Slack Meeting #03 – Minutes **2018.10.16** 20.00 CEST

AGENDA

- 1. Welcome & Introduction
- 2. Feedback on Milan Weekend
- 3. Finance Update
- 4. Social Update
- 5. Marketing Update
- 6. IT Update
- 7. Task forces
- 8. International Rotary Convention
- 9. Proposed voting topics REM Cyprus
- 10. Events Update
- 11. Questions, ideas and suggestions

ATTENDING





YES NO

20.00 – WELCOME

[Ben] Good evening everyone and welcome to the **second Slack meeting** of the year. I would like to start with an overview of this evening's agenda. We aim to cover these topics within a time span of maximum two hours, ending the meeting at 22h00 CEST. Therefore may we kindly ask you to prepare your comments, remarks and questions prior or during the exposition of the responsible, so your input can follow right behind the exposition! We believe this will expedite the Q&A on each topic. I hope that sounds good to everyone. Herewith the agenda;

- Welcome word (ongoing atm) Ben P.
- Looking back on the Strategic Weekend in Milan Ben P.
- Update on finance Itzy U.
- Update on social Tiina L.
- Update on marketing Mavi G.
- Update on IT Vedran J.
- Task forces Ben P. (Legal entity, By-laws...)
- International Rotary Convention Hamburg Ben P.
- Proposed voting topics (REM Cyprus) Ben P. (REM Autumn 2019, legal entity implementation, others?)
- Events Update (REM Cyprus update Constantinos K., REM Oresund update Emmy H., EUCO Belgrade update Tanja Z.)
- Q&A

Let's move on to the first topic! Looking back on the Strategic Weekend in Milan.

We would like to thank all the attendees of the Strategic Weekend in Milan, although it was all on a very short notice, we had big presence of Country Representatives. A big thank you! Special thanks to Italian Country Representative Andrea Mora for organizing this event. You have all been invited to fill out a feedback form on the organization. This has recently be completed by most, if not all people. We'll review the feedback and present this during REM Cyprus. For us at least - it tastes like more... So hopefully the format can be continued next year!

Andrea is there something you would like to add?

Anyone else that would like to add something on the strategic weekend in Milan?

[Theresa] Andrea is not here tonight. I really enjoyed the meeting and I hope we can have more. Maybe in Germany...

[Gabi] I really like the initiative of the board of doing it! I think was very important for the CRs to get more active on the discussions and I Hope we can keep it next years as well! All my other comments have been submitted in the feedback.

Extra love to Andrea for organizing!

20.07 – FINANCE

[ltzy] There is a draft budget (att. Proposal 18-19)

There are still some matters that need to be voted in Cyprus:

- 1. ERIC costs. I wanted to really help the HOCs but with the budget that we have now unfortunately the only
 costs that can be covered are the CR Dinner
- 2. Some expenses need to be voted like: **1. Voting tool 2. Accounting tool 3. Creation of the legal entity**. This is clearly an example of a draft. That probably would be modified before Cyprus, as well as in each quarter.

The exact prices for the **merchandising** and **marketing** need to be included because I don't have it yet. I have created a **Finance Committee** where everyone has a task assigned and we are helping out to decrease the costs and see how we can increase revenue. I am still pending some receipts from last year, the same as the access to the bank account. But at least we have a screenshot of how much ERIC has in the account at the moment (att. Screenshot)

I still need to get the access. My idea for this year is to **be digital** and less excel. I am trying the accounting tool **Zoho**.

[Justin] Excellent work Itzy, so does ERIC plan to pay for the Meeting Rooms and Coffee Breaks during the ERIC Meeting? I remember you saying this was in your plan.

Unfortunately not at the moment. As I said only the CR dinner is possible with the current amount of money that we have. But we still have a whole year to work on this and if by the end of the year we have a positive balance and we can contribute to the HOCs in the payment of the ERIC meeting rooms and other food costs. I would be pleased to do it but it needs to be voted by the CRs. That is the reason why I want to show the budget changes every quarter.

[Ania] Hi everyone, Itzy how do we want to collect money? How ERIC can do it? Apart from 5 euro fees.

Well this is a matter of sponsorship, but before we get into sponsorship we need to have a clear budget we can work with. [Emilija] Do I understand correctly that we are starting the year with a surplus? As an NGO it would be possible to also have a minus balance year, especially since we do have money.

