



JARRAPORTO

KALENDARA JARO 2018

World Esperanto Youth Organization

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Introduction

After the resignation of President Enric Baltasar (elected in 2017) during JES 2017/2018 and the immediate resignation of board member Doniben Jimenez Jaramillo thereafter, the board needed to [rearrange the tasks among](#) itself at the very beginning of the [year 2018](#).

Former Secretary-General Hoan Tran (Ĝojo) became president; former board member Charlotte Scherping Larsson took over as Secretary-General. After several months, after setting up an open call for new board members and online voting, Marc Konijnenberg and Cyprien Guiya were elected to the board.

It has been a difficult and exhausting year for many board members of the 2017/2018 term, with a lot of uncertainty about when and how the board could function in a more or less normal way. This influenced the work in leading the organization.

After the renewal of the board during IJK 2018, the work in the organization experienced a new impetus. However, during the first months, it became clear that several team members did not have as much free time for Esperanto activities as planned. Because of this, it was difficult to introduce non-European new board members to TEJO work. Also due to this inappropriate situation, during JES 2018 the Committee voted to dismiss the board member Arturo Crespo.

Charlotte Scherping Larsson and Konstanze Schönfeld

Part 1: Operation

Administration

reported by Charlotte Scherping Larsson, Secretary-General (2018) and Konstanze Schönfeld, Secretary-General (2018-2019)

Elections for the new board

During IJK 2018 in Badajoz, Spain, to the board of TEJO were elected:

- [Hoan Tran](#)(Vietnam) - President
- [Léon Kamenický](#)(Slovakia) - First Vice President
- [Francesco Maurelli](#)(United States) - Second Vice President
- [Konstanze Schönfeld](#)(Germany) - Secretary-General
- [Mung Bui](#)(Vietnam) - Treasurer
- [Arturo Crespo](#)(Colombia) - Board member
- [Hans Becklin](#)(United States) - Board member
- [Kingslim Edah](#) (Benin) - Board member
- [Olga Sevcenco](#) (Netherlands) - Board member

A complete list of responsibilities of each board member can be viewed at the [List of responsibilities of the Board 2018-2019 of TEJO](#).

Circulars

TEJO activists - board members, committee members, commissioners, volunteers and staff - regularly report on their activities in public. Their reports appear in the form of the monthly circular, distributed through the committee's discussion list. All 2018 archive circulars can be read at:

- the [Committee mailing list](#)
- the Trello board "[TEJO-Cirkulero](#)"
- since the end of the year [2018](#), in [Centra Reto](#)

Electoral Commission

reported by Michael Boris Mandirola, member of the Electoral Commission 2017-2018, and Rogier Huurman, member of the Electoral Commission 2018-2019

The Electoral Commission 2017-2018 consisted of Fernando Jorge Maia Pedrosa Jr., Michael Boris Mandirola, Arina Osipova and Carlotta Pavese. At the beginning of 2018, the Electoral Commission was activated to look for new board members following the resignations of Enric Baltasar and Doniben Jiménez.

An open call was launched and the commission members actively contacted potential candidates; in the end, four candidates applied, one of whom withdrew before the elections.

Later the Electoral Commission looked for candidates for the summer elections of the new Board. The Electoral Commission had contact with 36 potential candidates and finally 14 people ran for the Board of TEJO 2018-19 (although one of them withdrew before the elections).

In 2018 we (Michael Boris, Querino, Bob and Sasha) were elected as the new Electoral Commission by online vote after [online open call](#). We immediately created a chat group for quick communication between us, and we created a joint document to gather information about potential candidates. During JES 2018/19 we spoke with those potential candidates who were present, and we gained a lot of useful information. No board member resigned until the end of 2018.

Cooperative platforms

The method and platform for reporting on activities via circulars was changed first to a more automated system via Google Forms and Zapier, which was used over the summer. With the arrival of a new volunteer, Mia Nordentoft from Denmark, work on a brand new more modern automatic system has begun. [Centra Reto](#) was presented to the public during JES 2018.

Committee

Renewal of the Committee, being the reappointment of all Committee Members A, was difficult and time consuming. The work to confirm the Committee Members and dialogue with the Country Sections was continued throughout 2018 until year-end stabilization of the number of Committee Members.

[A new voting system](#), which TEJO bought from Judith Meyer, enabled effective voting for Committee Members B. Michael Boris Mandirola and Robert Nielsen were elected, who served from mid-2018. Of the 5 available seats, 3 remained vacant: nominations were again collected in September 2018 with the hope of rescheduling the voting by the end of the year or during the beginning of 2019.

Implementation plan

Work to write a new implementation plan began in October-November and was completed immediately before JES 2018. The implementation plan was approved by the Committee during JES 2018 and is available [in public](#) on the TEJO website.

Regulations

In 2018, a [cleanup of the regulations](#) occurred, after a need arose due to the many changes last year that were introduced. During the Committee Meeting at IJK 2018, a number of changes were proposed and approved. Also during JES 2018 only a few small changes were presented, but a working group was launched to write new rules on elections, which will appear in 2019.

Finances

reported by Bui Mung (Feliça), treasurer (2017-2019)

In IJK 2018 I was again elected as treasurer for my second term on TEJO board. I continue to work on the usual treasurer's tasks, such as budgeting, financial reporting, helping accounting at UEA's finance department; I also check, approve and reimburse costs to members, volunteers, employees and costs in the CO and TEJO's apartment; I follow the arrival and use of grants and donations.

In 2018, TEJO's main revenues came from grants (EVS grants, EACEA grants), membership fees, Erasmus+ project profits and IJK 2018 earnings. Thanks to our grant applicant Mounir, in 2018 we managed to apply for a grant of EUR 28,200 from the EVS program and EUR 44,973 from the EACEA for the administrative grant. The grants help cover part of volunteer costs, of salary costs and contribute to the costs of board meetings. TEJO also participated in EJO 2018 and received more than EUR 4000 to cover preparation and on-site costs of TEJO members. In addition, this year we managed to organize a caravan to IJK with a profit of more than EUR 1000.

In 2018, TEJO still has a deficit, but compared to 2016 and 2017 TEJO really tried to lower the deficit by lowering expenses of employees and volunteers. TEJO co-employs staff with UEA and receives support from the KER officer and UEA staff. In addition, TEJO reduced the allowance of volunteers from EUR 550 to EUR 300 per month. This greatly helps to lower the two main expenses of TEJO.

All details about the finances will appear in the separate financial report, which will be published shortly after the final calculation and agreement with UEA.

Staff

reported by Charlotte Scherping Larsson, Secretary-General (2018), Konstanze Schönfeld, Secretary-General (2018-2019) and Bui Mung (Feliça), Treasurer (2017-2019)

Employees

In 2018, the plan was to hire far more people than were employed in the end. Among other things, we had planned to hire a programmer, but due to a delay in approval of the administrative grant, we had to wait too long to confirm the employment, and in the end it was decided not to hire anyone. Among other things, we considered the need low after Judith Meyer took care of a new voting system that we used in June for the election of committee members B.

For the job of a programmer, four candidates were interviewed, all of whom were really good and worth consideration. Involved in the interview process were Charlotte Scherping Larsson as responsible board member for Talent, Francesco Maurelli as Vice President and Paul Helly as Commissioner for Technology.

There was also a plan to hire a suitable [volunteer coordinator](#) in Rotterdam and an additional grant applicant. Since [the summer Said Baluchi](#) has been hired in Rotterdam for the first role; for the second role no candidate proved to be experienced enough. There were

plans to give the sole candidate Veronika Venislovas experience on a volunteer basis first, aiming for her re-application at a later time.

Summary of employment in 2018:

- Giorgio Nikolov (Ariel) - communications officer (all year)
- Łukasz Żebrowski - Country Activities officer (until August 2018)
- Mounir Abjiou - grant officer (year-round)
- Said Balouchi - coordinator of the volunteers in CO - employee of UEA and TEJO (since June 2018)
- Quentin Weber-Seban - External Relations officer (year-round)

Ariel Palmer

reported by Ariel Palmer, communications officer (since 2017)

Objectives of the communication

My goals for TEJO's communication were to improve awareness about TEJO among its members, to improve the attitude towards the organization, and also to make TEJO's social media sites a center of discussion and a place to promote debates, value interests, opinions and voices of the Esperantists.

In order to engage the community, I created and shared a variety of content that I posted on our social media sites ([Facebook](#), [Twitter](#), [Instagram](#), [VK](#)) and on the [official website](#).

Content and activities

As in the previous year, I actively shared and helped spread content already created by people in the Esperanto community, and on the other hand I focused on creating new content (videos, quotes, grammar stuff, asking questions and discussions, and so on).

Overall the year 2018 was great for experiments with content. Compared to 2017, when content was planned and alternated in a more orderly way, during 2018 we alternated more freely between social media content such as pictures, sentences, personal experiences of Esperantists, videos, and usual, institutional TEJO content (information, calls, advertising activities, and so on).

It became clear in 2018, without any doubt, that content that shows the personal experience of Esperantists is what the TEJO followers (and probably the whole Esperanto movement?) want to see.

The videos we made during the year reached a lot of people and proved to be a core part of our communication. For example the videos "[How I became an Esperantist](#)" and "[Become the change you want to see in the Esperanto community](#)" by Charlotte Scherping prompted many good reactions and discussions.

