

World YMCA

Welcome to Padare

Mission Brief for Padare Facilitators

May 2020

1 THE MISSION

Covid-19 has caused profound and immediate crisis, disruption, response and innovation within the YMCA, and across the communities it serves globally.

In the past few months, we have collectively been witness to the onset of the Next Normal – a period of new and great uncertainties that have been catalyzed by the Novel Corona Virus disease, Covid-19. This next normal is asking of us to make adjustments to our lives in ways that are uncomfortable, painful and in a manner that has not been experienced on a similar scale by previous generations. Our best response is to summon our greatest currencies – our collective selves and our collective wisdom.

Welcome to Padare

In ancient Zimbabwe, wisdom and counsel were shared in special meeting forums christened “Padare” (pronounced Pa.da.ray). Typically, Padares consisted of leaders gathered round a tree, openly sharing from their own wisdom and experience and patiently receiving from the wisdom of other participants. Padares promoted equity, of both ideas and participants; and this was indicative of how the participants sat – in a circle gathered around the safety and humbling providence of the tall tree. The shared equity of the Padare participants was the very essence of Ubuntu, the African philosophy that emphasizes the belief in a universal bond of sharing that connects all humanity. The Padare was a vivid interpretation and display of the ideals of Ubuntu.

Our mission is to create ‘virtual’ circles of YMCA leaders and partners congregating around thematic areas of work that drive our collective passion. Each theme shall be symbolic of our Padare Tree – they shall stand for our common rooted focus and comfort from the elements that would otherwise slow us down. The Padare will be characterised by the exchange of wisdom between participants. While these may not be decision making forums, and while our collective knowledge will be the fuel from which we will derive energy, the sharing of wisdom shall be our intent.

Through these Padares, we will share with each other the wisdom of our experience, learnings and knowledge to co-create a new and sustainable normal for our YMCAs.

2 CONTEXT

The World YMCA has developed a three-part response to Covid-19 to: provide immediate support to the World Alliance; gain deeper understanding of the situation and impact on the YMCA through the pandemic; and, use these insights and learnings to develop our future strategic direction.

The overarching response is summarised below.

1. RESILIENCE

Theme: Resourcefulness in a crisis

Focus: Supporting the YMCA's in building their resilience in, and through, the crisis.

Objectives: How might we support the emotional, cultural, social, environmental and financial resilience of the YMCA Movement in Covid19?

Outcomes: Understand and evaluate the impact of Covid19; capture Covid19 pivots and responses across the global YMCA Movement.

2. RECOVERY

Theme: Sensemaking

Focus: Facilitating the reshaping of the YMCA's strategies for the post pandemic reality.

Objectives: How might we best understand the radical shifts which have taken place in the world, our nations and communities as a result of Covid19?

Outcomes: Analysis and testing of emerging insights and innovations from across the YMCA Movement to assist in developing our future direction.

3. REIMAGINING

Theme: Envisioning the future and renewal

Focus: Reinvention in a post-pandemic reality whilst fostering a global learning process within the Movement.

Objective: How might we envision a YMCA Movement responsive to rapidly changing and evolving societal conditions?

Outcomes: Synthesis of inputs and analysis, informing 2030 vision and strategic direction for World YMCA Alliance.

The Padares are one of our strategic activities in RECOVERY and will feed into further think tanks and global design processes as we develop our thinking and REIMAGINING of the World YMCA's strategy over the next 12 months.

3 THE PADARE BRIEF

Over the next two (2) months we will invite members of the YMCA and key external stakeholders to participate in a Padare.

We will convene around core emerging themes across the World YMCA gleaned from 175th Anniversary North Star roundtables and workshops, CEO and Regional Leaders gatherings, Leaders Talk Series, Covid19 Response Hub and a recent survey across the movement.

Each Padare will be led by a set of overarching questions and current themes for the sense making phase including:

- I. Majors **Trends** that will disrupt our World and how to respond
- li. **Equity**: How do we address growing inequalities and how equity could be built in how we operate as YMCAs
- lii. **Adaption**. How do we change/adapt our workflows to include new safety norms
- Iv. Planning. What happen to our strategic plans ? How do we move from Strategic /operation plans to scenario building for the short term
- V. **Financing**. How do we secure new funds, how do we diversify, how can we innove?

4 YOUR ROLE

As a member of the Padares Global Facilitation Team your role will include::

1. **PREPARATION**: participate in pre-briefing sessions with Forum for the Future on the Padare process and tools to be utilized in Padares - **2 x 1 hour sessions**
2. **FACILITATION**: run two Padare's to explore the theme/s generating clear outputs that feed into a central repository of insights, feedback and ideas - **2 hours per Padare**
3. **FEEDBACK**: participate in a sensemaking workshop to synthesize outputs with the other facilitators and Forum for the Future to identify connections between themes - **2 x 1 hour sessions.**

5 PADARE TEAM

Membership

- Carlos Sanvee, Secretary General, World YMCA

- Jan Owen, Australia, Strategic Advisor to Carlos Sanvee
- Hannah and Zoe le Grand, Forum for the Future
- ***Add names of facilitators here eg Melinda Crole, CEO, Y Australia , Denise Hatton England, Michael Weil, USA etc***

6 PADARE MISSION CONTROL

The Padares will be coordinated by the World YMCA Secretariat and supported by Forum for the Future.

7 MISSION LAUNCH and TIMEFRAME

The Padares preparation, delivery and feedback process will run from June - July 2020