

Slack Meeting #01 – Minutes

2018.09.04 20.00 CEST

AGENDA

1. Welcome & Introduction
2. Feedback on Board Weekend
3. Finance Update
4. Marketing Update
5. Social Update
6. Strategic Weekend of Country Representatives
7. Questions, ideas and suggestions

ATTENDING

Country	E.R.I.C. Team Member 2018-2019	E.R.I.C. Board Assistants	Country Representative
Ireland	Peter Gardus		1
Finland	Emilija Veselova		1
Denmark	Itziar Uribarri	X	1
Lithuania	Bernadeta Domeikaitė		1
France			
Andorra	Laura Bourgeois		1
Monaco			
Netherlands	Robbin Pruijn Maurits Schmidt		2
Belgium	Helena De Wolff		1
Luxembourg	Gabriela Leao		1
Germany	Sebastian Grieskamp Theresa Stangl		2
Bosnia and Herzegovina	Tijana Bjeļjac		1
Hungary	David Fatja		1
Slovenia	Marko Miksa		1
Croatia	Vedran Jakopovic	X	1
Portugal	Mafalda Luis		1
Switzerland	Andrea Randegger		1
Liechtenstein			
Italy	Andrea Mora		1
San Marino	Sara Guerra		1
Spain	Stephanie Bramsell		1
Russia	Fatima Sultygova		1
Poland	Ania Grzywacz		1
Ukraine	Olena Trofimchuk		1
Moldova	Victoria Sirbu		1
Sweden	Emmy Hall		1
Turkey	Yagiz Burak Gokce		1
Azerbaijan	Tural Abdulla		1
Cyprus	Constantinos Anayiotos		1
Greece	Fotini Papadimou		1
Serbia	Janko Pavlovic		1
Montenegro	Kristina Vujisic		1
	Ben Pintens	X	
	François Oger	X	
	Tiina Lehti	X	
	Maria Vittoria Gargiulo	X	
	Justin Hadjilambiris	X	
	Kristina Maria Sangrigoli	X	
	Hande Turan	X	
	Ekaterina Yurkova	X	

YES

Country	E.R.I.C. Team Member 2018-2019	E.R.I.C. Board Assistants	Country Representative
United Kingdom	Thomas Gasson		1
Austria	Johanna Hetzmanseder		1
Macedonia	Jovan Shopovski		1
Malta	Lawrence Mayo		1
Czech Republic	Samuel Schlarman		1
Slovakia			
Romania	Ligia Albu		1
Norway	Dennis Wildendahl		1
Latvia	Max Scholl		1
Georgia	Mohammed Al Haddad		1
Bulgaria	Dorina Kostadinova		1
	Hanna Visser	X	
	Nida Pekcan		X
	Marin Begovic		X

NO

20.00 – WELCOME

[Ben] Welcome to the **very first online meeting** of the year '18-'19. Thank you for attending this first meeting. Will be going over the agenda points as they were communicated yesterday. Please feel free to add, comment or suggest on any addressed topics.

I would like to start off with a set of **key values** the board and I agreed on during the Strategic Weekend. I believe it's important to highlight them at the beginning of the year. We believe upholding these values throughout the year will better facilitate us working together and accomplish our goals and objectives.

That is the first point of the agenda right away:

Transparency - Being open on all communication and involving you - our Representatives - to the fullest in the decision making process and task forces. We count on you doing the same to your DRR's and fellow Rotaractors.

Respect - Respect to every individual, her or his efforts and opinion. We may differ of the direction we should be heading, however when discussing those differences we respect the other person's point of view and she or he as a person.

Direct communication - When addressing a matter, a point of discussion or something that is on your mind, address it to the people involved directly. Talk openly and keeping in mind the above values. Better to sit together, talk it through, have a beer and move on together!

And then there are the elements we can go without friendship, positive energy, doing good... I hope you all have loads of that to share for the year to come!!

20.09 – BE THE INSPIRATION

[Ben] The new RI President introduced the theme '**Be the Inspiration**'. We have read his manifesto carefully and we look forward to discuss the actions or messages we can link as ERIC to this theme. We would like to **discuss** this with you during the Strategic Weekend in Milan. However, if something pops up right now. Feel free to share!

[Ania] Maybe we could use the new theme to promote Rotaract and rotary via **marketing strategy**? I feel like we should promote it more and become a well know organization. We could inspire other people and show who we really are. I was also thinking about getting some **grants** from google and Microsoft to promote Rotaract using the theme.

