

Minutes of the General Assembly of the EASC e.V. 17 September 2020 online via Zoom

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Start: 06:00 pm

1 WELCOME ADDRESS

06:00 to 06:20 pm

Susanne Rieger welcomes the members of the EASC e.V. to the first online general assembly. She explains that the translations English-German and English-Spanish are going to be organized by four voluntary members in a written manner: The Zoom-chat is the channel for English-German translation, the English-Spanish translation is conducted via Zoom-subtitles. Participants are then split into Breakout rooms for introductions.

2 ELECTION OF ASSEMBLY CHAIR AND MINUTE-KEEPER

06:20 to 06:30 pm

Resolution:	Susanne Rieger is elected as chair of the assembly. yes/no/abstention:	unanimously adopted
Resolution:	Marlene Lange is elected as minute-keeper. yes/no/abstention:	unanimously adopted
Resolution:	Recording of the GA and the chats for the minutes is accepted. yes/no/abstention:	unanimously adopted

Due to legal reasons, the list of attendees is read out loud by Antonia Schweimer and the presence of the attendees is confirmed orally instead of by signature.

3 ESTABLISHMENT OF VOTING RIGHTS

06:30 to 06:35 pm

There are 46 persons present, of whom 43 are entitled to vote. Beatriz Pérez Gracia and Lluís Toledano Gaju have transferred their voting rights to Antonia Schweimer. Heike Kauls cast her vote in advance by e-mail, but only for the vote on motions 1 to 3.

Thus, 46 votes are represented for the resolutions on motions 1 to 3. All other resolutions are passed with a total of 45 votes.

Resolution:	Non-Members and guests are allowed to participate. yes/no/abstention:	45/0/0
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4 MINUTES OF THE 2019 AGM

06:35 to 06:40 pm

No remarks to the minutes of the general assembly 2019.

Resolution:	The minutes of the general assembly 2019 are accepted. yes/no/abstention:	45/0/0
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5 REPORTS

06:40 to 07:40 pm

5.1 President/Board

06:40 to 07:00 pm

The report will be published on the internal area of the EASC website.

Susanne Rieger reports from the Board. She introduces the members of the board and their main responsibilities:

- Volker Tepp: is treasurer of the EASC e.V. and vice-president of the Round Table Coaching e.V.
- Jan Koznar: brings in his expertise for the eastern countries
- Daniel Frei: is contact person for the institutes and organizer of the institutes-meetings
- Mathias Hofmann: establishes collaborations with universities, prepares book publication
- Jonathan Frei: is responsible for social media communication
- Jo Birch: helps the board with her outside-inside view
- Susanne Rieger: focuses on external contacts and “*It’s EASC time*”.

The board has held only one face to face meeting this year, followed by monthly virtual meetings due to the covid-19 pandemic. They found a good rhythm of collaboration and were able to continue their tasks: growing, building-up relationships, organising the next congress, implementing *It’s EASC Time* and working on an EU project led by the member institute Inita.

There have been changes in the EASC office: Verena Alber left the office looking for new challenges. The board thanks her for her input and good work and wishes her all the best! Antonia Schweimer took over and together with Marlene Lange they manage the office and focus on professionalising the workflow.

Outlook and focus for 2021:

- professionalization and growing of EASC
- realization of a hybrid-congress in Barcelona,
- participation on “Coaching meets Research”
- be more present on social media, improve website and information for members
- deal with changes in the Manual and quality issues.

The board thanks everyone for their work dedicated to the EASC.

5.2 Treasurer

07:00 to 07:10 pm

The report will be published on the internal area of the EASC website.

Volker Tepp presents the finances of the EASC in 2019. He highlights and clarifies the following aspects:

The budget of 2019 closed with a little surplus of about 200 €.

