

Minutes of the General Assembly of the EASC e.V. on September 14, 2023 in hybrid format

VINEYARD CENTER E.V. WÜRZBURG AND DIGITAL VIA ZOOM

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Start: 18:00

1 WELCOME ADDRESS

The first chairwoman Susanne Rieger welcomes the members of EASC e.V. to the general meeting in hybrid format (Vineyard Center e.V. Würzburg and via Zoom). The meeting language is English, translation channels for German, Spanish and Czech are provided via the Zoom platform.

2 DETERMINATION OF VOTING RIGHTS / PARTICIPATION OF NON-MEMBERS

The presence of participants must be confirmed for legal reasons. This is done in two ways:

- Participants attending the Zoom session have registered in advance and are included on a list. Their presence will be confirmed when they enter the Zoom platform.
- Participants on site have confirmed their attendance by signing an attendance list.

A total of 48 participants are registered. Of these, 4 are guests and 2 are digitally present as members but not entitled to vote.

The elections are conducted as follows:

On site:

Voting (agenda items 3 to 9:

By show of hands

Elections on motions and personnel elections

(agenda items 10, 11.1, 11.2, 11.3):

In writing by casting and counting votes.

Digitally via Zoom:

Votes, proposal elections and personnel elections via the eBallot voting tool.

The number of voting rights is distributed as follows:

- 8 persons with voting rights are present on site.
- 36 persons with voting rights are present digitally
- 3 additional votes were delegated to persons present (1 x on site from agenda item 10, 2 x digital for the entire election).

This means that a maximum of 47 votes can be cast in the votes and elections. Not everyone present makes use of their vote in all votes. The number of votes cast therefore varies over the course of the meeting.

3 VOTE ON AUDIOVISUAL RECORDING/ VOTE ON PARTICIPATION OF NON-MEMBERS

Resolution:	The recording of the General Meeting and the chats for the purpose of taking minutes is approved.	
	Yes/No/Abstentions: Digital/on site:	30/0/2 // 8/0/0
Resolution	The participation of non-members in the General Meeting is approved	
	Yes/No/Abstentions: Digital/on site:	26/2/4 // 8/0/0

4 ELECTION OF THE CHAIR OF THE MEETING AND THE MINUTE-TAKER

Resolution:	Mathias Hofmann is elected chairman of the meeting.	
	Yes/No/Abstentions: Digital/on site:	30/0/2 // 8/0/0
Resolution:	Antonia Schweimer is elected as minute keeper.	
	Yes/No/Abstentions: Digital/on site:	31/0/1 // 8/0/0

5 MINUTES OF THE GENERAL MEETING 20 22

There were no comments on the minutes of the 2022 Annual General Meeting.

Resolution:	The minutes of the 2022 Annual General Meeting are adopted.	
	Yes/No/Abstentions: Digital/on site:	20/0/11 // 8/0/0

6 REPORTS

All written reports were made available to the members in text form in advance. Each committee presents its report again in brief and is available to answer questions.

6.1 Management Board

Chairwoman Susanne Rieger names the Board members present, their individual tasks and areas of responsibility and reports on the work carried out by the Board. She points out the good cooperation within the team.

The following points from the report should be emphasized:

- Cooperation with other associations at European level
- Communication and cooperation with the association's committees and specialist groups
- Signing of the global code of ethics at European level
- Cooperation with all institutes of the association
- Virtualization of the office
- Congress preparation 2024, which begins on 16.09.2023
- Preparations already initiated for the 2024 Life Congress in Prague

As there were no questions, Mr. Hofmann took over the moderation again.

6.2 Regional groups, specialist groups

Hans-Günter Simon announces that the CQS worked with only 3 members in 2023, as Amina Baar Baarenfels left at the 2022 GA and there was no possibility of finding a replacement at short notice.