We have a surplus plus there is a buffer of 10%.

[Maurits] I have another question. So if I understand correctly Itzy, we cannot do any payment to the Cyprus Hoc on short notice since we have no access to the account yet?

Well at the moment we can't make any payments because I don't have access to the bank account. And the only costs at the moment covered by ERIC to the HOCs is the CR Dinner. There is no money for anything else. The way I want to do things in Finance is the following:

- 1. Clear budget: get all correct costs. By that we are working on finding different solutions in the Finance Committee. For example looking to reduce transactions costs, merchandising costs, etc...
- 2. Working on having all digital. I want the Finance Committee to try with me Zoho tool for 15 days (trial period) with Zoho everything is concentrated within one platform (inventory, invoices, etc...) We can send the invoices of the ERIC fee as well as the merchandising customized and we can have an account history from previous years that can be uploaded on the ERIC website
- 3. Once we have clear numbers then it is time to look for **financial help**
- 4. Presenting statements every quarter will show us how we are performing and then vote for example in the matter of the ERIC costs that involve the meeting rooms, food and transportation.

In the budget I wrote that Zoho costs 200 euros per year. This of course needs to be voted in Cyprus. But it is just to give an idea on how the budget will look like the same as the voting tool. From my side this is all. Do you have any questions? [Gabi] Just a suggestion to not screw up the budget - do pre-orders of the T-shirts and hoodies with payment already. So the liquidity won't be that affected and it will support on sizing the orders as well.

[Ben] Thanks Itzy! Any questions? Please note that the budget is coming up for discussion during the REM Cyprus. Please make sure to read the draft. Alright! Let's move on to Social!

20.32 - SOCIAL

[Tiina] Greetings from the social team! We are working on the **End Plastic Now project manual** at the moment. Project will be published during the REM Cyprus. After that you are able to share the info with your districts and club. We will also start a **social media campaign** on Facebook and Instagram in cooperation with marketing team soon. We are also working on the official logo with marketing team. Kate will send you an email soon about the **evaluation criteria** and she and Hande will form working group to brainstorm and create the evaluation criteria for the awards.

[Ben] Great! Anything else to add?

Not from my side. If there is no questions we can move to the next topic.

[Ben] Questions? Super! Thanks. Let's skip marketing for now and put that at the end... We move on to IT.

20.38 - IT

[Vedran] Hello everyone! My updates on IT:

- If you followed the sales of the REM Oresund packages, we/they used the newly built **ERIC booking tool**. Everything went well, there wasn't any problems so we're pretty happy about it. We're going to continue developing it, primarily with the addition of **card payment**, but that is not possible before ERIC becomes a legal entity.
- Second update is about the **webpage**, I managed to download the media library and clean the unnecessary documents, photos etc. that were uploaded to the page in previous years. Next step is reorganizing the webpage

so it's more intuitive and moving it to **new hosting**. That wasn't in focus by now because of the booking tool making deadlines.

- There's nothing new on the **voting tool** front because we need to vote on it in REM Cyprus, if we want to spend the 700 EUR needed for it to be developed.

Any questions?

[Ben] Will you add the e-mail of Fatima to the minutes so the CR's can look in to it? (see end of minutes).

Yes, I will. For the new CRs, in that email all the specifications of the voting tool are explained, so you'll see why we need it and how it should look like

[Ben] Super! Let's move on to the next topic!

20.43 – TASK FORCES

[Ben] They have been created in the aftermath of the Strategic Weekend in Milan. These **task forces** are created on specific subjects that aren't covered by one of the officers. At the moment we have two; Legal entity and by-laws. Country Representatives that would like to join can! At the same time the working doc of each of these task forces has been shared, and linked to a feedback form. This allows each Representative to input on the work.

Legal entity

The migration to a legal entity impacts us all and is considered a major change for our organization. The legal entity is close to its creation. However we decided to allow Country Representatives to partake in the creation of the legal entity. The task force will review in a step-by-step approach a maximum of three working M.D.I.O. / legal entity combinations in Europe. Results will be put up for voting in Cyprus. At the moment we are still waiting for the feedback of the national M.D.I.O.s, however the objective is to present this information in Cyprus. Maurits is finalizing on a detailed description of the Dutch legal entity in relation to their national MDIO. Sebastian is doing so for the German one. Theresa, do you have an update on that?