We are working on getting those grants up. Allowing us to use more marketing budget to advertise our organization!

[Andrea] We could use **Social Sundays** to show how Rotaractors have inspired their communities.

[Mavi] Yes, we have some ideas on this Andrea. I will share a document later on some campaigns we have the idea of promoting.

[Andrea] The Service that the Rotaract proposes must in fact lead the territory to question the reasons that have pushed the Club to act and must be a generative stimulus for an awareness of the social body that, sensitized by the Service put in place, should put on initiatives to continue the Rotarian action.

[Peter] I believe he also mentioned rising water levels, and global warming in general. **Protecting the environment** is becoming a bigger issue every year. Promoting events related to this cause in Europe?

Regarding the grants, we tried this here in Dublin with Google, but the regulations are strict, and we have to be a registered nonprofit legal entity to receive advertising grants. But I assume this will be covered by the new entity.

[Emilija] I believe it is about our overall actions - we can campaign a lot or choose environmental projects, but we need to also embed it into our actions. If we are environmentally conscious and care about that, then we need to **pay extra attention in our clubs, districts and events to follow** these. Same comes to any other area that we choose to address.

[Bernadeta] It would be great to **share Rotaract inspiration examples** from all over the Europe and show how young Rotaract leaders inspire the community.

20.19 – MINUTES OF BOARD STRATEGIC WEEKEND

[Ben] We have sent you all the minutes of our meeting. I would like to thank Ania and Fatima on their **constructive feedback**. I invite all of you to **read those minutes very carefully** and **comment / suggest** wherever desired. The minutes have been the result of our numerous discussions and brainstorming sessions. They are directions we want to

head towards, however they are not decisions. We would like to discuss these matters in different task forces during the weekend in Milan. So feel free to add your comments by e-mail.

20.22 – BUDGET

[Itzy] I am still waiting for the **handover** of the past treasurer... Maybe Justin has an update because it was during his presidential time. I have contacted Matt one week ago and no reply.

[Ania] Could you please share with us via email the budget for this year? Your proposal approved by the board of course.

[Ben] We hope to **present a budget by the time we are together in Milan**.

[Ekaterina] What if there will be still no data from the last year till Milan?

[Justin] You need to contact Matt one on one. He has valid questions, I suggest you call him and/or message in on Facebook.

The last data we have is from Vilnius

[Ania] Yeah but you don't really need it. The budget you create are the estimated costs and income. The only information needed is the amount of money left and you can add it later.

[Fatima] Can we maybe make a **budget of this year with all the expected expenses and income and without the starting balance**? So that CRs at least have something to approve or disapprove. Without an approved budget even with the figures from last year you can't do anything basically you have the start of last year balance and estimation of last year's spending and income

[Peter] Yes but estimated costs also depend on the closing balance. Most organizations base their baseline on last years actuals when planning next years budget. Planning expenses requires some knowledge on what you have to spend.

[Maurits] I agree some knowledge is needed by planning the expenses. Maybe it would be possible to use the data of '16-'17 for making the first draft budget?

[Robbin] Should we not approve the closing balance first? Before we start making a new budget I think it's important that we're clear in the income and costs of the year 2017-2018.

[Ben] I conclude that Itzy will continue to get the information from the former treasurer. That some of you suggest to start with a zero balance, and other to use older data (the year of Jens) to get started.

[Peter] Yes, there are several things we can do. Taking the figure from 2 years ago as a proxy can work. Ben said that there will.

[Justin] (*att. budget data from 2017*). The bank account should have about 13k€, however Ben is aware of the ERIC fee owed to ERIC from EuCo as well as inventory. The EuCo team was appointed to merchandise sales during Antwerp. I also have the budgets from previous years if you need them.

