

Slack Meeting #07 – Minutes

2019.02.13 20.00 CEST

AGENDA

- Welcome (Ben)
- Recap on REM Oresund (Emmy + All)
- The E.R.I.C.s; social award applications (Tiina)
- Finance & merchandise update (Itzy)
- Rotaract week in March (Mavi)
- Update task forces (by-laws, code of conduct, Andrea's questionnaire) (Gabi, Hanna, Andrea)
- RI Convention: House of Friendship (Helena)
- Event updates: Rotary Day 4 Europe and EUCCO Belgrade (Hanna/Andrea and Tanja)
- New board applications and EUCCO candidates (François)
- Q&A (All)

ATTENDING

Country	E.R.I.C. Team Member 2018-2019	E.R.I.C. Board Assistants	Country Representative	Slack 4
Ireland	Peter Gardus		1	1
Finland	Emilija Veselova		1	1
Denmark	Itziar Uribarri	X	1	1
Netherlands	Robbin Pruijn Maurits Schmidt		1	1
Belgium	Helena De Wolff		1	1
Luxembourg	Gabriela Leao		1	1
Austria	Johanna Hetzmanseder		1	1
Slovenia	Marko Miksa		1	1
Croatia	Vedran Jakopovic	X	1	1
Portugal	Mafalda Luis		1	1
Switzerland	Andrea Randegger		1	1
Liechtenstein			1	1
Italy	Andrea Mora		1	1
San Marino	Sara Guerra		1	1
Malta	Lawrence Mayo		1	1
Spain	Stephanie Bramsell		1	1
Russia	Fatima Sultygova		1	1
Poland	Ania Grzywacz		1	1
Ukraine	Olena Trofimchuk		1	1
Sweden	Emmy Hall		1	1
Greece	Fotini Papadimou		1	1
	Ben Pintens	X		1
	Tiina Lehti	X		1
	Maria Vittoria Gargiulo	X		1
	Ekaterina Yurkova	X		1

Country	E.R.I.C. Team Member 2018-2019	E.R.I.C. Board Assistants	Country Representative	Slack 4
United Kingdom	Thomas Gasson			1 0
Lithuania	Bernadeta Domekaitė			1 0
France				0
Andorra	Laura Bourgeois			1 0
Monaco				0
Germany	Sebastian Grieskamp Theresa Stangl			2 0
Bosnia and Herzegovina	Tijana Bjeljac			1 0
Hungary	David Fatja			1 0
Macedonia	Jovan Shopovski			1 0
Czech Republic	Samuel Schlarman			1 0
Slovakia				1 0
Romania	Ligia Albu			1 0
Moldova	Victoria Sirbu			1 0
Norway	Dennis Wildendahl			1 0
Latvia	Max Scholl			1 0
Turkey	Yagiz Burak Gokce			1 0
Azerbaijan	Tural Abdulla			1 0
Cyprus	Constantinos Anayiotos			1 0
Georgia	Mohammed Al Haddad			1 0
Bulgaria	Dorina Kostadinova			1 0
Serbia	Janko Pavlovic			1 0
Montenegro	Kristina Vujsic			1 0
	Hanna Visser	X		0
	François Oger	X		0
	Justin Hadjilambris	X		0
	Kristina Maria Sangrigoli		X	0
	Hande Turan		X	0
	Nida Pekcan		X	0
	Marin Begovic		X	0

