



General Assembly 2023

Weißenbach am
Attersee, Austria

Overview over
Proposals

1. Policy Paper 2023/24	3
a. Attachment: Policy Paper 2023/2024	5
2. Budget 2023/24	14
a. Attachment: Budget 2023/2024	15
3. Entities to be approved	17
4. Membership Criteria and Fee exemption for Russian Entities	19
5. Membership Criteria and Fee exemption for Ukrainian Entities	21
6. Entities to be discharged	23
7. Change of membership criteria points	26
8. Inclusion of online CP Briefings in the Membership Criteria	31
9. Adaptation of the participant fee of regional congresses	40
10. General Protocol corrections	44
11. Events Team clarification in the official documents	51
12. Publication of participant/waiting lists for congresses	54
13. Rephrasing of Protocol Appendix F	57
14. Approval of Appendix H	60
a. Attachment: Protocol Appendix H	64
15. Approval of the Strategic Plan 2023-2027	68
a. Attachment: Strategic Plan 2023-2027	70
16. Approval of the Financial Strategy 2023-2025	91
a. Attachment: Financial Strategy of EGEA 2023-2025	93
17. Approval of the HR Strategy 2023-2027	100
a. Attachment: Human Resource Strategy 2023-2027	102
18. Regional Restructuring	132



Date:*	08.09.2023	Proponents: Runa Witte, BoE President Elect Amalia Ilie, BoE Vice President Elect Lars Kohlmeyer, BoE Secretary Elect Jonas Martens, BoE Treasurer Elect Max Buchhart, BoE Event Advisor Elect Veera Niemi, BoE PR Advisor Elect Agnes Rosenberg, RCP North & Baltic Elect Lisa-Sophie Schwinge, RCP West Elect Andrej Jovanović, RCP EuroMed Elect Julia Nejman, RCP East Elect <i>State all proponents' names and their entity or function.</i>
Venue:*	Weißenbach am Attersee, Austria <i>Example: Predeal, Romania*</i>	
Decisive Body:*	GA <i>Write either: GA, RM or OSM*</i>	

Proposal nr 01/18* – **Policy Paper 2023/24**

Name of the proposal

Attachments:* Nr. of attachments:
No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The General Assembly may decide to accept the attached document as a policy paper for the EGEA year 2023/24.

BACKGROUND FOR THE PROPOSAL

Based on the Strategic Plan, each year the Board and RCP elects compose a document with their focus areas and goals for the upcoming EGEA year. This document, called the Policy Paper, is one of our association's strategic documents.

THE PROPONENT'S ASSESSMENT

The Board and RCP elects would like to ask the General Assembly to accept the Policy Paper 2023/24. In case of rejection of this document, EGEA will not have a Policy Paper for the upcoming year.



egea

Policy Paper

2023/2024

Introduction

This policy paper reflects the topics that will be the focus of the elected Board of EGEA and Regional Teams for 2023/2024. It highlights the goals that we will try and achieve throughout the year. In general, we will try and stabilise the organisation after it has restarted and reshaped the past year. As some of the effects covid had on EGEA are still present, we will aim to further change the organisation to be more resilient. We want to tackle the main focus point on various levels, such as financial stability, inclusion, communication, restructuring of the regions, and other structural changes and more.

Contributors

Board of EGEA 2023/2024

Runa Witte, EGEA Osnabrück - President
Amalia Ilie, EGEA Bucharest - Vice President
Lars Kohlmeyer, EGEA Göttingen - Secretary
Jonas Martens, EGEA Brussels - Treasurer
Max Buchhart, EGEA Jena - Event Advisor
Veera Niemi, EGEA Turku - PR Advisor

Regional Contact Persons 2023/2024

Agnes Rosenberg, EGEA Tartu, RCP North & Baltic
Lisa-Sophie Schwinge, EGEA Halle, RCP West
Andrej Jovanović, EGEA Belgrade, RCP EuroMed
Julia Nejman, EGEA Warsaw, RCP East

Contents

Structure and internal Communication	3
Regional Restructuring of EGEA's regions	3
Evaluation of the Restructuring of the BoE	3
Internal Communication	4
Regional Matters	4
Entity Matters	5
Teams, Projects & Working groups	5
Awareness and inclusion	6
Activities	8
Congresses	8
Administrative Events	8
Finances	9
PR and External representation	10
EGEA Partners	10
Social media strategy	10

List of acronyms

AC - Annual Congress
BoE - Board of EGEA
CoC - Code of Conduct
CP - Contact Person
EGEA - European Geography Association
EGEA ⁿ - A person who is part of EGEA
GA - General Assembly
OSM - Organisation and Strategy Meeting
RCP - Regional Contact Person
SOSM - Summer Organisation and Strategy Meeting
WOSM - Winter Organisation and Strategy Meeting

Structure and internal Communication

Regional Restructuring of EGEA's regions

The past EGEA year the working group including EGEA members, the RCP's and members of the BoE has been working on the regional restructuring of EGEA. The goal was to prepare a proposal which included the introduction of EGEA's new structure which consists of **three individual regions** instead of four. The aim was to balance the distribution of entities per region and ease the pressure on the remaining active entities of smaller regions. The restructuring of the proposed reduced regions will help to ensure that Regional Congresses, Newbie Weekends and more can successfully take place. This year we will **create a base** for the change coming into effect after the GA 2024. The working group will continue preparing the restructuring and will further work on improving and strengthening the **transition process** and guarantee a transparent communication amongst official positions and EGEAns. Upcoming changes that the restructuring brings are for example the reduced number of Regional Congresses as well as Regional Teams and the balanced amount of entities per region. The restructuring will still play a big part at the upcoming Winter and Summer Organisation and Strategy meetings. We invite everyone interested in continuing working on solutions regarding the restructuring to join the working group.

Evaluation of the Restructuring of the BoE

The restructuring of the Board of EGEA, increasing from five individuals to six, came into effect at the last GA in Szentendre 2022. Since then the position of the EPRA was split into two separate official positions to ease the pressure on the respective board members. This year's officials will **evaluate** the restructuring of the BoE by assessing the **evenness of the workload and task division** in order to advance and enhance the definition of areas of responsibility.

Internal Communication

We want to continue the **transparent, concise and frequent communication between the BoE and all members**. We will publish the minutes of our meetings and want to summarise them in an extra document. The document will contain a summary of the main points of the meeting. It will be published and should simplify the transmission of information on the main topics. We aim to reach more EGEAns in an easily accessible way to inform them in a short amount of time about important news. Additionally, we shall encourage and assist our Regional Teams and Teams, Projects, and Working Groups in maintaining their open communication and transparency with our members too.

Regional Matters

In the wake of the Covid pandemic, we want to foster closer connections through live interregional gatherings to **strengthen the relationship between the different bodies of EGEA**. We intend to promote the hosting of live CP Trainings and Newbie Weekends. By doing so, EGEA can ensure the equitable distribution of significant annual events across all regions, enhancing the opportunities for entities to maintain their regional engagement.

Looking ahead, our strategic focus also encompasses the **expansion of EGEA's network**. This includes the vital task of identifying and nurturing new entities, as well as strengthening struggling ones. By channelling our efforts into these endeavours, we can extend our support to isolated entities, helping them integrate more within the larger EGEA community. To aid in this pursuit, we are excited to leverage the capabilities of the revitalised **EGEA Reach Beyond Working Group**. This working group will play an important role in executing outreach initiatives and ensuring a cohesive approach towards expanding the EGEA network.

In the upcoming year, we intend to tackle the issue of knowledge transfer to CPs. If the GA approves, our plan involves **incorporating mandatory CP Briefings**. These briefings will serve the purpose of addressing the knowledge gap among CPs and providing them with essential information about the Support Fund and related matters.

Entity Matters

The preceding year was full of events organised by entities throughout Europe, serving as exceptional opportunities for entities and their members to **gain experience in event organisation and cultivate practical skills**. It is crucial that we persist in creating an atmosphere that encourages entities to maintain this level of engagement, inspiring them to create such events as platforms for newbies to meet other EGEAns and experience the spirit of EGEA. To ensure the professional execution and promotion of these events, it is necessary for the organisers to receive support from Regional Teams and the Event Advisor.

Equally vital is to **enhance knowledge transfer between newbies and experienced EGEAns**, recognising that newbies might possess limited insight into the administrative procedures and organisational framework of EGEA. To equip them with the essential knowledge to sustain their entities, we regularly update CP manuals as an addition to the Newbie Booklet.

Teams, Projects & Working groups

As the process of change to the structure of the Teams, Projects and Working Groups is constantly relevant, their current situation will be **regularly assessed and adjusted** if further changes are required. In terms of communication and efficiency we strive to foster **cooperation** amongst those who share similar responsibilities, matters and challenges, as well as with the Board of EGEA and the Regional Contact Persons. Regular meetings will be held to put this into practice. Our goal is to increase the visibility of the Teams, Projects and Working Groups both within the association and externally as well as attracting more EGEAns by making their work more appealing.

Awareness and inclusion

Through the Geography Awareness Week and Theme Year, we want to highlight topics related to geography. We encourage entities to organise thematic workshops and include the **Theme Year 2024 topic, agrifuture**, in upcoming congresses. Our goal is to improve our geographical identity by talking about the different topics we deal with in our everyday lives, such as spatial planning, GIS, physical geography, tourism and topics related to climate change.

We will continue raising awareness about climate change as the main goal of the EGEA Climate Policy Paper and promote it within the organisation. Following the Green book, we will continue to raise awareness in reducing one's carbon footprint and encourage slow and sustainable travel. The Science Team and their activities can increase the **significance of geography as a science**.

We strive to be an organisation that talks about various problems and crises such as the war in Europe and **help vulnerable entities** and geographers in Ukraine through support from other EGEAns. By developing communication between regions and entities we want to support our open-minded and tolerant association which thinks about the future, learns from the past and lives in the present to face all of the challenges that will be in front of us in the next EGEA year. We encourage entities to organise charity events to gather money to support EGEAns affected by war.

EGEA is an organisation which ensures that it is **accessible and inclusive to all** who wish to join the organisation or its activities. We achieve this by aiding with the financial costs of attending official events through the Support Fund, ensuring our members have a safe environment to express themselves and enjoy the events through the Code of Conduct (CoC) and the Inclusion Team, which discusses strategies to increase inclusivity. We continue to encourage event organisers to take time to implement the CoC to offer a safe environment to all participants. The anonymously communicated concerns will be managed by the RCPs.

EGEA is a safe space where people can discuss ideas, travel Europe, discover new cultures, grow as a person and have fun. The wellbeing of its members is a major priority for EGEA and thus we want to ensure that EGEA will stay fun for its members. We will try to continuously **raise awareness for the importance of a healthy**

Work-Life-EGEA-balance, especially for positions with a higher workload. We want people to know it is always okay to seek professional help or help to reduce your working load.

Activities

Congresses

In the past years it became more difficult to find entities who are willing to organise a congress. Therefore, the BoE will try to find new organisers with an active approach. After looking for **potential organising entities**, these **will be approached directly** and encouraged to apply. During this process it must become clear that the entity is able to manage taking on the task. The goal is to help the entities make an informed decision. This should also involve establishing contact with previous congress organisers. We will encourage organising entities to establish contact with the Finance Team early on. If no suitable organisers can be found, alternative solutions will be considered so the regional meeting can still take place.

Administrative Events

Traditionally, EGEA's Organisation and Strategy Meetings are held in Winter (WOSM) and Summer (SOSM) and this year shall be the same. The WOSM will be held at the end of November/beginning of December and the SOSM at the end of June/beginning of July. As part of the internal redistribution of tasks within the Board, the communication with the organising entities and the planning of the working sessions will be managed by the Event Advisor with the President serving as backup.

Finances

We are committed to continuing the work of EGEA 2.0 in order to **secure long term financial stability in EGEA**, making our association resilient against future incidents. We will continue the effort to secure new long term financial partners. The Board will **collaborate closely with the Finance Team** on this topic, as they already have a list of

potential sponsors. The Board also intends to communicate with EGEA Alumni, as they might have direct connections to relevant organisations. The external visibility and branding of EGEA, as well as our strategy of approaching organisations, will be important in order to attract potential new partners. As EGEA 2.0 combines financial and PR strategy, the Board will strengthen our working relationship with the Finance Team to realise a clear vision for EGEA's branding and fundraising.

PR and External representation

EGEA Partners

The cooperation with our partners will be re-evaluated and our core partners will be determined. We will try to **extend the agreements** with them and emphasise the importance of the collaboration for both parties. To enhance EGEA mission, we will continue looking for new partners that are specialised in the geographic and scientific fields.

Social media strategy

One of our main goals will be improving the external representation of EGEA to our sponsors and partners. Active social media presence and professionalisation will be our key focus point of the branding of EGEA. We will work on **increasing the reach and influence** through our social media channels. In cooperation with other officials of EGEA, we will create a social media strategy that will serve as a guideline for the next Public Relations Advisors as well as for the different bodies of EGEA.

External communication

EGEA's representation is reliant on how partners and sponsors view our association. We aim to improve the professional contact with partners and sponsors by **increasing the science based outreach**. We want to highlight topics related to geography through showing scientific workshops, the Geography Awareness Week and Theme Year more in our media.



Date:*	08.09.2023	Proponents: Runa Witte, BoE President Elect Amalia Ilie, BoE Vice President Elect Lars Kohlmeyer, BoE Secretary Elect Jonas Martens, BoE Treasurer Elect Max Buchhart, BoE Event Advisor Elect Veera Niemi, BoE PR Advisor Elect <i>State all proponents' names and their entity or function.</i>
Venue:*	Weißenbach am Attersee, Austria <i>Example: Predeal, Romania*</i>	
Decisive Body:*	GA <i>Write either: GA, RM or OSM*</i>	

Proposal nr 02/18*

– Budget 2023/24

Name of the proposal

Attachments:*

Nr. of attachments:

1

No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The General Assembly may decide to accept the attached document as the budget for the EGEA year 2023/24.



Budget 2023/2024

**WEIßENBACH AM
ATTERSEE, AUSTRIA
SEPTEMBER 2023**

Overview

Income	01.07.2023 - 31.12.2023	01.01.2024 - 30.06.2024	Expenses	01.07.2023 - 31.12.2023	01.01.2024 - 30.06.2024	Total
Esri Sponsorship	€ 0	€ 0	Regional Congresses	€ 0	€ 2 000	€ 2 000
Erasmus+ KA3 grant	€ 0	€ 0	Annual Congress	€ 0	€ 1 500	€ 1 500
University of Utrecht	€ 0	€ 0	External Trainers	€ 50	€ 50	€ 100
EduCitizens	€ 0	€ 0	Team Management Training	€ 0	€ 0	€ 0
Donations	€ 1 250	€ 1 250	Training New Trainers	€ 100	€ 100	€ 200
Affiliate partnerships	€ 100	€ 100	CP trainings	€ 0	€ 400	€ 400
Membership fees	€ 0	€ 1 400	Organisation OSM (winter and summer)	€ 500	€ 500	€ 1 000
Sponsorship goal	€ 0	€ 3 000	Travel refunds RCPs	€ 400	€ 400	€ 800
University of Bonn	€ 1 000	€ 0	Travel refunds BoE	€ 600	€ 1 200	€ 1 800
			Reimbursement Secretariat Coordinator	€ 300	€ 0	€ 300
			European Geographer printing costs	€ 100	€ 0	€ 100
			GA printing	€ 100	€ 0	€ 100
			Server costs/subscriptions	€ 600	€ 840	€ 1 440
			Office supplies	€ 50	€ 50	€ 100
			Bank fees	€ 144	€ 0	€ 144
			European Youth Forum membership	€ 700	€ 0	€ 700
			Statutory Base change	€ 0	€ 0	€ 0
			KVK Notary Fees	€ 100	€ 0	€ 100
TOTAL INCOME	€ 2 350	€ 5 750	TOTAL EXPENSES	€ 3 744	€ 7 040	€ 10 784
Capital				01.07.2023 - 31.12.2023	01.01.2024 - 30.06.2024	
CHANGE OF CAPITAL				-€ 1 394	-€ 1 290	



Date:*	08.09.2023	Proponents: Veera Niemi, RCP North & Baltic Ondřej Mika, RCP East Leon Puljević, RCP Euromed Runa Witte, RCP West <i>State all proponents' names and their entity or function.</i>
Venue:*	Weißenbach am Attersee, Austria <i>Example: Predeal, Romania</i>	
Decisive Body:*	GA <i>Write either: GA, RM or OSM</i>	

Proposal nr 03/18*

- Entities to be approved

Name of the proposal

Attachments:*

Nr. of attachments:

0

No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The General Assembly may decide to approve the following entities as members:

EGEA Wroclaw (East)

EGEA Bochum (West)

EGEA Bonn (West)

EGEA Lyon (West)

EGEA Prishtina (Euromed)

BACKGROUND FOR THE PROPOSAL

The Regional Teams are responsible for assisting the candidate entities on their path towards becoming members of EGEA and therefore remain in close and constant contact with them throughout the year. Based on the activity and the progress that each entity has made and fulfilling Membership Criteria for candidate entities, the respective Regional Team decides whether an entity should be proposed to the General Assembly to be accepted or whether an entity should remain a candidate for another year. This goes along with the wish to not approve entities for the simple sake of extending the network. We aim at following a more sustainable approach.

THE PROPONENT'S ASSESSMENT

EGEA Wroclaw

EGEA Wroclaw managed to fulfil criteria points, as well as demonstrated their active participation in in-person and online events.

EGEA Bochum

EGEA Bochum managed to fulfil the membership criteria by joining official and administrative events as well as events organised by entities. Also they actively participated in every regional meeting since joining EGEA as a candidate entity and have been actively promoting EGEA on a local level.

EGEA Bonn

EGEA Bonn continued to actively participate in regional meetings and administrative events and were responsive and communicative.

EGEA Lyon

EGEA Lyon joined EGEA as a candidate entity with motivation and preparedness and have since joined every regional meeting, had an exchange and joined official events.

EGEA Prishtina (Euromed)

EGEA Prishtina managed to fulfil 6 out of 8 points from the membership criteria. They actively participated in every regional e-meeting since joining EGEA as a candidate entity. They maintain good communication with the Regional Team through e-mail and informal channels on communication and have been actively promoting EGEA on a local level.



Date:*	08.09.2023	Proponents: Ondřej Míka, RCP East Henrik Stein, President Josefa Loreth, Vice President <i>State all proponents' names and their entity or function.</i>
Venue:*	Weißenbach am Attersee, Austria <i>Example: Predeal, Romania*</i>	
Decisive Body:*	GA <i>Write either: GA, RM or OSM*</i>	

Proposal nr 04/18*

Membership Criteria and Fee exemption for Russian Entities

Name of the proposal

Attachments:*

Nr. of attachments:

0

No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The General Assembly may decide to approve that the following entities do not need to fulfil the membership criteria or pay the membership fee in the EGEA year 2022/2023 and 2023/2024 to remain in the status of active/ less active entity:

EGEA Moscow

EGEA Izhevsk

EGEA Kazan

EGEA St. Petersburg

BACKGROUND FOR THE PROPOSAL

Due to the War in Ukraine which escalated to previously unforeseen extents, active participation in EGEA has become nearly impossible for some EGEAns. This affects the membership status of entities, despite the fact that it is not the fault of the entities that they are not able to actively participate and collect the necessary points to maintain the 'active entity' status. The proponents additionally propose to exempt mentioned entities from having to pay the membership fee in the years 2022/2023 and 2023/2024.

THE PROPONENT'S ASSESSMENT

We kindly ask you to support the proposal, as it is not the fault of members of EGEA Kazan, EGEA Moscow, EGEA Izhevsk and EGEA St. Petersburg that there is a war and a difficult political situation at the moment. It is important to keep the connection between entities active, even though they might not be able to undertake some administrative duties. Giving EGEAns from Russia the possibility to stay in connection with Europe can be crucial for the future.

Additional comments

We sincerely wish for a soon, peaceful end to this conflict and a bright future for the European community which consists of Ukrainians and Russians among other nationalities.