I started asking people why and how they learned Esperanto. People discussed and contributed en masse. I collected the stories and started publishing story images. Thousands of people interacted and shared those images and

many related discussions appeared. The images appeared irregularly but always had success. I plan to do similar small surveys during 2019 and create related materials for social media sites.

Our audience reacted well to the [video](#) filmed during JES in Poland about TEJO's news and plans for 2018. Showing the human dimension of our organization more is one of my goals for the communication of TEJO since the beginning of my work in 2017. Unfortunately it is difficult to make more material about TEJO's activities because the board usually meets only on the occasion of Board Meetings, and I can't always attend, but certainly from the work of 2018 I understood the importance of such content.

Additionally, part of my job for TEJO is also to interact with users on social media, answer questions, recruit and encourage people to participate in TEJO's activities.

I created calls, articles on tejo.org, added pages and information for events around the world and helped advertise them.

I took photos during Esperanto meetings. Photos helped bring great traffic, engagement and interactions to our pages. During meetings I also took photos which I later used for communication materials and external communication (for example, Spanish newspapers used my photos from IJK2018 to report on the event).

Interactions have grown a lot on all social media sites, people have often commented, shared posts, discussed various topics. Calls have generally reached more people than before and that is why we have received more applications for positions, volunteering and in general for participation in TEJO activities.

Achievements

On Facebook we gained over 1000 followers. At the beginning of the year they were around 3700 and at the end of the year they were over 4700 (a good result if one takes into account that we had only one paid post in the whole year).

We gained more than 550 followers on Twitter during the year and the interactions there have increased compared to the previous year.

Also our following on Instagram has greatly increased during 2018 and we have gained almost 500 new followers there.

Graphic work

I worked on the website for the project [FEJ - Fostering Equality in Youth](#) and added content. I created a new flyer about TEJO. I created logos for the FEJ project, and for the country sections BOJE, DKEJO, JEBO, EAS and JEB. I created new T-shirts for TEJO (various versions, designs and graphics). I created t-shirts for IJK2018.

For EYE2018 I created flyers, business cards, posters, gadgets and a new TEJO presentation. I also designed TEJO pins/gadgets that can be used during EJO and other events. I made graphics for the E-workshop in Rotterdam and helped advertise online. I created a leaflet on attentive coexistence as part of the FEJ project.

I advertised for IJK 2018 with posters, reminders, graphics. For IJK I also created nameplates, and an advertising graphic for a poster (the show Utopio) and created tickets for it. I created posters for UK about TEJO and about the activities of country sections. Since the end of 2018 I have started advertising for IJK 2019.

Videos

I created a hype video for [IJK2018 in Badajoz](#) and a hype video for [SES2018](#). Collecting materials for the project "The world of Esperanto" continued throughout the year. I ran a video presentation campaign for 2018-2019 board candidates (based on a great idea by Michael Boris Mandirola of the Electoral Commission). I created [video](#) of the new board 2018-2019 (filmed during IJK) in which the new board member each introduce themselves. I filmed the videos "How I became an Esperantist" and "Become the change you want to see in the Esperanto community" by Charlotte Scherping. In December I advertised, collected material, assembled, finished and spread the video ["Esperanto is cool!"](#) for Zamenhof Day, with dozens of contributions from [Esperantists from all over the world](#). The video was shared more than 420 times and had 14,000 views on Facebook and more than 2,000 on YouTube - a real success for the Esperanto community. Thanks to it we reached a lot of people and gained new followers.

In 2018 we also saw the importance of good communication about our Erasmus+ projects. During the year I completed [video about the AEJK project](#), with interviews with Pierre and Jeremie and a story [about the development](#) and importance of the project. I also completed [a video about our project on Best Practices in Language Teaching](#) with interviews and an account of the various phases and parts of the project. I believe that such videos are very important for our organization because they show the activity of TEJO to Esperantists and non-Esperantists and communicate well the results and the benefit of Erasmus+ projects.

Cooperation with the board

My cooperation with the board during 2018 has been very positive; I have always received support and had respectful interactions. The board gave me the confidence and freedom to follow my communication ideas, and I particularly appreciate that. During the year I interacted most often with the board members Konstanze Schönfeld and Charlotte Scherping and, like already in the previous year, our cooperation was really fruitful.

Konstanze always respectfully and clearly gave me assignments and feedback, I appreciate her perspective and ability to organize the work with a clear awareness of priorities and deadlines. That really helped my work a lot. I also greatly appreciated Charlotte's work for our organization. The passion she quite clearly has for our movement, and which can be seen in the videos we have made, has inspired many people.

And finally, although not everyone loves to appear in front of a camera, TEJO board members are well aware of the fact that working in a serious, global organization also requires being open to appearing in videos and showing their performance publicly. I am glad that my insistence on documenting, photographing, filming and reporting was well tolerated.

Łukasz Żebrowski

reported by Łukasz Żebrowski, TEJO officer (since 2016)

In the year 2018 the tasks I received from the board of TEJO were a bit more extensive than those originally planned. In addition to tasks related to Country Activities, there were also tasks related to the AEJK project and general assistance to the board.

Country Activities

In this field the focus of my activity was on America. I participated in the 9th TAKE (All-American Congress of Esperanto) in Havana, Cuba. There I participated in, among other things, a Youth Forum and took care of the celebration of TEJO's new American-European project. Relations with potential partners of the project about their participation, events held, topic of the project etc. continued also after the congress. In addition to America-related matters, I helped Cyprien and Ariel in a contest for Country Sections and did other small tasks.

AEJK Project (African-European Youth Empowerment)

At the end of the project I co-organized its closing meeting that took place during JES in Poland. My tasks were mainly related to caring for participants from Africa. I was involved in invitation letters, relations with embassies and consulates, collecting all documents, arranging ticket reservations, preparing instructions, assisting in obtaining visas and also in attempts to informally influence the process. Despite the efforts and support of several people, the event was a quarter successful- three participants came to JES from Burundi, for whom I arranged travel in both directions. During JES I myself participated in AEJK affairs and supported Burundians in their participation. Later I wrote a report on a visit by Burundians to the Polish embassy in Nairobi and closed the remaining issues related to the AEJK event in JES.

In relation to AEJK I also wrote an article for Kontakto on the journey to realize the first IJK in Africa.

At the end of the project I mainly did things related to financial checks of AEJK. Among other things, this involved ordering documents and arranging with an audit firm that prepared a financial audit report for us.

Other general tasks

In addition to the above-mentioned main areas of my activity in 2018, I received from the board other tasks that were most needed at the moment. This involved helping edit the Movada Rubriko of Kontakto 1/2018, ordering and organizing new TEJO T-shirts and one particularly time-consuming task - preparing necessary and useful changes to TEJO regulations, which remained in great disarray after legal changes in the organization.

Mounir Abjiou

reported by Mounir Abjiou, grant applicant (since 2015)

My grant applications were mainly through the Erasmus+ program. In addition to the annual grants, 2018 was when the European Voluntary Service program evolved to the

European Solidarity Corps program. The last project for EVS, which was successful, makes it possible to host three volunteers starting from February 2018 with a two-year window during which each volunteer is allowed to volunteer for up to one year. The October deadline in 2018 was when I applied for a first three-year framework of the ESC program, and at the same time for a volunteer project of four volunteers from the first of January 2019 with a window of 18 months for one-year volunteering for each volunteer. Both applications were successful.

At the end of January 2018, I also finalized accreditation requests for four volunteer locations outside Rotterdam through the EVS program, for FEL, Herzberg, Sepa kaj Asorti, and Vercelli, however, after visits by the NA to some of them, it turned out that the human resources were not sufficient to succeed in the requests. FEL, however, did not receive a visit from the NA in 2018 - so there are plans to retry in 2019 for the new ESC program.

In parallel, as every year, I reported on the 2017 administrative grant, whose report was successful and we received the good news of the success of the three-year framework of the administrative grant since 2018, we are still waiting for news on the 2019 grant for which I took care of the grant application for the December 2018 deadline.

In March 2018, I failed to submit the grant application for the European-American cooperation project, however I managed to submit the project in January 2019 and we have no news on it yet. The project was about sustainable development with TEJO as coordinator and SKEJ, PEA, GEJ, BEA, BEL, ELNA, KEL and KEA as partners. Additionally there were various reports on EVS which I took care of on the projects of Fériel, Roxanne, Paul, Olga, Nicoleta and Valia. Volunteers who applied for the Youthpass certificates also received them after co-creation. Other small tasks were uploading after translating various documents to the Erasmus+ portal and implementing various KvK changes about removal, registration and authorization of various board members. Other attempts for unsuccessful grant frameworks outside the Erasmus+ program were the European Youth Fund and a project in the Visegrad+ fund with SKEJ.

Quentin Weber-Seban

reported by Quentin Weber-Seban, KER officer (since 2017)

The salaried position of KER officer was created last year to devote more time to the external relations of TEJO and to make the work on this subject more professional. The Committee on External Relations, or KER, has been very active for several years, but until then this activity was only voluntary, with problems related to the irregularity and non-transparency of activist availability or the lack of further information and advice when an activist had to stop their activities.

