



EASC – Supervision and Coaching in Europe

Statutes

of EASC e.V. German

version

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§ 1 Name, Registered Office, Fiscal Year

- (1) The association bears the name
- (2) "EASC – European Association for Supervision and Coaching e.V."
- (3) The association has its registered office in Berlin.
- (4) The association's fiscal year is the calendar year.

§ 2 Purpose of the

~~The purpose of the association is educational work, research, and the application of new methods of supervision and coaching in intercultural cooperation within Europe.~~

~~Supervision and coaching are consulting concepts for people in professional situations. This consulting focuses on improving professional performance.~~

- (1) The association pursues exclusively and directly charitable purposes within the meaning of Section "Tax-privileged purposes" of the German Tax Code.
- (2) The purpose of the association is to promote education in Europe, particularly in the areas of supervision, coaching, organizational development, and consulting.
- (3) The purpose of the statutes is realized in particular through the following measures:
 - a) Implementation of education, training, and qualification programs in the areas of supervision, coaching, and organizational development for association members and the interested public, including within the framework of an academy supported by the association
 - b) Measures to ensure quality standards for association members.
 - c) Organization of Europe-wide events such as conferences, congresses, symposia, etc. for association members and the interested public.
 - d) Publishing informational materials and a publicly accessible newsletter to disseminate scientific, technical, and practical findings in the fields of supervision, coaching, and organizational development.
 - e) Promoting forms of application of supervision, coaching, and organizational development in intercultural European cooperation for association members and the interested public, and
 - f) Exchange and networking among individuals working primarily in Europe in the fields of supervision, coaching, and organizational development for association members and the interested public.
- ~~Exchange and networking among individuals working in the field of supervision and coaching in Europe.~~
- ~~Training and continuing education for individuals in Europe with training in social professions and members of other relevant professional groups.~~
- ~~Organization of events such as conferences, congresses, and symposia in Europe, as well as European congresses, European conferences, and European symposia.~~
- ~~Promotion of forms of application of supervision and coaching such as individual supervision, group supervision, team supervision, project supervision, supervisory consulting and organizational development in intercultural European cooperation.~~
- ~~Supervisory and coaching-oriented assistance in improving professional activities in Europe.~~
- ~~Process-accompanying measures in the field of organizational development to support the improvement and promotion of professional activities in Europe, also with regard to organizational changes and intercultural cooperation.~~
- ~~Educating the European public about the manifestations of supervision and coaching.~~
- ~~Research into supervisory work and activities, in particular intercultural and interdisciplinary research in Europe.~~
- (4) The association is a non-profit organization; ~~it does not primarily~~ pursue its own economic interests. The association's funds may only be ~~used~~ for purposes specified in the statutes. Members do not receive any payments and, in their capacity as members, do not receive any other payments from

the association's funds. This does not apply to remuneration paid to board members in accordance with § 6:5(6), insofar as this has been decided by the general meeting.

- (5) No person may benefit from expenses that are not related to the purpose of the association or from disproportionately high remuneration.
- (6) In the event of dissolution of the association or discontinuation of its ~~previous tax-privileged purpose~~, the association's assets ~~shall be transferred to another tax-privileged corporation for the purpose of promoting education, namely Deutsche AIDS-Hilfe e.V., which is registered with the Charlottenburg Local Court and recognized as a non-profit organization, and which shall use the assets directly and exclusively for non-profit purposes.~~
- (7)
- (8) Any resolution to amend the Articles of Association must be submitted to the competent tax office before being filed with the registry court.

§ 3 Membership

- (1) Full members can be natural persons and legal entities from Europe and other countries who promote the purpose of the association. The executive committee decides on admission after receiving a written application.
- (2) The application must be sent by email to the office.
- (3) Supporting members can be natural and legal persons from Europe and other countries who provide material support to the association. The executive committee decides on admission after receiving a written application.
- (4) Individuals or associations who have rendered outstanding services to the association's objectives may be admitted as honorary members. The general meeting decides on admission upon recommendation by the executive committee.
- (5) Membership ends upon death, resignation, or expulsion.
- (6) Resignation shall be effected by written declaration to a member of the executive committee. The resignation must be sent by email to the office.
- (7) It is permissible on June 30 or December 31 of a calendar year, subject to a notice period of three months.
- (8) Expulsion may only be based on good cause, in particular conduct detrimental to the association, or on the fact that the member has failed to meet their payment obligations to the association despite three reminders. The executive committee shall decide on expulsion. The member and the ethics committee shall be heard beforehand. The member has the right to appeal within one month, which shall be decided by the general meeting. The appeal and any subsequent legal challenge shall have no suspensive effect.