Costs of the tax advisor were higher than planned. The bookkeeping company – SPS Sedlaczek Prüllage Schwinger – was commissioned to perform the bookkeeping for the EASC in order to control and make sure that the EASC is following the appropriate principles. Moreover, SPS was also commissioned to prepare the annual accounts of the EASC. Differences between results in the SPS report and the presented budget are due to different approaches: the SPS report looks at the account movements between 1st January 2019 and 31st December 2019, whereas the budget also relates transfers of other years to the specific budget of 2019 or to other years if applicable.

In most cost categories the planned budget and the real income and expenses matched well. With exception of only obtaining 6.460 € instead of 10.000 € from payment reminders. Bodies spent less than predicted. Costs of the board were close to the expected costs. Expenses for the office were higher than predicted due to tax advisor, as mentioned above and the expenses for the rent. The landlord had forgotten to charge it in previous years.

To close, Volker Tepp asks for questions. No questions are posed and Volker gives the floor to the cash auditors.

5.3 Auditor

07:10 to 07:15 pm

The report will be published on the internal area of the EASC website.

To begin with, Brigitte Koch thanks Marlene Lange for the preparation of the digital meeting/audit. She points out that it was possible to check every aspect of the finances virtually and that the auditors were provided with all information requested.

Peter Eichenauer presents the report of the cash auditors. He too emphasises that they had the chance to see what they needed, to process the audit. They had no objections. He underlines that the EASC office is getting more professional every year.

The cash auditors recommend that the managers of the association form Reserves for 3 months to assure normal operations. Moreover, they suggest that the Annual General Assembly of Members approves the actions of the treasurer and Board.

5.4 Committee for Quality and Standards (CQS)

07:15 to 07:20 pm

Hans-Günter Simon presents the report of the Committee for Quality and Standards (CQS) while sharing his screen with his slides. The report will be published on the internal area of the EASC website.

He introduces the members of the CQS and their meeting schedule during the past year. Members are: Amina Baar-Barenfels (Spain), Irena Svabova, (Czech Republic) as well as Mathias Hühnerbein and

Hans-Günter-Simon (Germany). There have been no personal changes, but next year all members of the CQS will have to be elected.

The last face to face meeting of the CQS had taken place in September 2019. Two meetings had to be cancelled due to covid-19. In total the CQS had eight meetings where they decided on the different individual membership applications. Moreover, they supported the Board with two applications presented by institutes. The CQS is also involved in the process of cooperation with universities to acknowledge their curriculum for a coaching study (MA).

Main focus of the work next year will be to adapt the EASC Manual with regard to wording appropriate for universities.

The presentation closes with no questions from the audience. Volker Tepp and Susanne Rieger thank the CQS for their work!

5.5 Ethics Commission

07:20 to 07:25 pm

Edith Mause presents the report of the Ethics Commission. The report will be published on the internal area of the EASC website.

She starts with introducing the members of the Ethics Commission: Edith Mause, Mathias Sell, Rainer Chrupalla. They have dealt with two complaints during the last year, which have both been withdrawn after things have been talked through.

The presentation closes with no questions and no remarks. Susanne Rieger thanks the commission for its work.

5.6 Institutes

07:25 to 07:30 pm

Daniel Frei summarises the work of the institutes. The last meeting had been held today with 15 institutes. They focused on the following two topics, which will be further elaborated in two working groups established this morning:

First, the institutes want to investigate under which conditions it might be useful to have an additional certificate beside the certificates that are already in place.

The second topic is the revision of the EASC Manual. In Switzerland for example, they have the option to obtain a diploma and certificate from the state. At the moment however the EASC Manual does not fulfil the criteria. Also the partnership with universities requires a revision of the EASC Manual, as mentioned already by the CQS. In this context it will also be important to examine how we might achieve compliance with the standards.

Inspired by a question from Klaus vom Ende it was proposed to have an *"It's EASC Time"* to present the member institutes of the EASC.

Susanne Rieger thanks Daniel Frei and every representative of the institutes for their commitment.

5.7 Regional Groups, Expert Groups

07:30 to 07:35 pm

In Bielefeld the regional group OWL (Ostwestfalen-Lippe) restarted with two live meetings and one online meeting. A tax advisor was invited to present ways to apply for governmental support during the Covid-19 pandemic.