The following points from the report should be emphasized:

- The CQS meetings take place online every month.
- The CQS has certified many coaches and supervisors.
- Teaching supervisors and trainers were also certified. Most of them come from EASC institutes, but some also come from the field of TA via Access III.
- 20 people from the Euro-FH and SH were newly certified as coaches after attending an additional teaching supervision workshop in addition to their Master's degree.
- In the course of this year, 15 examinations were held at EASC institutes, an impressive number.
- The CQS is also responsible for certifying the curricula of institutes that apply to become EASC institutes. After certification, the process enters the next round of training under the supervision of an EASC institute. The curricula of the following institutes/universities have been certified:
 - o Intelligent Change Solutions (ICS) Bielefeld
 - o Institute for Sustainability Coaching (INC) at the University of Bremen
 - o Homodea, Life Trust Coaching.

Hans Günter Simon also announced that he was stepping down from the CQS after 12 years, as was Mathias Hühnerbein. Ms. Irina Svabova will be available to the CQS as a member for a further year.

As there were no questions, Mr. Hofmann took over the moderation again. He thanks all individual members of the CQS for their excellent and important work in the association, which is growing with quality assurance. Mr. Hofmann points out that the discussion about the admission of institutes will expand and must be brought to a general association level.

6.3 Ethics Committee

Edith Mause reports as Chair of the Ethics Committee. Mathias Sell is unfortunately unable to attend, Rainer Chrupala, the third member, is also connected online.

The frequent meetings of the committee took place via Zoom or by telephone.

The following points from the report should be emphasized:

- Enquiries/complaints - consultations and decisions:
There was one inquiry due to a complaint, another person was consulted, the case was carefully examined and not classified as an ethics case.
- Ombudsperson's office: There
was no request for this.
Content-related work:
The development of an ethics template for digital coaching is still in progress.
- Clarification of responsibilities between the Board of Directors and the Ethics Committee:
These three points were already addressed last year in 2022 and are still being clarified.
It is about:
 - o Repetition of indiscretion
 - o Shoddy complaint management
 - o Role confusion/role diffusion with regard to the ethics inquiry in this financial year

This is why the Ethics Commission is calling for this:

- Discretion: Refuse emails sent, telephone calls if you are not responsible, comply with roles and tasks; no further sending of various information and messages to the members of the Board of Management.
 - Clean complaints management: Not everyone who is approached by colleagues is the point of contact for ethical issues (do not occupy a drama triangle!), refer them to the Ethics Committee. Mathias Sell presented and commented on a template for this at the GA in Barcelona in 2022.
 - Role clarity and role enforcement: Clarify or reject assignment and claims, see ethics guidelines, and avoid instrumentalization.
- Inclusion of institutes, universities etc. in the EASC:
In the view of the Ethics Committee, there is a need to review the inclusion of institutes etc. in the EASC. The procedure for the inclusion of the HOMODEA institute raises questions. The Ethics Committee therefore suggests discussing this further with the institute meeting.

As there were no questions, Mr. Hofmann took over the moderation again. He thanked all members of the Ethics Committee for their work over the past year and for their recommendations.

6.4 Institutes

Unfortunately, the Institute's spokesperson Peter Eichenauer is unable to attend today's meeting. The report was sent to the association members in advance. Mr. Hofmann asks the participants for remarks, comments and questions.

Peter Eichenauer will step down from his position as Institute spokesperson at the next Institute meeting, where a new spokesperson will be elected.

Mr. Hofmann thanks Peter Eichenauer for his excellent work.

6.5 Regional groups, specialist groups

Mathias Hofmann is the contact person within the Board of Directors for the regional groups. The regional groups are the basis of the EASC. Attempts have been made to network the regional groups with each other and to intensify contact between the regional groups and the Executive Board.

Last year, 2 full regional group meetings were held, one at the 2022 congress in Barcelona and 6 months later online.

The association supports the regional groups, and Mr. Hofmann cites the example of the Spanish regional group, which has developed a flyer to publicize the association in Spain.