This office therefore enables long-term work. I have already been able to bring my experience to KER, as a former activist in it - among other things representing TEJO in the European Youth Forum (YFJ) - and as a former TEJO volunteer. The aim was also to create tools that would enable this longer-term perspective, for example, a review of the activists and their activities, a guidebook, a presentation of TEJO and Esperanto, etc.

My main activity this year was related to the relations with international bodies, ie mainly the TEJO activity within YFJ and the co-organization of and participation in the European Youth Event 2018 (EJO 2018, see below). I participated in and reported on the

spring Council of Members of FoJE (COMEM), in Brussels, and coordinated the TEJO delegation for the autumn General Assembly in Novi Sad. I also took part in the discussions of the exchange group, which brings together like-minded organizations

within YFJ. I organized an online [training of YFJ on the Rights-based approach](#), which took place during KKPS in the Netherlands, and coordinated and co-authored TEJO's response to a survey on the Sustainable Development Goals.

On the other hand, I also participated in the strategic planning of TEJO's KER activities. I actually helped to co-write various documents of the organization: the Strategic Plan, the Annual Report (2017, 2018) and political positions. I also updated the implementation plan. In addition to various formalities and administrations, I also worked hard to prepare tools that would make the KER work easier: updating the KER training, writing an explanatory document on KER and an English-language presentation of Esperanto, etc. However, for time reasons, I could not advance as much as I would have liked.

Volunteers

reported by Charlotte Scherping Larsson, Secretary-General (2018) and Konstanze Schönfeld, Secretary-General (2018-2019)
missing report by Olga Sevcenco, responsible board member (2018-2019)

Overall, during 2018 in TEJO volunteered, as part of a funded program:

- Fériel Djenidi (France) - from February 2017 to February 2018.
- Gilbert Niyukuri (Burundi) - from August 2017 to August 2018.
- Olga Sevcenco (Moldova) - from September 2017 to August 2018.
- Paul Helly (France) - from October 2017 to September 2018.
- Valia Tamvaki (Greece) - from October 2017 to September 2018.
- Clément Baleyte (France), since October 2018.
- Mia Nordentoft (Denmark), since November 2018.
- Manuela Burghilea (Romania/France), since November 2018.

Housing and employment

All European volunteers served in the Central Office (CO) in Rotterdam as part of the European Voluntary Service, a program paid for by the European Commission. They all lived either in a UEA's VoIDom or in TEJO's apartment, with a few transfers between the two residences. At the end of 2018, the housing situation stabilized, as all TEJO volunteers got a room in VoIDom, closer to the Central Office, where Olga, the board member responsible for volunteers, also continues to live.

On another continent, Gilbert volunteered at the Esperanto Center in Rumonge, Burundi.

Call and selections

A [call for new volunteers](#) for the European academic year 2018-2019 was published at the end of February 2018. Mia Nordentoft was chosen in the spring as a first volunteer, with an arrival in November 2018.

Files of many interested people, Esperantists and non-Esperantists, arrived during the summer. Interviews took place mainly in the fall, at the beginning of the new board period. Clément Baleyte was chosen as a second volunteer for the same period, with arrival in October 2018. Manuela Burghilea applied to the volunteer program and was selected as a third volunteer immediately afterwards, starting in November 2018.

Mentors

During the first half of 2018, Agata Cichocka acted as mentor for the EVS volunteer Valia Tamvaki, and Rogier Huurman for the EVS volunteer Paul Helly.

In the autumn, Veronika Mihaldova, a young activist from Slovakia/Czech Republic, moved to Rotterdam and agreed to mentor the volunteers when needed. She was chosen as a mentor for the volunteers because she studies directly at the Erasmus University in Rotterdam, is often in contact with various locals (mainly students) and since September has rented a room in the TEJO apartment.

Her job was to provide local *practical* support, for example through accompaniment during the purchase of necessities after the arrival of the volunteers in Rotterdam or a welcome tour of the volunteers in the city center. Although initially there were misunderstandings on the part of the volunteers about what exactly the task of a mentor is, at the end of the year everything became clear. It became evident, however, that sometimes volunteers would want more support in fields such as in search of work or other opportunities in the Netherlands after the EVS year, although providing such support is not at all the intended goal of the EVS program.

Fériel Djenidi

Due to vacation planning, Fériel's volunteering ended in 2018 with vacation time.

Gilbert Niyukuri

reported by Gilbert Nyukuri, TEJO volunteer in Burundi (2017-2018)

My name is NYUKURI Gilbert, TEJO volunteer from Burundi (from August 2017 to August 2018). My activity as a volunteer was largely a translation of the multilingual website *Lernu!*. This is the website that allows Esperanto learners to learn in various languages (of course in the already translated languages). I translated the site into two languages: Swahili and Burundian, both languages are native to me. So now Swahili and Burundian speakers can easily learn Esperanto through *Lernu!*.

In collaboration with Paul, we edited TEJO Aktuale every month. I tried to collect photos of TEJO activists that are missing by contacting the activists online but only one of the contacted activists, reacted and gave me a photo.

Read an [interview](#) with Gilbert.

Paul Helly

reported by Konstanze Schönfeld, Secretary-General (2018-2019)

Due to Paul's lack of independent reporting on volunteering at CO, it is only possible to report on Paul's numerous contributions to the TEJO website, to the preservation of the organization's servers, to the reading aloud of texts to be published in collaboration with other CO employees, and to the maintenance of all office tools. Paul also attended IJK.

Paul did a lot of work to support the work of the board, especially when it came to handling technology and computers, and successfully completed his volunteering during September 2018.

Olga Sevcenco

reported by Olga Sevcenco, TEJO volunteer in the CO (2017-2018); written out by Konstanze Schönfeld, Secretary-General (2018-2019)

As a volunteer, Olga aimed to contribute to the active participation of Esperanto youth in social life, strengthening the youth association structures of the organization. During the year, she carried out information, education and lobbying programs and activities on behalf of TEJO.

She mainly represented TEJO within youth association structures. Moreover, she has been associated with state institutions and international organizations, among others contributing to the Universal Periodical Review during 2017 and 2018 (for Slovakia). During the year, she often acted as an official correspondent with the United Nations, the Council of Europe, the European Youth Forum and its member organizations.

Olga also participated in the elaboration of a new TEJO strategy for 2018-2020 and in the new implementation plan for 2018-2019 and 2019-2020.

Vasiliki Tamvaki

reported by Valia Tamvaki, TEJO volunteer in the CO (2017-2018); written out by Charlotte Scherping Larsson, Secretary-General (2018) and Konstanze Schönfeld, Secretary-General (2018-2019)

Valia supported the work on the AEJK project, including bureaucratic affairs. She was in charge of the UNITED campaign and events and activities related to it in Rotterdam.

For the UNITED campaign she ran translations from all over the world, thus enabling the campaign to be disseminated in many more languages than usual. In May she went to Budapest for a UNITED conference, to strengthen our relations with the network.

During the year she participated in a number of KER events in the Benelux region. She, together with a UEA volunteer, Nicoleta, took care of an art activity during EYE-YO!Fest 2018, which represented minority activists and women in Europe and Esperanto. In Rotterdam she organized an event on language justice together with AEGEE and thus strengthened our relations with AEGEE and made TEJO visible in a university environment.

Valia also took care of some translations into Greek and English at TEJO.org. She also took care of the Duolingo packages, the magazines that TEJO sends to Duolingo course graduates. In addition, she took care of bureaucratic affairs in the Central Office itself and of TEJO's e-mail box.

Clément Baleyte

reported by Clément Baleyte, TEJO volunteer in the CO (2018-2019)

On a beautiful autumn day my volunteering at TEJO began, when the sweetness of summer still caresses our cheeks but the nights already remind us of winter. I recently discovered Rotterdam, a modern jewelry box, where different worlds manage to live in harmony. It is not strange here to see a coexistence of vegetable wonder with white concrete, nor to observe new creations with old buildings.

I remember those first moments, this noise from the big front door of the office squeaking at every opening. There was a special smell in this building. Paper, photocopier heat, pens and black markers. Sweet smoke of coffee coming from the basement. After a brief visit of the rooms, now I was in this elegant room, at the top of these orange bricks. I would spend a lot of time there.

My first days were dedicated to reading, learning and understanding the operations, goals and projects I would focus on throughout the year. Quickly the first major tasks came. First, I had to play the role of a housing agent for the organization and went in search of the ideal tenant. Some difficulties and many kilometers later, the case was closed. I discovered then that I would devote many hours to bureaucratic work. Not always the most exciting or rewarding, but everything has to be done with a smile. Handling emails, replying, sorting, archiving, my fingers are one with this keyboard almost silent. Just tiny clicks escape the battle between my skin and these white letters. Sometimes you only hear graphite scratching numbers on a sheet where you can see a coffee stain, a sign of my clumsiness.

The website has also become a second home. Between translations, improvements and updates, I have to take care of the slightest error. Languages are added, new pages translated into my dear native language. But this house is expansive, as expansive as its labors, and it will take many hours until the last letter.

Blindly, because I never had the opportunity or the courage, I experimented with the process of writing the terrifying document on privacy policy, for the new central network of our organization. A few drops of sweat, two grams of legal texts, and two clouds of self-confidence were enough to accomplish this treacherous project. Then to relax the gray matter, some manual labor is sometimes good against such monotonous days. Let's roll up our sleeves, stay patient and pack a few hundred magazines, or write to those brave and loyal supporters.