YES

NO

20.00 – WELCOME

[Ben] Good evening all and welcome to Valentines Slack meeting! Let's wait a few more minutes for everybody to join the channel... Thank you for tuning in this evening!! As you know the complete meeting will be included / summarized in the minutes by François. So if you miss out on something, you can always go back to the minutes! That being said... Let's get started! So... Welcome! It's almost Valentines, so let's start with a "Did you know?" on Valentine! The most popular theory about Valentine's Day's origin is that Emperor Claudius II didn't want Roman men to marry during wartime. Bishop Valentine went against his wishes and performed secret weddings. For this, Valentine was jailed and executed. While in jail he wrote a note to the jailor's daughter signing it "from your Valentine". I am waiting for a comment of the Italian CR... But he has been typing for some time now. The agenda for this evening has been pinned to the channel for your consultation. We have little over four months to go which means we have one more European event - the EuCo - as well as the most important awards of the year "the E.R.I.C.s". In March we have the Rotaract week and in these last couple of months different teams of Country Reps and board members are working on improvements to our organization. The work continues! That being said, let's get started! Normally we would start with the recap of REM Oresund, but I have been asked by Andrea whether he could start first an update on the upcoming event Rotary 4 Europe, as well as an update on the questionnaire. Andrea has to start his shift at 20:30 so he'll go first. Andrea, you're on!

20.10 – ROTARY DAY 4 EUROPE & QUESTIONNAIRE

[Andrea] Regarding Rome Rotary4Europe meeting please all attending people fill the form:

<https://goo.gl/forms/BsZ7WlIde7GVi3c92>

Don't waste your precious time in searching an accommodation because we have an accommodation agreement with some hotels near the venues. For Saturday night we only have the gala dinner because no people booked for the aperitif. Not so much people have booked for the Sunday activities with Italian Rotaractors, so that this is also cancelled. Very sorry for that. But most of speakers have confirmed their attendance to the Saturday workshop, including the President of EU Parliament, and, as mentioned, CRs and EB can attend the workshop for free. Regarding the questionnaire: I've made some other updates, I really want to release the Krake **within the end of the month!** Going to send you the final draft so that you all can contribute to it. Then The Task force will ask to CRs to spread it in the districts. It will be the first time, as far as I know, that a questionnaire regarding ERIC will be sent to all 20k rotaractors. This is the link:

<https://goo.gl/forms/XxxQf0a09RLxq3sd2>

The same you've seen in Malmo, with some little changes. We would like to read your feedbacks. Lastly, again about Rome: if you fill the form I can book rooms for you

20.20 – REM ORESUND FEEDBACK

[Emmy] So REM is over and that is truly bittersweet. What has been our baby for over a year is now nothing but a memory. But what a great memory. It was so much fun sharing the Scandinavian culture and history of Vikings with you guys. To all the people attending, thank you so much for making this REM special. REMs and Eucos tend to become more of a party trip than a conference. Rem Öresund was our attempt to change that and make it more about learning and networking. This is how we did it: So Thursday Carina the mayor of Malmö welcomed those that signed up in time to the city hall with a bunch of **happy Rotarians** ready to mingle. We think this became a real success since many Rotarians does not really have a clue of what Rotaract is about. They really appreciated meeting Rotaractors from all over. On Friday we first had a **conference** on the theme building bridges and later a **sober Country booth** with a Viking flash mob show. This event was my personal favorite. Those showing up on time for the opening ceremony were welcomed with drink tickets. Those that were late probably got drunk at their hotel room before. Good for them. Saturday was about **field trips** and we had one to Copenhagen and one to Trelleborg Viking castle where sagas were told by an open fire and Vikings thought the participants to fight. All other activities, such as mead tasting and herring tasting were closely linked to our

culture and traditions. We ended Saturday with a gala dinner and fire show at the hotel. The food was great, also the vegetarian, vegan and allergy **options** and the hotel got some great feedback about the mashed potatoes. ;) So in Sweden we say less is more. And we really tried to organize by that. By **centralizing all to the hotel** or being close by we eliminated struggles with shuttle busses and time tables. People could come and go when they wanted. Also, by **adding some nice surprises** along the way really lifted the event in my opinion. Some learnings... Checking in... don't listen to the hotels idea of checking all in at once. Put your makeup on before shit hits the fan. We had some struggles with people **smoking** at the nightclub, in their room and inside during the gala. It did not matter how clear we were in our communication. This still happened. Cultural clash or disrespect. Don't know. We had participants **stealing** from the hotel lobby kiosk. After our Eric meeting I unfortunately saw it happen. Misunderstanding or disrespect. Don't know. But not ok. We had a situation with participants changing their rooms without our knowledge and **being rude** to people that were given that room. This behavior is not ok. We are all rotaractors, part of a network to get to know more people and make friends. Always be kind. The amount of work that goes in to a project like this is crazy and can really break people down, unfortunately. As a participant at events like these, organized by young volunteers, it is therefore extremely important to be humble to things that might go wrong. Less is more and the journey is equally important. Not worth overworking your team. Last but not least... This project has been a team effort and there are so many young spirits that has really impressed me with their dedication. This event would be nothing without the entire HOC team. I can't **thank them** enough so please help me out by reaching out to them and thank them for pulling this epic event off.