Date:*	08.09.2023	Proponents: Jared Young, Secretary Ondřej Míka, RCP East Henrik Stein, President Sigrid Paavle, Treasurer Nataliia Filimonchuk, EGEA Kyiv <i>State all proponents' names and their entity or function.</i>
Venue:*	Weißenbach am Attersee, Austria <i>Example: Predeal, Romania*</i>	
Decisive Body:*	GA <i>Write either: GA, RM or OSM*</i>	

Proposal nr 05/18*

Membership Criteria and Fee exemption for Ukrainian Entities

Name of the proposal

Attachments:*

Nr. of attachments:

0

No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The General Assembly may decide to approve that the following entities do not need to fulfil the membership criteria or pay the membership fee until the beginning the 2025/26 EGEA year, maintaining their active entity status:

EGEA Kyiv

EGEA Lviv

EGEA Kharkiv

EGEA Kherson

EGEA Ternopil

EGEA Lutsk

BACKGROUND FOR THE PROPOSAL

Due to the war caused by the escalation and full scale invasion of Ukraine by Russia, active participation in EGEA has become nearly impossible for Ukrainian EGEAns. This affects the membership status of entities, despite the fact that it is not the fault of the entities that they are not able to actively participate and collect the necessary points to maintain the 'active entity' status. Additionally, as non-payment of the membership fee leads to an entities' status becoming 'less active', and as the financial situation of Ukrainians is already difficult due to the war, the proponents additionally propose to exempt Ukrainian Entities from having to pay the membership fee in the years 2022/2023, 2023/2024 and 2024/2025. The reason for the additional two years after is to allow the Ukrainian entities an additional two year window where they do not need to worry about their status within EGEA, and nor do they require to make this proposal every year. Even if the war ends within the proposed time frame, it is highly unlikely Ukraine and Ukrainians will be able to fully participate in EGEA or pay the membership fee so soon after, so it also gives a grace period until the situation requires reassessment.

THE PROPONENT'S ASSESSMENT

We kindly ask you to support the proposal, as it is not the Ukrainian entities' fault that their country is at war. With the support and help that EGEAns were able to provide for our Ukrainian friends, it is important to keep the connection to the entities active, even though they might not be able to undertake the administrative duties.

ADDITIONAL COMMENTS

We sincerely wish for a quick and final end to this war and we shall continue to find ways to support you. Stay strong, members of entities EGEA Kyiv, Lutsk, Lviv, Kharkiv, Kherson, Ternopil, your close ones and all who were affected by the war.



Date:*	08.09.2023	Proponents: Veera Niemi, RCP North & Baltic Ondřej Mika, RCP East Leon Puljević, RCP Euromed Runa Witte, RCP West <i>State all proponents' names and their entity or function.</i>
	<i>Example: GA vote day 20.09.2021</i>	
Venue:*	Weißenbach am Attersee, Austria <i>Example: Predeal, Romania</i>	
Decisive Body:*	GA <i>Write either: GA, RM or OSM</i>	

Proposal nr 06/18*

- Entities to be discharged

Name of the proposal

Attachments:*

Nr. of attachments:

0

No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The general assembly may decide the discharge of the following entities:

EGEA Bergen (North & Baltic)

EGEA Aachen (West)

EGEA Bangor (West)

EGEA Moscow (East)

EGEA Izhevsk (East)

EGEA Kazan (East)

BACKGROUND FOR THE PROPOSAL

According to the Protocol, Article 5 (specifically point 5.3.3.), the entities that fail to fulfil the Membership Criteria two years in a row shall be proposed to be discharged. The entities listed above have had the status “less active” for two years in a row or are not having any individuals anymore and therefore are proposed to be discharged.

THE PROPONENT’S ASSESSMENT

EGEA Bergen

EGEA Bergen has had the status “less active” for two years now. This year they have failed to successfully communicate with the Regional Team and no one from the entity has attended any of the meetings. They have not paid the membership fee in two consecutive years. That is why we propose this entity to be discharged.

EGEA Aachen

EGEA Aachen has been inactive for the past 2 years. They have been trying to revive their entity but due to a small number of members they weren’t successful. They have not paid the membership fee and did not join any regional meetings. That is why we propose this entity to be discharged.

EGEA Bangor

EGEA Bangor has personally asked the Western Regional Team to be discharged due to not having the resources to actively participate and keep fulfilling the membership criteria. That is why we propose this entity to be discharged.

EGEA Moscow

Entity has been less active for two years in a row. The membership fee has not been paid in 2022/2023 and 2021/2022. They have few newbies in 2023. The entity consists of approximately 10 people, they hold meetings online.

EGEA Izhevsk

Entity has been less active for two years in a row. The membership fee has not been paid in 2022/2023 and 2021/2022. No one from EGEA Izhevsk joined common online meetings. The entity was last active in 2019, after that they did not manage to organise or participate in them.

EGEA Kazan

Entity has been less active for two years in a row. The membership fee has not been paid in 2022/2023 and 2021/2022. Kazan CP1 and CP2 attended CP trainings in the winter of 2023 and have been active with their responses. They are unable to attend any international events at this point. The CPs are trying to revive the entity but so far they do not have many people on board.



Date:*	08.09.2023	Proponents: Krzysztof Filipkowski - Technical Support Team
	<i>Example: GA vote day 20.09.2021*</i>	
Venue:*	Weißenbach am Attersee, Austria	
	<i>Example: Predeal, Romania*</i>	
Decisive Body:*	GA	
	<i>Write either: GA, RM or OSM*</i>	<i>State all proponents' names and their entity or function.</i>

Proposal nr 07/18* - **Change of membership criteria points**
Name of the proposal

Attachments:* Nr. of attachments:
No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The general assembly might decide on the following changes in the Protocol point 5.3

Protocol

FROM

Member entities are to fulfil the membership criteria a. until j. between the first day of the General Assembly at the Annual Congress and the first day of the General Assembly at the Annual Congress of the following year to retain the status of active member entity. Candidate entities are to fulfil the criteria f. until m. between their nomination and the start of the Annual Meeting of the General Assembly to become a member entity.

TO



5.3.1. Member entities are to fulfil the membership criteria ~~a. until j.~~ **A. until L.** between the first day of the General Assembly at the Annual Congress and the first day of the General Assembly at the Annual Congress of the following year to retain the status of active member entity. Candidate entities are to fulfil the criteria ~~f. until m.~~ **F. until N.** between their nomination and the start of the Annual Meeting of the General Assembly to become a member entity.

FROM

- a. Send a representative to the Annual Meeting of the General Assembly of the previous working year and Regional Meeting at the Annual Congress or the Regional Meeting at the Regional Congress.
- b. Express its vote at the Annual Meeting of the General Assembly of the previous working year and all other meetings of the General Assembly throughout the current working year.
- c. Express its vote at all statutory votes (besides the General Assembly).
- d. Send the requested information for the Annual Report and the Entity Survey within the time limit given by the Regional Teams.
- e. Organise an event which involves at least one other entity or host an exchange.
- f. Maintain good communication between CP and RCP/RA, Board of EGEA and other official bodies. This means that the entity answers to all messages (primarily through the official email) with requests for information and/or further detail. This is to be assessed by the RCP/RA in charge of the entity.
- g. Send updated CP information to the Regional Team each working year and organise CP elections within twenty four months after the previous elections. For candidate members this means nominating two CPs to stay in touch with the Regional Team.
- h. Send a representative to more than half of the regional online e-meetings and participate actively in the meetings.
- i. Send a representative to an EGEA event which involves at least one other entity (excluding the Annual Congress and the Regional Congress of the respective region).
- j. Have at least three individuals in the entity ensuring that the other membership criteria are being fulfilled.
- k. Make use of the official entity email address ([entity name]@egea.eu) as soon as the motivation letter is accepted.
- l. Ensure that contact information (postal address and CPs) on the entity page of the EGEA website is correct.

m. Promote EGEA on the local level.

TO

- ~~a.~~ **A.** Send a representative to the Annual Meeting of the General Assembly of the previous working year and Regional Meeting at the Annual Congress or the Regional Meeting at the Regional Congress.
- ~~b.~~ **B.** Express its vote at the Annual Meeting of the General Assembly of the previous working year and all other meetings of the General Assembly throughout the current working year.
- ~~c.~~ **C.** Express its vote at all statutory votes (besides the General Assembly).
- ~~d.~~ **D.** Send the requested information for the Annual Report and the Entity Survey within the time limit given by the Regional Teams
- ~~e.~~ **E.** Organise an event which involves at least one other entity or host an exchange.
- ~~f.~~ **F.** Maintain good communication between CP and RCP/RA, Board of EGEA and other official bodies. This means that the entity answers to all messages (primarily through the official email) with requests for information and/or further detail. This is to be assessed by the RCP/RA in charge of the entity.
- ~~g.~~ **G.** Send updated CP information to the Regional Team each working year and organise CP elections within twenty four months after the previous elections. For candidate members this means nominating two CPs to stay in touch with the Regional Team.
- ~~h.~~ **H.** Send a representative to more than half of the regional online e-meetings and participate actively in the meetings.
- ~~i.~~ **I.** Send a representative to an EGEA event which involves at least one other entity (excluding the Annual Congress and the Regional Congress of the respective region).
- ~~j.~~ **J.** Have at least three individuals in the entity ensuring that the other membership criteria are being fulfilled.
- ~~k.~~ **K.** ~~Make use of the official entity email address ([entity name]@egea.eu) as soon as the motivation letter is accepted.~~
- ~~l.~~ **L.** ~~Ensure that contact information (postal address and CPs) on the entity page of the EGEA website is correct.~~
- K.** Ongoing updating of contact information on the EGEA website (in particular CP data, entity information) and entering/correcting entity or members data at the request of the Board of EGEA, Regional Teams, and Technical Support Team.



- L. Cooperation with the Technical Support Team as part of the organisation's data security, and data updates on official EGEA contact channels with external partners.
- M. Make use of the official entity email address ([entity name]@egea.eu) as soon as the motivation letter is accepted.
- N. Promote EGEA on the local level.

FROM

5.3.3. For a member entity fulfilling less than eight (8) out of the eleven (11) criteria results in the status “less active” for the member. In the first year of being a member entity, one needs to fulfil only six (6) out of eleven (11) criteria. In addition an entity’s status will also become “less active” if they have less than 2 active people or if they do not pay the membership fee. The status of “less active” member entity means that they keep all their member entity rights. The “less active” status is discarded if eight (8) out of eleven (11) criteria are fulfilled in the subsequent working year. Retaining the “less active” status for two consecutive years will result in the member being proposed for discharging.

TO

5.3.3. For a member entity fulfilling less than ~~eight (8)~~ **ten (10)** out of the ~~eleven (11)~~ **thirteen (13)** criteria results in the status “less active” for the member. In the first year of being a member entity, one needs to fulfil only ~~six (6)~~ **eight (8)** out of ~~eleven (11)~~ **thirteen (13)** criteria. In addition an entity’s status will also become “less active” if they have less than 2 active people or if they do not pay the membership fee. The status of “less active” member entity means that they keep all their member entity rights. The “less active” status is discarded if ~~eight (8)~~ **ten (10)** out of ~~eleven (11)~~ **thirteen (13)** criteria are fulfilled in the subsequent working year. Retaining the “less active” status for two consecutive years will result in the member being proposed for discharging.

FROM

5.3.4. Candidate members should fulfil six (6) out of eight (8) criteria in order to be eligible for approval by the General Assembly as a member entity.

TO

5.3.4. Candidate members should fulfil ~~six (6)~~ seven (7) out of ~~eight (8)~~ nine (9) criteria in order to be eligible for approval by the General Assembly as a member entity.

FROM

To add in the Protocol under **5.5**

TO

5.5.1. If the discharged entity would like the personal data of its members and other digital data produced and stored within the EGEA not to be deleted, the discharged entity or the relevant regional team has the right to request the retention of the data and the suspension of the account from the Technical Support Team. In case of the consent of the Technical Support Team Coordinator or Board of EGEA, the data will be stored for no longer than 15 years from the date of removal of the entity. Otherwise, the data will be irretrievably deleted within three months from the date of discharging of the entity.

5.5.2 In the case of discharged entity members' personal data, the Technical Support Team is required to ask members of the discharged entity about their decision to delete personal data. In the absence of a member's decision, the data remains in the EGEA databases for no longer than 15 years from the end of the Annual Congress.

BACKGROUND FOR THE PROPOSAL

Since the website change in 2021, many entities do not update their contact information on a regular basis. Attempts to create a single common base ended with the fact that not all entities provided their basic contact information in the period of about 1.5 months. Which makes it impossible to build a real database of entities and contact details. In addition, there was the problem of deleting large amounts of data produced by entities in the course of their activities at the time of their deletion. I propose a clear and transparent provision regarding the retention or deletion of an individual's data, including personal data.

THE PROPONENT'S ASSESSMENT

Please approve this proposal.



Date:*	08.09.2023	Proponents:
	<i>Example: GA vote day 20.09.2021</i>	Lisa-Sophie Schwinge, RCP West elect Agnes Rosenberg, RCP North & Baltic elect Andrej Jovanović, RCP EuroMed elect Julia Nejman, RCP East elect Max Buchhart, Event Advisor elect <i>State all proponents' names and their entity or function.</i>
Venue:*	Weißbach am Attersee, Austria	
	<i>Example: Predeal, Romania</i>	
Decisive Body:*	GA	
	<i>Write either: GA, RM or OSM</i>	

Proposal nr 08/18*

Inclusion of online CP Briefings in the Membership Criteria

Name of the proposal

Attachments:*

Nr. of attachments:

0

No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The general assembly might decide on the following changes and additions in the Protocol

Protocol

FROM

Article 5

5.3.1. Member entities are to fulfil the membership criteria **a. until j.** between the first day of the General Assembly at the Annual Congress and the first day of the General Assembly at the Annual Congress of the following year to retain the status of active member entity. Candidate entities are to fulfil the criteria **f. until m.** between their nomination and the start of the Annual Meeting of the General Assembly to become a member entity.

- a. Send a representative to the Annual Meeting of the General Assembly of the previous working year and Regional Meeting at the Annual Congress or the Regional Meeting at the Regional Congress.
- b. Express its vote at the Annual Meeting of the General Assembly of the previous working year.
- c. Express its vote at all statutory votes (besides the General Assembly).
- d. Send the requested information for the Annual Report and the Entity Survey within the time limit given by the Regional Teams.
- e. Organise an event which involves at least one other entity or host an exchange.
- f. Maintain good communication between CP and RCP/RA, Board of EGEA and other official bodies. This means that the entity answers to all messages (primarily through the official email) with requests for information and/or further detail. This is to be assessed by the RCP/RA in charge of the entity.
- g. Send updated CP information to the Regional Team each working year and organise CP elections within twenty four months after the previous elections. For candidate members this means nominating two CPs to stay in touch with the Regional Team.
- h. Send a representative to more than half of the regional online e-meetings and participate actively in the meetings.
- i. Send a representative to an EGEA event which involves at least one other entity (excluding the Annual Congress and the Regional Congress of the respective region).
- j. Have at least three individuals in the entity ensuring that the other membership criteria are being fulfilled.
- k. Make use of the official entity email address ([entity name]@egea.eu) as soon as the motivation letter is accepted.
- l. Ensure that contact information (postal address and CPs) on the entity page of the EGEA website is correct.
- m. Promote EGEA on the local level.

5.3.2. All the criteria are worth one point each, except point b., which is worth 2 points. The fulfillment of the criteria is assessed and the results are published by the Regional Contact Persons 20 days before the Annual Meeting of the General assembly. The status of an entity can be updated until the beginning of this General Assembly. Entities are informed beforehand in case of changes in their status. The ultimate results are presented at this General Assembly. In the case of unusual circumstances resulting in one or more criteria being impossible to fulfill due to reasons beyond an entity's activity

level, for all entities or for (a) specific region(s), the Regional Contact Persons may decide to dismiss certain points from the evaluation.

5.3.3. For a member entity fulfilling less than eight (8) out of the eleven (11) criteria results in the status “less active” for the member. In the first year of being a member entity, one needs to fulfil only six (6) out of eleven (11) criteria. In addition an entity’s status will also become “less active” if they have less than 2 active people or if they do not pay the membership fee. The status of “less active” member entity means that they keep all their member entity rights. The “less active” status is discarded if eight (8) out of eleven (11) criteria are fulfilled in the subsequent working year. Retaining the “less active” status for two consecutive years will result in the member being proposed for discharging.

5.3.4. Candidate members should fulfil six (6) out of eight (8) criteria in order to be eligible for approval by the General Assembly as a member entity.

TO

Article 5 Membership

5.3.1. Member entities are to fulfil the membership criteria **a. until j. k.** between the first day of the General Assembly at the Annual Congress and the first day of the General Assembly at the Annual Congress of the following year to retain the status of active member entity. Candidate entities are to fulfil the criteria **f. g. until m.** between their nomination and the start of the Annual Meeting of the General Assembly to become a member entity.

- a. Send a representative to the Annual Meeting of the General Assembly of the previous working year and Regional Meeting at the Annual Congress or the Regional Meeting at the Regional Congress.
- b. Express its vote at the Annual Meeting of the General Assembly of the previous working year.
- c. Express its vote at all statutory votes (besides the General Assembly).
- d. Send the requested information for the Annual Report and the Entity Survey within the time limit given by the Regional Teams.
- e. Send a representative to at least one online CP Briefing.
- ~~e.~~ f. Organise an event which involves at least one other entity or host an exchange.



- ~~f~~ g. Maintain good communication between CP and RCP/RA, Board of EGEA and other official bodies. This means that the entity answers to all messages (primarily through the official email) with requests for information and/or further detail. This is to be assessed by the RCP/RA in charge of the entity.
- ~~g~~ h. Send updated CP information to the Regional Team each working year and organise CP elections within twenty four months after the previous elections. For candidate members this means nominating two CPs to stay in touch with the Regional Team.
- ~~h~~ i. Send a representative to more than half of the regional online e-meetings and participate actively in the meetings.
- ~~i~~ j. Send a representative to an EGEA event which involves at least one other entity (excluding the Annual Congress and the Regional Congress of the respective region).
- ~~j~~ k. Have at least three individuals in the entity ensuring that the other membership criteria are being fulfilled.
- ~~k~~ l. Make use of the official entity email address ([entity name]@egea.eu) as soon as the motivation letter is accepted.
- ~~l~~ m. Ensure that contact information (postal address and CPs) on the entity page of the EGEA website is correct.
- ~~m~~ n. Promote EGEA on the local level.

(...)

5.3.3. For a member entity fulfilling less than ~~eight (8)~~ **nine (9)** out of the ~~eleven (11)~~ **twelve (12)** criteria results in the status “less active” for the member. In the first year of being a member entity, one needs to fulfil only six (6) out of ~~eleven (11)~~ **twelve (12)** criteria. In addition an entity’s status will also become “less active” if they have less than 2 active people or if they do not pay the membership fee. The status of “less active” member entity means that they keep all their member entity rights. The “less active” status is discarded if ~~eight (8)~~ **nine (9)** out of the ~~eleven (11)~~ **twelve (12)** criteria are fulfilled in the subsequent working year. Retaining the “less active” status for two consecutive years will result in the member being proposed for discharging.



AND

FROM

Article 11 A **Regional Teams**

11A.2. REGIONAL CONTACT PERSONS:

The Regional Contact Persons are the representatives of the regions, and the link between the Board and the members of the Association.

11A.2.1. The duties of Regional Contact Persons are:

11A.2.1.1. To be responsible for the communication within and the coordination of the region and the Regional Team.

11A.2.1.2. To remain in contact with entities and to provide them with support whenever required.

11A.2.1.3. To organise and chair live and e-meetings with entities from their region as often as needed to guarantee a proper working of their region.

11A.2.1.4. To organise at least one Contact Person Training per region per working year. All Contact Person Trainings are open for entity members from all regions. They are preferably spread throughout the working year.

11A.2.1.5. To inform the Board about the situation in their region on a regular basis, or whenever requested by the Board.

11A.2.1.6. To keep the entity database updated.

11A.2.1.7. To create and send out the Entity Survey in cooperation with other bodies of EGEA, to store the results and distribute them to the member entities.