I had the opportunity to participate in various events, both in relation to the organization and within the framework of European volunteering. Outside of these walls, of these usual smells, I became the prey of that new unknown world. With a breath of fresh air in my hair and a sense of freedom, I went over the weekend to the famous Dutch autumn gathering in the bucolic countryside. A few drinks, a training whose name I forgot

and fried snacks that remind me of the coast where I liked to escape during an afternoon. A meeting between EVS volunteers took us away from our countries. We exchanged, we laughed, we doubted, we even wondered about our own existence. But the worries always fly away in the end. The positive will triumph over the negative and the tears of unhappiness will sink into the sea of joy.

Now in the cold night a light still shines, that of the office, where I remain a little longer today. Tomorrow I will be back for a few days with my family to conclude this year 2018. Until January 2019! I turn off the light and think involuntarily about the next eight months of that new year that is about to begin, hopefully it will contain a lot of new ideas, new projects, and beautiful encounters...

Mia Nordentoft

reported by Mia Nordentoft, TEJO volunteer in the CO (2018-2019)

I started my volunteering at TEJO on November 1, 2018. Since then I have been mainly concerned with IT and the other technical affairs of the organization.

Until the end of the year 2018, within the framework of these fields, I worked, among other things, on the creation and elaboration of [Centra Reto](#), a new TEJO platform for internal cooperation. At the end of the year I was able to present a ready new circular system that automates the work of the Secretary-General.

I also took care of the well-being of TEJO's network systems and their security, including TEJO's server and its email system.

In addition, I participated in KKPS where I assisted in a YFJ training on rights-based access. At the end of the year I participated in YJS in Germany where I helped with organizing and taking minutes of the in-person Committee Meeting.

Manuela Burghilea

reported by Manuela Burghilea, TEJO volunteer in the CO (2018-2019)

I attended KKPS in Hunsel between November 2 and 4 and as part of that meeting I joined a one-day training on rights-based access. After the meeting, I [translated](#) from English into Esperanto the trainer's materials to be used for upcoming TEJO trainings.

I participated in a training on KER in Rotterdam, given by Francesco Maurelli and Michael Boris (Nov). I participated in a 5-day training for EVS volunteers in Arnhem (Nov). I participated in an international seminar in Moscow on young people's access to rights (November 25-28), organized by the Council of Europe, and [reported](#) about it on our website.

I participated in [Novjara Renkontiĝo](#) in Wiesbaden (December 27 - January 3), where I contributed with two programs (a lecture on Romania and an introduction to the Romanian language) and where I also helped in the tea room and in the sale of TEJO items.

I co-organized sessions with BEJO members for a project on Gender Equality. I (co)engaged in the preparation of small gifts for the TEJO patrons. I have regularly contributed through translations and co-management to [Tutmondaj Voĉoj](#). I was busy with office work and participated in several TEJO meetings. By request I updated

the Trello board for circulars, transferring from Excel spreadsheet to Trello all the individual reports and information from the current month of my volunteering (November) and from some of the previous months (August, September, October). I individually wrote to committee members and board members to complete the circulars.

Relations with UEA

reported by Francesco Maurelli, 2nd Vice President (2017-2019)

The year 2018 was particularly intense in the relationship with UEA, and with the Central Office. It is worthwhile, however, to separate the subjects, board cooperation in the various fields of activity, and the functioning of the administrative machine on which both UEA and TEJO depend, enjoy and suffer.

The cooperation between the boards has been generally very fruitful, with a sincere effort to achieve concrete results on both sides. Of particular note is the successful cooperation in the field of External Relations, at the United Nations and at UNESCO. Such collaborations are essential because the outside world is not aware of our various associations, so it is important to give a unified message. The collaboration also evolved in the training field, and the creation of the TEJO trainer pool was inspiring for UEA.

About congresses, as a TEJO representative I visited (at my own expense) Lahti together with the UEA delegation, in order to prepare for UK 2019.

A major change in UEA in 2018 was the appointment of Martin Schäffer as General Director. This certainly also had an influence on TEJO activity and TEJO relations, as many decisions and work of employees and agreements between TEJO and UEA also depend on the General Director. The collaboration with Schäffer was mostly fruitful and practically goal-oriented. I appreciated the efforts to solve the burning problems, although there was a lack of any structured procedure to plan the construction, instead of always running to put out fires.

In 2018 there was a reform of the fee system in UEA and in TEJO. Thanks to the proposals of the TEJO committee members during UK 2018, approved by the full UEA committee, young TEJO members can enjoy a significant discount.

An unfortunate loss is the sending of a paper Kontakto to all members, as now it will only be received by Subscribing Members.

In relation to the office, we have had to face several difficulties, the causes of which are far from the purpose of this report. The atmosphere in the office during the first months of the year was particularly tense, and this - in connection with other causes - prompted a visit by the Dutch national agency to the Erasmus+ program, responsible for the volunteer program, but also for partner and mobility projects. I managed to organize a proper reception of the supervisor, and to undertake appropriate activities, so that TEJO will be able to successfully continue the volunteer program, along with the other programs managed by the agency. Special thanks for this go to Michael Boris Mandirola, who was ready to live in Rotterdam for a few weeks in May, to support the volunteers locally, and to Hoan Tran (Gojo), who served in the Central Office during the summer.

The TEJO-UEA cooperation regulations need to be updated, after the introduction of the new fees and in 2018 the first processing of the necessary changes took place, without however reaching a mature text for a vote by both committees.

The most challenging issue concerns TEJO's finances and TEJO-UEA's mutual debts.

Despite several attempts, the situation at the end of 2018 was still far from full clarity. Despite improvements compared to 2017, much remains to be done.

Part 2: Commissions

Activist Training

reported by Léon Kamenicky, Vice-President of TEJO (2018-2019)

Although there was no official "Train the Trainer" project during the year 2018, the TEJO trainer pool successfully contributed to two projects whose goals were among others to deliver training sessions.

Specifically, it was about the Erasmus+ projects on "Volunteer Language Teaching" (LI project) and on Gender Equality, called "Foster Equality among Youth" (FEJ project). The TEJO trainer pool assisted with the establishment of calls and the selection of appropriate trainers and consultants.

In March 2018, Szabolcz Szilva and Przemysław Wierzbowski from the trainer pool trained, in collaboration with Jana Kamenická and Christophe Chazarein, during a one-week training session on Volunteer Language Teaching in Toulouse. The trainees had the opportunity to continue their work with the acquisition of new knowledge after the first "introductory" training, which took place during JES 2017 in Poland.

In August 2018, the multi-day training of the FEJ project (Foster Equality among Youth) took place during IJK. Trainings were led by Sasha Murr, Stela Besenyei, Querino Neto, Jeremie Sabivumya, Alla Kudryashova. 12 participants from Italy, Germany, Spain, the Netherlands, Slovakia and the United Kingdom took part in the training.

It is worth mentioning that despite the fact that we did not recruit much to get new trainers (also due to the fact that in 2017 we got about 30 trainers from two "Train the Trainer" programs) we worked on self-development of the already existing members of the TEJO trainer pool. We held two TEJO Trainer Meetings (ToToRo): one in March, in Malacky (Slovakia) and a second in November - a larger one - in Rotterdam (Netherlands). The purpose of both meetings was to review and plan activity, hold training sessions, test new methodologies and team building. During the November ToToRo we additionally started working on a new "Train the Trainer" project (with plans to apply for a grant in 2019) and founded a working group whose goal is to create "trainer packages" for TEJO's Country and Professional Sections.

The committee meeting of TEJO during IJK 2018 was a very important moment for the TEJO trainer pool, when the committee after some modifications unanimously accepted a new regulation on its functioning and thus showed its support to the action of the commission.

Sessions that were organized by members of the TEJO trainer pool were delivered (in addition to those already mentioned) for example during KAEST (Slovakia), SES 2018 (Slovakia), JES 2017/18 (Poland), JES 2018/2019 (Germany) and IJF 2018 (Italy). Additionally, outside the European continent there have been trainings led by members of the TEJO trainer pool in some African countries, such as in Benin and Togo.

Finally, the activity of the TEJO trainer pool was led in 2018 by Charlotte Scherping Larsson (first as TEJO board member, then as commissioner), Léon Kamenický (first

as commissioner, later as TEJO board member), Karina Makosa (deputy commissioner) and Tomáš Stano (deputy commissioner).

Congresses

IJK 2018

reported by Carlos Pesquera Alonso, coordinator of the IJK 2018, and Léon Kamenicky, responsible board member (2018-2019)

The [74th International Youth Congress of TEJO](#) took place in the city of Badajoz (Spain), on the border with Portugal, from 4 to 11 August 2018. Co-organized by the Spanish Esperantist Youth Society (HEJS) and the Catalan Esperanto Youth (KEJ). The theme of the IJK is "Gender and equality".



The IJK was the second largest event in the Esperanto movement in 2017. Compared to other IJKs, the IJK 2011 in Kiev was the last one that managed to attract more than 300 people to our event until 2018 with 306, although in fact only 273 participated from 5 continents.

A total of 145 program events were organized, including 3 excursions, 4 concerts, 1 clown solidarity show and a public event in the town square. We have managed to appear in at least 14 Esperanto podcasts and articles, 15 newspaper, newspaper and newspaper articles and in 5 radio programs (some of them are the most massive in Spain). The local team listed all [appearances in the media](#).