[Ben] amazing feedback! Tons of respect for you and your team!! Once again I would like to thank you and your team, on behalf of all of us for the great work. It was super cold, but great fun with super warm hospitality! I really enjoyed it and I had lots of very positive reactions! Great work!! Take some rest!

[Lawrence] That's really cool about the vegetarian and vegan options. Awesome.

[Mafalda] Thank you for the event... Everything was perfect... I really liked the idea of not using bus

[Mavi] Thank you Emmy! For everything!

[Ben] Important about Emmy feedback, and a reminder to all of us! These events are organized by volunteers who aren't professionally active in organized events of this scale. Respect is KEY! Not only as part of the Rotary family, but in general as human beings. We should be humble and privileged to be able to visit these cities and be welcomed by other Rotaractors. We all have a responsibility to tell this to our fellow country Rotaract members!! Let's make sure everyone is reminded of this! Emmy would you still like to add something?

Yes! A final tip. Involve Rotary beyond just getting money. I think Itzy did an excellent job with involving them in the Copenhagen walking tour and the Vikings were Rotarians opening up a winter closed Viking museum just for us.

20.30 – SOCIAL

[Tiina] The **awards application form** is currently open and we have already received several applications. Please remind your districts that the award applications close on the **28th of February** and application sent after that will not be accepted. We are currently confirming the last evaluator and as soon as we have them confirmed their names will be published on E.R.I.C.s website. We are still looking for Rotarians from non-European countries for the second evaluation round so if you have any suggestions please contact me, Kate or Hande about that. **End Plastic Now** continues and we kindly ask you remind your districts that they have time to do project until **18th of March** and report back to the social office about their projects. We will make a report for the Belgrade about the End Plastic Now -projects that have been done during this year so therefore it is important that clubs that are participating report about it to the social media and/or to the social office. You still have the chance to buy your dopper in Belgrade. Any questions?

[Ben] I gave you some international Rotaractor names... Who else has international contacts? Colombia, China, Indonesia, South Africa ... Where are the Rotaractors with an international network?

[Mafalda] I have Brasil.

Can you send me the info to my email please?

[Ben] Thanks Tiina for the update! To all of you, mobilize your Rotaract 'troops', get those social projects out! Submit them for the awards and win a well-deserved price!! Let's move on! March traditionally hold the Rotaract week! An opportunity for us to shine some extra light on us...

20.40 – MARKETING

[Mavi] As you may have noticed, after REM we decided to have the **newsletter** every two months... so feel free to add February articles in January form you already have (by **20.02.19**). So far we only had 4 articles. Emmy please remember to add the R.E.M. one, or if anyone else wants to volunteer to write it, let us know by Sunday. About **Rotaract Month Week (March 11-17)** being Rotaract Europe we would like to use our social to show how Rotaract is celebrated in our Country and our communities we wanted to use both instastories and Facebook posts, but we will need your help for that. I will send you a PowerPoint and Keynote slide, please modify it accordingly by **28.02.19** so we will be able to publish trough the month.

[Mafalda] Maybe we can make a frame for our Facebook pictures?

Indeed we can! But I really wanted to show how is celebrated in all the different countries. You can choose if you want to put on one pic, a collage, a description... it really has to identify the country This is why I am asking you guys to do it :) We can also use the whole month with all our countries.

[Emmy] will do! REM Öresund was published in two local newspapers and one Rotaract club has been born since REM.