Isabel Frank was responsible for representing the association at the RTC (Round Table Coaching). Unfortunately, she is unable to attend. The report was sent out in advance. There were no questions regarding this report.

Volker Tepp reports on behalf of the reform group. At the institute meeting on 15.09.2023, the reform group will present a detailed report on the relevant proposed changes to the manual. One of the main points will be the European quality framework.

The manual will be discussed with all committees, first and foremost with the Executive Board. The aim is for the manual template to be voted on at the upcoming 2024 AGM.

6.5 Treasurer

Ms. Mechthild Müller highlights 3 key points from this report:

- The cooperation with the tax consultancy SPS was terminated. The company Schomerus, which specializes in associations, took over.
- The 2023 accounting run was successfully created for the first time using Sewobe's data software. As with all software, some adjustments need to be made.
- The bank account has been changed, the transition from Postbank to GLS-Bank is on its way. GLS-Bank is a modern banking system that is easy to use.

No further questions were asked.

Mr. Hofmann takes over the moderation again and thanks Ms. Müller for her excellent work.

6.6 Cash auditor

The cash audit team consists of the members Brigitte Koch and Peter Eichenauer. Brigitte Koch reports. Many good changes have been made in recent years.

The following point should be mentioned as a recommendation for this year:

The face-to-face congresses (such as 2022 in Barcelona) are always a major expense that entails financial losses. Alternatives should be considered.

Ms. Koch explicitly thanks the new office staff and the treasurer for their, as always, excellent preparation of the cash audits and the good cooperation.

She recommends that the General Assembly approve the actions of the treasurer.

There are no queries.

Mr. Hofmann once again takes over the moderation of the meeting and expresses his sincere thanks for the excellent work carried out over the years. Ms. Koch and Mr. Eichenauer have acted as auditors for the last time this year. They are not standing for re-election.

7 DISCHARGE OF THE TREASURER FOR 20 22

Resolution:	The treasurer's actions for 2022 are approved.	
	Yes/No/Abstentions: Digital/on site:	21/0/8 // 8/0/0

Mathias Hofmann thanks the members of the meeting for their trust.

8 APPROVAL OF THE ACTIONS OF THE EXECUTIVE BOARD FOR 2022 /2023

Resolution:	The actions of the Executive Board are approved for 2022/2023.	
	Yes/No/Abstentions: Digital/on site:	21/1/7 // 8/0/0

Mathias Hofmann thanks the members of the meeting for their trust.

9 PRESENTATION / DECISION ON THE BUDGET FOR 2024

The budget for 2024 is available to all those present.

Mr. Hofmann hands over to treasurer Mechthild Müller, who highlights the following points:

Increased membership entry and an increase in membership fees for country groups 1 and 2 in 2022 generated more income.

Savings were made by closing the office, eliminating rental costs and automating the newsletter.

The following additional costs are added:

higher personnel costs due to new hires, storage of the association's documents in a secure storage box, liability insurance for the Executive Board.

There are no further questions and Mr. Hofmann calls for the vote.

Resolution:	The budget presented for 2024 is adopted.	
	Yes/No/Abstentions: Digital/on site:	22/1/6 // 8/0/0

Mathias Hofmann thanks the members of the meeting for their trust.

10 DISCUSSION AND RESOLUTION ON THE PRESENTED MOTIONS

All motions were sent out in advance and are available to those present. The original texts of the motions are attached to these minutes. According to §7 of the Articles of Association, motions to amend the Articles of Association require a 2/3 majority.

The vote is then taken collectively.

10.1 Motion 1 by Mathias Hofmann: Admission fees

The motion put forward by Mr. Hofmann is based on a consideration and decision by the Board of Directors. Ms. Rieger explained that charging a one-off admission fee over and above the fees for

The administrative workload in the office area is to be equalized by issuing certificates and badges. The admission fees are based on the respective tariffs of the country groups.

Mr. Christoph Schalk proposes that the date of entry into force be set for a later date so that implementation is also possible for the institutions. The proposed date is 1.1.2024.