Susanne thanks the regional groups for their work and for inviting members to get together.

6 APPROVAL OF THE TREASURER'S ACTIONS IN 2019

07:35 to 07:40 pm

Andreas Cludius takes over the voting management for the approval of the treasurer's actions.

Approval:	The treasurer's actions in 2019 are approved. yes/no/abstention:	45/0/0
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Susanne Rieger thanks the assembly members for their trust.

7 APPROVAL OF THE ACTIONS OF THE BOARD IN 2019

07:35 to 07:40 pm

Andreas Cludius takes over the voting management for the approval of the actions of the Board.

Approval:	The actions of the Board in 2019 are approved. yes/no/abstention:	45/0/0
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Susanne Rieger thanks the assembly members for their trust.

8 DECISION ON CHANGES TO THE APPROVED 2020 BUDGET, IF APPLICABLE

07:35 to 07:40 pm

Andreas Cludius takes over the voting management for the decision on changes to the budget 2020.

Resolution:	The presented budget for 2020 is approved. yes/no/abstention:	45/0/0
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Marcus Split asks what will happen to people who do not pay their fees. Volker Tepp responds that those members will not be members of the EASC in 2021 anymore.

9 DISCUSSION OF AND DECISION ON THE PRESENTED MOTIONS

07:40 to 08:30 pm

9.1 Motion 1 by Volker Tepp

07:40 to 07:45 pm

Volker Tepp presents his motion regarding the amendment to Article 4 of the by-laws. The full motion can be found in the appendix.

Resolution:	Motion 1 is accepted as presented.	
	yes/no/abstention:	46/0/0

9.2 Motion 2 by Sigrid Stilp-Weiß

07:45 to 07:50 pm

Sigrid Stilp-Weiß presents her motion regarding the official recognition of the professional fields of Coaches and Supervisors. The full motion can be found in the appendix.

After a discussion on how the Round Table Coaching (RTC) is involved in this field of interest and a personal statement of a EASC member from Bavaria, the following is decided:

Resolution:	The board is going to initiate a working group together with Sigrid Stilp-Weiß to bring forward the official recognition of the professional fields of Coaches and Supervisors as well as their training courses at the regional, national and European level.	
	yes/no/abstention:	14/5/27

9.3 Motion 3 by the Board of EASC

07:50 to 08:20 pm

Daniel Frei presents the motion of the Board regarding the increase of the EASC membership fees in 2021 and 2022 (see appendix). Compared to other associations, the EASC membership fee is low. However, the desire for professionalization requires more time and resources in the office.

Since the EASC only has the chance to raise money through membership fees, the Board has developed a proposal for increasing membership fees for individuals and the EASC institutes. In doing so, the solidarity principle of income-dependent grading into four country groups will still be preserved. Volker Tepp adds that the current budget is very tight and that the EASC has already been struggling for 10 years with a volume of work that cannot be fulfilled with the available resources. Furthermore, the honorary board also needs more support and relief. This could be accomplished by increasing the working hours in the office.

A discussion follows, in which arguments in favour and against the increase of the membership fees are expressed. Voices against the increase point out that it is an unfavourable time for increased fees

because many members suffer from a large financial burden by income losses caused by the Covid-19 pandemic. As a respond it is suggested to offer exemptions for individual cases.

Moreover, it is underlined that, in percentage terms, the increase would be too high (for example it is proposed to increase the fees by 25 % from 200 € to 250 € in Germany). However, it is replied, that a percentage approach would distort the picture (if you compare between an annual fee and the time you need to earn this money): In Germany, for example, the increase would only be 50 € per year in Spain it would be 30 € per year. In reply it was mentioned that 30 € in Spain is much more than 50 € in Germany and that different countries have suffered differently from Covid-19.

In support of the increase of the membership fees it is emphasized that the EASC needs more professionalization and this in turn is only possible by increasing the financial resources.

Furthermore, it is asked which other sources of income have been explored, such as sponsoring or donations.

