



Minutes of 2. ERIC Meeting August 2017

Online Meeting held via Facebook
August 24th, 2017 – 20:00 pm EET

Agenda

1. **Welcome by President Justin**
 2. **Proposal on the Pricing Bylaws from CR Denmark Itzy**
 3. **Updates from Vice President Lucky**
 4. **Updates from Secretary Paul**
 5. **Discussion**
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*At the very beginning of the meeting, the IT Officer Christian Püschel announced his resignation from board member.

1. Welcome by President Justin

"Welcome everyone to our second Board + CR chat meeting. Before we begin, we would acknowledge a few people.

Thank you Gabriela (CR Luxembourg), Karolina (CR United Kingdom) and Susana (Marketing Officer) for making our second e-Newsletter. It is amazing and very successful, currently over 500 people have opened it. Also, thank you to those who sent in articles – Jovan (CR FYROM), Maria (CR Spain), Turkey in general and Johanna (CR Austria) and thank you to everyone who forwarded the newsletter.

Please make sure to forward it in order to create awareness for all of our team's programs.

Thanks to Victoria (CR Moldova), who is updating our linkedin-page!

Lastly, everyone please join me in wishing Francois good luck, he will be representing ERIC during Interota and provide a brief speech about us. If anyone else would like to speak on behalf of ERIC at an upcoming event please contact our board team! Our goal is to create lots of visibility and strengthen our collaborations!"

2. Proposal on the pricing bylaws

The CR of Denmark Itzy prepared and shared three alternative proposals regarding the current pricing bylaws for the ERIC events. Her presentation was sent to all CRs by email and was thoroughly discussed during the meeting.

Itzy's proposals (summarized):

1. Creation of a 3rd Tier
2. Elimination of all Tiers and setting a price limitation for all countries.
3. Separation of accommodation and conferences.

All the advantages and disadvantages of the above mentioned proposals are to be found on her online presentation. Her recommendation consisted of a combination between proposal 2 and 3. Itzy informed the team that she prepared her proposals in collaboration with Bernhard, Past ERIC Secretary, implementer of our current pricing model.

She is willing to study this matter in depth and acquire the specific prices by developing a more extended econometric model from the pricing model Bernhard has already developed.

Many CRs such as Marius (CR Lithuania), Karina (CR Russia), Jose (CR Portugal), Hanna (CR Netherlands), Verdán (CR Croatia), Victoria (CR Moldova), Gabi (CR Luxembourg), Konstantinos (CR Cyprus), Francois (CR France), Dorina (CR Bulgaria) as well as President Justin, Secretary Paul and Treasurer Matthieu expressed their opinions, their objections and approvals.

Finally, the team decided to create a working group (members that volunteered to join: Itzy (CR Denmark), Marius (CR Lithuania), Matthieu (Treasurer), Hanna (CR Netherlands), Ben (CR Belgium), Konstantinos (CR Cyprus), Karina (CR Russia), Tina (CR Poland), François (CR France), Dorina (CR Bulgaria), Justin (President), Bernhard (Past Secretary)) which will further analyze the above mentioned topic and prepare a detailed presentation for the rest of the team during the REM Ljubljana.

3. Updates from Vice President Lucky

1. "The first webinar is reality! In the next days we will prepare the Facebook event and I ask you to please share it and participate of course!

2. REM Ljubljana: We are almost done with the workshops (again, thanks David (CR Slovenia and REM Chairperson) and Ana (Past CR Slovenia) - members of the HOC team)). You'll have more details in the upcoming days, but basically it will be three, all with a "different dimension" (for more info and graphics please refer to the Minutes of our July 2017 meeting) and all of them will tackle somehow the green theme! Your massive participation is once again required.

3. REM Ljubljana: On Saturday, from 3:00 pm approximately (details in the next weeks) you're all going to spend a lovely hour or two with me! We thought that being CR is not really an easy task, and even if some of you already did it last year (still invited to participate), for those that are still trying to understand something of this beautiful mess, there will be a short training!"

4. Updates from Secretary Paul

European Rotaract Directory:



"Latest updates regarding the directory: 12 countries have more or less completed the task, I thank you for that! Unfortunately, there are many CRs who have not contacted me regarding the directory updates and even more that haven't opened directory link in order to fill it out with their cool Rotaract Clubs! would love to hear some feedback!"

Tural (CR Azerbaijan), Jose (CR Portugal), Marius (CR Lithuania), Olena (CR Ukraine) and Karolina (CR United Kingdom) promised to complete their directories in the following days.

After a question of Hanna (CR Netherlands), Paul presented to the team the main goals of the directory:

"We are ERIC. Eric is an information platform, tool, organization. The directory will sum up all the European Clubs of ERIC with contacts which everyone can use.

1. We will at last get to know our real numbers.

2. This way we shall endorse the online interaction between Clubs and Rotaractors of ERIC.
I would be awesome to create an actual map of ERIC!"

The interested CRs are welcome to join the directory committee and together we will find a solution regarding the issue of personal information (after comment of Karolina (CR United Kingdom) and Marius (CR Lithuania)).