During the IJK there was also training within the framework of the Erasmus+ project Foster Equality among Youth (FEJ) on the theme of the IJK. Each association participating in the program sent two people who for a week participated in various programs, among them two which included local associations working on equality and political parties.

The organization suffered the disappearance of several of the local team members, but the affiliation to the team of Paulina, a member of the IJK 2019 team, helped and facilitated the transmission of information. The structuring with framework documents also helped the organization and the information to the TEJO board. The organization was distant; three visits took place: the first to visit sites, the second to sign a contract, contact local associations and check out excursion options and the third before the start of the congress to finalize. The organization focused on being as public as possible. The local team considered that due to the atmosphere of the IJK, for the participants they are happy with little and therefore it is worth taking advantage of the event to recruit for Esperanto.

JES 2018/2019

reported by Konstanze Schönfeld, Secretary-General (2018-2019)

One day before JES 2018 began the first in-person Board Meeting of the Board 2018-2019. The Board met on Friday, Saturday and Sunday, from December 28 to 30, 2018. Participants were Mia as volunteer, Léon, Arthur, Francesco, Olga, Happy, Hanso and part-time Konstanze as board members.



At the same time, a three-session [Committee meeting](#) was held on Saturday, Sunday and Monday, from the 29th to the 31st of December 2018, planning a total 7-hour plenary session, which was eventually extended several times. [Minutes](#) are available publicly.

In early 2019, during JES, a TEJO training on the rights-based approach led by Michael Boris Mandirola (planned in 2018) took place; also committee working groups on regulations on Conflict of Interest and Voting System; "TEJO presents itself" led by Mia Nordentoft and an open hour of the Board, which was attended by about 10 activists outside the Board. We also announced the results of the [contest to host](#)

[IJK 2020](#), launched in October 2018, which will take place in [Someren, The Netherlands](#).

In addition, the final meeting of the Erasmus+ project on Gender Equality (FEJ) took place, to which TEJO sent Charlotte and Marc as delegates.

On the part of the board, the collaboration with the LKK of JES 2018/2019 was very pleasant, and we sincerely thank the organizers for the opportunity to host us one day earlier for board meeting and for receiving the main hall for the Committee Meeting. In agreement with PEJ, the host organization of next year's JES, the dates and times of the Committee Meeting during JES 2019-2020 will be decided during the first half of 2019.

Partoprenu IJKn 2018

reported by Charlotte Scherping Larsson, Secretary-General (2018)

Thanks to the financial support of the fund [Partoprenu IJKn 2018](#), Karina Oliveira and Hans Becklin took part in the congress, who organized various programs during the event, including taking care of the hosting of the KER Esperanto exams. Both continued their activities within TEJO after the IJK and together decided to take care of the Education Commission.

For the competition, TEJO has made available 2000 euros this year.

Preparation for IJK 2019

reported by Léon Kamenický, Coordinator of IJK 2019, Vice-President of TEJO (2018-2019)

The Local Congress Committee (LKK), immediately after the [announcement of the results](#) about [who will be given](#) the task of hosting the 75th IJK, prepared contracts with the dormitories in which the congress and program will take place. After a few amendments the contracts were signed already before IJK 2018, which enabled the organizers to publish the registration form and prices already one year before the celebration of the event.



The first official LKK session, attended by 6 organizers, took place in early December in Malacky, Slovakia. During this session the program was discussed, the budget planned, a marketing strategy was agreed upon and the urgent tasks were identified. At the end of the year, the confirmed LKK consisted of: Žeňa Belková (administration), Tomáš Stano (finance), Paulína Jalakšová (program), Jana Kamenická (excursions), Manuela Ronco (thematic program and attentive coexistence), Vít Guglielmo Mišurec

(visas), Veronika Venislovas (reception and meals), Matthieu Desplantes (website and registration form) and Léon Kamenický (coordinator).

External Relations

reported by Quentin Weber-Seban, KER officer

The Commission for External Relations, TEJO-KER, is a very active commission, and that continued during the year. In addition to the activists and volunteers, one officer coordinated the work of the commission. Our activity on various platforms enables us to defend language rights and prove that the language Esperanto is a solution to international communication challenges.

TEJO's "KER activities" contain several parts, corresponding to the fields of activity of our organization. TEJO is active mainly in YFJ (European Youth Forum), the UN and UNESCO, and UNITED (United for Intercultural Action) on which there will be separate chapters under the guidance of the relevant responsible persons. Moreover, the year was marked by the celebration of the 10th European Youth Event and YO!Fest, which will take place in June 2018 in Strasbourg, France. Having already participated in several last year's variants, TEJO this time was not only part of the organization team thanks to Konstanze Schönfeld (Tuška). There is also a separate chapter below on this.

In addition to these important works, the Committee on External Relations also wrote or updated the [political positions](#) of TEJO.

UNITED

reported by Klára Ertl, commissioner for UNITED

At the beginning of the year, TEJO members and other Esperantists very successfully multilingualized the [posters, slogans, and press release](#) of UNITED for the Week Against Racism, one of their major campaigns.

Due to a lack of grants, unfortunately in 2018 there were no UNITED conferences in their usual quality and structure. There were small-scale conferences, including a May meeting in Budapest, to which TEJO sent the CO volunteer Valia.

During a KER session after EJO in May, and afterwards, interested members discussed the future of relations with UNITED. For example, country sections of TEJO could

officially [join](#) as separate partners of UNITED, which would mean greater visibility of Esperantists at the conferences. It is also possible to join the UNITED general delegation individually, to be active in their own external relations. At the end of the year, Konstanze and Paulína did so.

In the long run, perhaps a TEJO member could co-organize a UNITED conference. This requires content experience on the subject and a very long-term commitment of TEJO as an active partner.

I continued to volunteer at UNITED working on the [Death list](#), which has gained more and more media attention. I wrote an editorial about it in an issue of Kontakto.

At the end of the year I was accepted as a member of the UNITED Campaign Coordination Team (CPG) for 2019. That means I coordinate UNITED's campaigns throughout the year, along with 3 other young people from other partner organizations. We met [in December in Budapest](#) to prepare for our tasks.

UN & UNESCO

reported by Rakoен Maertens, Commissioner for KER activities at the UN and UNESCO

January 2018, Ecosoc Youth Forum (New York, USA). Attended by Francesco Maurelli and Rakoен Maertens. We have had a leading role in ICMYO sessions. Due to our partnership, during the main sessions we received [a seat right in front of the great hall in the UN with the name "TEJO" on it](#), clearly visible to the participants. We set up the first contacts for possible cooperation during the High-Level Policy Forum on Sustainable Development (ANPF).

In July 2018, for the first time in the history of TEJO, a delegate from TEJO (Rakoен Maertens) participated in the ANPF, the main event on the Sustainable Development Goals (New York, USA). [A new important achievement is the co-organization of an event on circular economy together with the official Belgian Mission to the UN](#), which is the first TEJO event directly with a country delegation at the UN. [It was a great success with high-level participants](#), and raised our position at the UN.

November 2018, UNESCO NGO Forum on Science (Moscow, Russia). Attended by Rakoен Maertens. We actively discussed about [the role of language for the scientific world](#), and the need for diversity in culture and opinions for good science. [We also showed studies in which we use Esperanto as a tool for multicultural research](#), which were well appreciated.

In December 2018, we participated in a meeting of ICMYO (Cascais, Portugal), and led several sessions. We later participated in the UNESCO General Conference (Paris, France), [where we lobbied for election of TEJO partner Richard Apeh](#) for the UNESCO NGO League Committee. Richard was not elected as chairman, but had enough votes to continue his term as a member of the League Committee.

UNOY

reported by Ana Ribeiro, UNOY Commissioner (since 2018)

[UNOY](#) Peacebuilders (Acronym for "United Network of Young Peacebuilders") is a network of youth organizations working for peace, its main goal being to lobby and campaign for peace and to empower young people on issues related to peacebuilding. In addition, UNOY has connected more than 80 member organizations around the world, including TEJO since April this year, but work with the network began a few years ago: the first mention of possible membership in UNOY was made on TEJO's mailing list in 2015, and Fernando Maia, Veronika Poor and Sasha Murr had already had contact with the network before. The application to join UNOY was written by me in February 2017, and in February 2018 I along with Rakoен Maertens was interviewed as TEJO representatives by some UNOY team member, and finally in April we received the results of the acceptance of our application. In addition, it is worth mentioning that there is no membership fee for UNOY, so TEJO does not have to pay to be part of the network.

The first activity on the network was the elections for new members of the International Steering Group, which is a kind of UNOY Board. As a member, TEJO had

one vote. Klára Ertl interviewed the candidates and wrote a report about them to a TEJO-KER list, we finally selected by discussion there the candidate who seemed to have a greater interest in Esperanto. The elections took place in June and the campaign in May but unfortunately the candidate we decided to support was not elected.

In June, a number of TEJO members also took part in an event organized by UNOY to

announce [a new contest](#) about films, in which TEJO this year unfortunately did not have time to participate (among other things because the deadline to participate was very close to IJK) but is a matter for consideration for years to come.

In September, Tyron Surmon participated in the [main event of UNOY](#), which is the "[Young Peacebuilders Forum](#)" which took place in The Hague. It is worth mentioning that he received a grant from the network to participate in the forum. Tyron wrote an interesting report on the event that [can be read here](#).

