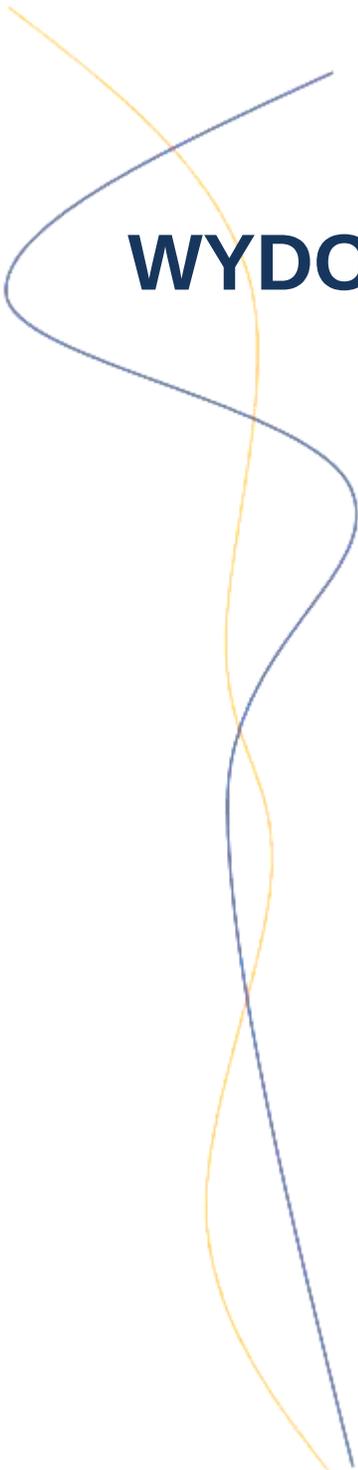




World Young Doctors' Organization



WYDO Annual Report 2011

Mission

The World Young Doctors' Organization is dedicated to provide young doctors around the world with opportunities to work together for the improvement of public health in developed and developing countries, to facilitate networking between young doctors for professional collaboration and recreation, and to improve the general environment of young doctors in their place of practice.

Vision

By 2015 the World Young Doctor's Organization will be the main forum for young doctors around the world to network, collaborate and improve public health.

Values

Respect the individual, regardless of culture, religion or philosophy of life.

Recognize teamwork and compassion as central for working towards our mission and goals.

Emphasize collaboration with partner organizations for mutual benefit.

Be independent of political and commercial influences contradicting the values of the foundation or limiting the activities of the foundation.

Commit to apply our mission, vision and values in all that the foundation does.

Goals

Be an international forum for young doctors to work on the improvement of public health.

Support and advocate for the improvement of young doctors' issues, in particular working environment and career opportunities.

Survey and convey the opinions of young doctors on a variety of issues.

Establish partnerships with other organizations.

Collaborate with partner organizations towards the mission of the foundation.

Provide and support social and cultural activities for young doctors.

Perform any further actions, which are related to the aforementioned goals or which work towards the mission of the foundation.

Introduction

It is a pleasure to present to you this annual report which briefly presents the activities and accomplishments of the first year of the World Young Doctors' Organization (WYDO). With WYDO we envision to build a new type of organization with a different way of functioning. It is an inclusive and dynamic organization which allows persons on an individual level to be actively involved, with a board and various other roles to maintain this framework where each and every person can make a difference.

After years of preparation a dream came true with the official founding of WYDO on 24th June 2011 and the launch to the world on 17th July 2011. The journey towards the founding and launch was fantastic in both its challenges and its achievements, and the months that followed the launch have been more than we could have imagined. The positive responses from individuals and organizations were heartwarming and encouraging. It proved to us that there is a need for an organization like WYDO and confirms that this is the path to take.

We hope you enjoy reading the report of the first year of WYDO.

The WYDO board

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World Young Doctors' Organization

The planning of WYDO started more than four years before the actual launch, with the writing of a project proposal, including the formulation of the mission, vision, goals and objectives, and the development of the concept of the organization. However, most of the structural building of the organization happened during 2010 and 2011. We will describe the activities in 2011 divided in the period before, during and after the launch.

