

-መስርሕ ምግላጽ YPFDJ አብ አውሮጳ-

-ሳልላይ ክፋል-

ዝኸበርኩም አንባብቲ፡ ከመይ ቀኒኹም? እነሆ ሎሚውን ናይቲ መስርሕ ምግላጽ YPFDJ አብ አውሮጳ፡ ብዝብል ኣርእስቲ ብተኸታታሊ ነቕርቦ ዘለና ጽሑፍ 3ይ ክፋል ሒዝናልኩም ቀሪብና ኣሎና። እዚ ክፋልኪ እንብኣር YPFDJ ዕላምኡ ንምውቃዕን፡ ተግባራዊ ንምግባርን ናባይ ገጹ ክኸይድ ከምዘለዎ ንዝተለሞ መደባት ዘቃልዕ እዩ።

ኣብዚ ንገብሮ ዘለና መስርሕ ናይ ምቅላዕ ወይ እቲ ሰነዳት ብቐንዱ፡ ብእንግሊዝኛ ኮይኑ፡ እቲ ኣብ መእተዊ ብትግርኛ ንገብሮ ዘለና ክፋላት ጽሑፍ ብዝበለ ኣገባብ፡ ንመንፈስን ትሕዝቶን ናይቲ ነቃል፡ ዘለና ሰነድ ንምንጽብራቕ ተባሂሎ ዩ። ሰናይ ምክትታል!!

ምንቅስቃስ ሕብረት ኤርትራውያን ኣብ ኖርወይ

PART II: Where to go & How to get there

7. Strategic goals and action plan

Considering each issue, we have identified seven major immediate and near-term strategic goals that we should focus on:

- 1. Build a value centered organization
- 2. Design procedures for institutionalization
- 3. Develop a Nighat & skills development curriculum
- 4. Strengthen and transform our community
- 5. Build strategic relations
- 6. Ensure financial stability
- 7. Serve Eritrea from Erispora and in Eritrea

Our annual work plan is a great tool for our short-term goals. Our short-term goals must focus on YPDJ six work areas or six Euro-wide committees, namely Nighat, skills and development, Media & information, Networking & lobbying, Fundraising, and recruitment.

Our long-term goals are illustrated best by acronym IDEASS:

- IDE= identity
- A= awareness
- S=success
- S= service

The acronym IDEASS, paints the process of serving Eritrea, realizing your Eritrean identity, increasing your awareness and becoming successful in your field of endeavor. It endows you with the necessary tools to optimally serve Eritrea

7.1 Build a value-centered organization

It is vital to identify our core values; the pillars of our movement on which YPDFJ members find common ground. The core values must be instilled in each YPDFJ member to ensure the end product of YPDFJ is a strong, conscious and patriotic Eritrean youth who is a leader (cadre) in the Eritrean Community.

The core values on which YPDFJ members find common ground:

- Patriotism=Hagerawinet
- Unity=Hadinet
- Camaraderie=Bitsayinet
- Commitment=Tewefayinet
- Self-reliance=R'ese Murkosa
- Equality=Mearinet
- Innovation=Mehazinet
- Discipline/ Code of conduct= Sine sirat
- Lead by example /action oriented=Tigbarawiney

Obj. What	How	Who	When	Outcome
1.Create a core value awareness: Instill Core Values in each PFDJ member, and into our organizational culture	Identify our core values Highlight core values in our every day work	Nihat committee and chapter leaders	May – Sept 2011	Work method guided by PFDJ core values A set of core values serving a common ground for members

7.2 Design procedures for institutionalization

The roles, responsibilities and communication avenues of different committees and and chapters should be mapped out: YPDFJ has to identify factors or tools, which will be able to monitor the progress and measure the development of the organization. It is important to find ways of measuring such progress periodically, by identifying success criteria.

Obj.	What	How	Who	When	Outcome
2.	Organizational overview	Evaluate decision-making processes and reporting procedures	CC	May-June 2011	Work method guided by PFDJ's core values
3.	Institutionalize committees	Evaluate Euro-committees (mandate, tasks,	An appointed committee	May-Oct 2011	Decreasing conflicts and misunderstand

	and chapters	<p>candidates) and chapters (establishment and work method)</p> <p>Clear procedures for nominations and establishments (PFDJ documents)</p> <p>Templates to chapters for i.e. annual plan, pre-conference preparation, kit, event check lists</p>	<p>e consisting of representatives of CC, Chapter leaders, and committee members</p>		<p>dings</p> <p>Clear and harmonious work procedures</p> <p>Local acceptance</p> <p>Consolidating work methods and support to inactive/newly formed chapters</p>
4.	Coordinate tasks among committees (Conference, Biddho, TOT	<p>Create a joint platform where CC, committees and chapters can work (joint projects, fixed meetings, delegate tasks)</p>	<p>An appointed committee consisting of representatives of CC, chapter leaders and committee members</p>	<p>Aug- Nov 2011</p>	<p>Minimizing redundancy, create synergy and minimize double work</p>
5.	Formalize members	<p>Analyze membership statistics (formalized, non-formalized? Potential, demotivated members?</p> <p>Handout membership info (requirements, duties). Standardize membership routines (PFDJ documents)</p> <p>Clear procedures for formal membership fees and collection</p>	<p>CC Chapter leaders</p>	<p>Aug – Jan 2012</p>	<p>Clear picture of membership status</p> <p>Membership transparency</p> <p>Consolidate members</p>

		of the fees			
6.	Joint recruitment strategy for new members and consolidating members	Identify 3 levels of recruitment Standardized routines and curriculum for every level of commitment (develop a package of informal conversations, reading material, social events etc.	Recruitment Committee	March 2012	Steady introduction procedures to our movement

Eritrean Unity Movement

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