After a question of Marius (CR Lithuania) regarding his concerns about the usage of the ERIC Directory, Secretary Paul reassured everyone that "ERIC shall not use the registered emails in order to contact Rotaract Clubs by surpassing the role of Country Representatives".

5. Discussion

For the sake of transparency, all opinions and many comments concerning the issue of Kate and Christian were added in toto. Spelling and syntax mistakes were corrected without changing the meaning of the messages.

Justin - President:

"Now that we have gone through the meeting's agenda, we give you the floor to ask any questions you have regarding the board issue we have all experienced. So please ask away."

Marius - CR Lithuania:

"Justin, there is nothing to ask actually. This is a social organization. You and all the others are our friends. We elected you all. And some of you (Chris and Kate) were discharged, so we want to know the exact reason why and what actions were taken."

Lucky - Vice President:

"Thank you for asking Marius. I'm answering because I have the feeling you all think it is about Justin. But well, it's not about him, nor Chris and Kate. It is about the entire board. (Past President Jens replied: "not me"). Sure Jens but since we are a democratic organization, the majority represents the entire group. Nevertheless, if you want to speak up against this decision, please do.

Basically, I would like to explain you how things went. The board has been elected by CRs, this is true - I was a CR as well, and I'm aware of the effort that it takes. And I'm also aware that taking the responsibility of being a member of the board means respect and hard work.

We are all different people, and we might get along or not. This is true. But there is one thing that has always to be present: respect. So now I want to tell you what Christian and Kate did: they have been repeatedly, in their Social Office group chat, said things such as "the board has no power over the committee", defining Justin "a stupid" and "a dictator".

I'm using quotation marks because this is exactly what they said. And it was not a private conversation, it was a conversation of one of the three committees (with all due respect for the other two, the most important).

Kate, in particular, has shown a very non-collaborative attitude, telling us that "we should be aware of what

we voted" while being CRs, while she was not even right, basically accusing me and the other CRs in the board of being idiots not aware of the things they are reading or voting.

This was accompanied by a very not aligned behavior: in the (few) cases when they participated to meetings, they kept going against the board's decision mentioning non-existing rules to which we should have compelled. They have been warned, but despite this Christian did not participate to the meetings we held during summer because, he mentioned "he loves to go on trips during the weekend". But he did not participate even when we put it during the week to accommodate him.

It is true that not the entire board agreed on the decision, as Jens just told us. But this doesn't mean that now Jens will be an obstacle to all activities and decisions. Because this is how a group should work, in my humble opinion. We disagree, but we find solutions."

Karina - CR Russia:

"I would like to point your attention to the bylaws. Paul has given us some information about it today morning, but I'm afraid he has interpreted the rules in a wrong way. So, according to the bylaws 1.15 : In all other cases the E.R.I.C. Executive Board decides whether a voting is necessary, unless voting is requested by any E.R.I.C. Country Representative(s) on a specific issue. Voting on changes in the bylaws, elections of the E.R.I.C. Executive Board and selection of future venues of E.R.I.C. meetings and conferences can only be done during E.R.I.C. meetings by a CR or a proxy appointed by him/her. In case of more than two options, in the first round the two most popular options are selected, in order to perform a second round of voting. In the case that both options receive exactly 50% of the country votes, the E.R.I.C. President makes the decision."

"First of all, it would be really nice if Kate and Chris were here and could answer. Secondly, it still looks like you had a personal conflict and found the meanest way to solve it. Thirdly I don't see any problem in the phrase "we should be aware of what we voted" cause that's true. And finally, we have a procedure described in the bylaws. If you found it necessary to take any decision on board make up (ex. discharge anyone) - we must have personal voting on the event."

Marius - CR Lithuania:

"As for now, I only see:

1. Some personal hurt feelings, that happens, sorry.
2. If that is all Kate said, she is right, we should know what we are voting on, like any politician, etc. But I guess it's more?
3. Talking behind the back of others, it happens all the time, as Itzy said before. Where are the actual professional (as social committee) problems?

Not attending meeting, maybe this is why, but this is not the reason to deal with that in this way. There should be a voting in the next REM for the next Committee instead of just throwing them out, if they don't do their work."

Itzy - CR Denmark:

"We found it very personally related and honestly when you mix personal with professional it is not a good combination if you don't know how to separate."

Merve - Social Assistant:

"I just want to share my personal opinion, as being an active member of the Social Committee. Unfortunately, since the first day, I have been so sad and uncomfortable about certain things going on inside the social team such as sending other members' personal messages as screenshot to other groups, creating negative discussions behind everyone's back rather than showing respectful behaviors and focusing on our goals. Besides, you can be all sure that such behaviors aren't accepted by the Rotary 4 way test!"

Gabi - CR Luxembourg:

"I also feel that at some point it got a bit personal, maybe because Justin was the one giving the messages and became the target and also communication wise probably it was a bit poor. But anyway, i don't feel it is a personal problem only because I did not see Kate also make a crusade out of it. But I would like to hear from the other members of the board their position on that (Lucky Dalena already shared her opinion on the topic). The President might have been the messenger, but as far as I understood it was divided by a board vote."