1. Before the launch

In order to start working as a board we started to formulate a decision-making policy. The most important aspect of the decision making in the board is that we work with Recommendation Working Groups (RWGs), which consist of two to four board members. A RWG investigates a specific topic and reports back to the complete board giving background information on the topic, advantages and disadvantages of certain decisions and a recommendation and/or plan to move forward. The board votes for the adoption or rejection of the report. It is also possible for a board member to request further discussion on a report before voting. This mechanism is meant to ensure that decision-making involves an inquiry process, rather than an advocacy process. In the period before the launch RWGs were formed for the following issues:

- Constitution
- Website
- Corporate identity
- Budget and fundraising plan
- Getting young doctors active in WYDO
- Archiving and continuity
- Privacy policy
- Strategy for collaboration with partner organizations
- Preparation of the board meeting in person

The main results of these RWGs are stated below.

a. The constitution and founding

The constitution was developed with a Dutch notary. It was important for the board to find a phrasing in the constitution that matched the international and online nature of the organization. That proved to be an unusual approach, but we believe we succeeded in developing a constitution that serves the needs of the organization well. The complete text of the constitution can be found on the website:

<http://www.wydo.org/about-wydo/constitution>.

By officially signing the constitution at the notary WYDO was founded on the 24th of June 2011 in the Netherlands as a foundation: "Stichting World Young Doctors' Organization". WYDO was registered in the

Chamber of Commerce in the Hague, the Netherlands, and received the status of non-profit organization from the Dutch tax administration in November 2011.

i. Governance

The organization is run by an international board, with young doctors from various countries. Decision-making within the board encourages collaborative problem-solving, critical thinking, constructive criticism, value of minority views and collective ownership; all aspects of an inquiry process rather than an advocacy process. The board itself is a board of equals, with democratic decision-making and commitment to transparency and accountability.

In 2011, in the period after the launch the board appointed a Publication Officer and Fundraising Officer, as well as National Focal Points from 11 countries. Although the main decision-making remains within the board, WYDO is most committed to hearing what medical doctors around the world have to say; to this end the organization shall make use of active discussion and debate, polls, policy statements and other tools to better convey medical doctors' opinions and activities.

b. Website

WYDO wants to make the utmost use of available technologies to involve young doctors from around the world and provide them with functional and practical tools to work together. The website is central in this aim. The website provides young doctors with information on health news, upcoming conferences and international events and scientific literature. The website also offers young doctors the opportunity to share their thoughts and ideas with each other by writing an article for the Speaker's corner.

The most interactive feature of the website is the Forum, where young doctors can communicate with each other, both on professional issues and on social issues. Several interesting discussions have started since the launch, however it seems that the critical mass necessary to make the forum sustainable has not yet been reached. It is our plan to re-launch the forum in 2012, to give it a new impulse.

c. Corporate identity

The logo was developed together with a professional designer. As the font we chose 'Liberation Sans', which is an OpenSource font. With the logo, colours and font decided, we developed the website, the first newsletter, flyers and business cards.

d. Continuity

In order to secure continuity we developed an archive system. We also explored different software programmes for archiving. A definite programme has not been implemented yet, but the current archive is kept up to date through Dropbox for the time being.

e. Board meeting in person

In April 2011 the board met in Berlin. This meeting was used to plan the months towards the launch and to formulate a strategic plan for the mid- and long-term.



Board members at the first board meeting



Board members discussing online with a colleague 9 time zones away

2. The launch

The board members collected email addresses from friends, colleagues and contact persons in organizations to inform them about the launch of WYDO. In total around 1000 persons were reached by email on the day of the launch, 17th July 2011. The email also included a link to the newsletter on the website.

Social networking accounts were also opened on Facebook, Twitter and LinkedIn to create a system through which we could facilitate spreading the news of the launch and keep persons updated on new developments in WYDO. Our aim is to eventually move all activity to the WYDO website and Forum, but for the starting period these online communities are very useful to bring together persons interested in WYDO.

3. After the launch

The period right after the launch was used to adapt to the new situation and to anticipate responses from individuals and organizations.

In August we represented WYDO at the General Assembly of the International Federation of Medical Students' Associations (IFMSA) in Copenhagen, Denmark. We gave a presentation at the alumni meeting, which was held in connection to this General Assembly, and met with many alumni and current IFMSA members interested in WYDO. We also had a meeting with the Junior Doctors Network of the World Medical Association.