Added Sept 5th:

[Itzy] I just reread our slack channel and there are some things I want to point out:

1. When I state something like "I can't create a budget because I don't have proper data" it is because I have solid arguments that support this statement. I appreciate all of your feedback because we are here to learn but please don't take things for granted. Creating a budget from 0 or even worse without proper figures is like having a surgery without anesthesia, it can be done but you have the risk of dying! Of course I can take the figures from the past 5 years and made a forecasting and comparative analysis (which I have already done). But the result I got is senseless why? There are so many variations in expenses from year to year that the budget becomes obsolete. For example 4 years ago there was no expenses related to ERIC trips, 2 years ago the expenses for marketing were lower than the first half or last year, this year we want a cheaper hosting and so on... Moreover, I don't know how much liquidity we have. I don't know with how much money we can work with (it could be 2 cents or 10m!). Yes, I can provide a rough budget but I don't want to. Why? I want to do things professionally and make CRs vote on correct and well done financial statements (income statement, balance sheet and statement of cash flows) and not on a draft that most probably will vary in a matter of days. Furthermore, we want sponsors for ERIC but we can't provide solid financial statements from previous years and even less this year. We

put so much emphasis on the bylaws (which is great) but we can't succeed on creating proper financial statements because of missing info. In order to solve this we get the fast solution of CRs voting on a draft budget that isn't even factual. Do you think an external business like Google as some of you pointed out, will take us seriously and would like to invest on us without a solid financial background even though we have great bylaws? Of course NO and this is a matter of concern. I love the fact that we put emphasis in the legal part of the organization but the financial part can't be taken for granted.

2. Also, I want to explain my treasurer situation because maybe many people don't know what is going on. I don't have a handover yet. I have contacted the past treasurer trillions of times being ignored other trillions of times, while I have been quite responsive, except for two of times due to work issues. He was the one debating this situation publicly and for me it is fine because our motto this year is to be transparent :) but Justin you said he had solid answers to my questions on his emails...please can you showed them to me? Because I can't see them. What I want to get answers on his emails and maybe you also know is from the following:

1. Since last year we don't know how much money was in the account in Luxembourg can you provide a screenshot of the bank account at the beginning of last year and of the current state. Without a solid proof I can't believe there are 13k in the account.

2. The latest budget I have is from REM Vilnius 2018. Why isn't there a more updated version available? I already have the budgets from previous years and as I said before they vary.

3. Is there any google drive where all receipt of expenses are stored? I can only see receipts from 2016.

4. Is there any updated inventory of how much of ERIC merchandise was sold and the quantity? I only have an excel before REM Ljubljana 2017 as well as the number of books left from Antwerp.

5. About the amount around 2000 euros of cash you have (I guess from books and merchandise) have you transferred it to the ERIC account? Have you managed to proper document it? I need to know how much was sold, price per item and how much is in stock. I have some receipts from transport and manufacturing of the books that Susana gave me and that's all.

6. I am the one who has told Ben not to transfer the EuCo money to the ERIC account just because of 1 main reason: it might sound hard but I don't trust the past board. Without documented data I can't be able to trust you and be in the risk of missing money considering that the ERIC fee amount from Antwerp is quite large.

If you provide me all the necessary information I am lacking I would be glad to change his untrustworthy perception I have from the former board :)

That's all guys and sorry for the long text.

20.39 - MARKETING

[Mavi] I hope you liked the last **newsletter**, please feel free to share any comments with Karolina, Nida and me, so that we can improve it more and more every month (maybe I can create a shared word file in which you can put every comment so that we don't create any fuss in the groups - or just send an email to marketing@rotaracteurope.eu with all the comments). The idea of this newsletter was mainly introducing this year vision and team to the European rotaractors. Last year Marketing was amazing! Our goal is to keep growing with the key words – **EUROPE** and **INFORMATION**. We want to involve members more and more and sometimes adding insights and in particular faces to words, names and roles helps creating a relationship with the “audience”. This is the reason why we took time to present every member of the board and we decided to introduce the “birthday page”. Every issue will have a particular theme/article with as ultimate goal an interactive newsletter. We will set the **deadline for the events/article/contribution to the 20th of each month** so that we have time to edit the monthly issue and send it by the end of the month. Any comment?

[Emilija] Thank you for taking a proactive stand on the **GDPR** (or whatever it is spelled) and sending us the form.

This has also started a conversation in Rotaract Finland about how we should treat these things

Thank you Emilija because I also wanted to talk about this. Constantinos, Justin, Itzy, Emmy (and I will talk with EUCO HOC) can we **include the consent in the events** somehow? We can talk in private about that but I think is important for the Pics we publish

(att. marketing plan) Regarding social media content, we prepared a small draft of a marketing plan that I am attaching.