20.45 – FINANCE & BYLAWS

[Itzy] Q.1. Budget: there is a **negative balance** because not all merchandising has been sold, so in Belgrade it would be positive. All payments have been made. All merchandising payments coincide and they are up to date. I am missing some people but I have got them tracked. We should think of a **marketing strategy** to increase sales though! **ERIC Fees**: REM Øresund has transferred their fee. We are still waiting for REM Cyprus. Today I received an email from Constantinos with the proof of why they aren't able to send the ERIC fee. I would like to explain this situation so other HOCs are aware of this because what has happened to REM Cyprus is unacceptable and against Rotary values. Or in case Constantinos is not here maybe Justin or Fatima want to say something? Ok let's give 5 min if no one says something I will explain myself.

[Fatima] I'm here, but since you have all the proof, go ahead, Itzy. I'm not from the HOC anyways.

Just correct me if I am wrong. Some rotaractors paid by card to REM Cyprus but the payment never went through, therefore this is consider fraud from their side. Which meant that due to this amount of money missing REM Cyprus has the account blocked and can only get little money everything month.

[Emilija] Could you explain a bit more?

Let's say you make a payment via credit card to me, it appears as made to the provider but the money never went through.

[Mafalda] So people went to the event without paying?

This is how I understood it. Fatima has more insight of it. Maybe you can explain it in more detail.

[Mavi] Is it a problem generated by the attendees or by the payment provider?

[Fatima] As I understood it, some participants claimed the payment was a fraud operation therefore the bank has frozen the account of the REM until the investigation is over. For now guys don't know who of the participants it was, and why he\she did it so we can't do anything about it while the investigation is in progress.

[Mavi] Do they miss money? Or is just a red tape problem?

[Fatima] no, they have the money, but they can't do anything with the account.

[Gabi] So it was also more than one person?

[Fatima] I believe only bank knows that for sure

They are missing 23000€.

[Fatima] Maybe you can share Constantinos email, Itzy? So that we all have a better understanding from his point of view.

[Gabi] But wait... if there's 23K missing this is not of some packages that got bad faith people telling their banks it was a fraudulent operation. It would be more than 50 packages....no?

Yes I would love to do that but I need to ask Constantinos permission first to share it because there is private information there. If you let me I will share it. So let's move on because if we are stuck in here this will take forever. Once Constantinos gives me his ok to share the mail then I will send it to all and you can address questions to him

[Ben] I believe it is important to stress that the HOC of the REM in Cyprus is confronted with a force majeure! Something outside of their responsibilities. This may impact the timeline of paying the ERIC fees. I believe it's important to keep a close line of communication. Monthly follow-ups with the aim to have everything settled by the EUCO.

[Gabi] Wouldn't be worthy to set a committee for that? Because actually if there's people acting in bad faith with the HOC, we need to identify the individuals and take action with Rotary and also legal action.

[Mavi] Thank you guys! It's really important to sort this out! For the Cyprus HOC and if we want to have credit card payment for the next events.

[Ben] I would suggest the finance committee to follow up on that!

Zoho: as shown everything is digitalized, which is very easy to show to you guys when we have meetings. In order to avoid fees I am using the trial session that allows me to create a maximum of 15 invoices per month. The proposal for next year would be to have the whole Zoho package for 995\$ and integration of PayPal for 130\$.

Previous year cash missing: There is a total of 1847.5€ missing in cash. Out of those 920€ from the ERIC books. HOC Antwerp will pay half of it 460€ as discussed at REM. Helena and Fatima are investigating this. Can you please give us an update?

[Ben] Can we get a discounted deal with ZOHOO as an NGO?

Nope. I am already fighting with them and the max I can get is 990\$. But let me contact them again and maybe we can get a deal for next year.