In the following months WYDO was represented in a few other meetings, including the World Congress of Epidemiology in Edinburgh, United Kingdom; the 5th Vaccine and ISV Annual Global Congress in Seattle, USA; the World Health Organization Eastern Mediterranean Region Seminar on Universal Health Coverage in Beirut, Lebanon; and the European Scientific Conference on Applied Infectious Disease Epidemiology, Stockholm, Sweden.

Soon after the launch we opened vacancies for a Publication Officer and a Fundraising Officer as well as National Focal Points (NFPs). The concept of NFPs is to have individual contact persons in each country, who can facilitate creating a network in their country as well as update WYDO on new developments in their countries. The board appointed a Publication Officer, a Fundraising Officer and NFPs for Austria, Bulgaria, Burkina Faso, Colombia, Costa Rica, Egypt, Nepal, Peru, Poland, Saudi Arabia and Spain.

iii. Some statistics

Since the launch on 17 July 2011 until 31 December 2011...

- ...the website was visited about 3000 times, by 1623 unique visitors from 97 different countries. The number of persons visiting the website is steadily increasing.
- ...a total of 141 persons indicated on Facebook that they liked WYDO
- ...42 persons became followers of WYDO on Twitter
- ...60 persons joined the LinkedIn group in 2011.
- ...58 person subscribed to the online message service for the Newsletter

ii. Communication within WYDO

Teambox

The board adopted a software called Teambox to facilitate online discussions. This system, which is linked to the email addresses, allows the board members to structure discussions and archive them in a way that they can easily be looked up at a later point in time. The officers and National Focal Points have also been added to Teambox to take part in specific conversations.

Videoconferences

The board meets on a monthly basis using video-conference software called Bigbluebutton. The whole team of board members, officers and National Focal Points met for the first time using this video-conference software in December 2011. This has been very successful and will be continued.

4. Financial report

A bank account was opened with ABN AMRO and an online donation system was created with PayPal. The first investments for founding WYDO have been made by individual board members. Table 1 shows the expenses made in 2011. It is planned for the 2012 to seek funding, both for the running expenses and to refund the initial investments.

Table 1. Expenses in 2011

	Period	Monthly (euro)	Total (euro)
Fixed operational costs			
Hosting/server for website	May 2011-2012	4.99	59.88
Service costs ABN AMRO	Sept-Dec 2011	2.50	10.00
Renewal of domain names	Jan-Dec 2011		13.58
Flexible operational costs			
Payment of notary for constitution			899.58
Registration in the Chamber of Commerce			26.64
Logo design			352.12
Print of business cards, flyers and newsletter			128.34
Video conference testing			3.48
Interest to the bank			0.03
Total			1493.65

5. Vision for 2012

During the coming year WYDO shall continue to expand ongoing initiatives and develop new ones. The organization shall establish collaborations with several partner organizations which shall be formalized as Memorandums of Understanding, as well as add National Focal Points (NFPs) in additional countries. WYDO shall also be launching projects under different themes as well as develop a global umbrella to encompass projects run by or dealing with young doctors throughout the world. In addition, activities shall be organized as part of our fundraising plan to ensure continued sustainability, as well as several initiatives on the website and the Forum to promote the organization as a meeting point for young doctors in particular but also for all interested persons in general.

As we look back at 2011 and at all the challenges overcome and support received, we are eager to continue our exciting journey into 2012, reaching and involving more people from all around the world, all towards our vision to be the main global forum for young doctors to network, collaborate and improve public health.

Board members



Sophie Gubbels
Co-chairperson



Jade Khalife
Co-chairperson



Eduardo Rios
Secretary



Maximilian Mehnert
Information,
Technologies&Ethics



Alberto Garcia- Basteiro
General member



Akihito Watabe
General member

Officers



Sofia Ribeiro
Publications



Nadeem Kasmani
Fundraising

The WYDO team in 2011

National Focal Points



Li Do
Austria



Valeria Mateeva
Bulgaria



Anselme S. Sanou
Burkina Faso



Tatiana Alvarez
Colombia



Fransisco Oviedo
Costa Rica



Sherif Arafa
Egypt



Maniraj Neupane
Nepal



Kharla Heredia
Peru



Agnieszka Gaczowska
Poland



Rasheed S. Alameer
Saudi Arabia



Luis Ensenyat Martin
Spain