Marketing team is already working hard in the background and we will have some surprises for you in Milan. In the meantime, even if you already met them on the fb chatter, I would like to introduce you all to **Nida** and **Karolina**! Nida is an architect, Photoshop pro!!! And, thus, will help me more on the merchandising and graphics (and she already prepared some surprises). Karolina is a lawyer to be and will work more on the social media side. Allow me to thank them very much, in particular Karolina, for the effort they put in the **newsletter**.

20.52 – SOCIAL

[Hande] Hi everyone, I'm **Hande** working as Social Assistant this year. **Ekaterina** is also our other assistant. I would like to give brief info about Social Committee, on behalf of Tiina. **Plastic pollution** will be our main topic whole year. We are planning to do a **joint project** across the Europe. We are also planning to do **webinars** during the year. Further info will be shared during **Strategic Weekend**. We will also do a workshop about plastic and we will create a working group for voting process there.

20.54 – IT

[Vedran] Point 1: **Communication rules**. All the meetings and important topics will be discussed in **Slack**, using appropriate channels. **Messenger** group will be used for miscellaneous purposes. About messages in Slack, you can edit them if you write something wrong, no need to write a new message with a * in it, cool feature. I can see some of you already use it. When answering (group) emails sent to all the CRs and similar that require an answer, please only reply to the person that needs to get the email, for example Francois or Mavi. Please DO NOT answer to all the CRs (cr@rotaracteuropa.eu) using "reply all" button because that is just spamming everyone with things they don't need to read or see

Point 2: **Website cleanup**. The website cleanup has started but is not finished yet. My assistant Marin and I have been pretty busy lately so that's taking more time than it should, but we're getting there. After the cleanup the website should be **much faster** and **more responsive** and it will be easier for us to move it to a **different hosting**.

[Fatima] Why do we need a different hosting again?

Because this one is bad, they use only French, we need to wait forever for them to answer us, it's too complicated, etc. For the same price we can find a much better solution.

[Peter] Are we using WordPress for the site? I guess the hosting is Apache Linux setup, around 10 gigs?

Yes.

[Fatima] Did you already delete the **directory** from the website completely? Or can it be returned in any way (at least without contact data)?

It's not deleted, it's just not public.

[Justin] In previous years we made an email for every CR (i.e. Cyprus_CR@rotaracteuropa.eu), which would then be the official email address of the rep (this could also forward to their personal email's if they have one). Regardless, the purpose of this is so that future CRs, when they have access to their emails, can read previous interactions and strengthen continuity and better understand how things have evolved over time. Perhaps it should be a consideration moving forward.

Last year that was not the case as much as I remember.

[Fatima] I think we had it on previous German hosting.

[Justin] Yes Vedran, you are right. In hindsight this is an item which I would improve. However the hosting company is very difficult to work with.

Point 3: **Booking tool**. The booking tool is going really well. Marius (former CR of Lithuania) that developed the tool for REM Vilnius is going to upgrade it. A lot of it is already done, so it won't take too much time or resources. It should be done in time for EUCO bookings, maybe even for REM Oresund, but that's farfetched.

[Emmy] Could we please have it done for rem?

We had a lot of discussion with Marius in the past few days, I'm waiting on his answer on when he can start working on the tool and what's the expected deadline. Emmy, we will try, but don't blame us if it's not done in time. Marius is doing it in his free time. It's safer if you do it on your own. Marius offered to help you with that, did he contact you?

[Emmy] I know... so I'm still waiting for this tool. We wanted to launch late September early October but since we don't know about the tool I can't give you an answer. Not lately no, he didn't contact me.

Ok, he will. We'll know more in the upcoming days.

[Emmy] This is really bothering me. Because I haven't been able to communicate when we launch our packages due to this and I don't have the resources to create or set up a platform now this late into the project.

The HOC will have access to everything they need.

[Justin] Emmy, problem solved, use WooCommerce and message me if you need help.

[Fatima] Yes, but will they have a direct access or will they need the assistance from ERIC IT?

They will have **direct access with IT helping them** with anything they need (creating packages, seeing who applied Etc....).

[Fatima] that's not direct access. And so ERIC IT will be working for HOCs? Could you please explain how the tool will be working with regards to access of HOC to it? The idea I mean.

[Maurits] I have another question. Maybe I missed this part, but why are we developing our own system and not using an **existing system** which are fully developed and directly available? I'm a little concerned about safety since there will be big sums of money going through this website.

The payment system will be secure, we'll be using a system that's used for that. We're just making our **"platform"** that every HOC can use for their event so they don't have to develop their own, if most of the stuff are pretty much the same for every ERIC event.