11A.2.1.8. To update the Entity Manual on a yearly basis. Create new and update existing manuals relevant for entities when deemed necessary.

11A.2.1.9. To make a written Annual Regional Report about the status of their region (including for example, but not limited to, an overview of entities, their status, the results of the Entity Survey and facts about organised activities).

11A.2.1.10. To promote EGEA in their region, aiming to increase the interest of geography students and young geographers, especially in the countries where EGEA is not or weakly represented.

11A.2.1.11. To manage candidate entities and to be responsible for guiding them through the entity establishment process unless otherwise agreed between the parties.



11A.2.1.12. To propose entities to be discharged and to be approved to the General Assembly.

11A.2.1.13. To build a body of trust which is a fixed contact point during the working year regarding issues related to the Code of Conduct. Together they are responsible for the visibility of the Code of Conduct and take care of all related administrative work. They treat all information related to the Code of Conduct confidentiality.

11A.2.1.14. To stay in contact with the organisers of the regional congress and to provide them with support whenever requested.

11A.2.1.15. To stay in contact with all entities in their region about their activities.

11A.2.1.16. To promote Support Fund opportunities within EGEA.

11A.2.1.17. To connect entities with EGEA Teams and Projects by, for example but not limited to: providing updates of EGEA Teams and Projects at Regional Meetings and e-meetings, distributing announcements or questions from EGEA Teams and Projects to entities, including and updating questions from EGEA Teams and Projects in the Entity Survey.

11A.2.1.18. To organize the Open Call for their respective regional congress.

TO

Article 11A **Regional Teams**

11A.2. REGIONAL CONTACT PERSONS:

The Regional Contact Persons are the representatives of the regions, and the link between the Board and the members of the Association.

11A.2.1. The duties of Regional Contact Persons are:

11A.2.1.1. To be responsible for the communication within and the coordination of the region and the Regional Team.

11A.2.1.2. To remain in contact with entities and to provide them with support whenever required.

11A.2.1.3. To organise and chair live and e-meetings with entities from their region as often as needed to guarantee a proper working of their region.

11A.2.1.4. To organise at least one online Contact Person Briefing. The purpose of the briefing is to provide a short and concise overview of the responsibilities and possibilities of a Contact Person. The first briefing should be held in the first quarter of the working year.



11A.2.1.45. To organise at least one Contact Person Training per region per working year. All Contact Person Trainings are open for entity members from all regions. They are preferably spread throughout the working year.

11A.2.1.56. To inform the Board about the situation in their region on a regular basis, or whenever requested by the Board.

11A.2.1.67. To keep the entity database updated.

11A.2.1.78. To create and send out the Entity Survey in cooperation with other bodies of EGEA, to store the results and distribute them to the member entities.

11A.2.1.89. To update the Entity Manual on a yearly basis. Create new and update existing manuals relevant for entities when deemed necessary.

11A.2.1.910. To make a written Annual Regional Report about the status of their region (including for example, but not limited to, an overview of entities, their status, the results of the Entity Survey and facts about organised activities).

11A.2.1.1011. To promote EGEA in their region, aiming to increase the interest of geography students and young geographers, especially in the countries where EGEA is not or weakly represented.

11A.2.1.1112. To manage candidate entities and to be responsible for guiding them through the entity establishment process unless otherwise agreed between the parties.

11A.2.1.1213. To propose entities to be discharged and to be approved to the General Assembly.

11A.2.1.1314. To build a body of trust which is a fixed contact point during the working year regarding issues related to the Code of Conduct. Together they are responsible for the visibility of the Code of Conduct and take care of all related administrative work. They treat all information related to the Code of Conduct confidentiality.

11A.2.1.1415. To stay in contact with the organisers of the regional congress and to provide them with support whenever requested.

11A.2.1.1516. To stay in contact with all entities in their region about their activities.

11A.2.1.1617. To promote Support Fund opportunities within EGEA.

11A.2.1.1718. To connect entities with EGEA Teams and Projects by, for example but not limited to: providing updates of EGEA Teams and Projects at Regional Meetings and e-meetings, distributing announcements or questions



from EGEA Teams and Projects to entities, including and updating questions from EGEA Teams and Projects in the Entity Survey.

11A.2.1.1819. To organize the Open Call for their respective regional congress.

BACKGROUND FOR THE PROPOSAL

Recently we noticed that more and more CPs lack basic knowledge regarding their responsibilities and possibilities in general. During an SOSM session we came up with the idea of holding a mandatory CP Training in the format of an approximately two hour online session to transfer the most important information. These are supposed to be short and to the point. Important inclusion are for example introductions to the master folder, the website and the Support Fund. The purpose is to increase the opportunity for newer EGEAns and CPs to understand the basics of our organisation and the structure a bit better. Every entity would need to send only one representative which doesn't necessarily have to be one of the CPs.

Linking it to the Membership Criteria highlights the importance of these meetings and would obligate CPs or members to attend. To make this an additional Membership Criteria and not a possibility to avoid one of the other criteria the number of criteria which need to be fulfilled to stay active is raised by one (1).

Such a session should happen at least once a year, at best twice. The idea is to organise the first one in the first quarter of the working year since a lot of CP changes happen during that time. After a few months this training can be repeated in case of recent CP changes.

As we want to state the difference between longer and more detailed non-mandatory CP Trainings, which should be held in addition online or in real life, we suggest calling the mandatory online session(s) "CP Briefing". These briefings are not supposed to replace more precise trainings but give an insight into the very core and important information to built off later by further training.

Similar to the CP trainings the organisation of the CP Briefings is the responsibility of the RCPs. However, this does not mean that they have to prepare and hold the briefings on their own. They can always include their RAs in the process and outsource specific parts of the session to "experts" like Team Coordinators.

THE PROPONENT'S ASSESSMENT

Advantages:

- *This will guarantee a knowledge transfer between the generations of EGEAn's and EGEAn officials.*
- *The representative attending doesn't need to be a Contact Persons, therefore it's possible for entities to claim the Membership Criteria point even if none of the CPs is available.*
- *If the current CPs already absolved a CP Briefing in the past, they could send potential future CPs or interested members which will help broaden the knowledge transfer inside the entities.*
- *Accessible for everyone.*
- *it's not going to be necessary to attend longer training sessions or participate in live CP Trainings to gain the most important information, since it's not always possible for everyone to take off a couple of days*

Disadvantages:

- *It will be an additional task for the Regional Teams.*
- *This is going to be an additional burden for entities to fulfil the Membership Criteria.*



Date:*	08.09.2023	Proponents: Josefa Loreth, Vice President Rhune Van Cleemput, Advisory Board Krzysztof Filipkowski, EGEA Warsaw <i>State all proponents' names and their entity or function.</i>
Venue:*	Weißenbach am Attersee, Austria <i>Example: Predeal, Romania*</i>	
Decisive Body:*	GA <i>Write either: GA, RM or OSM*</i>	

Proposal nr 09/17* – **General Protocol corrections**

Name of the proposal

Attachments:* Nr. of attachments:
No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The general assembly might decide on the following changes in the Protocol:

FROM

11A.2.2.3. To have access to the Regional archive, current EGE documentation and receive information from other bodies that need to do their work properly.

TO

11A.2.2.3. To have access to the Regional archive, current EGEA documentation and receive information from other bodies that need to do their work properly.

FROM

11A.2.4. Regional Contact Persons can be suspended or discharged by the General Assembly at any time with a statement of reason...

TO

11A.2.45. Regional Contact Persons can be suspended or discharged by the General Assembly at any time with a statement of reason...

FROM**5.3.1.** M

Member entities are to fulfil the membership criteria

TO

5.3.1. ~~M~~ Member entities are to fulfil the membership criteria

FROM

5.3.1. Member entities are to fulfil the membership criteria a. until j. between the first day of the General Assembly at the Annual Congress and the first day of the General Assembly at the Annual Congress of the following year to retain the status of active member entity. Candidate entities are to fulfil the criteria f. until m. between their nomination and the start of the Annual Meeting of the General Assembly to become a member entity.

TO

5.3.1. Member entities are to fulfil the membership criteria **a. until j.** between the first ~~session day of the Annual Meeting~~ of the General Assembly ~~at the Annual Congress~~ and the first ~~session day of the Annual Meeting~~ of the General Assembly ~~at the Annual Congress~~ of the following year to retain the status of active member entity. Candidate entities are to fulfil the criteria **f. until m.** between their nomination and the start of the Annual Meeting of the General Assembly to become a member entity.

FROM

5.3.2. All the criteria are worth one point each, except point b., which is worth 2 points. The fulfillment of the criteria is assessed and the results are published by the Regional Contact Persons 20 days before the Annual Meeting of the General assembly. The status of an entity can be updated until the beginning of this General Assembly. Entities are informed beforehand in case of changes in their status. The ultimate results are presented at this General Assembly. In the case of unusual circumstances resulting in one or more criteria being impossible to fulfill due to reasons beyond an entity's activity level, for all entities or for (a) specific region(s), the Regional Contact Persons may decide to dismiss certain points from the evaluation.

TO

5.3.2. All the criteria are worth one point each, except point b., which is worth 2 points. The fulfillment of the criteria is assessed and the results are published by the Regional Contact Persons 20 days before the Annual Meeting of the General assembly. The status of an entity can be updated until the beginning of this **meeting of the** General Assembly. Entities are informed beforehand in case of changes in their status. The ultimate results are presented at this **meeting of the** General Assembly. In the case of unusual circumstances resulting in one or more criteria being impossible to fulfill due to reasons beyond an entity's activity level, for all entities or for (a) specific region(s), the Regional Contact Persons may decide to dismiss certain points from the evaluation.

FROM

6.2.3. The Annual Congress organisers are responsible for providing time to hold the General Assembly, the Regional Meetings as well as other EGEA related activities as requested by the Board.

6.2.4. Entities that are interested in organising the next Annual Congress should announce their candidature during the open call organised by the Board. The open call is to be opened 50 days and closed 20 days prior to that General Assembly at which the decision will be taken.

TO

6.2.3. The Annual Congress organisers are responsible for providing time to hold **the Annual Meeting of** the General Assembly, the Regional Meetings as well as other EGEA related activities as requested by the Board.

6.2.4. Entities that are interested in organising the next Annual Congress should announce their candidature during the open call organised by the Board. The open call is to be opened 50 days and closed 20 days prior to that **meeting of the** General Assembly at which the decision will be taken.

FROM

6.2.8.3. Being responsible for the financial report of the Annual Congress, which should contain a table with all invoices (numbered), an additional description in English of the bills and invoices and date of issue, is provided to the Financial Control Commission at least 30 days before the next General Assembly and presented here.

TO

6.2.8.3. Being responsible for the financial report of the Annual Congress, which should contain a table with all invoices (numbered), an additional description in English of the bills and invoices and date of issue, is provided to the Financial Control Commission at least 30 days before the next **Annual Meeting of the** General Assembly and presented here.

FROM

10.7. (SB 10.7.) The procedure of obtaining an absolute majority should be applied to all elections in the Association between persons or members where there are more than two candidates, including votes taking place outside of the General Assembly. This includes (but is not restricted to) the elections of the positions in the Board, of the Regional Contact Persons, and of congress organising entities. Elections for two or more equivalent positions within the same body, such as (but not restricted to) Team Coordinators and the Advisory Board, are excluded from this procedure and should be voted with a block vote.

TO

10.7. (SB 10.7.) The procedure of obtaining an absolute majority should be applied to all elections in the Association between persons or members where there are more than two candidates, including votes taking place outside of the **meetings of the** General Assembly. This includes (but is not restricted to) the elections of the positions in the Board, of the Regional Contact Persons, and of congress organising entities. Elections for two or more equivalent positions within the same body, such as (but not restricted to) Team Coordinators and the Advisory Board, are excluded from this procedure and should

be voted with a block vote.

FROM

11.8.1.6. Expresses the Board's point of view or decisions concerning the Association (during the General Assembly and during other activities if required).

TO

11.8.1.6. Expresses the Board's point of view or decisions concerning the Association (during the **meetings of the** General Assembly and during other activities if required).

FROM

11.8.2.3. Checks and, if necessary, coordinates the adjustment of the Protocol and Statutory Base after the General Assembly and sends the adjusted Protocol and Statutory Base to all members.

TO

11.8.2.3. Checks and, if necessary, coordinates the adjustment of the Protocol and Statutory Base after **the Annual Meeting of** the General Assembly and sends the adjusted Protocol and Statutory Base to all members.

FROM

11A.2.4. Regional Contact Persons can be suspended or discharged by the General Assembly at any time with a statement of reason..

TO

11A.2.4. Regional Contact Persons can be suspended or discharged by the General Assembly at any time with a statement of reason..

FROM

11B.2.2.4. To prepare a written report about the work of the Board and present it at the General Assembly together with a recommendation about discharging the Board.

TO

11B.2.2.4. To prepare a written report about the work of the Board and present it at **the**

Annual Meeting of the General Assembly together with a recommendation about discharging the Board.

FROM

11B.2.4. The open call for Advisory Board Members is to be opened 50 days and closed 20 days prior to that General Assembly at which the decision will be taken. The Election procedure is explained in Article 13.

TO

11B.2.4. The open call for Advisory Board Members is to be opened 50 days and closed 20 days prior to that **Meeting of the** General Assembly at which the decision will be taken. The Election procedure is explained in Article 13.

FROM

13.7. (SB 13.7.) For the election of Regional Contact Persons, only member entities of the respective region vote for their Regional Contact Person. For Team Coordinators, the team members and responsible board member is allowed to vote. For Advisory Board the voting happens at the General Assembly, so a voting period does not apply.

TO

13.7. (SB 13.7.) For the election of Regional Contact Persons, only member entities of the respective region vote for their Regional Contact Person. For Team Coordinators, the team members and responsible board member is allowed to vote. For **the** Advisory Board the voting happens at **the Annual Meeting of** the General Assembly, so a voting period does not apply.

FROM

14.5.1. In addition, at the General Assembly, the Board shall give a general financial overview for the time period between the first of July and the Annual Meeting of the General Assembly. The FCC shall then report its findings to the General Assembly.

TO

14.5.1. In addition, at **the Annual Meeting of** the General Assembly, the Board shall give a general financial overview for the time period between the first of July and the Annual Meeting of the General Assembly. The FCC shall then report its findings to the General

Assembly.

BACKGROUND FOR THE PROPOSAL

This proposal corrects two issues in the protocol:

- 1) “technical corrections and improving consistency” such as double points and
- 2) differentiation between “the General Assembly” and “meeting of the General Assembly” as was introduced in the official documents at the Annual Meeting of the General Assembly in 2022.

THE PROPONENT’S ASSESSMENT

This proposal corrects technical issues and improves consistency. It has no further implications on the working of the association. The proponents thus ask the general assembly to approve this proposal.



Date:*	08.09.2023	Proponents:
	<i>Example: GA vote day 20.09.2021*</i>	Ondřej Míka, RCP East Patrycja Sokołowska, Event Advisor Job Stopar, EGEA Ljubljana Tim Gregorčič, EGEA Ljubljana Julia Nejman, RCP East Elect Stella Štefanac, EGEA Zagreb
Venue:*	Weißenbach am Attersee, Austria	
	<i>Example: Predeal, Romania*</i>	
Decisive Body:*	GA	
	<i>Write either: GA, RM or OSM*</i>	<i>State all proponents' names and their entity or function.</i>

Proposal nr 10/18*

Adaptation of the participant fee of regional congresses

Name of the proposal

Attachments:*

Nr. of attachments:

0

No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The General Assembly might decide on the following changes in the Protocol:

Protocol

FROM

Article 6

6.3.7. The Regional Congress fee is a maximum fee and has an annual increase of 3%.
The base year is 2023 with a starting fee of 127,6 EUR.

TO



Article 6

6.3.7. The Regional Congress fee is a maximum fee and has an annual increase of 3%. The base year is 2023⁴ with a starting fee of ~~127,6144~~ EUR.

BACKGROUND FOR THE PROPOSAL

- *A maximum fee of 131 EUR means 4-day regional congress is economically bounded by program costing 32.75 EUR per day including catering (all food), excursions, accommodation and more. The event organisers therefore do not have sufficient freedom when it comes to choosing quality program, sustainable options, the venue and compensation of professionals involved in the congress. Congress organisers spend significant time obtaining funds and sponsors for a regional congress. Though it is an enriching experience, the idea that orgateam has to fundraise more than one third of a budget is not a long-term sustainable model.*
- *Lack of applications for regional congresses in 2024 is a testimony that regional congresses need rules that ease financial burden that is now set on organisers.*
- *Yearly percentage increase of maximum fee for annual and regional congresses widened a gap between participant fee of the congresses which, without this proposal would be 72.5 EUR (AC = 203.9 EUR; RC = 131.4 EUR). Though annual congresses usually last one day longer, have richer program and have annual congress fee distribution mechanism set in place, the gap is too wide at this point.*
- *Inflation of many countries remains above 9 %, including Estonia, North Macedonia, Romania, Poland, Czechia, Slovakia, Serbia, Hungary and Turkey (Q2 2023). In 2022, a proposal under name “adaptation of the participant fee to higher inflation in Europe” was passed. While the inflation rate is not growing in Europe anymore, reaching its peak in October 2022, inflation levels are still higher than in the whole period from January 1997 until October 2021. Current inflation in Europe is estimated to be 5.3 %.*

We propose increasing the base year amount by 12.6 EUR to 144 EUR from the inflation adjusted base year amount of 131.4 EUR for 2024. These modifications in the Protocol are being put forward as a response to the continuing high levels of inflation which we are undergoing since Q3 2021, as a gesture of support for current and future organisers of regional congresses and as a response to widening net gap between cost of annual and regional congresses, while keeping in mind affordability and financial inclusivity of EGEEA events.



THE PROPONENT'S ASSESSMENT

Advantages

- *organisers can cover more basic congress costs through participant fees which can also increase the total budget*
- *the quality of the congresses will increase or at least will remain high (congresses will be able to provide an interesting program including excursions, local culture, food and drinks etc.)*
- *there may be more time to work on the congress program than on fundraising*
- *having more money can increase the flexibility in organising the congress program*
- *Higher participant fee will decrease the stress put on the shoulders of the organisers caused by financial pressure*
- *additional money can serve as a financial reserve for the congress if the congress orgateam remains with some spare money it can serve the organising entity/entities or be transferred to Support Fund or next years congress organisers*
- *the fact that maximum participant fee can be higher may convince more entities to apply to organise a congress in the coming years*
- *higher participant fee can enable organisers to offer discount for workshop leaders/trainers*
- *it may decrease the likelihood of orgateams being forced to pay for attending the congress*

Disadvantages

- *prices for participants can increase and it can be too expensive for some EGEAns*
- *with higher participant fee it may be harder to attend pre/after congress events or to spend more time in host country for sightseeing and networking*
- *congresses may get less affordable in long term*

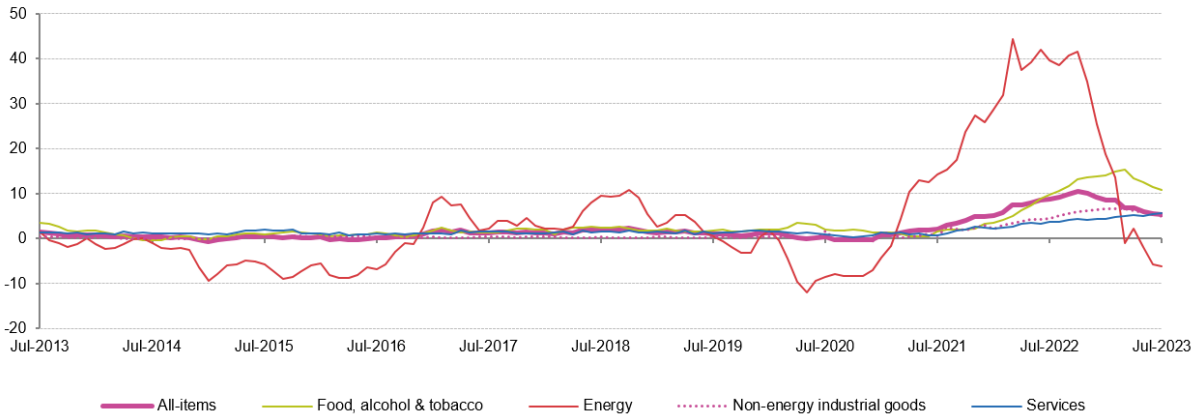
Additional comments

We believe that if the organisers are very successful with fundraising, they can decide to decrease the participant's fee, which would benefit EGEAns. Safety mechanisms for EGEAns who do not have the financial means to participate in a regional congress will still be in place (mainly support fund for which participants in financial need should apply before a registration period for a regional congress is over).