§ 4 Membership fees

Membership is subject to membership fees and a one-time admission fee. The amount of the fees is regulated in the membership fee regulations, which are decided by the general meeting.

§ 5 Organs of the Association for the Promotion of the German Language (

The organs of the association are:

- a. Executive Board
- b. General meeting
- c. Teachers' conference
- d. Institute meeting
- e. Committee for Standards and Quality Assurance
- f. Ethics Committee
- g. Technical Committees and Regional Groups
- h. Cash auditors

§ 6 Executive Board

- (1) The Executive Board pursuant to § 26 BGB (German Civil Code) consists of the Chair, the Deputy Chair, and the Treasurer. A member of the Executive Board to be elected by the Executive Board manages the association's office on the basis of Executive Board resolutions and the resolutions of the General Meeting. The association is represented in and out of court by each member of the Executive Board individually.
- (2) The Executive Board is expanded to include assessors. These have full voting rights in the meetings of the Executive Board. The number of assessors is determined by the General Meeting. The majority of the members of the Executive Board, including the assessors, must be teaching members.
- (3) The Executive Board and the assessors are elected by the General Meeting for a term of four years. Re-election is possible. The incumbent Executive Board remains in office until the newly elected Executive Board is legally confirmed. If a member of the Executive Board resigns during their term of office, the Executive Board may appoint a replacement member for the remainder of the term of office of the resigning member.

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- (4) ~~(3)~~ The extended board shall meet at least twice in each calendar year.
- (5) ~~(4)~~ The extended Executive Board shall adopt its own rules of procedure.
- (6) ~~(5)~~ Members of the Executive Board may receive remuneration for their work. The amount of remuneration shall be determined by resolution of the General Meeting.
- (7)
- (8) The members of the Executive Board shall be liable to the Association for damages caused in the performance of their duties as members of the Executive Board only in cases of intent or gross negligence. If claims are made against members of the Executive Board by third parties for actions taken in their capacity as organs of the Association, the Association shall indemnify them against liability, provided they have not acted with intent or gross negligence.
- (9) The Executive Board may appoint a managing director as a special representative for day-to-day management tasks in accordance with § 30 BGB (German Civil Code). The special representative is authorized to represent the association alone within the scope of his or her duties. The special representative shall be entered in the register of associations. The special representative may be dismissed by the Executive Board at any time; dismissal shall not affect the provisions of the employment contract.

§ 7 General Meeting ()

- (1) ~~(1)~~ The general meeting shall be convened by the executive committee once a year with at least four weeks' notice. A proposal for the agenda and motions submitted in due time must be enclosed.
- (2) The general meeting may also be held entirely as a virtual meeting. A combination of a physical meeting and a virtual meeting is also permitted (hybrid meeting). In this case, members exercise their rights by means of electronic communication (in particular by video or telephone conference). The executive committee must ensure that only association members can participate by imposing appropriate access restrictions. In order to hold a virtual/hybrid meeting, it is necessary for all participants to be present at the same time using electronic means of communication. The executive committee decides on the form of the general meeting and informs the members of this in the invitation. If the general meeting is held as a hybrid meeting, care must be taken to ensure that, through appropriate technical devices, members who are present virtually are able to follow the general meeting, ask questions, submit motions, and participate in votes in the same way as members who are physically present. Further details may be regulated in election rules to be determined by the executive committee.
- (3)
- (4) – Invitations to general meetings shall be sent in writing by electronic means (by email) or, alternatively, by post. The invitation shall be deemed to have been received on the date of dispatch if it is sent to the last address or email address provided by the member.
- (5)
- (6) ~~(2)~~ Each full member and honorary member has one vote at the general meeting. Supporting members do not have a vote. Another member may be authorized in writing to exercise the right to vote. The authorization must be granted separately for each general meeting. However, a member may not represent more than three
- (7) proxy votes.
- (8) ~~(3)~~ Every member has the right to submit motions. At least 6 weeks before the invitation deadline, the executive committee shall call
- (9) in the newsletter and by email, publicly invite members to submit applications to the office.
- (10) Motions must be submitted in writing by electronic means and received by the office no later than two weeks before the deadline for invitations.
- (11) The motions received are collected at the office and enclosed with the written invitation.
- (12)
- (13) ~~(4)~~ The general meeting is exclusively responsible for the following matters:

- a) Approval of the budget prepared by the Executive Board for the next financial year;
 - b) Acceptance of the annual report of the Executive Board; -
 - c) Discharge of the Executive Board;
 - d) Setting the amount of the annual membership fee;
 - e) Election and dismissal of members of the Executive Board;
 - f) Election of the assessors of the Executive Board proposed by the Executive Board and election of the members of the Quality and Standards Committee proposed by the Executive Board;
 - g) Passing resolutions on amendments to the Articles of Association and the dissolution of the Association;
 - h) Resolving on appeals against the rejection of an application for membership and on appeals against expulsion for good cause; -
 - i) Hearing and discussion of work reports from the committees and regional groups; -
 - j) Appointment of honorary members;
 - k) 10. Election of two cash auditors for a term of two years each.
- (14) (5) An extraordinary general meeting shall be convened in the same manner as an ordinary meeting if the executive committee deems it necessary, or if at least one quarter of the members request this in writing from the executive committee, stating the agenda items, the purpose, and the reasons.
- (15) (6) The general meeting shall be chaired by a member of the association appointed by the meeting. Minutes shall be taken of the general meeting shall be a minutes . The minute-taker will be by the chairperson . The minutes are by the minute taker and the chairperson of the meeting. The general meeting shall constitute a quorum regardless of the number of members present, provided that it has been duly convened.
- (16) Unless otherwise specified, resolutions shall be passed by a simple majority. In the event of a tie, a motion shall be deemed rejected. Amendments to the Articles of Association or the premature dismissal of members of the Executive Board require a two-thirds majority of the valid votes cast by the members represented.
- (17) A three-quarters majority of the valid votes cast by the members represented is required for a resolution to dissolve the association.
- (18) If several candidates are available for the same position in elections and no candidate has achieved a majority of the valid votes cast in the first ballot, a runoff election shall be held between the two candidates who have received the highest number of votes. The candidate elected by a simple majority shall then be declared the winner.

§ 8 Teachers' conference

- (1) The teaching conference shall be convened by the executive committee at least once a year.
- (2) The Teachers' Conference advises the Standards and Quality Assurance Committee on matters relating to training, continuing education, and professional development. In the event of a conflict between the Standards and Quality Assurance Committee and the Teachers' Conference, the Executive Board shall decide, but not without first attempting mediation. The Teachers' Conference serves as a forum for teachers to exchange ideas and perform the tasks expressly assigned to it in these statutes.

§ 8a Institute meeting

- (1) The Institute Meeting is a body of the EASC and serves primarily
 - the exchange of information between the institutes
 - ensuring the quality criteria of the EASC
 - quality assurance of the curricula
 - further developing the curricula.

- (2) The representatives of the institutes, together with the Committee for Standards and Quality Assurance, agree on standards for training, which are then submitted to the Executive Board for approval.
- (3) The design of the curricula, especially with regard to regional and national conditions, is the sole responsibility of the institutes and the institute meeting.

a) Rules of procedure

Each institute and each recognized training program (curriculum) may send up to four representatives to the institute meeting. For the purpose of forming opinions, each institute has two votes, which may also be cast by one person; curricula have one vote. Institutes and curricula may not be represented by proxy.

The representatives of the institutes elect a spokesperson. The institute meeting adopts rules of procedure that must be in accordance with the statutes and handbook of EASC e.V.

The institute meeting sees itself as an autonomous body that develops, establishes, and changes its own working structures.

The institute meeting takes place at least once a year. The invitation is issued by the spokesperson. The spokesperson of the institute meeting is invited to the board meetings.

b) Participation in the admission of new curricula and institutes

When applications are submitted for the inclusion of a new curriculum or a new institute, the formal requirements are reviewed by the Standards and Quality Assurance Committee in accordance with the rules of EASC e.V. If the Standards and Quality Assurance Committee makes a recommendation for acceptance (to the Executive Board), the spokesperson for the institutes is notified and invites representatives of the curriculum or institute to the next institute meeting.