Finally, Susanne Rieger presents a modified proposal for the voting:

Resolution:	The increase of the membership fees in 2021 for individuals and institutes is accepted as presented in motion 3. The decision on a further increase of the membership fees in 2022 is postponed. yes/no/abstention:	42/3/1
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10 PRESENTATION OF AND DECISION ON THE BUDGET FOR 2021

08:20 to 08:30 pm

Volker Tepp presents the Budget:

Budget EASC	2019		2020		2021	
	plan 2019	final 2019	plan 2020	today 2020	increased fees	constant fees
predicted budget surplus 2020					16.000 €	16.000 €
total Income	92.400 €	88.858 €	111.600 €	95.060 €	132.000 €	108.300 €
total Expenses	-82.000 €	-88.670 €	-111.600 €	-61.254 €	-147.950 €	-126.900 €
Income - Expenses (reserves)	10.400 €	189 €	0 €	33.806 €	50 €	-2.600 €
I Income						
fees and other						
membership fees	71.150 €	69.903 €	75.000 €	75.200 €	95.000 €	75.000 €
payment reminder	10.000 €	5.760 €	10.000 €	8.680 €	7.000 €	7.000 €
previous years	--	700 €	0 €	600 €	500 €	500 €
institute fees	10.900 €	10.825 €	11.100 €	9.950 €	14.000 €	10.300 €
certificates	350 €	871 €	500 €	630 €	500 €	500 €
Kongress	0 €	0 €	15.000 €	0 €	15.000 €	15.000 €
other income/donations	payment reminder	800 €	payment reminder	0 €	0 €	0 €
total	92.400 €	88.858 €	111.600 €	95.060 €	132.000 €	108.300 €
II Expenses						
1. bodies						
general assembly	3.000 €	2.964 €	3.000 €	50 €	3.000 €	2.500 €
Institutes	1.500 €	811 €	1.500 €	0 €	1.500 €	1.000 €
CQS	3.000 €	1.997 €	3.000 €	1.350 €	3.000 €	2.500 €
strategygroup	0 €	0 €	0 €	0 €	0 €	0 €
ethic committee	500 €	182 €	500 €	0 €	500 €	500 €
Regional/expert groups	3.000 €	1.163 €	2.000 €	607 €	4.000 €	2.500 €
total	11.000 €	7.117 €	10.000 €	2.007 €	12.000 €	9.000 €
2. board						
executive board	9.600 €	7.200 €	9.600 €	5.400 €	9.600 €	9.600 €
travel costs board	7.000 €	7.786 €	10.000 €	3.420 €	10.000 €	9.000 €
board meeting costs	--	515 €	--	95 €	1.000 €	650 €
total	16.600 €	15.501 €	19.600 €	8.915 €	20.600 €	19.250 €
3. office						
personnel costs	35.000 €	37.215 €	40.000 €	23.725 €	75.000 €	61.000 €
office needs	2.500 €	1.738 €	2.500 €	4.675 €	7.000 €	7.000 €
office rent	0 €	4.470 €	2.400 €	1.420 €	2.400 €	2.400 €
treasure audit, tax advisor	2.400 €	5.789 €	4.250 €	3.624 €	4.250 €	4.250 €
research	0 €	0 €	850 €	0 €	0 €	0 €
travel costs office			0 €	240 €	500 €	300 €
total	39.900 €	49.213 €	50.000 €	33.444 €	89.150 €	74.950 €
4. marketing						
translations	4.000 €	4.874 €	4.000 €	3.850 €	4.000 €	4.000 €
newsletter public relations	1.000 €	571 €	1.000 €	225 €	1.000 €	1.000 €
EASC Website	3.500 €	4.709 €	5.000 €	2.473 €	6.500 €	5.000 €
public relations	0 €	1.071 €	0 €	0 €	0 €	0 €
networking associations RTC	4.500 €	4.523 €	3.500 €	2.500 €	6.100 €	6.100 €
layouts, printing	1.500 €	597 €	1.500 €	0 €	1.500 €	500 €
advertisements	0 €	0 €	2.000 €	0 €	0 €	0 €
total	14.500 €	16.345 €	17.000 €	9.048 €	19.100 €	16.600 €
5. congress						
congress spendings 2018	0 €	454 €	0 €	0 €	0 €	0 €
congress spendings 2020	0 €	40 €	15.000 €	7.840 €	7.100 €	7.100 €
total	0 €	494 €	15.000 €	7.840 €	7.100 €	7.100 €