Euro area annual inflation and its main components, July 2013 - July 2023 (estimated)

(%)



Source: Eurostat (online data code: prc_hicp_manr)



Source: [Eurostat](https://ec.europa.eu/eurostat)



Date:*	08.09.2023	Proponents: Josefa Loreth, Vice President Rhune Van Cleemput, Advisory Board Krzysztof Filipkowski, EGEA Warsaw <i>State all proponents' names and their entity or function.</i>
Venue:*	Weißenbach am Attersee, Austria <i>Example: Predeal, Romania*</i>	
Decisive Body:*	GA <i>Write either: GA, RM or OSM*</i>	

Proposal nr 11/18*

Events Team clarification in the official documents

Name of the proposal

Attachments:*

Nr. of attachments:

0

No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The general assembly might decide on the following changes in the Protocol Appendix B

FROM

I.2.3. Places for entities are assigned according to the Entity Ranking List, which is created by the Events Team.

TO

I.2.3. Places for entities are assigned according to the Entity Ranking List, which is created by the ~~Events Team~~ **Event Advisor**.

The general assembly might decide on the following changes in the Protocol Appendix D

FROM

II. EVENTS TEAM

II.1. In principle, the Team falls under the supervision of the Event Advisor.

II.2. The aim of the Events Team is to guard the quality of events in EGEA by collecting data and providing support for event organisers, and thereby avoiding the loss of knowledge and experience over the years. In addition, the Events team also guards over the Entity Ranking List, as detailed in Appendix B.

II.3. Possible tasks of the team are supporting and advising organisers, collecting and analysing data about (successful) event organising practices through the Database of Events, updating the EGEA Stress Calendar.

TO

~~II. EVENTS TEAM~~

~~**II.1.** In principle, the Team falls under the supervision of the Event Advisor.~~

~~**II.2.** The aim of the Events Team is to guard the quality of events in EGEA by collecting data and providing support for event organisers, and thereby avoiding the loss of knowledge and experience over the years. In addition, the Events team also guards over the Entity Ranking List, as detailed in Appendix B.~~

~~**II.3.** Possible tasks of the team are supporting and advising organisers, collecting and analysing data about (successful) event organising practices through the Database of Events, updating the EGEA Stress Calendar.~~

The proposal also calls for a technical change. Renumbering points II. - X. and renumbering individual paragraphs.

The general assembly might decide on the following changes in the Protocol Appendix G

FROM

III.1. The Entity Ranking List is made by the Events Team by giving points for each entity's activity during the previous working year and it is valid for all the congresses organised during the current Working Year.

III.2.2. The activity and all its details are required to be reported by the organisers to the Database of Events. The Events Team can set a deadline for organisers to report their activity.

III.2.5. If the participants list cannot be verified from the activity registration form on the EGEA website, the Events Team has the right to request it from the organisers by the given deadline.

TO

III.1. The Entity Ranking List is made by the ~~Events Team~~ Event Advisor by giving points for each entity's activity during the previous working year and it is valid for all the congresses organised during the current Working Year.

III.2.2. The activity and all its details are required to be reported by the organisers to the Database of Events. The ~~Events Team~~ Event Advisor can set a deadline for organisers to report their activity.

III.2.5. If the participants list cannot be verified from the activity registration form on the EGEA website, the ~~Events Team~~ Event Advisor has the right to request it from the organisers by the given deadline.

BACKGROUND FOR THE PROPOSAL

This proposal brings the protocol appendices up to date with the dissolution of the Events Team, which causes some duties to revert to the Event Advisor. This is not new, this is just correcting the protocol with current practices.

THE PROPONENT'S ASSESSMENT

The proponents ask the general assembly to approve this proposal.



Date:*	08.09.2023	Proponents: Max Buchhart, Event Advisor elect Wiebke Breternitz, Finance Team coordinator Runa Witte, President elect Patrycja Sokołowska, Event Advisor <i>State all proponents' names and their entity or function.</i>
Venue:*	Weißenbach am Attersee, Austria <i>Example: Predeal, Romania*</i>	
Decisive Body:*	GA <i>Write either: GA, RM or OSM*</i>	

Proposal nr 12/18*

Publication of participant/waiting lists for congresses

Name of the proposal

Attachments:*

Nr. of attachments:

0

No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The general assembly might decide on the following changes in the Appendix B of the Protocol

Appendix B

FROM

PART I: CONGRESS

I.2. Participants' List for the Annual Congress

I.2.1. The participants' list should be announced at least three months prior to the beginning of the congress.



I.4. Waiting List

I.4.1. The Waiting List must be made public at the latest 10 days after the Participants' List is announced.

TO

PART I: CONGRESS

I.2. Participants' List for the Annual Congress

I.2.1. The participants' list should be announced at least three months prior to the beginning of the congress.

I.2.1.1. The participant list only concerns members of the association and therefore must not be made available for the public. It can be distributed via e-mail to all people that registered for the congress and/or for logged in members on the website.

I.4. Waiting List

I.4.1. The Waiting List must be ~~made public~~ announced at the latest 10 days after the Participants' List is announced. The publication procedure follows 1.2.1.1.

BACKGROUND FOR THE PROPOSAL

In the past year it was noticed that the participants and waiting lists were published freely viewable via a link for the public on social media platforms. This caused some discussions about data protection and equal information access for all members (not everyone has social media).

THE PROPONENT'S ASSESMENT

Implementing a controlled distribution policy for participant lists offers a balanced approach that protects members' privacy, ensures compliance with data regulations, and enhances engagement and networking opportunities. By limiting the availability of the participant list to registered attendees and logged-in members, the organization respects the privacy of its members. This is particularly important due to the sensitive nature of personal information, such as names and contact details, which are typically included in participant lists. Ensuring that this information is not made available to the public helps protect members' personal data and maintains their trust in the organization. It also makes sure everyone gets the relevant information even if they don't have a social media account or don't use it regularly. By providing a controlled distribution of participant lists, the organization demonstrates its commitment to safeguarding its members' information also regarding special data protection regulations, such as the European Union's General Data Protection Regulation (GDPR), fostering a sense of trust and confidence.



Date:*	08.09.2023	Proponents: Veera Niemi, RCP North & Baltic Henrik Stein, President Ondřej Míka, RCP East Runa Witte, RCP West Leon Puljević, RCP EuroMed <i>State all proponents' names and their entity or function.</i>
Venue:*	Weißenbach am Attersee, Austria <i>Example: Predeal, Romania</i>	
Decisive Body:*	GA <i>Write either: GA, RM or OSM</i>	

Proposal nr 13/18* – **Rephrasing of Protocol Appendix F**

Name of the proposal

Attachments:* Nr. of attachments:
No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The General Assembly might decide on the following changes in the **Appendix F** of the Protocol.

I. DEFINITIONS

FROM

I.2. Every individual linked to an EGEA entity may apply for the EGEA Support Fund.

TO

I.2. Every individual ~~linked to~~ **of** an EGEA entity may apply for the EGEA Support Fund.



I.2.4. Individuals from outside of EGEA who take part as trainers in the event 'Training New Trainers' and who are developing soft skills and other skills of EGEAns can apply for the Support Fund to cover part of the travel cost and/or participation fee.

III. RULES AND PROCEDURES FOR THE APPLICATION AND FUNDING PROCESS

FROM

III.4. The Support Fund is mainly aimed at administrative and scientific events.

TO

III.4. The Support Fund is mainly aimed to cover part of the travel cost and/or the participation fee at administrative and scientific events.

III.4.2. The Support Fund can also be used to cover travel costs and/or the participation fee of the participants or trainers at the 'Training New Trainers' event.

III.4.3. The Support Fund can also be used for participants and trainers of in-person event 'CP training'.

FROM

III.13. To ensure the anonymity of the applicants, the Jury is responsible for clearing the Support Fund email account and important documents before the transition to the new Jury without compromising the work of the Treasurer and the Financial Control Commission.

TO

III.13. To ensure the anonymity of the applicants, the Jury is responsible for clearing the Support Fund email account and important documents before the transition to the new Jury without compromising the work of the Treasurer and the Financial Control Commission.

III.13.1. The receipts will be transferred to the Treasurers archive and stored for seven years for tax report purposes. The data can only be inspected by the Treasurer and only if it is made necessary by the dutch tax office.

BACKGROUND FOR THE PROPOSAL

The aim of this proposal is to clarify the rules of the Support Fund. With the rephrasing of *I. Definitions* and *III. Rules and Procedures for the application and funding process*, it will be clearly defined what kind of support can be covered by the Support Fund and who is eligible to apply for the support. With this change applicants know beforehand that they can apply for support covering the travel cost to the location as well as the participation fee of administrative and scientific events.

Additionally, it is clarified that while the data will be treated with utmost confidentiality, the necessity to store part of it for tax purposes remains. Thus, with this clarification applicants to the Support Fund are made aware of the terms and conditions to apply.

THE PROPONENT'S ASSESSMENT

The advantages of this proposal are, that all EGEAns can have a clearer understanding on what Support Fund is used for and who may apply for the support. Allowing trainers from EGEA's partner associations and other associations to apply and come to our live events to deliver trainings also increases the quality of soft skill trainings delivered to EGEAns.

A possible disadvantage of this proposal is that if many EGEAns and trainers from other associations apply during the same EGEA year, the pressure for the Support Fund is higher. The Jury will then have to decide if the amount of support needs to be smaller or means of fundraising for the Support Fund need to be increased.



Date:*	08.09.2023	Proponents:
	<i>Example: GA vote day 20.09.2021</i>	Henrik Stein, President Josefa Loreth, Vice President Jared Young, Secretariat Patrycja Sokołowska, Event Advisor Céline Walker, EGEA Zürich Ricardo Göhler, EGEA Freiburg
Venue:*	Weißenbach am Attersee, Austria	
	<i>Example: Predeal, Romania</i>	
Decisive Body:*	GA	
	<i>Write either: GA, RM or OSM</i>	<i>State all proponents' names and their entity or function.</i>

Proposal nr 14/18* – **Approval of the Appendix H**

Name of the proposal

Attachments:* Nr. of attachments:

No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The general assembly might approve the addition of Appendix H to the catalogue of official documents in EGEA. The full Appendix can be found as attachment to this proposal.

The addition of this Appendix will change the **Protocol** and the **Appendix E**:

Protocol:

FROM

VISION, MISSION, VALUES

Article 2

2.4. The Association acts in accordance to its Code of Conduct, refer to Appendix E.

TO

VISION, MISSION, VALUES

Article 2

2.4. The Association acts in accordance to its Code of Conduct, ~~refer to~~ (see Appendix E). In Addition to the Code of Conduct, EGEA has guidelines to react to war and conflict situations (see Appendix H).

FROM

APPENDICES

APPENDIX A: RULES OF PROCEDURES FOR THE GENERAL ASSEMBLY

APPENDIX B: PARTICIPANTS AND WAITING LISTS

APPENDIX C: ANNUAL CONGRESS FEE DISTRIBUTION

APPENDIX D: LIST OF TEAMS AND PROJECTS

APPENDIX E: EGEA CODE OF CONDUCT

APPENDIX F: SUPPORT FUND

APPENDIX G: ENTITY RANKING LIST

TO

APPENDICES

APPENDIX A: RULES OF PROCEDURES FOR THE GENERAL ASSEMBLY

APPENDIX B: PARTICIPANTS AND WAITING LISTS

APPENDIX C: ANNUAL CONGRESS FEE DISTRIBUTION

APPENDIX D: LIST OF TEAMS AND PROJECTS

APPENDIX E: EGEA CODE OF CONDUCT

APPENDIX F: SUPPORT FUND

APPENDIX G: ENTITY RANKING LIST

APPENDIX H: EGEA WAR AND CONFLICT GUIDELINES

Appendix E:

FROM

PART II: MORAL PRINCIPLES

II.4. If any country/countries, which contain EGEA entities, commit violent war-related actions, such as being the instigator of a hostile invasion of another sovereign state, and it is proven that members of EGEA support this, then this shall be treated as a violation of EGEA's Code Of Conduct. This extends to discriminatory acts against people and EGEA's from the invaded nation and sharing of materials supporting the aggressor nation. If valid proof is given that individual(s) who are part of EGEA have engaged in these activities (live and online) then they shall be liable to the consequences of a severe violation of the Code of Conduct.

TO

PART II: MORAL PRINCIPLES

~~**II.4.** If any country/countries, which contain EGEA entities, commit violent war-related actions, such as being the instigator of a hostile invasion of another sovereign state, and it is proven that members of EGEA support this, then this shall be treated as a violation of EGEA's Code Of Conduct. This extends to discriminatory acts against people and EGEA's from the invaded nation and sharing of materials supporting the aggressor nation. If valid proof is given that individual(s) who are part of EGEA have engaged in these activities (live and online) then they shall be liable to the consequences of a severe violation of the Code of Conduct.~~

BACKGROUND FOR THE PROPOSAL

As EGEA is an international organisation that aims to connect people from all over Europe, the presence of active war in countries that have member entities in EGEA presents major challenges for the organisation. At the General Assembly 2022 a temporary addition to the Code of Conduct was voted upon and accepted. With the acceptance of said proposal also came the task to create a working group that transforms this temporary addition to the Code of Conduct into a more permanent solution throughout the next EGEA year and present the result to the General Assembly. The attached Appendix H is the result of the working group and if accepted in this very proposal will serve future generations of

EGEAns as guidance to react to extraordinary situations such as war. The working group has had multiple meetings and the topic was subject to discussions at both the Winter OSM and the Summer OSM. The working group strongly believes this framework to be a valuable addition to EGEAs catalogue of official documents to ensure resilience of the network and its members in times of crisis.

THE PROPONENT'S ASSESSMENT

Advantages:

- The Appendix can help EGEA and EGEAns navigate through difficult times of war and crisis and offer a framework to properly react to them.
- The Appendix will fill the gap that the expiring temporal addition to the Code of Conduct will leave once it is removed from the Appendix E.
- The Appendix will be in line with Appendix E and our Mission, Vision and Values, but add additional value through highlighting possible reactions to a variety of difficult situations.

Disadvantages:

- As war and other conflicts change, the Appendix will require occasional revisits and adaptations, thus creating additional work for future EGEAns to properly uphold.



Protocol Appendix H

PROTOCOL

APPENDIX H: EGEA WAR AND CONFLICT GUIDELINES

INTRODUCTION

EGEA is an international organisation and has entities and members from countries across Europe. This Appendix is the result of a [counter-proposal 13](#) at the GA 2022 in Szentendre, Hungary, which resulted in the addition of a temporary paragraph to the Code of Conduct (CoC) which states:

“If any country/countries, which contain EGEA entities, commit violent war-related actions, such as being the instigator of a hostile invasion of another sovereign state, and it is proven that members of EGEA support this, then this shall be treated as a violation of EGEA's Code of Conduct. This extends to discriminatory acts against people and EGEA's from the invaded nation and sharing of materials supporting the aggressor nation. If valid proof is given that individual(s) who are part of EGEA have engaged in these activities (live and online) then they shall be liable to the consequences of a severe violation of the Code of Conduct”

This temporary proposal was aimed at providing a framework for **all EGEA's, giving them guidance on how to keep EGEA a safe and welcoming organisation** even when war and conflict is impacting on the lives of EGEA's directly. This new permanent addition, known as Appendix H, has the same objective as counterproposal 13 (proposed at the GA 2022 in Szentendre). However, it aims to be more comprehensive and provide guidance for how EGEA as a whole organisation should conduct itself to ensure its smooth operation if a war should impact on its member nations and members; by providing officials, event organisers and members guidance and a basis to address this topic.

For the purpose of this document and its procedures, EGEA does not define 'war' itself, rather it uses the official declarations from the United Nations, but this Appendix is also relevant to situations where a war or conflict **directly impacts the core operations of**



EGEA and its entities (meaning its financial situation and/or statutory base limitations). EGEA will also follow the international guidance provided by the United Nations as to what is defined as a country, specifically following the listed “Member state” countries relevant to EGEA as a European organisation.

PART I: OFFICIAL POSITIONS

I.1. EGEA is a **non-partisan organisation** and board and regional team members must **not have residence and/or the citizenship in/from countries involved in a war** (as defined in the introduction) which affects EGEA. The general assembly is allowed to reject applications for the board of EGEA from members of any EGEA entity that is involved in a situation described above.

Why should EGEA act in that way? Members of a country involved in major conflicts which affect EGEA are not able to stay neutral and the BoE and all officials try to stay as neutral as possible. EGEA Europe in total condemns actions against the law of nations.

I.2. Applications for the position of the **treasurer** of EGEA can be **rejected if there are legal impediments** with the bank (ABN AMRO Bank N.V.) and with the Dutch law.

I.3. The **Teams of EGEA** will be a **case by case decision**, mostly still open for everyone respecting the Code of Conduct ([Appendix E](#)).

I.4. If a **conflict starts during the year** and there are **officials out of this country(ies)**, it is a case by case decision. Depending on the time in the year where the conflict starts, there are several possibilities, e.g. a cut off period with handing over everything is organised (together with the concerned person(s)) or the decision can be made that the person can stay until the end of the year.

PART II: EVENTS

II.1. The **openness and diversity of events should be promoted**. Thus, event organisers shall not limit the access to events in order to exclude people from countries involved in war. To achieve this the organisers should try to make a participation of any nationality possible.

II.2. If the efforts to invite specific people should be disproportionately hard (due to travel restrictions or other war related issues), **event organisers can decide against more involvement in these specific cases**. This decision has to be made in collaboration with the board of EGEA.



II.3. Participants in any event are obliged to follow the code of conduct and the rules of appendix H. By violating any of the former stated, the organisers have the right to exclude the specific violator from the event permanently.

II.4. Applications for official events with mandatory (or implied mandatory) attendance such as congresses and organisation and strategy meetings **can be rejected** if the access to them is hindered (due to travel restrictions for example).

II.5. In order to reject the application for an event, an **official letter with the arguments as to why the application should be rejected has to be published**, available for everyone to read. The board of EGEA (if needed with the help of the advisory board) shall create an open dialogue to give room for all voices and opinions on that matter.

II.6. The decision to reject an event application is made amongst board, advisory board and regional contact person of the region, for both Regional Congresses and Annual Congress

PART III: SOCIAL MEDIA

III.1. EGEA is a **non-partisan** organisation and **all social media accounts of individuals, member entities or other accounts that directly associate to EGEA must follow and respect this stance.** Violating this Appendix or the Code of Conduct of EGEA ([Appendix E](#)) in any form online through promotion of propaganda, hate speech or any other discriminatory action that is not in accordance with EGEA's vision, mission and values can lead to relevant serious repercussions if the accused is found guilty with clear evidence.

FINAL WORDS

This Appendix **acts as a guidance** towards EGEA's officials in times of crisis, conflict and war, and each instance requires a case by case approach. At its core are EGEA's vision, mission and values, as well as EGEA's code of conduct, and just as these are evaluated, so should these guidelines. The additional value that this Appendix offers is to equip EGEA and EGEA's with the necessary means to react to exceptional situations.