In November Konstanze Schönfeld participated in the [Lisbon Forum](#), one of the main events of the European Council, with financial support from the network.

In December, TEJO was able to nominate a participant for training in peacebuilding in Georgia in youth organizations, but unfortunately the trainer had to live in the Netherlands (because TEJO and UNOY headquarters are in that country) and had to bear 30% of the costs of the training and that limited our choice, I tried together with NEJ to find someone who could participate but unfortunately I did not.

I would summarize the first year of TEJO at UNOY as a very fruitful year for TEJO because some of our activists were able to gain experience and participate in events. It was also a year of learning, as we had no extensive experience with the network before. In the coming years, I hope that TEJO's activity and influence on the network will be able to grow, but among other things we need more activists.

European Youth Forum

reported by Paulína Jalakšová, TEJO delegate to YFJ (since 2018)

TEJO delegates participated in the two main YFJ assemblies during the year: COMEM (meeting of the Committee of Members) and GA, the YFJ General Assembly, which takes place every two years with the aim of renewing the leadership of the Forum.

COMEM took place in April in Brussels. The official delegate was Quentin Weber-Seban and the second was Paulína Jalakšová. It was also attended by Michael Boris Mandirola as president of CBMA (a body to consult and give advice on candidates for membership in YFJ). Several political documents from different organizations were presented. TEJO presented a number of culture/language-related amendments to them and all were accepted. Some helped create for [example this document](#).

The General Assembly took place in November in Novi Sad (Serbia). Official delegates were Paulína Jalakšová and Francesco Maurelli. TEJO was also represented by Konstanze Schönfeld as the third additional delegate, and Michael Boris Mandirola was also present as president of CBMA. Fortunately, this last third place was also repaid by YFJ, as TEJO won the lottery for subsidized third delegates.

Elections took place during this event. Paulína Jalakšová ran for the FCC (Financial Control Commission) but failed to get elected. TEJO interviewed candidates for president before the event itself and for other positions during the event with the

help of the Exchange group. TEJO also made a presentation on how languages influence our thinking, which was watched by all participants. It was presented by Paulína Jalakšová.

As during COMEM, several documents were presented. TEJO submitted a culture/language-related amendment to [one](#) of them and it was accepted. It was about the addition of point 8 of the document that says: ***"To advocate with Council of Europe***

Member States to protect and valorise the Jewish cultural heritage as well as the Jewish languages in Europe, such as the Yiddish and the Judaeo-Spanish." TEJO also officially supported [one](#) of the documents, which was also accepted.

In addition, Michael Boris Mandirola was president of CBMA (the Membership Advisory Body) during the years 2018 and 2019. In this context, he took part in study visits to the National Youth Council of Ukraine, the Northern Ireland Youth Forum and the German-speaking Youth Council in East Belgium.

YO!Fest and EYE 2018

reported by Konstanze Schönfeld, TEJO group leader and coordinator at YO!Fest and EYE 2018, Board Member for External Relations in Europe (2017-2018)

At YO!Fest and EYE 2018 a 26-member TEJO delegation took part with participants from more than 10 countries. A total of 6 activities were organized that reached hundreds of young people during our two-day presence at the event. 20 participants were directly subsidized by the European Parliament, the rest were subsidized by savings from the subsidy received and from part of the KER budget. Three non-EU citizens took part in the event: one living in Russia, two living in the European Union (Italy and France), but with Russian and Moldovan citizenship. 25 participants were under 35: Sara Spanò also participated as a representative of UEA. Newcomers, board members, and volunteers from CO and KER staff, and key KER activists from across the European Union all participated.

Also in 2018, TEJO acted as an official partner organization. We were fortunately selected in the first round during September-October 2017 and agreed to volunteer to coordinate the 6-partner booth "Working for a stronger Europe". As part of that coordination, we have worked closely with organizations such as the Youth Councils of

Northern Macedonia, Bulgaria, the United Kingdom, Austria and with the local British organization [Ubele](#), with which TEJO shares several values and working methods. Moreover, we had the opportunity to collaborate with the Austrian Federal Chancellery, which did not partner but acted as a guest, on organizing an additional activity in our booth.

Of the 6 organized activities, (1) a renewed Esperanto speed course twice and (2) a brand new language and environment workshop once, were planned in the booth itself. Thus TEJO was the organization with the most activities in the entire booth. Outside the booth, we presented the renovated activities (3) "Free Cookies" (as during YO!Fest 2017) and (4) "Language Quiz" (as during YO!Fest 2016). Within the Parliament, TEJO set up a wider (5) discussion workshop on language discrimination entitled "Languages, the endangered species", which was attended by almost 50 young people. In collaboration with the other booth partners, the TEJO and UEA

volunteers in the CO, Valia and Nicoleta, together presented (6) a [wall about important women in Europe and the Esperanto community](#).

As part of the whole event, among other products we created or bought new [pins](#), flyers for the cookie activity ([front](#) and [back](#)) and a new [Pepo](#). Further

information on the preparations themselves can be read at the [dedicated website](#);
photos can be viewed at _____
a public [Google Photo gallery](#).

After the two-day parliamentary session, almost all participants gathered on Sunday for a strategic session on KER, in which everyone contributed to structure the next steps of TEJO activities within the External Relations commission.

Our presence at the event was only possible thanks to the Esperantists who supported us locally: I would like to send a special thank you to Bruno Flochon, Christian Schott, Quentin, AirBNB owner Christine and Léon's father, who drove, toured, hosted, fed and interviewed us during EYE 2018.

Country Activities

Africa

Report missing.

Asia

Report missing.

Europe

reported by Konstanze Schönfeld, Secretary-General (2018-2019)

Country activities in Europe during 2018 have been poorly structured. However, there have been many events, trainings, and developments in general within the European Esperanto movement.

UK, IJK and ILEI congress 2018 took place in western Europe; JES took place in both Poland and Germany. Board meetings took place only in Europe: in Hannover, in Lisbon/Badajoz, in Rotterdam, and at the end of the year during JES 2018, again in Germany. Almost all major youth events in Europe hosted activities from Erasmus + projects, attracting additional young people through grants and training programs. Many boards of European sections have been successfully renewed.

CA Europe still lacks a central Commissioner. In spite of the attempts to catch interested people, the position remained vacant during all the duration of the year.

North America

Report missing.

Oceania

Report missing.

South America

Report missing.

Marketing and Information

reported by Charlotte Scherping Larsson, temporarily responsible board member (2017-2018)

missing report by Arturo Crespo, responsible board member (Marketing) (2018)

missing report from Hoan Tran (Êjo), responsible board member (Information) (2018-2019)

During the Board Meeting in Hannover in summer 2018 there was again a discussion on the fields of marketing and information. There has been a lot of discussion about the value of marketing, and that it is therefore important to have information as a separate department so that it is clear what is marketing and what is information. For marketing, it is about what approach the organization should have to the outside world - what communication channels, how to communicate and what topics are overall appropriate for the organization. Work on this has not really taken place from the 2018/2019 board in the 2018 calendar year. For information it is important that there should be regular articles and reports to the members on the plans of the board and the committee on the future of the organization. This did not happen in 2018. I wanted us to publish articles about our election system plans, access to training and how they differ from lectures, how the board thinks about Erasmus+ projects and how we see them as a way to strengthen our country sections and engage in core TEJO work. None of this has happened, and shows that not only a good editor is needed, but also strength and experience on the board to take care of basic information provisioning. Each board member should be aware of the need to inform about their plans, and the responsible board member should coordinate and support the others in such work. Read below about the work of other activists and staff.

Kontakto

reported by Rogener Pavinski, editor of Kontakto

In 2018 the editorial work of Kontakto took place in a normal situation. As a continuation of last year's work, the magazine continues to appear with 6 issues a year, and fortunately so far, printed in full color on good and quality paper. The magazine continued to have more or less the same look and usual content with a few improvements.

The 6 issues appeared quite on time, without major delays. The correcting and proofreading owes to the technical assistance of the TEJO volunteers and the former employee Rob Moerbeek. Movada Rubriko has been run by Marcionilo Vasconcelos since the 2018:2 issue. The graphic processing was done as usual by Romulo Felício. We kept the regular sections (*Interviews, La Blaga Blog, Tiel la Mondo*). Other sections appeared, but not permanently (*Kontaktek, Reviews*). Also a new section, *Video games, appeared*.

About member statistics, UEA has the numbers. However, for 4 years there has been no subscription campaign or strategy of either TEJO or UEA to increase the number of subscribers. In my opinion, such campaigns are essential during the congresses and at the end or beginning of the years. With the current board member for culture

and congresses of UEA, Fernando Maia, we are planning strategies to grow the subscriber base, despite the lack of teamwork. Additional collaborators are welcome.

Online, the **Facebook** likes stagnated due to lack of more professional and active work in this field: from 1724 (2017) to 1791; but the **Twitter** followers increased from 1679 (2017) to 1804.