[Maurits] So would a system such as Eventbrite the solution for all the future HOC's? I'm sure you can make a good deal with them

Yes, we haven't decided which one to use. But it will be something like that. We're **collecting suggestions** when we'll have a first draft of the tool and more information about it we'll let you know.

[Ben] Payments is a completely different matter. Security etc. Payments will not be done to the account of ERIC but over the payment provider directly to the HOC. Our objective is to give a standard **booking tool available** covering the specific needs of Rotaract and its events. A tool, available to the HOCs. Relieving them of the worry to find a tool, configure everything etc. Plus we will have more **standardized data**. The form will always be exactly the same.

[Justin] So what exactly is the scope of the tool? What are the specific needs? For example who will deal with rooms and exchanges of packages, i.e. admin work?

[Ben] We base ourselves on the tool developed by Marius. We adjust it to support many different events. REMs, EUCOs, etc. It will cover all questions; activities, ERIC fee, food preferences, roommates, etc. It's a tool for the HOCs and use by the HOCs. The collected data ERIC can use for charts, analysis, etc.

[Robbin] So currently not yet any development costs?

[Maurits] I understand what you are saying. Is Marius also doing the **maintenance** on this system and creating updates for the upcoming couple of years? Is it possible to check if a private company can do the maintenance?

The HOC in collaboration with participants. No development costs for now. He'll do it at start and let me know how to do it. The IT officers are going to continue maintaining it in the following years.

[Justin] You will need to write documentation and user guides, perhaps in several languages.

English will be enough. Any other questions?

[Ben] We are working on that. Allowing non-technical people to know what it is about.

Point 4: **Voting tool**. About the voting tool, Fatima and me (and the board) got in contact, but we're not sure if we can proceed on developing it before the budget is voted in. I can't find the voting about it from last year, so I'm not sure if we voted on it or not... But we will solve it soon and start working on it, it can be done in 2 months, so they say. Justin, do you remember if we officially voted on it or not? I couldn't find it in documents we talked about it and we have to wait for that to be officially voted and included in the budget.

[Mafalda] It was **not voted** ... I had the same feeling. We talked about on an informal way on a chat meeting

[Justin] It was never formally discussed.

[Ben] Fatima, I believe you had the contacts. Are these still valid?

[Fatima] Yes, they are waiting for the decision to be made.

We talked about it and we have to wait for that to be officially voted and included in the budget. The idea is to make **voting much easier and faster** so there is time for actual discussions during REMs and EUCOs.

[Mafalda] I'm personally not a fan. Some voting must be totally **secret** (namely the ones about people and hoc ...) Can we 100 % guarantee that no one will know? I mean even the secretary cannot know.

[Fatima] I believe we are doing it so, yes.

[Justin] What was the price? Are you going to talk with other developers and get their feedback?

700 euros. I believe that was done last year already and that's the lowest price you can get. Itzy, Fatima contacted other people I believe. And I asked around. Everyone just laughed when i told them the price.

[Mavi] I can ask Alessandro to help also if you want. He developed an app for our district at a very low price.

[Mafalda] Ok I think maybe Fatima can send a new email with the info and we **discuss in Milan.**

[Constantinos] Did u check online if there are any **free tools**? Why do we need to develop our own if there available tools out there and maybe free? capterra.com

There are not any free, it was checked. This is the best option.

Point 5: My assistant is **Marin** Begović, a friend from my club, RAC Zagreb Zrinjevac. He's unfortunately not attending the meeting. He has experience in developing and managing web pages and he'll be a big help to me in the upcoming year.

21.37 – CONVENTION

[Ben] Point 7 is about the **convention in Hamburg.** A unique happening. The Convention is returning to Europe. I am in contact with the HOC (Phillip) on checking the possibilities for **ERIC to weigh in on the program.** We will **discuss it further in Milan!** However it's important for those who want to attend to book their packages ASAP!

[Sebastian] Hey guys, we are in the middle of the organization of the RI Convention. As the CRs our biggest job in this is the organization of one of the evening programs and above all the organization of **pre and post trips** to the RI convention. Every city close by can apply for this trips ERIC style and can organize one. This is our main input. But of course there will be super a lot of work just helping shortly before the Convention with accommodation coordination and helping as the first person to talk to for all international visitors I expect all of you sexy people there and that you have a huge group of the nicest rotaractors from all of your countries to come with you!!!