EGEA's history began in 1987, while the Iron Curtain is still divided Europe. This ethos of intercultural exchange and defiance against separatism is still reflected in the organisation today, as it remains to be a bastion and **promoter of tolerance, acceptance and cross border friendships across Europe.**



Date:*	08.09.2023	Proponents:
	<i>Example: GA vote day 20.09.2021*</i>	Josefa Loreth, Vice President Jakub Růžička, EGEA Prague Ines Mannseicher, EGEA Alumni Daniela Kebertová, PR Advisor Patrycja Sokołowska, Events Advisor Sigrid Paavle, Treasurer Henrik Stein, President Jared Young, Secretary
Venue:*	Weißenbach am Attersee, Austria	
	<i>Example: Predeal, Romania*</i>	
Decisive Body:*	GA	
	<i>Write either: GA, RM or OSM*</i>	<i>State all proponents' names and their entity or function.</i>

Proposal nr 15/18*

Approval of the Strategic Plan 2023-2027

Name of the proposal

Attachments:*

Nr. of attachments:

1

No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The general assembly might approve the Strategic Plan 2023-2027.

BACKGROUND FOR THE PROPOSAL

EGEA has a Strategic Plan to plan more long term projects where the officials and every other EGEAn of every year can continuously work on projects so the goals EGEA creates for itself can be achieved. The last Strategic Plan expires this year and therefore we evaluated the

Strategic Plan of 2020 - 2023 and created a new one by taking parts of the last strategic plan and adding new goals which came up and putting everything together with a new format.

The duration of the Strategic Plan was prolonged for one year (last Strategic Plan was active from 2020 - 2023, this one will be active from 2023 to 2027), to have a more long term working period.

THE PROPONENT'S ASSESSMENT

The proponents ask the general assembly to approve this proposal.



Strategic Plan 2023-2027

2023

Table of Contents

Introduction	2
1. Sustainability.....	4
1.1 Knowledge transfer & human resources.....	4
1.2 Inclusion	6
1.3 Quantity and quality of entities	8
1.4 Environmental awareness	9
2. Professionalisation	11
2.1 Internal communication.....	11
2.2 Quality of events	13
2.3 Structure of EGEA.....	14
3. External appearance	16
3.1 Public Relations (PR) Strategy	16
3.2 External impact	18
3.3 Science.....	19

Introduction

Over the years, EGEA has grown from a small European network into a pan-European association for young people. Now, it has Entities in many of the European countries and young motivated people always bring new and innovative ideas to the network.

To ensure that EGEA will grow and improve structurally as well as in terms of quality in a long-term way, the three years Strategic Plan was implemented. This year, we decided that the Strategic Plan should last one year longer, four years in total, so EGEA and its officials have a realistic chance to implement the ideas of the Strategic Plan. It shall be a general outline is set out for the future leaders of EGEA to ensure and follow up on structural changes and improvements that surpass individual leaderships.

However, the strategic plan is merely a guideline for improvements of the next leaders of EGEA and is meant to highlight certain topics that are important to EGEA. It is meant to be a base for annual policy papers written by the Board of EGEA (BoE) and Regional Teams (RTs) which lay out how the association will develop and what it will focus on in the upcoming year.

This strategic plan is built around three main topics: **sustainability**, **professionalisation** and **external appearance**. These have been identified as current and relevant topics in which EGEA can grow further and realise more of its potential. Each of them is divided into three to four subtopics. In this division it is important to see the strategic plan as a whole, zooming in from a larger to a smaller level. Each topic has a short description including what this chapter is about and ending in a table where the **sub-ambition** is written down with ideas on how to work on them in the **'how'** section.

In addition, the topics of the strategic plan is connected to the Sustainable Development Goals to contextualise these aims in a wider context.

Contributors:

Josefa Loreth – EGEA Mainz (Vice President of EGEA 2022/2023)

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Henrik Stein – EGEA Marburg (President of EGEA 2022/2023)

Jared Young – EGEA Bangor (Secretary of EGEA 2022/2023)

Note: The names of bodies and projects reflect the current situation and can change in the following years.

1. Sustainability

Sustainability can be understood in many ways. For EGEA, sustainability means building a stronger association with active member entities and motivated individuals, while diversifying and strengthening the financial basis for the long term. On the other hand, environmental sustainability is an ever more present topic in our society, for geographers it is a key topic. As the Sustainable Development Goals (SDGs) explain, sustainability is an extremely complex and interdisciplinary concept. For EGEA, it entails the permanent character of things, how they can be made in a long-lasting way. It is about the environmental impact we cause by travelling across the continent as well as about ensuring the existence of the Association over a longer period.

The Sustainable Development Goals are the successor of the Millennium Goals and formulate 17 highly connected global issues we face in realising a sustainable world. Throughout the Strategic Plan they will be connected to the different subtopics by means of their official icon created by the UN. You can find more information about the SDGs [here](#).

1.1 Knowledge transfer & human resources

- official positions, soft-skills, organisational development, manuals, trainings -



Individuals of EGEA in official positions are students or young professionals interested in geography who **use their time to develop the Association**. During this time of development and personal growth, **knowledge transfer is a big part of passing on knowledge** from one EGEA generation to the next one.

Sub-ambition	How?
People for the first time in an official position will have a smooth transfer	❖ Transition Meetings are strongly advised to Board of EGEA, Regional Teams, Teams and projects as well as between several bodies.

	<ul style="list-style-type: none"> ❖ Team Management Training. ❖ Manuals for Officials.
<p>Improv the quality & effectiveness of the transition processes for different teams and position on all levels by creating guidelines/training.</p>	<ul style="list-style-type: none"> ❖ Team building training should be a part of the transition process. ❖ Attending a team management training can be useful for the 'team leaders' (e.g., President, RCPs, Team Coordinators etc.). ❖ An officials' training before the transition should be done with everyone who will have an official position and should be organised together with the Training Team.
<p>A good transition document & digital data management is key for knowledge transfer.</p>	<ul style="list-style-type: none"> ❖ Manuals should be improved and updated longer manuals should be accompanied by shorter, condensed versions. Use of linked titles should be used to help navigate documents quickly. ❖ Existing manuals should be better promoted through CP trainings, sending them out to new CPs and everyone who is taking over a position (Team coordinators, Congress organiser etc.). ❖ Create a handout for new CPs/new Team Reps/with short notice where to find what and whom to contact when needed. ❖ Data management (GDPR management & awareness) needs to be improved structurally.
<p>Contact Person (CP) training should have a higher outreach and effectiveness.</p>	<ul style="list-style-type: none"> ❖ CP trainings are twice a year for two hours mandatory; therefore, trainings should be held online and at least one residential. ❖ The topics should be increased but balanced (There is no limit. Some sessions could just be about the manuals e.g.) ❖ It should contain digital data management and where the manuals/master folder could be found.

	<ul style="list-style-type: none"> ❖ An effective way is to hold one training straight after the Annual Congress (preferable middle of October) and one in spring. ❖ The trainings should be organised together with the Training Team and its certified trainers as well as other fitting Teams.
<p>EGEA is a platform in which people can self-develop in an atmosphere of respect, inclusion and personal development, which contributes to many useful skills for the rest of people's lives.</p>	<p>Soft skills that EGEA especially aims to contribute to are:</p> <ul style="list-style-type: none"> ❖ intercultural communication (e.g., intercultural competencies, intercultural communication & societal awareness) ❖ project management ❖ event organisation ❖ personal leadership
<p>Spread motivation and engagement though sharing inspiring personal stories as well as through informal networking on events and exchanges.</p>	<ul style="list-style-type: none"> ❖ EGEA stories should be shared through a blog and reels (e.g., through the campaign “#EGEAadventure”).
<p>Strengthen the number and active entities and individuals</p>	<ul style="list-style-type: none"> ❖ Effective top-down promotion and communication. ❖ Work on the EGEA Reach Beyond project again.

1.2 Inclusion

– support fund, general inclusion, cultural inclusion, connecting, code of conduct –



Inclusion is one of the main goals in EGEA with the aim to **welcome people from any economic, social, religious or cultural background**. Our Association gives **equal opportunities** to people from all kinds of backgrounds because **equal chance** to people impacts positively the society.

Sub-ambition	How?
<p>Increase the visibility of the Support Fund (SF) to EGEAns with less resources to participate in our association and increase the flexibility flow of money to the Support Fund.</p>	<ul style="list-style-type: none"> ❖ Create possibilities to be sure of getting the money even before applying to the event through motivating them to apply as e.g., workshop leader to get a fixed place. ❖ Explain it in the regional meetings before the deadline one more time in detail. ❖ Include the Support Fund and a short explanation into the event page. ❖ Do a short explanation/promotion video/flyer and promote it. ❖ Rebranding the Support Fund to be open for every individual in EGEA.
<p>Foster a general inclusive mentality and embracing cultural diversity within EGEA.</p>	<ul style="list-style-type: none"> ❖ Encouraging members to join the meetings aiming to improve inclusivity. ❖ The people in official positions working as role models in promotion of general inclusiveness. ❖ Organising cross-cultural debates/ talks/ presentations. ❖ Through emphasising the mission, vision and values at events (e.g. the Opening ceremony) and signing of the Code of Conduct at events, we create an open and inclusive environment. ❖ Promotion should represent everyone.
<p>Connect with interested local groups outside of Europe and with interested individuals without an entity.</p>	<ul style="list-style-type: none"> ❖ Stay in contact with individuals of (recently) discharged entities that still want to participate and support them to restart with an entity. ❖ Develop ways for individuals without an entity to stay connected in EGEA and attend (official) events.
<p>Implementation and evaluation of Code of Conduct (CoC) and its evolution.</p>	<ul style="list-style-type: none"> ❖ A working group of individuals should check the Code of Conduct yearly. ❖ Continue the implementation of the CoC.

Better communication and inclusion.

- ❖ Online introduction for newbies and at the same time networking all over Europe.
- ❖ “#EGEAadventure” (personal stories) on the and social media.
- ❖ Possibilities to improve English language through PenPal, speaking at events or cooperations with english Summerschools.
- ❖ Job related events with job relevant workshops (e.g., GIS-workshops) and the possibility to share experiences and information about job possibilities for geography students (additionally to the [Database of the External Opportunities Team](#)).

1.3 Quantity and quality of entities

- reactivating entities, Support struggling entities, promotion to find new entities -

EGEA, especially the Regional Teams will work in close contact with the struggling entities. Additionally, the Inclusion Team will be motivated to focus more on finding new entities and promote EGEA in ‘non-EGEA Universities’ and reactivate the ‘Reach beyond’ project. Why: due to the pandemic and conflicts within countries we believe entities, both quality and quantity, need extra attention in 2023–2027.

Sub-ambition	How?
Restart EGEA Reach beyond project.	<ul style="list-style-type: none"> ❖ Visit entities/potential new entities. ❖ Promote ‘How to start an entity’ on social media so individuals interested in EGEA easily know how they can be part of it. ❖ Manual that shows how EGEA should be presented. ❖ EGEA is not only for geography students, it should be open for ‘everyone’ (doesn’t matter what you are studying, if you are not studying etc.).

Help struggling entities.

- ❖ The Regional Team should keep an eye on struggling entities and visit the struggling entities and work in close contact with the Reach Beyond project so they can visit the struggling entities.
- ❖ Inviting nearby entities for an exchange.
- ❖ Instal a 'Buddy system' to help struggling entities nearby.

Search for new potential entities.

- ❖ Promote to start an entity to Erasmus students.
- ❖ Promote EGEA to companies, organisations and talk about their internship possibilities.
- ❖ PhD students can spread the idea of EGEA to their students.

1.4 Environmental awareness

– environmental awareness, sustainability, climate change, EGEA Green –



EGEA will **strengthen its sustainability and environmental awareness**. We want to work on closer cooperation with the **Green Team** and all other bodies of EGEA, especially the event organisers.

Sub-ambition

How?

Continu and further develop activities and projects of **EGEA Green**, such as the **Green Book** and Entity Ranking List points for **green events**. Including more sustainability in events, projects and bodies of EGEA

- ❖ Improve and evaluate the [Green Book](#).
- ❖ Motivate entities to use the Green Book more.
- ❖ Entity ranking list points for sustainable events.
- ❖ Travel competitions (e.g. hitchhiking for sustainable travelling).
- ❖ Organise little waste events.
- ❖ Vegan/Vegetarian events.
- ❖ Active Social Media Promotion when someone from

	<p>BoE/RTs travels sustainably to an event.</p> <ul style="list-style-type: none"> ❖ Reusing materials at events.
Inspire others to be more sustainable.	<ul style="list-style-type: none"> ❖ Organise sustainable activities at events. ❖ Organise discussions about sustainability at events or for EGEA podcast. ❖ Organise workshops on ecological impact. etc.
Use targeted promotional campaigns and activities in cooperation with partner organisations to raise awareness beyond EGEA.	<ul style="list-style-type: none"> ❖ Geography awareness week with AFNEG and GeoDACH. ❖ Searching for more projects with partners e.g. ISHA-
Support thematic programme on congresses and other events.	<ul style="list-style-type: none"> ❖ Raise more awareness about the current/up-coming theme year: include the theme year in the open call for congresses. ❖ Promote the theme year more through social media and with small events of official bodies (RTs/Teams etc.)
Support and promoting local sustainable events and activities by entities such as clean up campaigns, tree planting actions, flea markets etc.	<ul style="list-style-type: none"> ❖ Organise an 'environmental month' where entities/teams etc. can promote their actions. ❖ Work together with our partner ISOHA to promote it more (they have a day to promote this).
Actively use the Sustainable Development Goals (SDGs) as a framework for interdisciplinary sustainability and as a framework to increase our external impact.	<ul style="list-style-type: none"> ❖ Include the SDGs as much as possible in events and the planning of EGEAs future. ❖ More SDGs can be found here: https://sdgs.un.org/goals

2. Professionalisation

EGEA understands **professionalisation as a constant process**. This process allows the Association to grow; it **strengthens its external impact** and **creates** opportunities for individuals. Other European student associations can act as an inspiration for EGEA. Significant improvements in structure and operation can be achieved through close cooperation and exchange of good practices. In this respect, EGEA wishes to **focus on several internal aspects of professionalisation**. In this strategic plan, the focus is detailed on **internal communication, high-quality events and a suitable, updated structure** that facilitates working towards EGEA’s mission, vision and values.

A key aspect of professionalisation is to be a part of a **strong network of partners and sponsors**. This network allows us to meet enthusiasm, dedication and values of our members with real world problems, market demand and conscious citizenship. This can be achieved by a tight cooperation with external stakeholders: universities, companies, NGOs, research institutes, associations, policymakers and local authorities.

2.1 Internal communication

– **collaboration among individuals, vertical & horizontal communication** –



EGEA will **strengthen the communication** and exchange of important topics vertically and horizontally, with **all stages** and bodies of EGEA included. This exchange is important for the work and the future of EGEA.

Sub-ambition	How?
Equal access to information for every individual.	<ul style="list-style-type: none"> ❖ More structured overview over all available information. ❖ Quick and easy language summaries of the most important (and not constantly changing) aspects of EGEA. ❖ Create an easy way for newbies to understand what EGEA is and to connect with each other.

<p>Independent decision of each team for choosing the communication channels.</p>	<ul style="list-style-type: none"> ❖ Structure template for ways to organise communication effectively, e.g. Team Leading/Team communication trainings. ❖ Use one channel for the communication between the different bodies (each body can use it for their group chat as well or decide on another one).
<p>Increase accessibility of information and updates to all EGEAns.</p>	<ul style="list-style-type: none"> ❖ Sharing short and on point outcomes from official meetings accessible for relevant audience by: <ul style="list-style-type: none"> ○ 'Just a minute' conclusions of longer meetings. ○ Posts on social media with the main points which were discussed. ○ Develop an easily accessible newsletter on the website with information from all bodies combined (accessible to members and non-members). ○ Develop a website blog where all members can share ideas, experiences, etc. Especially for EGEA officials and the different bodies.
<p>Continuous development and update of manuals, their promotion and promotion of existing knowledge transfer materials.</p>	<ul style="list-style-type: none"> ❖ Promotion of manuals e.g., through integration in CP trainings and to the congress organisers and all other bodies during a transition process. ❖ Ask EGEAns who are working with the manuals to update ideas (e.g. Congress Organiser).
<p>EGEAns know the Advisory Board as people available to everyone for further assistance or advice, especially in relation to knowledge transfer materials.</p>	<ul style="list-style-type: none"> ❖ Through active promotion, especially amongst EGEA Officials, and a present attitude, the Advisory Board gets more known as an approachable body with the aim to advise, help and improve knowledge transfer connecting different generations of EGEAns.
<p>Regular and informative newsletter/blog, which targets increasing its audience</p>	<ul style="list-style-type: none"> ❖ Install a blog on the webpage which can be transferred easily to a newsletter on the web page to update EGEAns as well as non-EGEAns (through blog and send out newsletter) about what is happening in EGEA.

Continuous development of the website in order to provide an easier access to the content as well as a more professional appearance for its users.

- ❖ Webpage should be the number one access point for information everyone needs to have.
- ❖ Push officials to use the webpage so everyone is more active on it.
- ❖ Promote Tech Team. We need them!

2.2 Quality of events

– events, congresses, event development, quality management –



EGEA wants to ensure that the events organised by entities can be well organised through sharing experiences of past event organisers to future event organisers. Additionally, we want to make sure that the input at events is on a high level and can be shared after the event.

Sub-ambition	How?
Ensure a smooth transition of knowledge for the people who are taking up organising an event for the first time.	<ul style="list-style-type: none"> ❖ Creating a public database with reports, made by past organisers. ❖ Doing an Orgateam evaluation which then can be accessed by anyone. ❖ Establishing contact with previous organisers, relying on their experience.
All event organisers are supported more actively. They know where to find information and who to ask for further assistance, support or clarification.	<ul style="list-style-type: none"> ❖ Congress organisers and organisers from smaller events alike can rely on manuals, fundraising tutorials, transitions, and other tools for support. ❖ Regional Teams are the main point of contact for event organisers of non-congress events. ❖ Work in close contact with the teams and make use of their knowledge/work e.g. work together with the finance team for the fundraising strategy
Quality guidelines are developed for event organisers. These guidelines aim to both support organisers	<ul style="list-style-type: none"> ❖ Create guidelines based on previous events and their strong sides. ❖ Make the guidelines doable and approachable, so they won't discourage potential organisers (a Good

and simultaneously ensure certain quality-aspects, as well as an inclusion of EGEA’s mission, vision and values.

Practices Book).

- ❖ Integrate the Plan-Do-Check-Act approach (HR Strategy) in evaluation methodologies.

More support for congress organisers is developed, through **transition documents** (evaluations, manuals, ...) and through increased connection with previous congress organisers. This ensures a higher knowledge transfer amongst organisers.

Examples of actions are:

- ❖ Create a Orga-team evaluation manual.
- ❖ Experiences about each part of the congress.
- ❖ Buddy-system among congress organisers where every member of the orga-team is connected with an ex-organiser who had similar duties. This is especially important for congresses where (some) organisers have little or no congress experience.

2.3 Structure of EGEA

- knowledge transfer, restructuring, soft skills, professionalisation -

The current restructuring of EGEA shall continue towards a **more professionally and efficiently functioning (student) organisation**. The structure of EGEA has been evolving for a few years now. This process should be continued with the main area of **focus on individuals and entities/regions**. The main idea is to maximise effectiveness, care about EGEAns in official positions and optimise their workload. All changes in the structure and shifts of tasks among official bodies shall be discussed and planned before their approval and evaluated regularly in order to maximise positive impact and mitigate potential drawbacks.

Sub-ambition	How?
Implement and evaluating the restructuring of regions.	<ul style="list-style-type: none"> ❖ If the proposal for General Assembly 2023 is approved, the restructuring of regions will be effective in 2024/2025. ❖ The evaluation shall start at the Winter OSM and continue until the Summer OSM, where potential changes should be proposed.

	<ul style="list-style-type: none">❖ Regional Teams shall be the responsible bodies for the evaluation.❖ Entities and individuals shall be informed properly about the changes to understand and accept them.
<p>Evaluate BoE restructuring after 22/23 and redistributing tasks in the Board more equally.</p>	<p>In 2022/2023, EGEA had the first 6-members-BoE; valuation should start already during the transition and continue throughout the whole year (during BoE meetings or as sessions at OSMs).</p> <ul style="list-style-type: none">❖ Board of EGEA members from all 6-members-BoEs should be included in the evaluation process.
<p>Interest EGEAns into the processes of restructuring, even those without official positions.</p>	<ul style="list-style-type: none">❖ Having discussions and suggestion pools during regional meetings, congresses etc.❖ Making OSMs more attractive also for people without official positions.❖ Sharing ideas and outputs from discussion publicly and spreading them.

