our movement. Without them our movements would surely collapse yet all too often we fail to recognise their work and their needs effectively enough. My vision for the future of IFM is to build a strong, sustainable and global network of volunteers who feel valued, involved and have ownership over our international. We need to develop approaches for sharing the IFM-SEI work-load to improve the quality and reach of our work as well as allowing us to be more ambitious in our fields of activity. I would like to see IFM offering training, support, recognition and space to exchange with other volunteers across the world.



To be completed by nominee

I hereby express my willingness to run for the above mentioned position and if elected, I commit myself to carrying out the responsibilities, as laid out in the job description

Signature: Tamsin Pearce Date: 12th January

To be completed by nominating organisation

Woodcraft Folk (name of the nominating organisation) nominates Tamsin Pearce (name of the nominee) for the position of Secretary General and commit ourselves to support her/him to fulfil their responsibilities in this position.

Name of the person responsible for this nomination: Lloyd Russell-Moyle

Position Chair

Signature: L Russell-Moyle Date: 12th January 2010

Stamp of the IFM-SEI Member Organisation



PLEASE RETURN TO THE NOMINATIONS COMMISSION
Lea Väänänen
By 14/01/2010
FAX: + 32.02.245.00.83 or nominations@ifm-sei.org