Interviews

The issues in 2018 featured the following interviews:

- Jomart kaj Nataŝa - 30 years of singing together (2018:1)
- **Linguisticae**- The language YouTuber who supports Esperanto (2018:2)
- Rob Moerbeek - The Proofreader of the Esperanto community (2018:3)
- Tim Morley - Tim Morley against the Esperanto community (2018:4)
- Brian Russel - Another World Is Possible (2018:5)
- Suso Moinhos - Through the mirror of poetry (2018:6)

Main articles

The main articles sought to present important and current topics that show the diversity in the world and opinions, where possible with unusual points of view, which give readers the opportunity to get to know new perspectives from authors from different countries.

The main articles in 2018 were:

- Polygamy - New Definitions and Challenges in Love Relationships (2018:1)
- Scientific Knowledge - The debate on Homeopathy and on (2018:2)
- Sport - Is it really socially virtuous? (2018:3)
- Digital Money - How does it benefit us? (2018:4)
- Brazil Burns - The fire in the National Museum and in Political Conflict (2018:5)
- Refugees to Europe and UNITED's Death List (2018:6)

Movada Rubriko

reported by Marcionilo Vasconcelos, editor of Movada Rubriko (since 2018)

In March 2018 the editing of Movada Rubriko changed from Massimo Ripani to me, Marcionilo Vasconcelos. As the editor of this historical TEJO magazine, now part of Kontakto, I tried to use it from a new perspective.

First I started by contacting people from various TEJO sections to put together ideas, activities and challenges experienced by those organizations. I did this with the aim of highlighting activities worth following, as well as showing the challenges experienced by some of them, with a view to exchanging ideas and possible solutions.

Interviews were conducted to give people a voice and space for their ideas, always aiming at the dissemination of good ideas and, at times, searching support for such ideas. Readers of Movada Rubriko in 2018 also had the opportunity to observe

discussions of ideas for the movement. In addition to interviews, people could read interesting views about the movement and the Esperanto language.

This section of Kontakto Magazine was also used to provide news about our organization, TEJO, and even congresses and events from various parts of the world. This made

the organizers of such meetings feel that their activities are important and that an organization like TEJO has an interest in them and in their activities.

One of the first reported issues was SES in Slovakia, and an AMO seminar in Russia. The participation and youth perspective was presented then, because we aimed to show that, although made for teaching and learning the language, these events also are full of things that attract young people who are learning or even just want to play.

In the second issue as an editor, in addition to news about TEJO and UNOY, a text about the discussion Esperanto movement and Science was presented. With this text we tried to show how important and colorful science can be for our Movement, and at the end of the second edition we showed the first meeting of the Southeast Asian Youth and its achievements, as well as news about the Esperanto castle "Grésillon". Both reports showed how young people strive to promote Esperanto events for young people in their regions and how this enriches our Esperanto culture. It is also worth mentioning that at the end of that magazine a poster appeared about an Esperanto event of the TEJO section, BEJO, about an event held by it at the end of the year. With these news and texts it can be stated that the aim of Movada Rubriko was to create a good perspective on what is in and is created by young people in our Esperanto community.

In the third issue I took care of, the first text page was about an orphanage that a young man from Congo is taking care of. In addition to a text to enable help to this institution, it deals with perspectives that Esperantists should be active also "away from Esperanto", so the flame appeared for young idealists to see that activity, maybe help it, and draw good things from that experience by Joel Muhire. News of IJK was also present, with an interesting report by Antonia Montaro, whose report showed a beautiful atmosphere of that event. At the end of it we had a report on Herzberg, where there is training for the education of people in movement and language, and a presentation of the then elected board of TEJO.

In the last issue of 2018, edited by me, in addition to news about online services aimed at disseminating Esperanto Events, an interview appeared with the TEJO section in Poland on the occasion of its sixtieth anniversary. In addition to bringing out the history of an association, we were able to show challenges, positive experiences and activities worth following of that section in the country. Last but not least, Paulína reported on TEJO's participation in YFJ.

Certainly, the year 2018 was fruitful for the magazine Kontakto in the section Movada Rubriko. TEJO sections, event and project organizers felt important to have the opportunity to see their work within a TEJO magazine, and this also contributed to readers who met a lot of news and an exchange of ideas that certainly enriches our view of the movement.

TEJO-aktuale

TEJO-aktuale was edited by TEJO volunteers Paul Helly and Gilbert Niyukuri. After Paul's departure from the CO, Clément took over the task after handing over by Ariel, but TEJO-aktuale did not appear for the rest of 2018. The volunteers were busy with several important tasks during the first months of their term and failed to take care of

renewal and distribution of TEJO-aktuale. For the future, we will ensure that volunteers pass on information about TEJO-aktuale to subsequent volunteers, that they

get access to the MailChimp account and information about the design of the newsletter and its distribution so that there are no further delays.

Projects

reported by Konstanze Schönfeld, responsible board member (2017-2018)

missing report by Olga Sevcenco, responsible board member (2018-2019)

Collaboration with Kosmo

reported by Charlotte Scherping Larsson, Secretary-General (2017-2018), Konstanze Schönfeld, Secretary-General (2018-2019) and Mounir Abjiou, grant applicant

In 2018, grant applications were submitted for the following projects:

- 1 project within the framework of KA2 in February 2018, coordination by TEJO from the Netherlands
- 1 project within the framework of KA2 in April 2018, coordination by SKEJ from Slovakia
- 1 project within the framework of KA1 in April 2018, coordination by TEJO from the Netherlands

None of them succeeded. There were also attempts to present a similar project with coordination of PEJ/PEA from Poland, but the planning failed due to delay of TEJO in presenting the documents to sign to PEA. No project was submitted during the second half of 2018.

The failure was unfortunately caused by several external reasons: the October KA2 proposals (written by Kosmo and presented in 2017) surprisingly received a very low score number. Attempts were made to gather information from the agencies, but communication with them was very slow. Finally, it was possible to present similar projects on time based on the failed previous ones for the April deadline.

Presentation of a European-American Project was planned for March 2018, but it was not possible to deliver all the documents on time and present it. Work done will serve to present it again during 2019. The project, which aims to Build Skills between Europe and America, will focus on sustainable development with TEJO as coordinator and SKEJ, PEA, GEJ, BEA, BEL, ELNA, KEL and KEA as partners. Each event organizer has chosen one of various priorities from the 2030 UN sustainable development agenda. The grant application aims at a grant of approximately 120,000 euros to send people between the two continents.

During IJK 2018, some board members decided to sign a contract with Kosmo, about services requested by them to support TEJO. The plan was, for each Erasmus+ deadline, to apply for grants for new Erasmus+ projects.

In order for Kosmo to be able to plan well, it was included in the contract that TEJO must present a project idea for each deadline, or cancel it in a timely manner (30 days before the deadline). If not, TEJO has to pay for the delay or lack of communication. Between IJK and the end of 2018 there was one deadline, October 4th. No grant application was prepared and Kosmo was not notified. We have to

thank the friendliness of that company because we didn't need to pay a high penalty fee.

African-European Youth Empowerment (AEJK project)

reported by Francesco Maurelli, 2nd Vice President (2017-2019)

Foster Equality among Youth (FEJ project)

reported by Charlotte Scherping Larsson, responsible board member until September 2018, later non-board project manager of TEJO; and Konstanze Schönfeld, former volunteer project manager of FEJ (2017) and delegate of TEJO at IJF and JES

[FEJ](#) had its initial session during October KKPS 2017 in the Netherlands. In 2018 the other three transnational project meetings took place: during IJF in Italy in March; during KAEST in Slovakia in October and the last during JES in Germany in December. The most important goal of the project was the multi-day training during the IJK 2018 in Spain, which was attended by 12 trainees, two from each partner organization.

During IJF we had to change the plans for trainers during the training for IJK, and we made an open call. We brainstormed about the project goals and discussed what we would still like to achieve as part of the project. We had a lot of nice ideas, some of which we managed to realize, some of which will hopefully be realized during 2019. Severin gave a training in transactional analysis, Charlotte Scherping Larsson led a session on 4R, a method for analyzing equity in organizations. Use it in your organizations and projects as well: [read the presentation](#) here. Manuela Ronco led a roundtable discussion on Attentive Coexistence.

During IJK the trainers, Stela Besenyey-Merger, Sasha Kovyazina, Alla Kudrjašova, Jérémie Sabiyumva and Querino Neto, led the five-day training. [Read more about it on the website](#).

During KAEST (Conference on Applications of Esperanto in Science and Technology) Sasha Murr and Charlotte Scherping Larsson presented the translation and scientific background of the game Tiel la viv', an awareness game about inequality. Paulína Kožuchová took the opportunity to organize a project meeting at the same time as the Conference and lectured on feminist epistemology and new technologies of reproduction. Carlos Pesquera Alonso also decided to give a lecture on upcoming sociological Esperanto studies. Within working groups, project participants discussed the form and content of flyers on "Attentive coexistence" that we wanted to list as part of a final project product and reuse during future Esperanto events. Another working group devoted its time to a "flirting course", more specifically on "how to say no and how to accept no while flirting".

During JES the flyers on "Attentive coexistence" were presented, which you can [download from the toolkit](#). Manuela Ronco lectured on consent and Sasha Murr presented the project. As part of the project the website was created where you can see tools for more equal congresses and events.