3. External appearance

As written in the Strategic Plan 2020–2023, **EGEA has a lot of content to share** and according to the Association’s Vision, Mission and Values **it aims to encourage curiosity, to spread inspiration, to strengthen the strategic position of Geography in Europe and to bring about a positive impact on society**. Therefore, in this section, the writers of this strategic plan wish to focus on **PR, External impact and science** within our association. With these respective focal points, EGEA can develop a more profound stewardship of the European environment. On a scientific level in terms of geography and sustainability, and in terms of local and international societal impact. In both aspects, public relations are crucial to increase the visibility of said impact.

3.1 Public Relations (PR) Strategy

– professionalisation, attractiveness, connection, collaboration, visibility –

With the boom of social media, the external appearance of the organisation is becoming more and more essential for gaining new members and new potential sponsors. The use of the right type of social media will help to be more professional (e.g. LinkedIn) and publish the accomplishments of the Association. The main challenge in the following year will be connected to regional restructuring which will bring the need for **a new visual identity for EGEA**.

Sub-ambition	How?
Create new comprehensive, attractive and professional Visual Identity for the whole Association, as well for the new Regions.	<ul style="list-style-type: none"> ❖ Find resources in the budget of 2023/24 (together with the Finance Team) or human resources to create a new Visual Identity before the Regional Restructuring takes place (if it will be accepted by the GA23). ❖ Find a professional to create the new Visual Identity of EGEA to be ready for September 2023/24. ❖ Implement the Visual Identity in September 2024 during the Annual Congress. ❖ The Visual Identity should include templates for the Official documents, presentation etc. as well as materials and guidelines for social media.

Further **develop relationships with Partner student organisations** and approach new potential Partners to learn from each other and provide mutual promotion.

- ❖ Offering collaboration to like-minded organisations.
- ❖ Staying in close contact with current Partners.
- ❖ The Youth NGO Training Network can be used as a basis for contact as this is a network with 20+ youth organisations.

Create **guidelines** for the Entities and Bodies **for social media**.

- ❖ To make sure the entities represent EGEA in a professional way, we shall create a manual/guidelines that clearly sets the rules for the type of post that are published by official EGEA members (entities) on social media (loosely connects to Appendix H of the Protocol).

Analyse the online potential of EGEA and suggest better ways of communication (e.g. improving the EGEA Website, use of specific types of social media that are current and used by the age groups of University students).

- ❖ Through collaboration between Technical Support Team, Media and Communication Team and External Opportunities Team with support and guidance of the PR Advisor.
- ❖ Assess the potential improvements and user friendliness of EGEA Website to make it more attractive.
- ❖ Promote website as online meeting place of the EGEA community.
- ❖ Identify potential for LinkedIn and develop a plan and divide responsibilities for maintaining an active LinkedIn (External Opportunities Team).
- ❖ Promote LinkedIn references amongst EGEA officials.
- ❖ Research the social media use of the youngest generations of EGEAns and adapt the social media plan accordingly (e.g. less Facebook, consider Twitter, TikTok, etc.).

Re-establish an external news feed by issuing press releases and professionalising the current **Newsletter**.

- ❖ Media and Communication Team and the PR Advisor being the responsible coordinators of the Newsletter.
- ❖ Create guidelines and a clear manual that establishes the rules of posting a Blog Post (including manual for a cover picture).

	<ul style="list-style-type: none"> ❖ Establish an “EGEA blog” on the EGEA Website that is available for not logged-in users (e.g., potential Partners and Sponsors) or logged-in users only – distinguish the public and internal sections. ❖ From the blog posts create a mail Newsletter that can be released regularly and targets increasing its audience (once a month), including organisational information (new available events etc.) and updates from the official bodies of EGEA, Open Calls etc.
<p>Develop the user experience of the EGEA Website.</p>	<ul style="list-style-type: none"> ❖ Renew the hosting (server) of the Website in June 2024. ❖ Motivate EGEAns to use the Website efficiently by promoting tutorials on how to work with the website on the social media and the CP Trainings.

3.2 External impact

– impact on society, professional newsletter, partner organisations, reports from congresses and events, sponsors –



EGEA’s local and international external impact shows the importance of geography and its role in the topics of climate change, sustainability, climate awareness and democracy. Through a better external impact EGEA will be more visible and wider recognised.

Sub-ambition	How?
<p>Encourage entities to report and promote impact from events and activities.</p>	<ul style="list-style-type: none"> ❖ Regional Contact Persons should encourage organising entities to compile reports of their events.
<p>Organise projects with partners and other student organisations</p>	<ul style="list-style-type: none"> ❖ Sharing and comparing with them to learn from each other’s experiences.
<p>Reactivate the newsletter.</p>	<ul style="list-style-type: none"> ❖ Including science report of congresses and events with a cooperation of the European Geographer. ❖ The newsletter could be a tool to show potential

	sponsors and professors.
Participate in external events to connect with other associations and projects.	<ul style="list-style-type: none"> ❖ Stay in further close contact with GeoDACH and AFNEG. ❖ Connecting with Youth Forum and ERASMUS.
Increase impact of congresses through local collaboration with institutions .	<ul style="list-style-type: none"> ❖ Rethink the workshop format to increase the scientific and societal impact of Congresses. <ul style="list-style-type: none"> ○ At a congress, 50–200 geographers from all over Europe come together. This creates a sizeable potential to conduct tailored research and problem-solving workshops around local challenges. (e.g. Hackathon format). ○ Support of congress organisers is vital. EGEA Alumni and EuroGeo can be useful allies.

3.3 Science

– research, opportunities, scientific events, quality of scientific programme –



Science shall be promoted within EGEA as we have **a unique opportunity to collaborate** within our European network. One of the main aims of EGEA is to **support and strengthen international scientific research** and collaboration. As students and young geographers, we have a unique opportunity to learn a lot from each other, during events and from other researchers and universities.

Sub-ambition	How?
Promote organising scientific events.	<ul style="list-style-type: none"> ❖ Increase promotion of scientific events, both for organisers and participants. ❖ Support entities which organise scientific events (help with funding, programme, promotion, etc.). ❖ Share and promote scientific outcome from events, even externally. A dedicated space on the website improves visibility.

	<ul style="list-style-type: none">❖ Motivate entities to organise scientific events for example by awarding extra ERL points for scientific events.
Assure quality of scientific programme at congresses.	<ul style="list-style-type: none">❖ Share know-how among congress organisers.❖ Make and share congress scientific reports.❖ Organise trainings on how to lead workshop/lecture/research etc.
Share scientific outcome (both internally and externally).	<ul style="list-style-type: none">❖ Create a database of scientific reports and promote it at universities.❖ Share good examples and high-quality outcome in the European Geographer and with partners.
Promote European Geographer externally.	<ul style="list-style-type: none">❖ Spread through universities/libraries/partners etc.❖ Publish new issues regularly.



Date:*	08.09.2023	Proponents: Sigrid Paavle, Treasurer Jonas Martens, Treasurer Elect <i>State all proponents' names and their entity or function.</i>
Venue:*	Weißenbach am Attersee, Austria <i>Example: Predeal, Romania*</i>	
Decisive Body:*	GA <i>Write either: GA, RM or OSM*</i>	

Proposal nr 16/18*

Approval of the Financial Strategy 2023-2025

Name of the proposal

Attachments:*

Nr. of attachments:

1

No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The GA may decide to approve the attached Financial Strategy 2023-2025.

BACKGROUND FOR THE PROPOSAL

In 2021, the European commission approved their new ERASMUS+ program 2021-2027. Due to the changes in eligibility, EGEA no longer meets the criteria to apply for the Key Action grants within her current organisational structure. Therefore, a Financial Strategy for the years 2021-2023 was made. It presents an approach to gain more financial stability and financial independence and provides a foundation for decision making in ways of spending the available budget. Now, 2 years after the initial document, EGEA is still struggling to find a sustainable approach to budgeting without the ERASMUS+ grant money. Therefore, a new Financial Strategy for the years 2023-2025 was created.

THE PROPONENT'S ASSESSMENT

Approving the Financial Strategy for 2021-2023 will give future board members, Regional Teams, Supporting Roles, Team and Project coordinators, and organising entities of congresses or other official events a structure and support on how to work with the changing financial situation of EGEA.



Financial Strategy of EGEA

2023-2025



Tabel of Content

Contributors	1
Background of the Financial Strategy	2
Criteria for sponsors	2
Responsible spending of the available budget	3
Towards Financial Diversification	6

Contributors

Sigrid Paavle – BoE Treasurer 22/23

Jonas Martens - BoE Treasurer Elect 23/24



Background of the Financial Strategy

In 2021, the European commission approved their new ERASMUS+ program 2021-2027. Within this new program, the European Commission also changed the Key Action grants and the criteria of eligibility. Due to these changes, EGEA does no longer meet the criteria to apply for the Key Action grants within her current organisational structure. The Board of EGEA 2020-2021 made an announcement detailing the reasons why EGEA is no longer eligible for the ERASMUS+ program.

In addition to this, relying on this grant has created a significant financial dependency on the European Union funding. Being less dependent on one funding source enables EGEA to operate as the independent students' geography association it desires to be.

Therefore, this Financial Strategy presents an approach to gain more financial stability and financial independency and provides foundation for decision making in ways of spending the available budget. The Financial Strategy is created for the time period of 2.

Criteria for sponsors

The aim of this strategy, besides being insightful in the decision making process of managing EGEA's finances for the coming years, is to provide a clear framework for attracting funding through sponsorships and financial partnerships. A few core values of EGEA are important in these agreements and should be taken into account to avoid agreements which go against what EGEA stands for. In case an agreement violates the following criteria, the GA should decide whether or not to accept this sponsorship. Criteria for new sponsorships and financial partnerships are:

- The mission, vision and values of EGEA as described in the statutory base will not be violated by the sponsorship, as well as other regulations described in the Statutory Base.
- No specific political parties will be promoted as a return offer
- Sponsors can only request exclusivity when they pay an additional fee. Exclusivity beyond the direct business activities is not possible.
- Contracts are temporary (e.g. for one, two or three years).



Responsible spending of the available budget

Due to the sizable difference in the currently available budget compared to years where the ERASMUS+ grant was successfully obtained, difficult decisions on where to cut spendings are necessary. In future years difficult decisions might be needed to choose on which matters to first allocate newly obtained funds. To aid in this decision making process, four scenarios were created and analysed. The table below summarises how the budget can be divided depending on the available budget and illustrates the financial comfort of EGEA in each of these scenarios.

The different scenarios are adaptations of previous scenarios in the Financial Strategy 2021-2023, where a consultation of all Teams and Projects was done to assess the specific budget needs further. The adaptations are made taking into account the current world economic situation, the growing inflation rate and the improvements in the nature of official positions of EGEA.



Financial Strategy of EGEA



Expense	A: Essential	B: Sufficient	C: Well-organised	D: Best-case scenario
Regional Congresses ¹	0	2000	2400	2400
Annual Congresses ²	1000	1500	2000	2000
Travel refunds for (external) Trainers	0	0	100	200
Training Events	0	0	0	200
Teams and Projects expenses	0	0	600	1200
CP trainings expenses	0	0	400	800
Scientific Events	0	0	600	1200
Travel refunds Regional Meetings ³	0	0	0	4000
Travel refunds General Assembly ⁴	0	0	0	4000
Travel refunds and organisation OSM (winter and summer) ⁵	0	1000	1000	7000
Travel refunds Team and Project live meetings	0	0	0	2000
Travel refunds RCPs	0	800	1400	2000
Travel refunds BoE	0	1800	3000	3600
Partner meetings travel refunds	0	0	0	500
BoE reimbursements ⁶	0	0	0	7200
RCP reimbursements ⁷	0	0	0	4800
Reimbursement Supporting roles ⁸	300	300	600	800
European Geographer printing costs	0	100	300	500
EGEA Europe Promotional material	0	0	300	500
GA printing ⁹	100	100	100	100
Server costs/ IT and plug-in subscriptions	600	600	600	600
Office supplies	100	100	100	100
Bank fees	200	200	200	200
European Youth Forum membership ¹⁰	700	700	700	700
Calendars	0	0	0	100
SUM	3000	9400	14400	46700

¹ This item is based on a scenario with 4 regional congresses which divided the fund equally.

² If EGEA's financial situation changes throughout the year, a minimal support of 1000 euro should avoid the AC organisers falling into a too sizable budget gap. If the budget at the start of the year is made based on scenario A, and if necessary, the GA can be organised online and no budget for AC organisation is necessary.

³ This item is based on a €50 refund for 80 people: all entity representatives are eligible for a travel refund.





⁴ This item is based on a €50 refund for 80 people: all entity representatives are eligible for a travel refund.

⁵ This item is based on a €500 funding for each OSM. Scenario D enables €75 travel refunds for 40 participants each OSM.

⁶ This item is based on €1200 reimbursement per board member, in case of 6 board members, or 100 euro per month.

⁷ This item is based on €1200 reimbursement per RCP, in case of 4 RCPs, or 100 euro per month.

⁸ This item is based on €300 per Supporting role, with 1, 1 or 2 supporting roles in Scenario A, B and C respectively, and €400 for 2 Supporting roles in Scenario D.

⁹ This item is based on 2000 pages, costing €0,30 (color-printing required). Printing as little as possible should be aimed for.

¹⁰ The European Youth Forum membership is something EGEA worked very hard for. Therefore, even in scenario A, when possible this membership fee should still be paid. However, if EGEA's financial situation would even worsen, this is a budget that is not strictly essential to EGEA's survival as an association.



Towards Financial Diversification

The stable income of EGEA is currently about €10,000. With this income, it would almost be possible to be financially stable in Scenario B. Functioning within Scenario B only slightly restricts the professional growth potential of the association. Scenario C is what we want to strive for ideally in the near future.

In scenario C, EGEA needs about €14,400 annual income to be financially stable. In this scenario, all necessary spendings can be made and only a few extra expenses that are not essential for the organisation's inner workings, are cut.

Friends of EGEA can also be a promising source of additional funds. With EGEA's very large number of current and past members, small monthly or annual contributions from many members could have a significant impact on our finances. For example, a monthly contribution of €2 from 40 people, or an annual contribution of €5 from 200 people, equals €1,000 annually for EGEA.

In the recent years EGEA's annual income has been situated close to Scenario B. To increase the income and move towards Scenario C, the Treasurer and Finance Team should work closely together to work towards attracting more sponsors.

Helping to achieve the next scenario, EGEA created a sponsorship package program. This program consists of 3 sponsorship packages that are offered to potential sponsors. Each package requires a different amount of money, and includes different perks such as advertising, with the more expensive packages including more perks for the sponsor. The different packages, with all their perks, are included in the sponsorship brochure that is shared with new potential sponsors, and helps them get a concrete idea of the benefits they could receive from becoming an EGEA partner. This has already been helpful in the past, such as the partnership with the University of Bonn which was reached earlier this year.

This shift in financial strategy for EGEA is vast compared to the previous approach of depending heavily on ERASMUS+ grants. However, this change will be healthy in the long run as it will result in more financial independence for the association and reduce the risk that comes along with relying on large budgets from few sources.



Date:*	08.09.2023	Proponents:
	<i>Example: GA vote day 20.09.2021</i>	Josefa Loreth, Vice President Moses Peter Gordon Wani, Inclusion Team representative Uğur Eren Daştan, Inclusion Team representative Victoria Faulstich, Training Team Representative Henrik Stein, President
Venue:*	Weißenbach am Attersee, Austria	
	<i>Example: Predeal, Romania</i>	
Decisive Body:*	GA	
	<i>Write either: GA, RM or OSM</i>	<i>State all proponents' names and their entity or function.</i>

Proposal nr 17/18* - **Approval of the HR Strategy 2023-2027**

Name of the proposal

Attachments:* Nr. of attachments:
No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

The general assembly might approve the Human Resource Strategy 2023-2027

BACKGROUND FOR THE PROPOSAL

EGEA has a full Human Resource (HR) Strategy since 2020 which expires this year. Therefore, we evaluated the old one and added, deleted and changed things to create a new, updated one. It is important to have such a strategy to work in the best way with the human resources EGEA has.

The duration of the HR Strategy was prolonged for one year (last HR strategy was from 2020 - 2023, this one will be active from 2023 to 2027), to make it possible to have a long term working period.

THE PROPONENT'S ASSESSMENT

The proponents ask the general assembly to approve this proposal.



Human resource Strategy

2023 – 2027

2023

*"The people make EGEA,
and somehow,
EGEA also makes the people."*



Preface

Hereby we present you the second version of a full Human Resource Strategy for EGEA. EGEA has Human Resource projects and drafts since a long time. In 2020 the first full Human Resource Strategy for EGEA was created out of drafts, HR strategies and projects which were active beforehand and approved by the General Assembly 2020. Now, three years later we evaluated, added, deleted and updated the [HR Strategy 2020 – 2023](#) and here we have the Human Resource Strategy 2023 – 2027.

The heart and soul of EGEA are EGEAs Members. Investing in the inclusion and personal development of its members can contribute to the further development of EGEA as a professional and impactful association. This is why the need for a consistent strategy to address our Human Resource Management has been brought forward several times. The strategy aims to give a general direction of how the personal development of EGEAns can be supported, thereby facilitating the growth of members into leaders, which in turn can contribute to the shaping of the Association.

This strategy is based on past work, like the [2012 – 13 draft](#), the [EGEA HR cycle 2012 – 2013](#) the 2019 draft and the [HR Strategy 2020 – 2023](#) (full list in Appendices, page 28). It will be voted on at the GA 2023 as a non-binding document outlining the general direction and focus needed for improved HR management. The strategy is consistent with the Strategic Plan 2023-2027 and should be updated in the same cycle as the Strategic Plan. Similarly to the Strategic Plan, it can serve as an inspiration and guideline for the annual Policy Paper.

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A special thank you to all who were part of this working process this year. Additionally, a big thanks to all contributors of all previous drafts and full strategies on which this strategy could be based.



Table of Content

Preface.....	2
Table of figures.....	5
Introduction.....	6
EGEA Life Cycle model.....	6
MODEL BUILDING BLOCKS	6
EGEA LIFE CYCLE MODEL.....	7
Compatibility of positions in EGEA.....	8
EGEA HR Strategy 2023-2027.....	10
I. EGEA Information Management.....	11
How do EGEAns generally participate at the different stages?	11
How can EGEAns receive this information?	12
How can we improve the Information transfer on all levels?.....	13
II. EGEA Training System.....	15
Training events in the past & ideas for the future	15
EGEA trainer community	17
III. HR Projects and Programs	19
Ideas for the future.....	20
IV. Organisational development of the HR System	23
V. Rewarding and resignation guidelines.....	24
Introduction	24
Rewarding & preventing resignation.....	25
Managing resignation.....	26
Guidelines for resigning and consequences.....	27
Final words.....	28
Appendices.....	29
EGEA Manuals and strategic papers.....	29
SOME OF THE EGEA MANUALS	29
SOME OF THE EGEA STRATEGIC PAPERS	29
Current HR activities & projects.....	29



Table of figures

Figure 1: Stages in EGEA..... 7
Figure 2: Transition Phases..... 7
Figure 3: EGEAs life cycle model..... 8
Figure 4: Compatible Positions. 9
Figure 5: Overviwe of 'how do EGEAns participate at the different stages' 12
Figure 6: Information management of EGEA..... 13
Figure 7: Distribution of members in the 3 different stages..... 14
Figure 8: List of training events in the past and ideas for the future 16
Figure 9: Tuckman's Stages of Team Development..... 22
Figure 10: Princenal of plan-do-check-act 23

Introduction

EGEA has evolved slowly from an international organisation into a pan-European network. While becoming bigger and more professional, also other challenges emerge. In recent times, it has been noticed more than once that even though EGEA has over 2000 members over Europe, only few of those members are actively engaged in the development of the Association. Therefore, it has been put forward that a more consistent and targeted focus on the opportunities for personal development in the Association is needed. If new members are included and introduced more smoothly to the opportunities for personal development, they tend to be more active within EGEA. Similarly, engaging active members more generally would create a larger degree of involvement. This way, the impact of EGEA, both internally and externally can increase. Thus, we could make an even more tangible difference, in our members' lives and in Europe – through connecting people, experiencing different cultures and values, and becoming active citizens and future leaders.