Income: With the increase of the membership fees, the total income increases significantly, but nevertheless conservative calculations were made to take account of terminations and possible non-payments. The revenues for the congress cannot be estimated with certainty, since for 2021 a hybrid congress is planned for which there is no previous experience. However, 15,000 € was budgeted as in previous years.

Expenses: Expenses for the Bodies are reported as in previous years without Covid-19. Higher expenses are planned for the regional groups to address the current situation. There are only small changes to the budget of the Board between 2020 and 2021. Personnel costs are going to rise significantly due to an increase in office working hours. The remaining budget for personnel costs in 2020 are transferred to the budget of 2021. Moreover, the EASC is a member of RTC e.V; an essential voice for the recognition of the professions Coaching and Supervision. Here the contributions were increased using a very fair code. Therefore, the expenses for marketing purposes are higher than in the previous year.

Finally, Volker Tepp asks for approval of this budget proposal.

Resolution:	The presented Budget for 2021 is accepted. yes/no/abstention:	44/0/1
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Closing words

Susanne Rieger closes the General Assembly with thanks for agreeing on the increase of the membership fees and asks the members to come and talk to the office or the Board if they cannot afford the increase.

She also very much thanks the translators, the office and everyone for coming to the General Assembly!

End: 08:30 pm

Berlin,
September 17th 2020
Place, Date

Marlene Lange
for the minutes

Barcelona,
September 17th 2020
Place, Date

Susanne Rieger
chair of the assembly

Barcelona,
September 17th 2020
Place, Date

Susanne Rieger
1. chair

APPENDIX: MOTIONS

MOTION 1 PRESENTED TO THE AGM OF 2020 BY VOLKER TEPP

Amendment to Article 4 of the by-laws

Text of the motion [translation of the German original]:

At present, Article 4 (2) reads as follows:

Article 4 Membership Fees

...

Participants of **training courses** at EASC-certified Institutes are entitled to a 50% reduction of the membership fee until and including the final year of the **respective** training.

The motion to amend the by-laws reads as follows:

....

Participants attending their **first** training course at an EASC-certified Institute are entitled to a 50% reduction of the membership fee until the end of the final year of their **first** training

Reasons:

Strictly speaking, the status of Candidate EASC can only be held once. After completing the first further training course, e.g. as Coach EASC, in the following year the Candidate will be a full member, as a Coach.

Another Candidate status as a Supervisor, Mentoring Supervisor, Mentoring Coach Trainer doesn't make much sense but would mean an enormous administrative workload.

MOTION 2 PRESENTED TO THE AGM OF 2020 BY SIGRID STILP-WEIß

Official recognition of the professional fields of Coaches and Supervisors as well as their training courses at the regional, national and European level

During the lockdown due to the coronavirus it became clear once again that the training to become a Coach and Supervisor isn't recognised as initial, further or advanced training by the respective ministries.

For example, the competent Ministry of Education considered my institute an institution for adult education and it was therefore authorised to resume classroom training much later than if it had been a vocational training institute.

Another example consists in the lack of recognition of my trainees' qualification at schools. Many of them work as teachers but their sound additional training as Coaches is not acknowledged by the respective schools.

Nevertheless, the training regulations of EASC meet the provisions of the training regulations of the German Vocational Training Act. (Cf. the EASC Manual).

I therefore ask the Annual General Assembly of Members to decide that

- The association EASC invests more efforts into the recognition of the professions Coach and Supervisor at the regional, national and European level. This also comprises the recognition of the training courses as initial, further and advanced professional training. The association should found a working group consisting of members of the association and representatives of the institutes to specifically work on this topic – supported by the Board.