Volunteer Language Teaching (LI project)

reported by Léon Kamenický, project coordinator (2017-2018)

The Erasmus+ project on Volunteer Language Teaching was successfully completed in August 2018. As part of it so far 3 events took place during the year. The first was

an "introductory training" during JES 2017/18, which was attended by 16 trainees and was led by 2

trainers. In March 2018 there was a one-week training session in Toulouse in parallel with SEMEO. It was hosted by the Esperanto Cultural Center Toulouse. In addition to training sessions, the trainees had the opportunity to participate in SEMEO's colorful program and also to practice newly acquired knowledge when delivering speed lessons in a local "refugee camp." The whole thing ended with a last project event during SES 2018 where the trainees summarized the project, finalized material for the intellectual product, led speaking circles and received certificates. In total, the collaboration between TEJO and ĈEJ as a coordinating organization brought with it more than 10 new activists who are able to lead a course after the project applying basic methodological knowledge. Here is a [detailed report](#) about the project flow.

Talent

reported by Charlotte Scherping Larsson, responsible board member (2017-2018)

We have not been able to take care of involving young friends of Esperanto in the movement. I did not want to contact them without having a ready privacy policy (see another part of this report), as this can become extremely costly for TEJO. TEJO Telegramme, a chat in the instant messenger [Telegram](#), was used to communicate with members.

About membership numbers etc, they are not included in the annual report. In general the numbers are not so good and it is worthwhile to both support the country sections on recruitment, and make visible the benefit of TEJO membership to potential members worldwide.

During 2018, it was a challenging task to coordinate volunteers, and the will to create new useful resources was lost due to the need to take care of basically acceptable conditions during the volunteering, which was also not so successful.

In September 2018 there was communication between me and Kingslim, the newly elected board member, to hold a skype meeting to pass on knowledge. Nothing happened. In 2019 I spoke with newly elected Tomáš, and began passing on to him. Mia Nordentoft, a volunteer, gave a "TEJO presentation" during JES 2018.

Part 3: Working Groups and Services

Adolescent Activities

reported by Charlotte Scherping Larsson, responsible board member (2017-2018)

Nothing happened in this field. There has been discussion about closing the field, but when we identified at what age some of our strongest country sections are reaching young people, it becomes clear that 16-year-olds are important. Hopefully other boards will succeed in taking care of the interest group in the future.

Education

reported by Karina Oliveira, Commissioner for Education (2018-2019)

missing report by Hoan Tran (Gojo), responsible board member (2017-2018)

missing report by Hans Becklin, responsible board member (2018-2019)

For the first time, a [KER exam took place during IJK](#). Read a report of the session at the

website of [Edukado.net](#).

ILEI Conference

I participated and represented TEJO in the ILEI conference 2018, which took place in Madrid, from 20 to 28 July. There was a meeting with the ILEI board to consider possible cooperation between the two organizations, and ILEI proposed that I become the organization's commissioner for youth activities, and at the same time there was the idea for me to become TEJO's commissioner for Education, so that I could be the link between the two organizations. The conference was hardly attended by young people, so there was a concern to find a way to attract the young members to the organization and the event itself.

Gender Equality

reported by Charlotte Scherping Larsson, responsible board member (2017-2018)

missing report by Olga Sevcenco, responsible board member (2018-2019)

The main tasks of the board member were to act as a point of reference on equality issues. For example, there was a request to hold training for mentors and make them aware of issues related to pluralism and diversity during SES. I communicated with Manuela Ronco, who held a session on this. In 2018 Mark Konijnenberg and Jana Suna became commissioners for equality. Mark held a brief speech about consent and respect at the start of KKPS 2018. The message can also be used during other events. Read the [address](#) here. Jana and Mark held a session on safe sex during JES 2018.

There is a need for someone on the board to be more concerned with the issue of equality, to ensure that equality and pluralism issues are addressed in every field of TEJO activity. When it comes to questions about awareness speeches and a needed point of view on that topic, it is necessary to have an expert on that. The goal is not to replace groups like

Egalecen, but it is important to have a point of view to enable true globalism and tolerance in our organization.

To this end, here is a new part of the Annual Report: TEJO's analysis from an equality point of view. Are TEJO and the movement accessible and inclusive?

General TEJO membership by gender is about 61% male, 34% female and 5% with unregistered gender (mainly not due to non-binary identification but due to lack of information in the database). The number of members who join through the Canuto Foundation and are male is 65%. Without Canuto Foundation members, the percentages are 60% male and 36% female.

Culture

reported by Charlotte Scherping Larsson, responsible board member (2017-2018)

missing report by Hans Becklin, responsible board member (2018-2019)

Not much has happened in this field during 2018. Olga Shiliaeva, commissioner for Scientific and Professional Activities, traveled to China to work on the film festival "Tea and Love".

Mobility

reported by Konstanze Schönfeld, responsible board member (2017-2018)

In 2018 there was no train caravan to IJK, but a bus. The person in charge who contacted bus companies and organized the payments was Antonia Montaro from Sweden. The caravans that departed from Lisbon and Madrid were very successful, quickly sold out and even brought financial profit.

As usual a train caravan from the Netherlands and France to JES 2018/19 was organized and back, with about thirty participants together.

Pasporta Servo

reported by Charlotte Scherping Larsson, temporarily responsible board member (2018), and Baptiste Darthenay, chief website developer and responsible commissioner (2019)

missing report by Arturo Crespo, responsible board member (2018)

After inactivity of the responsible board member Doniben, Charlotte created a chat room with some PS activists in Telegram to somewhat coordinate and understand the work on Pasporta Servo. She tried to provide basic information about the needs of the activists and engage new activists. Some activists joined and left due to lack of leadership. An active PS commissioner was needed, and Charlotte could not find someone responsible. Paul Helly, a TEJO volunteer, was involved in learning the system used for PS and was active in the technical part of the program. He learned from Baptiste Darthenay, a former (and in 2019 appointed commissioner of PS).

In September, the handover of the field to a responsible board member began and Arthur communicated with the activists in the chat and was informed of the need for leadership and a plan of the board for the project.

During the first part of the year, the communication with the users of Pasporta Servo was done by Paul Helly and Marc Konijnenberg, with the help of Stela Besenyei-Merger and myself. During the second half of the year, Meiyer Gören took care of the emails.

In addition to cosmetic changes and improvements in the code and server, Meiyer Gören introduced major changes in relation to the European regulation GDPR. Thus, the users receive a notification about what information the site contains and why. Moreover, the system gives more possibilities to the users to edit and delete their data.

During IJK 2018 there was a working group on Pasporta Servo, whose participants were Ĝojo, Mia, Lars, Christine, Stela, Baptiste and Paul (minutes). Then it became clear that the resources that are needed for the project and those that are available at TEJO are not the same. Here are the [minutes](#).

Scientific and Professional Activities

reported by Konstanze Schönfeld, responsible board member (2017-2018)

missing report by Hans Becklin, responsible board member (2018-2019)

Unfortunately, apart from a few scattered lectures on scientific topics during youth events, there was no structured activity from this interest group in 2018.

Annex

Abbreviations

Nicknames of personal names

Ariel	Ariel Palmer
Charlotte	Charlotte Scherping Larsson
Feliça	Mung Bui
Ĝojo	Hoan Tran
Tuška	Konstanze Schönfeld

Abbreviations of organizations and organs

AC	Advisory Council <i>(Advisory Council on Youth of the Council of Europe)</i>
AEGEE	Association des Etats Généraux des Etudiants de l'Europe <i>(European Student Forum)</i>
AEJK	African-European Youth Empowerment
AKE	African Congress of Esperanto
AL	Arab League
AT	Activist Training
BEST	Board of European Students of Technology <i>(European Council of Technology Students)</i>
CO	UEA/TEJO Central Office (Rotterdam)
COP22	2016 United Nations Climate Conference
DEAR	Development Education and Awareness Raising
EACEA	Education, Audiovisual and Culture Executive Agency
	ECAS

JARRAPORTO 2018

ECY	(Educational, Audiovisual and Cultural Executive Agency) of EU European Citizen Action Service Effective Communication for Youth (Effective communication)
EJF	European Youth Fund
EJO	European Youth Event
ECOSOC	Economic and Social Council of the United Nations
EPLM	European Platform for Learning Mobility
ETEY	Empower Trainers, Empower Youth (Training for trainers)
EU	European Union
EVS	European Voluntary Service
FEJ	Philippine Esperanto Youth, or Foster Equality among Youth (Erasmus+ project)
FLOM	Strengths-Weakness-Opportunities-Risks
YFJ	European Youth Forum
FTP	File Transfer Protocol
IJF	International Youth Festival
IJK	International Youth Congress of Esperanto
ICMYO	International Coordination Meeting of Youth Organizations
ILEI	International League of Esperanto Teachers
ISAE	International Scientific Esperanto Association
JES	Youth Esperanto Week
JOTE	Youth Organization of Togolese Esperantists
KAEST	Conference on Applications of Esperanto in Science and Technology

CoE	Council of Europe
KER	Commission for External Relations
KKPS	Autumn Meeting of Dutch Esperanto Youth
KODEJO	Complete Questionnaire for Esperanto Youth Organizations
CA	Country Association
LKK	Local Congress Committee
NA	National Agency
NRO	Non-Governmental Organization
SFA	Scientific and Professional Activities
TA	TEJO-aktuale
TEJO	World Esperanto Youth Organization
TT	TEJO Tutmonde
UEA	World Esperanto Association
UK	Universal Congress
UNITED	United for Intercultural Action
WOSM	World Organization of the Scout Movement
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