EGEA Life Cycle model

In the past, the model of **EGEA Life Cycle** has been created and re-evaluated to visually represent how EGEAns progress or get more involved within the association. The model is based on general life cycles that can be found in many organisations. For each 'level', an example is given on how it fits in EGEA. It is important to realise that **one person can be in several stages** of the model at the same time if they have multiple positions in EGEA i.e., they can be an active member of an entity, a member of an event organising team and a newbie to a team/a member of a Regional Team. The different steps in the EGEA Life Cycle are used as a main structure throughout the HR Strategy. It is essential to understand that the main aim of the Human Resource Strategy and management in EGEA is **to facilitate and improve the transition between stages**.

MODEL BUILDING BLOCKS

There are two different terms that the model is built upon – a stage and a transition phase; single stages are connected with transition phases.

A stage (Figure 1) is the level on which a person is currently at in the respective social group/team. It can be characterised by the amount of time the person has been part of the social group/team, by their activity, and by their position in the group/team. It is natural that one person can experience multiple stages during their EGEA career. There are two different scales of the EGEA Life Cycle – a ‘small’ scale within one team and a ‘big’ scale within the whole Association.

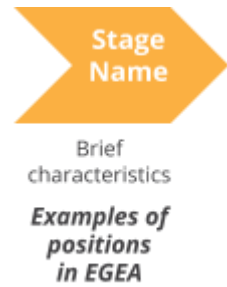


Figure 1: Stages in EGEA

A transition phase (Figure 2) is a process of going from one phase to another one. Transition phases are important because it is crucial that the person has all the information and tools they need to smoothly evolve into the next stage and to stay motivated. Lacking support for transition phases will eventually result in individuals leaving the new stage or phase again because they might feel overwhelmed, in a shortage of more experienced EGEAns (leaders) and in EGEAns being less motivated to take on new responsibilities and positions.

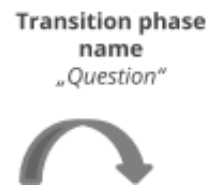


Figure 2: Transition Phases

In the scheme in figure 3, single transition phases are characterised with a question to outline a wider topic which helps to understand how EGEAns can support the transition of a person from that stage to another stage.

EGEA LIFE CYCLE MODEL

The “EGEA Life Cycle Model” (figure 3) describes the progress of individuals in EGEA. Each individual starts as a potential member and can eventually become an alumni. However, not all persons experience all stages during their EGEA career and can (deliberately or not) skip one or more stages.

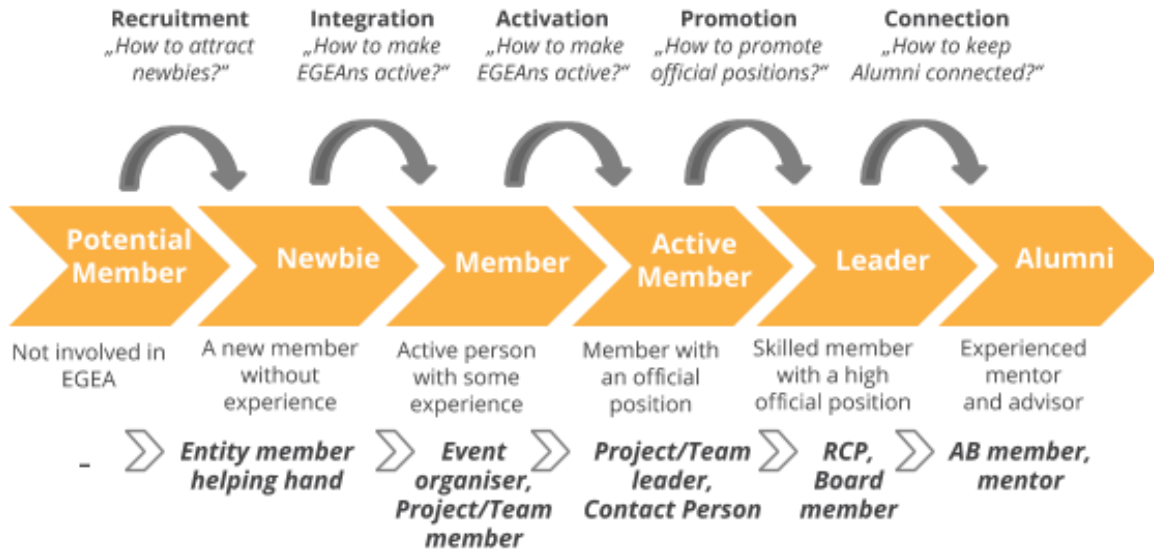



Figure 3: EGEAs life cycle model

COMPATIBILITY OF POSITIONS IN EGEA

As mentioned above, often people combine several positions in EGEA, and can therefore be in several stages at the same time. Especially when taking up several positions at once, it is important that the member considers their work-life balance in terms of EGEA-work-studies-hobbies, to avoid burn-out throughout the year. In the table below (figure 4) different positions are categorised to advise people on combining positions in terms of workload, based on observations from past years. This overview is an indication, to be used as a precaution for over-commitment. Of course, everyone can make personal decisions based on their own time-availability, energy and motivation. But keep in mind: if you lose your motivation during the year and quit, there are always other individuals taking over your work. And sometimes it is better to do one position after the other instead of doing all of them at the same time.

Legend:

 Not compatible

 compatible

position	Board of EGEA	Regional Contact Person	Regional Assistant	Team Coordinator	Congress Main Organiser	Contact Person*	Advisory Board**	Supporting Role
Board of EGEA	Not compatible	Not compatible	Not compatible	Not compatible	Not compatible	Not compatible	Not compatible	Not compatible
Regional Contact Person	Not compatible	Not compatible	Not compatible	Compatible	Not compatible	Not compatible	Not compatible	Not compatible
Regional Assistant	Not compatible	Not compatible	Not compatible	Compatible	Compatible	Not compatible	Not compatible	Not compatible
Team Co-ordinator	Not compatible	Compatible	Compatible	Not compatible	Compatible	Compatible	Not compatible	Compatible
Congress Main Organiser	Not compatible	Not compatible	Compatible	Compatible	Not compatible	Compatible	Not compatible	Not compatible
Contact Person*	Not compatible	Not compatible	Compatible	Compatible	Compatible	Not compatible	Compatible	Compatible
Advisory Board**	Not compatible	Not compatible	Not compatible	Not compatible	Not compatible	Compatible	Not compatible	Not compatible
Supporting Role	Not compatible	Not compatible	Not compatible	Not compatible	Not compatible	Compatible	Not compatible	Not compatible

Figure 4: Compatible Positions.

*We strongly advise you to not be a CP and Regional Team at the same time, but there are some situations where it is not possible to do it in another way.

**Protocol "11B.2.3. During their term, the members of the Advisory Board cannot hold any other position in the Association except the entity Contact Person." In this context, members of a team, project or working group are not considered a position.

EGEA HR Strategy 2023-2027

EGEA has a diverse portfolio of Human Resource projects and programs for a long time already. In 2020 the first full Human Resource Strategy (HR Strategy) was written down including the HR projects and programs from beforehand. This Strategy is an overworked and evaluated version of the HR Strategy 2020-2023.

This strategy drafts a roadmap on how to improve current practices rather than focussing on introducing new elements to the EGEA HR System. However, some new ideas will be introduced. The five basic pillars of this EGEA HR Strategy, namely information management, training system, HR projects and programs, the organisational development of the HR system and the rewarding and resignation guidelines are briefly described below.

It has been known for a long time that EGEA needs good **Information Management** (e.g., SP 17-20, SP 20-23, HRS 20-23). Knowledge transfer is a basic building block for people to become more involved and engaged in a new team or association. Therefore, it is a crucial topic for EGEA and should be looked at more closely.

The second pillar is the **EGEA Training System**. Besides hands-on experience, soft skill trainings are the go-to strategy to gain skills and develop yourself. Oldies and alumni see soft skills as the most valuable thing they learned during their EGEA time. Also in professional environments, trainings and soft skills are highly valued.

EGEA's **HR Projects and Programs** are the third pillar. Many have been implemented in the last years and in our opinion, it is in EGEA's interest to continue, strengthen and improve these projects and programs.

The **organisational development of the HR System** is the fourth pillar of the HR Strategy. Personal development should be more structured and looked after, preferably by a single body or a responsible person.

The last pillar is about **rewarding and resignation guidelines**. Since it happened many times that individuals left their positions earlier, we included some guidelines on 'how to act if you think about leaving your position'.

I. EGEA Information Management

With an average active participation in EGEA of 3 to 5 years, and annual changes in almost all leading positions, knowledge transfer is EGEAs' main challenge. Both the preservation of knowledge and the flow of information to all members are key issues. At different stages of the EGEA Life Cycle, different aspects of that knowledge are important for EGEAns to take the next step in their EGEA career.

HOW DO EGEANS GENERALLY PARTICIPATE AT THE DIFFERENT STAGES?

The answer to this question helps to understand what information is relevant for EGEAns at the different stages of the EGEA Life Cycle. An overview of how EGEAns generally participate is given in the following table. The table was collected, updated and evaluated and is based on knowledge of experienced EGEAns.

EGEA Life Cycle stage	Source of Knowledge	Main Goal
Newbie	<ul style="list-style-type: none"> ✓ Information leaflets & presentations in entities ✓ Newbie Area ✓ Newbie weekend ✓ Local & European events 	Getting to know EGEA, falling in love with EGEA
Member	<ul style="list-style-type: none"> ✓ Congresses ✓ CP Trainings ✓ Website ✓ Master Folder ✓ Instagram ✓ Facebook EGEA – Official Group ✓ Newsletter/Blog ✓ Local & European events ✓ Event organiser support 	Getting to know EGEA further, becoming engaged in current issues, getting motivated to take up more responsibility
Active member	<ul style="list-style-type: none"> ✓ CP Trainings ✓ OSM ✓ (transition) manuals ✓ Website ✓ Master Folder 	Engaging others, being up to date about current issues, contributing to the development of EGEA (being able to realise your own projects and ideas)

	<ul style="list-style-type: none"> ✓ Instagram ✓ Facebook EGEA – Official Group ✓ Team/Entity/Project members ✓ Mentoring program & event organiser support ✓ Newbie Area & Buddy system (as facilitator) 	
Leader	<ul style="list-style-type: none"> ✓ Team Management Training ✓ Transition manuals & meetings ✓ website, Master Folder, Official Facebook Group ✓ OSM ✓ Mentoring program 	Engaging others, being up to date and updating others, ensuring continuity in EGEAs management, supporting others to realise projects and ideas
Alumni	<ul style="list-style-type: none"> ✓ Advisory board ✓ EGEA Mentoring (as mentor) ✓ Oldie weekend & Alumni congress ✓ EGEA Alumni 	Supporting and advising others, transferring knowledge to new generations

Figure 5: Overview of 'how do EGEAns participate at the different stages'

HOW CAN EGEANS RECEIVE THIS INFORMATION?

The following graph (figure 6) shows different examples of current methods used to spread information, graded in terms of how personal/non-personal the information is delivered and how formal/informal the method is. The bigger the method is written, the more impact does it have and thus the more important it is to emphasise.

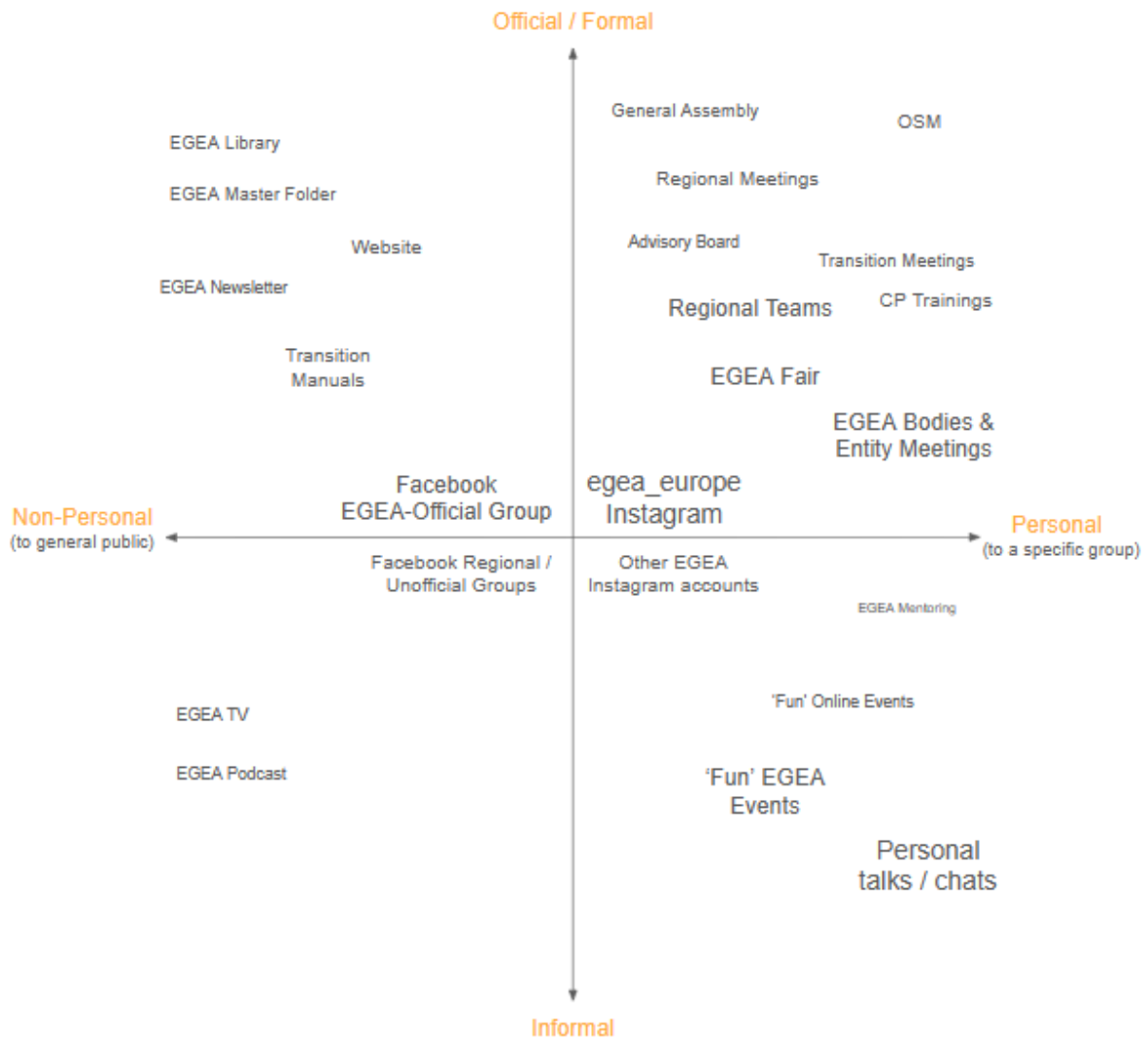


Figure 6: Information management of EGEA

HOW CAN WE IMPROVE THE INFORMATION TRANSFER ON ALL LEVELS?

Currently, new projects or ideas are highly situated amongst leading positions or more experienced members in EGEA. Here, informal relations play an important role for the transfer of information, crucial for the development of new ideas. Therefore, more focus is necessary on strategies to get new members involved more easily.

Strategies that create systems can lower barriers and help enthusiasts get involved in EGEA more easily. Examples of such possible approaches can be:

- ⇒ A single point of contact for new members who want to become involved that could look like the following:
 - a button on the website,
 - a single email for this purpose,
 - a single contact person in entities,
 - a concise summary of the most important information for new members
- ⇒ Some places on OSM reserved for new members/members without any official function.
- ⇒ More 'fun', unofficial ways to get to know other EGEAns (e.g., more hikes or other activities on newbie weekends, making EGEA Fair more engaging and less official etc.)
- ⇒ Making official positions more approachable (approachable attitude of EGEA officials during events, introduction campaigns when EGEA officials start their positions ...)



Figure 7: Distribution of members in the 3 different stages

II. EGEA Training System

The second pillar of the EGEA HR Strategy is to have a strong training system within EGEA. Trainings aim to improve the soft skills of EGEAns. Soft skills are attributes and interpersonal skills which are beneficial for both personal and professional life. Trainings can help EGEAns acquire all the skills they need to take up different positions within EGEA, which inevitably leads to an improvement of the organisation itself.

Therefore, it needs a working training system in EGEA. This way high quality training opportunities exist for all EGEAns. A good Training System ensures its own progress: A high quality motivates people to attend and organise trainings. In this system, it is always important to strive towards a good balance between how many training opportunities there are, and how many trainers and participants there are. The EGEA Training System consists of three elements.

1. Organising training events (mostly by Training Team)
2. Delivering Trainings (mostly by EGEA Trainers)
3. Attending Trainings (mostly by EGEAns)

TRAINING EVENTS IN THE PAST & IDEAS FOR THE FUTURE

An overview of the current training possibilities can help identify gaps and possibilities (figure 8). It can show which target groups the current training possibilities focus on and it is a good basis to assess if there could be more training sessions organised for a particular target group.

Furthermore, it can be a good guideline for the training team members to ensure that those trainings take place according to current capacities.

Training Event	For whom	Organised when
Team Management Training	BoE and RCPs	2017, 2018, 2019
CP Trainings	CPs	Annually by regional teams, more involvement of EGEA Trainers needed.
Training New Trainers	Prospective trainers	2017, 2018, 2019, 2022
Workshop Leader Bootcamp	Workshop leaders (online)	ERC18, AC19, AC20 (cancelled)

Trainings on congresses	All EGEAns	Annually to varying degrees
Trainings on Newbie Weekends	Newbies	Depending on the organising entity
EGEA Trainer Tour	Participating entities	2018
Online Trainings	All EGEAns	Autumn 2020, spring and autumn 2021, July 2023
<i>Team Management Training</i>	<i>Team Coordinators, (Main) Congress organisers</i>	<i>Not yet organised (only single sessions at a WOSM)</i>

Figure 8: List of training events in the past and ideas for the future

The current training system can be improved: there are few trainers, resulting in few training opportunities engaging few EGEAns to become a trainer. Several strategies are possible to strengthen the training system:

- ⇒ Organise high-quality Training New Trainer (TNT) events, possibly in cooperation with other (partner) organisations.
- ⇒ Support TNT-graduates to increase their development and their engagement in the EGEA Trainer Community, through a personal mentor and Trainers Coordinator/ Chief Trainer/....
- ⇒ Ensure that EGEAns are aware what trainings are:
 - talk early enough to congress organisers.
 - promotion at EGEA fair.
 - offer enough trainings.
 - use “soft skill training” as a concept (to differentiate from sports and other trainings).
 - active use of social media, website, blog, ...
- ⇒ Ensure sufficient training opportunities (congresses, CP trainings, newbie weekends, online trainings, ...) with a variety of topics.
- ⇒ Motivate more experienced trainers to also look for external opportunities to run training sessions.
- ⇒ Support prospective trainers who didn’t attend a TNT yet to ensure quality and to motivate them to become a qualified trainer.

- ⇒ Focus on science-based trainings.
- ⇒ Promote trainings by highlighting the external value of soft skills (e.g., in corporate settings).
- ⇒ Collaborate with external partners (e.g., Youth NGO Training Network, Salto trainings, ...), especially on TNT's and online training events.
- ⇒ Consider mandatory trainings for CPs, Workshop leaders, Team Coordinators, (Main) Congress organisers, RCPs, BoE, AB.
- ⇒ Use network of alumni trainers to support younger trainers.

EGEA TRAINER COMMUNITY

All EGEAns can participate in EGEA's TEL-1 event (Training Level 1, usually called "Training New Trainers"). EGEA Training Team attempts to organise this annually, according to the agreed standard (40 hours training, specific topics detailed in TNT manual & Trainers' certificates).