Mr. Christoph Schalk asks whether, in the case of the admission of candidates, the admission fee is based on the candidate contribution. (25% admission fee on the candidate contribution). This point is confirmed by Mr. Hofmann.

Resolution:	Motion 1 is adopted after changing the date (01.01.2024) on which the motion enters into force.	
	Yes/No/Abstentions: Digital/on site:	24/1/5 // 9/0/0

10.2 Motion 2 by Mechthild Müller: General Assembly Online / Hybrid

This motion also corresponds to a consideration of the Board of Directors. If the general assemblies are to continue to be held online or in hybrid format in future, it is legally necessary to stipulate this in the association's articles of association.

At the request of Mr. Rainer Chrupala, the full text was read out again by Ms. Patricia Jehle. Mr. Chrupala asks whether this motion can be voted on in this plenary session, as it is already a hybrid event. Ms. Müller explains that this item has been checked for correctness beforehand and can be voted on.

Resolution:	Motion 2 is adopted as submitted.	
	Yes/No/Abstentions: Digital/on site:	27/1/2 // 9/0/0

10.3 Motion 3 by Mechthild Müller: Ethics Committee

This motion also corresponds to a consideration of the Board of Directors. The motion is read out again by Ms. Patricia Jehle. Ms. Amina Eperjesi explains that with this motion, the decision on the election of the members of the Ethics Committee lies with the General Assembly and thus the process will be as objective and transparent as possible.

No further questions are asked.

Resolution:	Motion 3 is adopted as submitted	
	Yes/No/Abstentions: Digital/on site:	27/2/1 // 9/0/0

10.4 Motion 4 by Mechthild Müller: Amendments to the Articles of Association divers

Ms. Mechthild Müller explains that various small changes had to be made to the Articles of Association, e.g. replacing "confirmation" with "election" or "association magazine" with "newsletter". The articles of association were sent out in advance together with the application. The original designations are marked in red, the changes to be made are set off in blue.

No further questions are asked.

Resolution:	Motion 4 is adopted as submitted.	
	Yes/No/Abstentions: Digital/on site:	27/1/2 // 9/0/0

11 PERSONNEL ELECTIONS

All candidates have introduced themselves in writing and the presentations have been sent to the membership in advance.

Before the election process begins, they will briefly introduce themselves again in person. There will be an opportunity to ask questions.

11.1 Board of Directors: Chairperson, 1 member

The Chairwoman, Ms. Susanne Rieger, is standing for re-election for a final term of office. Mr. Markus Jüster is standing for election as an assessor in place of Mr. Mathias Hofmann, who is not standing for re-election.

Resolution:	Susanne Rieger is re-elected as Chairwoman of EASC e.V.	
	Yes/No/Abstentions: Digital/on site:	27/2/2 // 9/0/0

Susanne Rieger accepts the election.

Resolution:	Markus Jüster is elected as an assessor to the Executive Board. (Future area of responsibility: (regional groups, universities)	
	Yes/No/Abstentions: Digital/on site:	29/0/2 // 9/0/0

Markus Jüster accepts the election.

11.2 CQS: 1 chair, 3 members

Mr. Hans-Günter Simon (Chairman) and Mr. Mathias Hühnerbein retire from the CQS after many years. Ms. Irena Svabova is the only CQS member standing for re-election, but only for a one-year term of office. New candidates are Mr. Volker Tepp, who is making his wealth of experience available to the CQS due to his many years in office as a member of the Board and responsible for the office area, as well as Susanne Richter, who is standing as Chairwoman and Mr. Andreas Wolf as a CQS member.

Mr. Simon informs that he will introduce the team to the work processes in detail after the elections.

Resolution:	Susanne Richter is elected Chairwoman of the Committee for Quality and Standards (CQS).	
	Yes/No/Abstentions: Digital/on site:	28/0/2 // 9/0/0

Susanne Richter accepts the election.