Lucky - Vice President:

"First of all, it is personal and not personal. We are all humans, so yes it's personal. But Rotary is made of people, and the basic rules of Rotary (we all know the 4 questions) are that you should respect each other. Karina, I was, and still am, perfectly aware of what I vote. I represented 13 districts, I didn't take it as a joke. And having someone telling me "you voted to include assistants in the board" while it is not true, yes, that is not very respectful of my work last year. As stated before, we are all volunteers, and someone spitting on mine or other people's job is not respectful.

The non-personal related part: the work of the social committee was far away from the work of, for example, the marketing committee. I have been assistant in the social committee for two years, I know that the work starts immediately, even if the peak is at the end of the year.

The Social Committee did not agree with the rest of the team on the Social projects we wanted to suggest (again, the majority), and when we did not agree, they simply said "the board has no power over us" and stopped participating to the meetings. So yes, this is not just personal."

Marius - CR Lithuania:

"I guess these are the reasons you should have started with. "

Jens - Past President:

"I must admit that I find it disrespectful that we are shaming people behind their back and judging their work without letting them have a chance to defend themselves."

Justin - President:

"Jens, they were invited to Brussels which they rejected. And to be fair, I believe i was also spoke against in the emails. "

Itzy - CR Denmark:

"I can give an example, if one of my employees come with a screenshot complaining about something I did say or someone did or say I would simply ignore it. I would be like ok this person is accomplishing his/her objectives that is what matters. If it is something very outrageous and big, I would talk to the people and try to get to an agreement."

Paul - Secretary:

"Itzy, your observations from a manager's point of view are absolutely correct. But we are volunteers, we are spending our precious time on Rotaract for Rotaract. I would not compare it with a job. It is normal during daily life at the place of work. But I'm personally not at all willing to waste my free time on gossiping around and arguing. We are Rotaractors. Let us all focus on our cause for this year without any more poison. Im sure We all wish to be remembered as a team that accomplished something."

Johanna - CR Austria:

"I haven't read the bylaws, but speaking from experience (I studied law) you can always interpret the law in different ways. So whether or not this was according to the bylaws, it will be a never ending question. More important is the fact that they made a vote about this issue in the board. We, as CRs don't have to work as closely with those board members as the board has to, so I trust the majority of the board and their decision as they are affected by it more than we are. Rules about problems like this will bring clarity on the process; then all questions about "are you allowed to do that" won't be in the picture anymore."

Laëtitia - CR Ireland:

"I don't understand why this big fuss around this story. It happened. The board had its reasons. They should have communicated better and maybe do a vote. Now what do you want?"

- they come back? They will not.

- you are scared for your position? Don't be.

- change the bylaws? It can be a next step.

- better communication next time? Yes we learn here. We all make mistakes. Now let's move on and work together for Rotaract Europe. Sorry but I have enough of this story."

Gabi - CR Luxembourg:

"I think we are missing a bit of empathy here - just try to put yourselves on the shoes of the board people and try to imagine how bad it must have been for them to get it to this stage. I honestly feel that there is stuff that is not being shared to avoid personal exposition. How can they achieve everything they proposed if there is poisoning behavior in the team? Maybe it was poorly communicated, but at least they tried to solve the issue to keep up with the plan. I prefer that than coming to the end of the year with no achievements. If we were spending this time and effort to actually do some good as supporting the committees I'm so sure it would be more productive."

Tina - CR Poland:

"I totally agree with Laëtitia. Talking about it now won't change anything, even if they did want to come back, that wouldn't work anymore. We should trust our board and let them do their job. Yes, they should tell

us what's going on and what happened, but I believe they would anyway eventually. I can't imagine them doing something against us and against the European Rotaract Clubs."

Karina - CR Russia:

"Knowing those two quite well I would also never believe they would do anything to fulfill their ambitions and harm Rotaract values. You can remember the social project with the great impact they did last year."

Lucky - Vice President:

"This made us realize that there is a vacuum on the bylaws. In my last years in ERIC I have seen many boards greatly contributing to the development of the bylaws. But there are still (and probably there will be after this year) many points to work on. We should work on them, but this doesn't have to become the main thing of the year, or we risk to become even more self-referential."

The Secretary Paul answered a question of CR Netherlands Hanna regarding the vacant positions of the board with the following: "The CRs should vote for the new IT & Social Officer during the next REM. The ones interested are free to send me their applications at least 4 weeks before the voting procedure. Dear CRs, please spread the word. An official email will be sent as well."

Merve - Social Assistant:

"Firstly I want to make sure that nothing is personally related in the board's decision and it is exactly professional in everything. You can all be sure that we are all adults and are able to combine and separate personal and professional matters.

But an MDIO such as Eric and with this amazing team, these people have violated the 4 way test several times and in ways that can't be accepted nor tolerated. As board team members, we should be models for all Rotaractors. If we violate these rules and create hostility, that is completely against the Rotary and Rotaract values. How can we expect from people to obey the 4 way test as well? The board made a decision based on and for the sake of ERIC and our Rotary image."

The discussion on this matter ended with the unanimous promise of going on and focusing on the crucial work of this Rotarian year.

The meeting ended at 22:16 pm EET.

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