[Ben] Let's discuss that during the weekend. We were thinking of having one of us as a **coordinator** on the RI Convention and Pre Convention. Allowing to better inform everyone and to have one point of contact.

21.45 – UPCOMING EVENTS

[Constantinos] **Last registration wave** will take place this Friday, September 7th at 19:00 CEST. Please inform your friends and local Rotaractors if they have not secured already their package. Here is also our website so they can book their package accordingly: www.remcyprus.com. **Deadline for CRs and BoD registrations** is on Thursday, September 6th at 23:00 CEST. The **ERIC meeting** is going to take place within the main hotel, St Raphael Beach Resort. All CRs and the BoD will stay there so don't worry for any transfers or wake up too early. The room has all the required equipment and can accommodate about 100 people. The **ERIC dinner** is going to take place at the historical center of Limassol probably on Thursday. We will release further info on this because we want to finalize some other items. Our main objective via our social project is to support 'a world without leukemia'. We are going to help the Karaiskakio Foundation to further increase the probability in 'saving lives'. This will be done in a number of ways which include: 1. generating awareness, 2.increasing donors, 3.purchasing laboratory equipment for its pediatric unit for child cancer. The **social project** probably is going to take place on Friday. **Optional activities**, both paid and free, will be announced within the next two weeks. We will offer two excursions; one in the mountains and a costal one. The others will be related to outdoors activities, fitness and cultural heritage. **Workshops** will be announced by the end of September. The main themes will be about a) health, b) environment, c) entrepreneurship and d) soft skills. Regarding the one related to the environment, we are planning also to discuss and increase the awareness re plastic pollution. Look forward to hosting you all in Cyprus :) Let me know if you have any questions!

[Sebastian] Do you have already some updates about how many tickets you sold and how everything looks like with the REM?

Around 400.

[Burak] I have a question about Rem Cyprus. For Turkish citizens it is hard to go Cyprus cause of **visa application**. If I buy package for me. And if I will not get visa for Cyprus, should I sell my package to other people freely?

Following our discussions earlier, we are in contact with the Ministry of Exterior and the embassy of Cyprus in Greece to expedite the procedure and help you get a visa. In case that u don't get you can sell/transfer your package. But please let us know to make the relevant amendments.

[Emmy] Yes, so more or less all events, hotels are set. Now we are focusing on getting the website up and running. It should be launched this week. Hmm... what else, **pre-rem** will be in Copenhagen and the work is going very well over there, **post rem** will be in Stockholm, still some things that needs to get in place. But overall we are following our timeline, we are within our budget. Still trying to push the prices a bit. The payment solution is also a headache of mine. I could add that there will be a welcome dinner at the city hall on Thursday sponsored by the Mayer.

[Tanja] <https://www.facebook.com/EUCOBelgrade2019/> - <https://www.instagram.com/eucobelgrade2019/>

Optional activity: Film the promotional video and send us - Email: eucobelgrade2019@gmail.com

pre: 1.Bosnia-Rafting experience - 2.Novi Sad-Vojvodina trip / **post:** 1.Nis-South Serbia - 2.Montenegro-Mediterranean
By the end of next week you will get additional information about EuCo Belgrade as well as pre/post trips wrapped in the presentation so you can share with your fellow Rotaractors from your country and above! So I'll keep it short now...
Meanwhile, we are making our website which will be launch by the end of September to keep you up to date.
P.S. Early Bird and the second wave will be open approximately by the end of November...

22.00 – REM AUTUMN 2019

[Francois] We have 1 candidacy: **Napoli**. Andrea already submitted documents and we will forward them to you ASAP.

22.07 – STRATEGIC WEEKEND IN MILAN

[Ben] I would like to close with a *BIG* thank you to all of you attending the weekend in Milan. We are a total of **35 people!!**
For a first meeting of this kind, the amount of participants is amazing! All of you that subscribed will be receiving a details **agenda and further instructions soon!**

[Fatima] Could you please send the agenda to everyone?

[Emmy] Is it for socializing? It is a shame that we can't do this during a rem. I hope there will be stricter time slots on when a rem is held in the future.

The REM is a teambuilding, getting CRs to know each other, set up the task forces, continue the brainstorm and give direction to our year. Formal decisions can only be made during an official meeting (REM). However the weekend allows us to prepare, discuss and brainstorm on the elements we want to bring forward.