Resolution:	Andreas Wolf is elected as a member of the CQS.	
	Yes/No/Abstentions: Digital/on site:	28/0/2 // 9/0/0

Andreas Wolf accepts the election.

Resolution:	Volker Tepp is elected as a member of the CQS.	
	Yes/No/Abstentions: Digital/on site:	27/2/1 // 5/1/3

Volker Tepp accepts the election.

Resolution:	Irena Svabova is elected as a member of the CQS.	
	Yes/No/Abstentions: Digital/on site:	25/2/3 // 8/1/0

Irena Svabova accepts the election.

11.3 Cash audit: 2 cash auditors

Ms. Ulrike Bischoff and Ms. Daniela Minig are standing for election as auditors. Unfortunately, Ms. Bischoff cannot be present.

Resolution:	Ulrike Bischoff is elected as cash auditor.	
	Yes/No/Abstentions: Digital/on site:	20/1/6 // 9/0/0

Ulrike Bischoff accepts the election by e-mail confirmation.

Resolution:	Daniela Minig is elected as cash auditor.	
	Yes/No/Abstentions: Digital/on site:	25/0/2 // 9/0/0

Daniela Minig accepts the election.

While the votes are being counted, Mr. Hofmann brings forward the following agenda items and hands over to Ms. Rieger:

12. HONORARY MEMBERSHIP BIRGIT RAMON

Ms. Rieger introduces Birgit Ramon, who had a decisive influence on the EASC as former chairwoman from 2008 to 2015. During this time, the association's name was also changed from EAS to EASC. One of the highlights is the intercultural work that Birgit Ramon initiated and on the basis of which further development was able to take place.

Cooperation with the ANSA and IODA organizations was also initiated by Birgit Ramon.

Birgit Ramon was very keen to bring young people into the association. Teaching supervision was also very important to her.

The association has been able to build on all of this. Ms. Birgit Ramon is now an honorary member of the association.

13. MISCELLANEOUS

13.1. Acknowledgements

Susanne Rieger would like to thank all those who volunteer their time to promote coaching and supervision at European level.

Special thanks for the excellent work and cooperation:

Mathias Hofmann, who worked intensively as an assessor on the Board of Directors for many years.
Hans-Günter Simon, who served as Chairman of the CQS for many years and carried out intensive quality work.
Mathias Hühnerbein, who was a member of the CQS for many years and did intensive quality work.
Peter Eichenauer in absentia, who is stepping down from his two functions as institute spokesperson and as cash auditor. Ms. Rieger thanked him for his outstanding work over the last few years.
Brigitte Koch for her many years of outstanding work as cash auditor.

A further thank you goes to Isabel Frank in her absence. She was previously the EASC's contact person with the RTC (Round Table Coaching)

Finally, a big thank you goes to Livia Sold in her absence for her voluntary work as coordinator of the EASC Newsletter. With her, the EASC Newsletter has found a new form.

Mathias closes the general meeting and thanks everyone for their cooperation.
Amina Eperjesi draws attention to the upcoming EASC Online Congress on 15.09.2023.

End of the General Meeting: 8:15 p.m.

SIGNATURES

Barcelona
September 14, 2023
Place, date

Antonia Schweimer
Protocol management

Barcelona,
September 14, 2023
Place, date

Mathias Hofmann
Chair of the meeting

Barcelona,
September 14, 2023
Place, date

Susanne Rieger
First Chairwoman

ANNEX: APPLICATIONS PAGE

- [MOTION 1 TO THE 2023 AGM by Mathias Hofmann: Admission fees](#)
- [MOTION 2 TO THE 2023 AGM by Mechthild Müller: Members' meeting online/hybrid](#)
- [MOTION 3 TO THE 2023 AGM by Mechthild Müller: Ethics Committee](#)
- [MOTION 4 TO THE 2023 AGM by Mechthild Müller: Amendments to the Articles of Association divers](#)

All annexes and related documents are enclosed separately.