[Fatima] Yeah, I'll give an update on last year's budget. After a comparative analysis of bank transcripts, receipts, the budget and Itzy's inventory statement, I'm getting more and more convinced that nothing is actually missing. We still need to clarify couple of things with Ben, and I'm waiting for Susana, Lucky and Justin to search their email once again for the specified costs we are still lacking info on, but overall the costs are matching the amount of money claimed "missing" in cash. Some figures: to put it in a nutshell, total spending of last year was ca.10300€. Total amount paid from bank account - ca.8400. Difference – 1900€ that must have been paid from cash. Roughly 2000 was put in the bank, which means in cash there was about 3900€ overall. 934€ was paid for merchandise directly to the account. 4834€ - covers all merchandise that could have been sold and more. Hopefully, bringing the use of cash to minimum and tools like Zoho will help us avoid such long audits in the next years. There are couple of figures in the budget we need more info on. Me or Helena will contact you in person.

[Ben] What can I help you with in clarifying? Something else to add for Finance?

[Helena] Yes we will need to go into detail. Seems useful to talk about it with you personally.

Guidelines for policy of reimbursement: Maurits highlighted that Rotaract follows Rotary code of conduct and code of reimbursement, therefore we should stick to it. Peter and Fatima proposed a threshold for the reimbursement. ie: entitlement of reimbursement should be a matter to discuss within the ERIC Board, but if the expenses are higher than the threshold this should be taken to the CRs. I propose a threshold of 750€.

Bank solutions Gabi is looking for solutions but are hard to find: ING won't work (250€ to have the account with them). BIL didn't answer yet. N26 don't fit us. Now trying Qonto.

Address: Gabi contacted Rotary, and all the Rotary clubs in Luxembourg have the restaurant they meet as address. So the restaurant receives the correspondence and hands over to them in the meetings. Rotaract has the address set in one of the Luxembourgish member's house, which is not a long term solution. She would like to discuss with the two banks the possibility for them to offer us domiciliation services, so we use the bank as address.

If no one has more questions this is all from me.

[Ben] Any questions to Itzy? Alright! Let's move on!! Some updates on the task forces; we have had Andrea updating us on the questionnaire. Gabi can you give an update on by-laws as you coordinated the meeting on Monday.

[Gabi] Hi guys! So to give you a bit of a flavor of what we having being doing, first: fear not! We are not reinventing the wheel. We just have to reshuffle stuff a bit around to make it "rounder" and compliant to Luxembourg's law. Basically there will be two documents based on our currently so called "by laws":

Statute: this is legal bidding and is legally tied to legal entity, any changes have to be registered and to register there's a cost, so the idea here is to do a "hard shell" with undiscussable principles that will guide us through the next 20 years and are compliant with the Luxembourgish law on non-profit associations. This is the foundation rock of ERIC. We will use the statute that was written for the Belgium association and just change the few things to be compliant to the local law.

Code of Policies: this is a document that intend to lay down all the internal framework for the "daily" functioning of ERIC. This is not published as the statute and is "soft shell", an internal document that lay down more detailed ground rules of ERIC. This document will not be re-written, they will be a "simple reorganization" of the work done past year. In addition, we are organizing a process to put changes on the documentation forward for voting. To set-up and official process that will make us take decisions in a more smart way. Reimbursement policy will also be included here and it's being developed with the Finance Committee. The greater objective here is to set this up ASAP so we can get back to our core business and stop wandering around about legal documents. As Ania mentioned, a law that is changed all the time is bad law. So we intend it to make it as solid as a diamond. We are reshuffling the documents right now and soon we will contact you in order to collect your feedback in any points you would like to make regarding the documentation.

[Ben] Ok thanks. Hanna will update us later on on the progress with the code of conduct! So moving on to the next point on the agenda... And this is BIG news! Because we have been confirmed that the ERIC will be the only MDIO represented at the House of Friendship at the RI convention in Hamburg.

21.30 – RI CONVENTION & HOUSE OF FRIENDSHIP

[Helena] So hey everyone! Little update for Hamburg. Update on the numbers: so we have 874 Rotaractors joining the convention!! 570 the preconvention. Packages for the pre-convention (accommodation) **end 31 March!** Prices for the convention will go up as well so be quick! Reeperbahn is the package for the evening events! We do need your help finding ambassadors! Because we will have country booths!! We need a member of each country to represent him/herself at the convention. So this is the list of the current situation for ambassadors.