[Theresa] We are still waiting for the presentation from our legal entity... We talked to lea about that, and she will send us the info (hopefully) within the next two days... We are working on it.

Super! A recap - a link to the working doc has been shared to all. So at any time you can jump in. If you want to be part of the group, please let us know! At the moment François, Peter, Maurits, Janko and myself. Would you like to join Ania? We also created a google form so you can give feedback!

[Ania] Who will be formally members of the legal entity?

Well we would like to see how it is organized in the national MDIO's. My personal first idea was the complete board, or the President, Vice, Treasurer and Secretary. However, that's open. I wish to see a working model.

[Ania] Board sure but members?

For example in Germany, alumni are in the board of directors...

[Fatima] I think it's usually districts

The members, I would say indeed the DRR's by proxy to the CRs.

We are an entity formed by Districts. Seems logical they are the members.

[Ania] District is our internal name:) so CRs sounds rational

What do you think?

[Ania] We can form a legal entity basing on other legal entities but not all of the districts are registered so we must have natural persons. So CRs...

Would you like to discuss this now? Or shall we prepare it and bring it forward at the REM? Based on legal impact, etc.

[Fatima] Then it will be names instead of "CR of ...", won't it?

[Maurits] I think this quest is part of the task our taskforce has, to see what the best way is to set up and form the legal entity. I suggest to not move this task within the meeting with all CR's.

[Ania] No, it's complicated, I have this problem somehow in Poland now as DRR. Let me explain it face to face during REM.

Perfect! Let's move on!

By-laws

Some people expressed the wish to have some articles changed. For now we did not receive proposals. We await the input of those who wish to put articles up for change. Some people informed me that they want to bring forward a proposal on the by-laws. I know Andrea had some points. However at the moment no proposal. We have our team. Those who want to join can.

[Maurits] Which CR's are now in the by-laws team?

[Ania] Me

At the moment, Ania, Andrea, Gabi, François, and myself. Would you like to join Maurits?

[Maurits] I'm okay.

Alright!

20.57 - CONVENTION

[Ben] This Rotary year is a 'special one' for Europe. The International Rotary Convention is coming to the European mainland. It has been a while... Last time was in 2013 in Lisbon, Portugal. It is a unique opportunity to see the global network of Rotary and Rotaract in action. We hope to see you and many other European Rotaractors during the Preconvention! Some more information on the Rotaract Preconvention!

- When: Friday 31-05-2019 to Saturday 01-06-2019.
- Deadline on packages with accommodation (Hostel) is 21-10-2018.

Please pay attention to the year! The deadline is this year. We received several questions on the (Pre) Convention. The board has been in direct contact with organization of the preconvention. In our talks we addressed the importance of one central contact besides Theresa and Sebastian as Country Representatives of Germany. Helena De Wolf - Belgian Country Representative - will take point. We'll create her a Rotaract Europe e-mail we will share in the minutes. Feel free to contact her! Three points we would like to bring to you already;

The Ambassador program

You - Country Representatives - are the gateways to your local Rotaract communities, in order to realize the greatest Rotaract Preconvention, we need to make sure everyone knows about what is happening at the end of May / beginning of June 2019. That's where we count on you!! We hope you, together with us, share information on the (Pre)convention with your Rotaract Districts and clubs. Would you like to more promotion material? They got it!

http://ric2019.rotary.de/en/ambassador/

Password: Vorfreude19

Theresa, Helena anything to add on the first point the ambassador program?

[Theresa] Not from my side.

[Helena] Sounds perfect!

Make sure to check out the link! There is a lot of valuable information in it.

Presentation 'The World as a Guest in Hamburg'

Via the following link you can download the English presentation informing you on all the details of the preconvention; https://drive.google.com/open?id=10il-jXq-xbcUAxst1bfFcKVwZQ8JJ4H9

Gabi I know you had some questions on the convention. The presentation should answer most! Theresa, Helena, anything to add on the first point the presentation?

[Theresa] No ... just check out the presentation and if you have questions feel free to contact me or Sebastian or Helena. Come to the convention it will be a big event for us.

[Helena] Indeed

Alright.

A webinar to have all your questions answered!