These representatives participate in the institute meeting without voting rights. The institute meeting then submits a recommendation on the admission of the training program or institute to the Executive Board.

c) Public relations

The spokesperson for the institutes represents the institutes externally in the context of the association's work.

d) Participation in the exclusion of curricula and institutes

Criteria for exclusion are

- ~~if~~ no training of coaches or supervisors has taken place for 3 years
- ~~no~~ recertification is accepted or carried out

These criteria will apply from 2025 onwards, following the entry into force of the new 2024 manual. Furthermore, the following will also lead to exclusion:

- ~~Violations~~ of the ethical guidelines
- ~~behavior~~ in public that damages the association, e.g., through representations in the media
-

§ 9

- (1) The Committee for Standards and Quality Assurance consists of four persons, one of whom chairs the committee. The chair and the three other members of this committee are proposed by the Executive Board and elected by the General Assembly. The term of office is two years. Re-election is permitted. The committee adopts its own rules of procedure.
- (2) Primarily teaching members of the association should be nominated for this committee. The chairperson of this committee must be a teaching member of the association. The committee may delegate tasks to members and consult with and co-opt members or other persons, including non-members
chair of this committee must be a teaching member of the association. The committee may delegate tasks to members and consult and co-opt members or other persons, including non-members.
- (3) A member of the committee shall be dismissed by the executive committee for good cause if a motion to this effect is submitted and a two-thirds majority of the valid votes cast by the members ~~represented~~ at the general meeting so decides.

- (4) The committee's main task is to ensure the quality of the EASC. To this end, it develops binding standards for training and admission to the association with the approval of the Executive Board. It works together with the institute meetings and makes recommendations for quality assurance to all bodies of the EASC.
- (5) The committee reviews the formal requirements for admission to the association in accordance with Accessions II and III. On this basis, it makes recommendations to the board. It makes independent decisions for the functional areas of candidate/coach/supervisor/teaching supervisor.
- (6) Members of the CQS may receive remuneration for their work. The amount of remuneration requires a resolution by the General Assembly.

§ 10 Technical Committees and Regional Groups

- (1) Regional groups can be formed in every European country.
- (2) In addition, specialist committees can be formed to address specific issues relating to the development and methodology of supervision and coaching, and to intercultural cooperation. Each regional group and each specialist group appoints a spokesperson who reports to the Executive Board and the General Assembly.
- (3) These specialist committees and regional groups shall adopt rules of procedure in agreement with the Executive Board and shall present the results of their work to the General Assembly.
- (4) Membership in the regional groups and specialist committees is open to anyone who is a member of the association or who applies for guest status in the regional group, which is confirmed by the respective regional group. Guest status does not confer voting rights in the regional group.
- (5) If a regional group or a specialist committee is to be dissolved, this shall be done either because the work assignment has been completed and the results of the work have been presented to the general meeting, or because the general meeting has decided to dissolve the group or committee at the request of the executive committee for good cause. In the latter case, the members or their representatives of the regional groups and specialist committees shall also be heard in advance at the teachers' conference.

§ 11 Board of Trustees

The executive committee may appoint a board of trustees. In accordance with the association's objectives, the members of the board of trustees shall be recognized experts in their field. The board of trustees shall promote the activities of the association from an objective, scientific, legal, and economic perspective.

§ 12 Honorary Chairperson

The Executive Board may propose a member who has rendered outstanding services to the association as honorary chairperson. This must be confirmed by the General Meeting. The honorary chairperson is elected for life and participates in the Executive Board and in association matters at his or her own request. The honorary chairperson has no voting rights.

§ 13 Ethics Committee

- (1) The Ethics Committee is responsible for further developing the association's ethical guidelines and monitoring compliance with them.
- (2) The Ethics Committee shall consist of at least three members, who must be members of EASC e.V. They shall appoint a spokesperson from among themselves, who shall represent the Committee externally and act as a contact person for the Executive Board. All members of the Ethics Committee shall be elected directly by the General Meeting for a term of four years. The Ethics Committee shall report to the General Meeting annually.

§ 14 Dissolution

The dissolution of the association can only be decided at a general meeting with the majority of votes specified in § 7. Unless the general meeting decides otherwise, the chairperson and the treasurer shall be jointly authorized liquidators. The above provisions shall apply mutatis mutandis in the event that the association is dissolved for any other reason or loses its legal capacity.

EASC Statutes – European Association for Supervision and Coaching *in the currently valid version dated November 25,*
treasurer shall be jointly authorized liquidators. The above provisions shall apply mutatis mutandis in the event that the
association is dissolved for another reason or loses its legal capacity.

The accuracy of the articles of association in accordance with § 71 BGB (German Civil Code) is hereby confirmed.