DAY PROGRAM PRECONVENTION & CONVENTION: <http://www.riconvention.org/en/hamburg/register>

EVENING EVENTS & ACCOMODATION: <http://rotaract19.org>

NEWSLETTER: <https://ric2019.rotary.de/en/newsletter/registration>

[Ben] To all CR's - if you are not attending, could you please verify who else can represent your country at the convention, and more specifically the booths? I had a whisper in my ear that the RI President will come down to visit our Rotaract country booths!! Let's show him what Rotaract Europe is all about!!! Who has questions? To all, once again - having the RI convention here is an unique opportunity. The German Rotaractors have tried to get us affordable packages with a lot of fun activities! So those who are still hesitating! Don't, just *book*! And please spread the information - provided by Helena CR Belgium - with your fellow Rotaractors in your countries!! Much appreciated!

[Mavi] I think it's worth noting that RI actually put in the code of conduct that rotary should help and support Rotaract participation to Ricon. So you can also ask for reimbursement (full or partial) to your rotary partner, district. Hopefully the will accord it.

[Ben] Let's close this topic. Moving on... Event updates! Andrea already updated us on the Rotary4Europe event. But furthermore we have our last European event of the year coming up!!! The EUCO!! Tanja can you update us?

21.40 – EUCO UPDATE

[Tanja] We are a bit more than two months away from the [spectacular event in Belgrade](#). Update of the program will be posted on the website at the **end of February**. Meanwhile, I am glad to inform you that we succeeded to accommodate all participants in one hotel and we will be only guests for 4 days in Crowne Plaza. I know, I am scared too. So no additional hotel - you all will be staying together! Plus: If anyone asks you for an additional night before/after the conference the price is 45€ per person including the breakfast. While all the hotel is on our disposal, registrations will be staying open after the 15th of February for some period on our website. We are organizing all so upon your arrival, you will see us waiting for you at the airport desk, bringing you to buses, welcoming you with the beer in the hotel and taking you to the social project or night activities. We have revealed our topic for the Gala dinner - Vintage Circus - which will include Charity Fashion Show. So as it is my 26th birthday feel free instead of buying me a gift to donate some sum of money for the good cause that night and you will have a live band entertaining you as well during the night. All inclusive - drinks and food during the Gala as long as you can. The Rest, including workshops' topics we will publish on our website. What I would like from you is during the country booth to promote more your work and achievements so please it would be nice if every CR would make a poster of your Rotaract clubs or at least one great project you have achieved so far. If having a problem with printing, we can do that for you here in Belgrade. It is unique opportunity to exchange ideas with other participants! Also, film some of your projects or send us the existing ones so we can play it during the conference.

[Ben] Great idea on the posters for the country booths!!! Can we do a late check out on Sunday knowing it is open bar at the gala?

[Emilija] Thank you! Is the gala doing to be at the hotel or other venue? If yes, then how far?

Hotel is Crowne Plaza and BelExpo is the place where the Gala is. Literally 5 min from the hotel. Ben for sure. Spread a word about the extension of the packages' sale. I off to hang with these wonderful people

21.50 – DEADLINES

Alright! Moving on to the last topic of the evening - some upcoming deadlines!! @François - Secretary has shared them before, but I kindly remind you!!

- **March 1st**: deadline for EUCO 2020 applications,
- **March 6th**: deadline for your package for EUCO Belgrade (and +1),
- **April 1st**: François will ask you to tell me who is the next CR,
- **April 3rd**: deadline for Board 2019/2020 applications,
- **April 17th**: deadline for agenda and voting topics for EUCO Belgrade.

So those of you that one to organizes next year biggest European Rotaract event; one word **apply!* For those who want to take it to the next level and become part of next year's board, also you can apply!! Your deadline is the 3rd of April!!

And to end our Slack meeting; who still as other points, questions, etc.?

Good night everyone and thanks.