On Sunday the 21st of October 2018 (upcoming Sunday) the Chair of the preconvention, Rotaractor Phillip Franke will give a webinar on the preconvention and its organization. We invite all of you to tune in and get your questions answered! Mavi will soon be creating a Facebook event for the webinar. Feel free to share!! Feel free to share this with your DRR's, those interested in joining this unique opportunity, a convention in Europe, should definitely tune in! I would like to stress on one point for the convention! Accommodation is tough. Rotary International booked several hotels, however there is

another big event in town that weekend. If you want the best, cheapest and coolest accommodation! Go for the hostel packages that the German rotaractors prepared! But be aware... Deadline end of this week!! Theresa, Helena, some final comments on the convention?

[Helena] Yes that weekend there are two other big events in Hamburg so it will be busy! OK let's move on to the next topic.

21.08 – PROPOSED VOTING TOPICS IN CYPRUS

According to Article 25 of the By-laws, voting topics have to be brought forward two weeks prior to the next E.R.I.C. meeting. Only two points have come up for voting in Cyprus.

Legal entity implementation

Although according to Article 23 an official voting is not required, we believe the migration to a legal entity impacts us all and is considered a major change for our organization. The legal entity is close to its creation. However we decided to allow Country Representatives to partake in the creation of the legal entity. In Milan a task force was created. In Cyprus they will formulate a thorough analysis of two or three existing models in Europe where an M.D.I.O. is linked to a legal entity. We will but this up for presentation, after which we will vote on the exact implementation. The legal entity should be operational at the latest by mid of November 2018. We discussed it earlier in this Slack meeting. The team will prepare and document this topic, for you all to decide in Cyprus!

REM Autumn 2019

We received one candidacy for the next Autumn REM in 2019. A bid came in from Naples and Caserta. They will present during the REM in Cyprus. François will enclose their bid documents with the minutes of this Slack meeting.

[François] Yes. I already sent a zip with all the docs in my last email

[Mavi] Andrea will send the presentation soon.

Super! Questions or remarks on one of the above-mentioned topics?

[Fatima] Voting on budget?

Fatima - hero! Yes indeed! Voting on the budget AND voting on the voting tool. Four points.

[Ania] Budget should have been voted before July so now it's like we're voting changes...

What would you propose Ania?

[Ania] Well we can't change it now so we must vote it.

[Fatima] Ania, according to the bylaws, the work shall be done according to previous year's budget until the new one is voted.

[Ania] Fatima I think we made some changes and we added a section about budget, let's read it and discuss later. But I think you're right. Nevertheless we must vote it:)

So four points of voting during REM. Does someone like to add something? Now is the time!

[Fatima] I think there were more proposals in the budget, no? But those all can be voted under budget as a whole. [Itzy] Ideally the budget for the upcoming year should be voted at EuCo for the next upcoming treasurer to be able to work. And that is what I am going to do, you present the year accounts, the next treasurer would need only to update the cots every quarter.

I would think so to.

[Fatima] it can't be done since there's no team formed yet before the EUCO, neither they have their spending plans ready.

[ltzy] Why not? I can create a budget and get all CRs to vote on it and then the next treasurer have a budget to work with

[Fatima] You don't know next year team's plans

[Peter] You can only do a forecast which could serve as a baseline.

[Itzy] Thank you Peter. That is why you change the budget in the next upcoming event and the next treasurer would have something to work with. Like it is done in the companies

Ok! Is there someone who would like to add something? Otherwise we move on to the next topic.

21.22 – ROTARY DAY

[Hanna] Rotaract & the European Union - Rotary Day 2019 (22-24 February). As you know, I am part of the organization of the Manifesto and the organization of the Rotary Day 2019 in Rome together with Patrizia Cardone - 2080 DG (Italy), Sjerp Van Der Vaart - 1600 DG (The Netherlands) and Laura Verdegaal - Past-President E.R.I.C. (The Netherlands).

Since the founding of Rotaract in 1968, first as a Rotary youth program, currently as a Partner in Service, the international component was one of the four pillars. The ideals of Rotaract are based on community service, professional development and leadership, combined with a lot of fun!

Although a lot of European Rotaract clubs focus on their own local community, there is also a great interest in service across the continent. Through three-annual meetings, Rotaract members from across Europe are looking for joint projects to serve.

During the European Meetings there is a focus on cultural diversity, and on joining forces. Projects organized from the European Rotaract Information Centre (ERIC) are spreading through Europe. And despite our differences we will find our common goals, towards a better future for everyone.