Bechtsrieth, 08 July 2020

MOTION 3 PRESENTED TO THE AGM OF 2020 BY THE BOARD OF EASC

MOTION TO THE AGM OF EASC OF 2020: MEMBERSHIP FEE RISE

Dear members,

Our membership fees have been constant for years.

For years, we have also been taking into account the differences in the purchase power within Europe and this is why we have four country zones with different membership fees.

Compared to other associations, we are clearly in the lower range in terms of membership fee amounts.

In order to guarantee a professional work quality and sufficient resources at the Office, we, the Board, consider it a clear necessity to raise the membership fees.

Here is an incomplete comparison with other coaching associations:

DCV: 600 euros, DBVC: 660/1000 euros, DVCT: 235 euros, DGSV: 330 euros, ICF: 395 euros, EMCC 150 euros, DGTa: 200 euros, BDVT: 480 euros, BSO: 420 euros.

It is our target to fix a membership fee of 300 euros for country group 2 – including Germany.

In view of the experience linked to the coronavirus this is probably the least fortunate moment to raise the fees but we are responsible for delivering increased professionalism, which we cannot achieve by honorary work alone. This is why we file the motion to the AGM to raise the fees, taking into account the problems the coronavirus has created for many Coaches and Supervisors, and we propose the following model with a reduction of approx. 15% for 2021 with regard to the planned fees for 2022:

Country group	2020 fee	2021 fee	2022 fee
2			
e.g. Germany (DE) DK, AT, SE, FR, FIN, UK, BE, IS, IRL, IT, NL,...	200 €	250 €	300 €
1			
e.g. Switzerland (CH) LI, LU, NOR	290 €	370 €	430 €
3			
e.g. Spain (ES) PT, GR, SLO,...	120 €	150 €	180 €
4			
e.g. the Czech Republic (CZ) SK, LT, EST, LV, PL, BIH, TR, HU, RU...	50 €	60 €	70 €

We suggest the following increases for the Institutes, including two Mentoring Trainers, respectively – the present fee only includes one Mentoring Trainer:

Country group	2020 fee	2021 fee	2022 fee
2			
e.g. Germany (DE) DK, AT, SE, FR, FIN, UK, BE, IS, IRL, IT, NL,...	600 €	850 €	1,000 €
1			
e.g. Switzerland CH) LI,, LU, NOR	600 €	1,000 €	1,200 €
3			
e.g. Spain (ES) PT, GR, SLO,...	300 €	425 €	500 €
4			
e.g the Czech Republic (CZ) SK, LT, EST, LV, PL, BIH, TR, HU, RU...	185 €	200 €	250 €

In view of the experience linked to the coronavirus/Covid 19, the Board is aware of the fact that some members will have difficulties understanding a fee rise particularly in 2020. Nevertheless, this is the only way to increase the working hours at the Office sufficiently so that we can respond adequately to our members' needs.

What are the advantages for our members?

- A clearly improved accessibility of the Office due to an increased number of working hours from the current 27 hours per week, allocated to two staff members, to approx. 45 hours per week, combined with considerably shorter response times,
- More working time for updating the EASC website as well as articles that are relevant to our members,
- Website improvements regarding SEO (Search Engine Optimization), resulting in an increased relevance for search engines,
- Improvements to our website/typo 3 and database by executing necessary but also chargeable updates,
- More resources for our panels, such as the Board or the CQS, as well as more support for the Regional Groups,
- More resources for networking with other organizations and associations, among others the Round Table Coaching,
- Continuation and extension of offers in the digital field, via Zoom, as we are already doing with "It's EASC time".

EASC is currently growing towards 700 members all over Europe. Precisely because we don't operate on a national but a European basis it is more difficult to show the benefit for members in the respective countries than for a national association. Nevertheless, we, the Board, are convinced that although this is more laborious it is also expedient to think and act "European".