We believe that with the resources and the knowledge from the European Union, combined with the leadership and spirit of European Rotaractors, we can serve communities across Europe. Working together, across borders, creates mutual understanding and a better future.

We would like to invite all European Rotaractors to join us on the weekend of February 23. We will hear, speak and discuss about issues that are involving each of us. Together we can take action! We will invite keynote speakers from all over Europe to speak about important topics, such as refugees, renewable energy and plastic waste. And it's not only listening: what can you contribute to a better future for everyone?

A Manifesto will be presented and signed, where Rotary, the European Rotaract Information Centre, and the European Union will commit to collaboration for a better future!

Rotaract, the Rotary family as a whole, and the European Union have a lot of values in common. Discussing the common ground, values as democracy and human rights, we have a unique opportunity to renew our ideals. What future do we choose?

Packages include full access to the summit on Saturday (http://www.palazzochigiariccia.com), gala dinner Saturday evening (http://www.palazzochigiariccia.com), the welcome program on Friday and closing on Sunday, two nights in a hotel, breakfast and transportation. Packages will come available soon on the website http://rotary4europe.eu

[Ben] Cool! I'll be there!!

[Mavi] Me too.

[Vedran] No info about the prices yet?

No, I hope around € 175 for the weekend including everything

[Ben] Ok great! Thanks Hanna.

21.27 – UPCOMING EVENTS

[Ben] Let's move on to updates by the upcoming events. Justin, can you update us on Cyprus? I believe Justin is offline. Let's move on to Oresund first. Itzy, can you give us an update? How is the package sale going?

[Itzy] So Emmy isn't here so I will give a quick update. We are rechecking packages and registrations and our next wave will be on the 24th at 19.00. For the PreREM you can steel sign up until the 30th October and registrations are open for both events you just sign up directly at http://tickets.rotaracteurope.eu/

[Burak] What about cr packages?

[Itzy] Stay tuned in our FB page for updates. CRs you have your own registration link and you have until the 6th December to pay and register. http://tickets.rotaracteurope.eu/package/9. This is the CR link.

Who else has questions on Oresund? Tanja can't join this evening. She'll give an update in Cyprus! President Justin are you back in?

21.37 – MARKETING

[Mavi] Hello everyone,

Sunday on tour: France, Georgia, Germany, Great Britain, Italy, Latvia, Liechtenstein, Malta, Monaco, Norway, Republic of North Macedonia, Russia, San Marino, Spain, Switzerland, Netherlands. Still need to fill in the google form for Sunday on tour https://goo.gl/forms/u8ZIKxo2bwxUybks1 please do it asap.

EricInPills or EricNuggets: here are some draft for the posts. Anyone, in particular of the older members, who wants to help us with the contents please raise your hand, so that we can start asap. Any volunteers?

[Vedran] This is really cool.

[Itzy] It is super nice!

[Helena] Awesome!

Very glad you like him. Volunteers please contact me in private so I can prepare a working group

Social project: there will be a joined campaign (Facebook and Instagram) with the Social theme about the social project which will start after Cyprus as Tiina said.

Instagram stories: please tell your clubs to share their projects and event with the @rotaracteurope, #rotaracteurope #connect #learn #impact (bonus #myrotaractmoments) so that we can re-post them.

Hamburg: I have had a call with the social media coordinator of the RI Convention in Hamburg, we will have monthly meeting and support them in the advertising on the event while informing on the RI structure, event and history (both on socials and newsletter). Helena CR Belgium will also help in this, of course.

Merchandising. I will have the budget by tomorrow. This is what I inquired based on the discussions of the SW. Depending on the prices we will decide what to order (ie labarum, polo vs t-shirts).

Brandbook: we are working on an update of the brand book, the last thing missing is the logo for the social project that we are currently finalizing. You will have it by Cyprus.

Presentation: we are working on an update of the CRs presentation, the last thing missing is the logo for the social project that we are currently finalizing. You will have it by Cyprus.

Newsletter: Let me remind you the deadline is in 4 days. Please upload the articles yourself or with the help of your assistants in order to filter them. Thanks

Any doubts? Questions?

[Mafalda] You read my email? About some marketing suggestions?

Yes. 1) Polos/ T-shirts/ jackets: I think 35€ is expensive too. That is why I decided to inquire for the whole merchandising package to the same supplier, so that we can work on the budget together. I think we will go down to 25€ at least.

- 2) Cards: we haven't changed the brand book online yet cos the new one is not finished yet but it will be done by Cyprus,
- 3) Pins: magnet is an option. The suppliers will also give us a design for them.
- 4) Flag: we will discuss on that too.

[Burak] You have already assistance from Turkey but if you need any cheap price let me know it. We have a place nearly 20 years my district make pins prizes

Thanks

[Ben] Alright! Any question or remark on the last topic?

[Vedran] I heard some complaints about the magnet pins that they fall off too easily. The old school ones are better that way.

It depends on the magnet XD

[Fatima] At least they aren't making holes

[Ben] Alright!

21.56 - CONCLUSION

To all, unfortunately Justin isn't in the chat anymore and Constantinos isn't either. This afternoon we received feedback from the HOC on questions we had. Allow us to include them in the minutes. Furthermore a FB chat has been created, so if you have any more questions on the upcoming REM, I suggest you to put them in the chat! (So everyone is updated). Alright! That's it for me folks!! Who would like to make some final comments? Otherwise I wish you a very nice evening and thank you for you attendance!

Mail from Fatima, February 18th, 2018, about voting tool.

Dear Country Representatives and Board members,

Last year, when I was the Secretary of E.R.I.C., we started to discuss about how to minimize the time used at the Meetings for the voting and results calculating procedures. Using of available online tools was proposed.

Until now I haven't met any existing tool that could be used for ERIC voting purposes, taking into account the following restrictions:

- 1 At ERIC meetings CRs vote with districts, therefore it isn't 1 person = 1 vote
- 2 All countries have different number of district votes, ranging from 1 to 17, so we need a voting system with possibility to multiply their vote
- 3 The above-mentioned 17 votes can be distributed among several options in whatever proportion so it's not a simply weighted voting
- 4 Only CRs and proxies should have access to the voting therefore we need a password-protected system
- 5 Every CR should be able to vote with exact, assigned to him/her number of votes, not more or less so every user should have his own account in the system
- 6 Most of the voting should be secret
- 7 There are several topics to vote for every meeting that differ by the number of answers therefore there should be possibility for admin to switch questions, and for the system to recognize not only yes/no answers
- 8 Statistics should be quickly available, so that we know right away, whether we need an instant country vote on the topic, or in case of more than 2 options to be chosen from, which 2 go to the 2nd round of voting.
- 9 Administrator needs to see live the total number of districts that have voted for each topic, to be able to move to the next one
- 10 The tool should be easily accessible to CRs and proxies from any internet-connected device, and ideally without a need to download anything.

I have contacted a European software developer (VoxVote) who has a similar tool already (but with 1 vote per person) with a request to customize it for our needs (they customize it for companies), but they answered, that this kind of upgrade is next to impossible, and they won't make it for us whatever the price is. :(

Luckily I found a developer, who has agreed to make us the tool we need from scratch!

The good news are, if we take his offer, we should be able to vote using the tool already in Antwerp! (And you will very soon see, how many voting topics you will have there - it can take a good part of the day if done on paper...)

And I don't even mention how many trees we save and how much time and effort will be saved for ERIC Board who won't have to design, print, cut and distribute all the papers used for the voting.

The...other news are: every work costs money, I'm sure you know :) and this kind of work isn't cheap. Cost of such a tool development would normally start from 1.000 EUR

As a good will, the developer is ready to offer us a discount of 30% from the minimal price. Therefore the tool we need and will use at every ERIC meeting and between those - in online voting, will cost ERIC 700EUR.

Additionally, they will provide all the needed support to ERIC IT officer during the testing and launch period and will make sure he knows everything about handling it. This way, the tool will be further used and administered by ERIC without the need of any external support.

Of course, this proposal is up to your voting, but without it being a Bylaws issue, HOC or Board members election, this voting can be done online.

With respect to the ERIC Bylaws it can start already in 2 weeks from today (if approved by the ERIC Board) with another week for the voting itself.

I hereby kindly ask:

ERIC Country Representatives - to consider this proposal, and ERIC Board members - to allow the online voting for this matter

Let's help ERIC be more progressive and efficient, and save trees from being spent on ERIC Votings;)

With warmest regards,
Fatima Sultygova
E.R.I.C. Secretary, 2016-2017
E.R.I.C. Country Representative for Russia, 2014-2016
Past-President 2015-2016,
Rotaract Club St. Petersburg