EGEA recognises 4 certifications for trainers:

- "TNT Graduate": fully and successfully participated in TNT event (can also be external TNT).
- "EGEA Junior Trainer": delivered 2 hours of training after participation in TNT, with support of mentor or Advanced/Senior Trainer.
- "EGEA Advanced Trainer": delivered +15 hours of training.
- "EGEA Senior Trainer": delivered +60 hours of training.

Further requirements to receive a certain certificate are detailed on the certificate templates.

TNT Graduates and Junior Trainers should be connected to an Advanced or Senior trainer for support and mentorship, at least during the first year after their TNT. EGEA should work towards establishing a mentoring program for new trainers. Cooperation with other organisations is essential for this.

The network of the training team goes beyond EGEA. For various training events, EGEA already has cooperated with other training organisations. This has the advantage that trainers from different organisations can be brought together, that there can be training opportunities for external trainers and that the right amount of trainings within EGEA can be assured to keep a good balance of the EGEA Training System. At last, members of EGEA's cooperating partners

can also participate in EGEA trainings, given enough capacity, ensuring benefits for all parties involved.



III. HR Projects and Programs

These are among some of the existing projects that were evaluated during the working phase of this strategy. A list of all current projects, classified according to the relevant EGEA Life Cycle. Also, the list of ideas is just for inspiration and are not so completed.

Newbie Area

- ✓ **What?** Newbies get introduced to the basics of EGEA in the beginning of congresses.
- ✓ **Why?** Because being new can be scary, and all of the different EGEA bodies and abbreviations can be confusing and intimidating.
- ✓ **Target group:** Newbies.
- ✓ **Next steps:** Evaluate and find ways to make it more engaging and fun.

Buddy System

- ✓ **What?** A buddy is assigned to the newbies, so they already know someone at the beginning of the event.
- ✓ **Why?** Getting integrated into a new social/academic/cultural environment can be a little challenging. As such, the Inclusion Team Buddy System aims to provide EGEA'ns with the possibility of already knowing Oldies and how to be active in EGEA in general.
- ✓ **Target group:** Newbies.

EGEA Mentoring

- ✓ **What?** Older EGEAns support younger EGEAns in anything they'd want: a new project, a new function, writing a master thesis and graduating, etc.
- ✓ **Why?** To give back to EGEA, to use our network to learn from each other and help new EGEAns forward.
- ✓ **Target group:** newbies, members, active members.
- ✓ **Future:** More promotion and mentors.

EGEA Passports

- ✓ **What?** Is a document in which EGEA'ns could collect and write memories and contacts of other EGEA'ns with whom they established a bond during congresses and related events and it serves as a reference document through which EGEA'ns can further strengthen their relationship with each other.

- ✓ **Why?** Aside from being a document that captures fun and friendly memories, the passports are also an extra source of funding for congress organisers through selling them.
- ✓ **Target group:** newbies, active members.

Transitions

- ✓ **What?** Transition processes like transition meetings and updating transition manuals.
- ✓ **Why?** Passing on knowledge about the current state of affairs, as well as about the working process, is important to ensure continuity and improve our activities.
- ✓ **Target group:** leaders taking up a new function or position.
- ✓ **Future:** Transition processes should be better coordinated, and processes should exist to compensate if transitions are not great or even lacking. The quality and efficiency of transitions should increase as they are a strategic action.

IDEAS FOR THE FUTURE

EGEA English tandems

- ✓ **What?** EGEAns support EGEAns to improve their English through language tandems (cause practice makes perfect).
- ✓ **Why?** Because English can be a barrier for some bigger/international events.
- ✓ **Target group:** All EGEA members.
- ✓ **Next steps:** Promoting English speaking culture in most EGEA events (for instance EGEA Bar etc.).
- ✓ EGEA PenPal is quite effective in improving English language competency. However, its popularity among EGEA'ns is rather limited and therefore increasing awareness about the PenPal Project would be beneficial to all EGEA'ns with regards to personal development.

EGEA Reach Beyond

- ✓ **What?** A working group that gathers contacts with possible new entities, while giving priority to dying entities that can use a bit of support. An open call is then made for a team to visit this city and spread the EGEA spirit.

- ✓ **Why?** To rejuvenate dying entities more actively and spread EGEA love.
- ✓ **Target group:** Struggling entities and if possible potential members of a new entity.
- ✓ **How?** While there is not one proper way to reach new interested people to establish entities, there are some ideas:
 - Friends at other universities and to have exchanges with them.
 - Contact international associations and partner up with them.
 - Go on their congresses.
 - Entities can act as older siblings to newly found entities.
 - CPs must be able to inform interested people in a responsible way.

Teambuilding

- ✓ **What?** Support new teams in their teambuilding and development.
- ✓ **Why?** In EGEA, newly formed teams are supported in knowledge transfer (transition) and skill development (TMT). However, any new team needs time and support to move from being a bunch of individuals to being an actual team. Tuckman's model of Team development illustrates this (figure 9). Ideally, the stages of "forming" and "storming" mainly occur already BEFORE the start of the team's duties (i.e., between June and September for BoE elect, Regional Teams elect, between August and October for new Team coordinators, ...).
 - Teambuilding and team development not only increases the team's performance, but team spirit is also in personal commitment and motivation (Rutger Bregman, Humankind: A hopeful story, 2019).
- ✓ **Who (target group):** new teams such as Board, Regional Teams, Teams, Projects, Congress Orga Team, ...
- ✓ **How?** E.g., through mandatory teambuilding activities

Tuckman's Stages of Team Development

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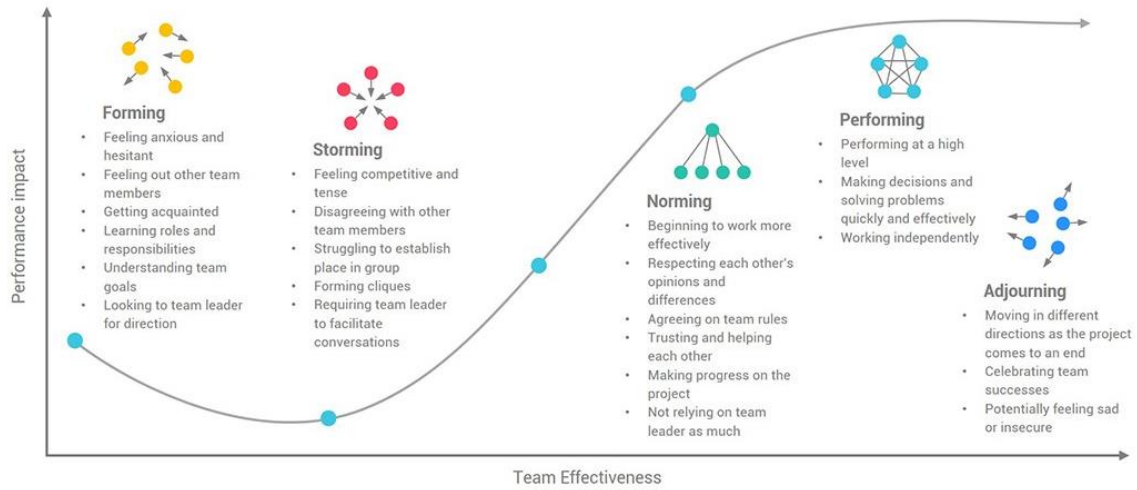


Figure 9: Tuckman's Stages of Team Development

IV. Organisational development of the HR System

Currently, personal development in EGEA is included in the mandate of different bodies and spread over different people. Therefore, it often lacks consistency and coordination as well as a coherent strategy. To improve personal development in EGEA, it is therefore suggested that one person, preferably the Vice President, is responsible for its evaluation, maintenance and continuous improvement. Through this approach, more efficient communication and coordination between the different bodies responsible for HR-related processes, is facilitated. This can also be fortified in further organisational restructuring processes.

To make the HR System of EGEA more efficient and visible, transition processes (such as RT's and BoE) should also include parts of HR Strategy. This is crucial to reach every entity in the matter of the HR System. As such, particular parts of the HR Strategy could be included in CP trainings. Moreover, parts of this HR Strategy document could be coherently used together with the transition manual during transitional meetings.

For structural quality maintenance, it is suggested to follow the principle of plan-do-check-act (figure 8). This principle, developed by Deming, is often used in organisational management and is known for its great potential in quality management. The use of the principle is suggested because of its easy understanding. This HR strategy document tries to offer various ways to improve this, for instance through more qualitative transitions and better knowledge management, as well as supporting mechanisms for personal development. Special focus should be given to the phases "check" and "act", as this is currently, to some extent neglected.

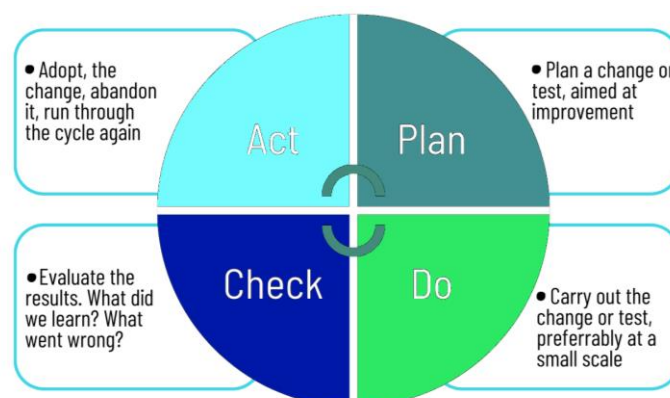


Figure 10: Principle of plan-do-check-act

V. Rewarding and resignation guidelines

Like in every organisation, also in EGEA, **individuals sometimes leave their position**. This happens at any level in the life cycle stage: Contact Persons, Team members, Team Coordinators, Congress Coordinators, Supporting Roles, Regional Team members and Board members; all of those positions experience early leaving, resignation and disappearing. To minimise this problem, we want to **give some guidelines for people who want to leave their position before the end of their term**.

INTRODUCTION

Positions in EGEA are fulfilled voluntarily, however they are not without obligations; EGEA needs volunteers to function and taking up an official position comes with the commitment to fulfil these responsibilities for the term of one year. Persons leaving positions have a big impact currently on how well EGEA can operate and it increases pressure on other volunteers. Despite those issues, the organisation can not force individuals to do their job. This means **internal motivation, team feeling, capacity of the person** (time availability and personal prioritisation) and **the life cycle stage including the combination of positions** of a person are key factors in successfully operating as a volunteer.

Ways on how people leave their position:

- ⇒ Resign by sending an official letter to the board and other bodies involved.
- ⇒ Quit by informally stating in a chat or call that this person intends to stop.
- ⇒ Disappearing, which means that no notification of leaving the position was given, but the person just ignores the duties from a certain point of time and the person cannot be reached anymore.

Someone could resign, quit or disappear a position for one or multiple reasons:

Motivational issues

- ✓ **The work itself is found not interesting (enough).** Despite the will to contribute to EGEA the specific position is not fit for the person.
- ✓ The person feels unrewarded, underappreciated, excluded or insignificant. Every person experience reward and appreciation differently, general motivation for EGEA fades if a person is feeling underappreciated or else.
- ✓ **Inter-personal issues with EGEA colleagues.** It happens that persons could get in a conflict that, if not dealt with or mediated early enough, results in one of the persons leaving the position.

Capacity issues

- ✓ **Priorities change (e.g., university, work and family demanding attention or health issues come up).** Unexpected or expected other priorities might require more time and attention than anticipated in the beginning of the working year.
- ✓ **Expectations of time-investment were different from reality.** The time investment for a voluntary position differs significantly per position, without the right information a person could end up in a position that is over demanding.
- ✓ **Required hard-skills or soft-skills are lacking to fulfil the duties properly (English, team management, knowledge for a certain position).** A person can feel like it doesn't "work" due to missing skills or other persons around this person might feel like this person doesn't do its job, because this person is unaware that the lack of skills is leading to unfulfilled duties and obligations.

Life cycle stage issues

- ✓ **Someone takes up a big position too soon.** Stepping too soon from newbie to a late life-cycle stage in EGEA has proved to result in a high chance of leaving a position early.

REWARDING & PREVENTING RESIGNATION

The first step in dealing with early-leaving positions is to mitigate risks for such an event to happen. An important aspect is rewarding volunteers. Rewarding is done or could be done in the following ways:

Rewarding

- ✓ **Certificates.** Many people underline that EGEA has been beneficial in the professional life and certificates serve as a proof of a person's contribution.
- ✓ **Fixed places.** Many people taking up official positions love EGEA, so the reward of fixed places helps to grow this love.
- ✓ **Internships/ educational credit.** Currently it doesn't happen often, but some EGEAns received credits for their voluntary contribution in the past.
- ✓ **Appreciation.** Formal appreciation activities should be improved, e.g., international volunteer day (5 December), shout-outs at events, personalised thank you postcard/Christmas card, also showing appreciation during the process (e.g., congress organisers). Informal appreciation should be encouraged, e.g., showing interest in colleagues, being kind, acknowledging and mentioning someone's work, contribution and process.

Preventing

- ✓ **Interviews.** Interviews are not held currently, but for big positions it is worth checking this measure, so applicants are becoming more aware of what work is expected of them.
- ✓ **Not pressuring into applying.** Encouraging the right persons to apply is a good practice, however, it is important people do not feel pressured/forced to apply.
- ✓ **Check during transition.** During the transition of positions, it is important to check with the applicant if the function matches the expectations and which issues might be expected (time, skills) and how to deal with that.
- ✓ **Group agreements.** In bigger official positions, teams usually create a group agreement (mainly for the board and regional teams), in which everyone agrees what to expect from each other. Also, e.g., terms to take breaks from the work should be part of it.
- ✓ More focus on **team development** (see section "III. - Team development").

MANAGING RESIGNATION

In case of suspecting that someone would like to resign, it is advised to manage this process to avoid disappearing.

- ✓ **Talk about the resignation thoughts.** Try first to talk one-on-one, but if a talk does not change the thoughts of the person (not help), consider asking someone else to mediate (for example the Vice President or the Advisory Board).
- ✓ **Understand.** Try to understand what the issue is and where this is coming from, and then look for the best solution together (staying and resolving the issue/taking a short break/leaving/...)
- ✓ **Elect a substitute.** If a person decides to leave a position, electing a substitute fast is desirable. Remaining in line with the Statutory Base is always required (For the Board of EGEA according to article 11.4.1 it is not allowed to elect a substitute). Options could be: (a) To follow the election procedure with the shortest possible deadlines. (b) The board appoints a representative to act on behalf of the role. A good transition is essential for the person taking up this position.

GUIDELINES FOR RESIGNING AND CONSEQUENCES

Leaving a position early goes differently often. However, some general guidelines apply about resigning and its consequences:

✓ **Resignation term.** To resign formally and correctly from a position, a few rules apply:

- 4 Weeks' notice for Board members and RCPs.
- 2 Weeks' notice for other official positions.

During these weeks a person is expected to wrap up & hand over running tasks so other persons involved can continue properly, e.g., access to the email account and other relevant accounts and knowledge about running projects.

✓ **Financial reimbursements.**

- If a person fulfilled the resignation terms and fulfilled their duties until the end of the resignation period, a relative share of potential financial reimbursements could still be provided (e.g., if someone worked 4 of 12 months, 1/3 of an annual travel reimbursement).
- If resignation terms were not fulfilled, no financial reimbursement can be made anymore.

✓ **Certificate.**

- If a person fulfilled the resignation terms and fulfilled their duties until the end of the resignation period, a certificate can still be given for the term the person was fulfilling their duties.
- If resignation terms were not fulfilled, a certificate cannot be provided. This should be registered in case the (future) Board is asked for a professional reference. The final decision to provide a certificate is up to the official position in charge of it.

Final words

This document is partially based on the work of earlier working groups but has been updated and complemented in such a way that it reflects the current state of the Association. The authors hold various positions and try to have these different experiences reflected in their work. The strategy presented is meant to serve as an orientation point for all levels and bodies and was therefore kept on a rather general level. The authors hope it will help to improve knowledge management and transfer as well as support members' inclusion and personal development. As EGEA is a dynamic association, the strategy as outlined in this document is timely limited and will need to be updated together with the Strategic Plan. The authors hope, however, that it will provide the next generation of EGEAns working on the topic with a starting point for further development.

Appendices

EGEA Manuals and strategic papers

Linked below are some of EGEAs Manuals and strategic papers. These might be useful for reference, historic documentation, or inspiration for the further development of the HR Strategy. Additionally, they might add to the knowledge and insight towards EGEA of readers of this strategy, as they all concern areas of this network where HR management is useful and needed.

SOME OF THE EGEA MANUALS

The Manuals might not be fully up to date, as EGEA constantly evolves and develops further. The general overview and access to the EGEA Manuals can be gained through the [EGEA Master Folder](#). In case of any difficulties to access the Master folder or any of the Manuals please contact egea@egea.eu

[The Congress Guidelines](#)

[The Entity Manual](#)

[The Manual for Event Organisers](#)

[The Team Coordinator Manual](#)

SOME OF THE EGEA STRATEGIC PAPERS

Besides the Manuals, EGEAs strategic papers also offer valuable insight. As they are constantly being updated you can always find the latest strategic papers in the [EGEA Master Folder](#) as well.

[The Strategic Plan 2020 – 2023](#)

[The HR-Strategy 2020 – 2023](#)

Current HR activities & projects

Here is a list with some of the current projects in EGEA.

[Newbie Area](#)

[Buddy System](#)

[EGEA PenPal](#)

EGEA Reach Beyond



Date:*	08.09.2023	Proponents:
	<i>Example: GA vote day 20.09.2021*</i>	Jared Young, Secretary Raf Martens, Secretariat coordinator Veera Niemi, RCP North & Baltic Michał Purta, EGEA Olsztyn Runa Witte, RCP West Henrik Stein, President
Venue:*	Weißenbach am Attersee, Austria	
	<i>Example: Predeal, Romania*</i>	
Decisive Body:*	GA	
	<i>Write either: GA, RM or OSM*</i>	<i>State all proponents' names and their entity or function.</i>

Proposal nr 18/18* – **Regional Restructuring**

Name of the proposal

Attachments:* Nr. of attachments:

No attachments = 0

Additional information:*

**To be filled in by the BoE*

THE PROPONENT'S SUGGESTION

If the General Assembly agrees to our Regional Restructuring plan, then the following changes will be implemented into the following documents and **come into effect immediately after the GA in 2024:**

Protocol

From:

Article 7 7.1. (SB 7.1.) The Association is administratively divided into four regions.

7.1.1. The recommended division of the regions is the following:

7.1.1.1. Western Region: Austria, Belgium, North of France, Germany, Ireland, Luxembourg, Liechtenstein, the Netherlands, Switzerland, United Kingdom.

7.1.1.2. North & Baltic Region: Denmark, Estonia, Finland, Iceland, Latvia, Lithuania, Norway, Russia, Sweden.

7.1.1.3. Eastern Region: Armenia, Azerbaijan, Belarus, Bulgaria, Czechia, Georgia, Hungary, Moldova, Poland, Romania, Russia, Slovakia, Ukraine.

7.1.1.4. Euro-Mediterranean Region: Albania, Andorra, Bosnia and Herzegovina, Croatia, Cyprus, South of France, Greece, Israel, Italy, Kosovo*, Malta, Monaco, Montenegro, North Macedonia, Portugal, San Marino, Serbia, Slovenia, Spain, Turkey.

*This designation is without prejudice to positions on status, and is in line with UNSCR 1244/99 and the ICJ Opinion on the Kosovo declaration of independence.

TO

Article 7 7.1. (SB 7.1.) The Association is administratively divided into ~~four regions~~ **three regions**. Though the names of whole sovereign states are listed below, countries can be divided internally using the Nomenclature d'Unites Territoriales Statistiques (Nomenclature of territorial units for statistics (N.U.T.S.)) level 1 data which divides countries into their internal provinces and states.

7.1.1. ~~The~~ To maintain regions with close to similar numbers of entities, the recommended division of the regions is the following:

7.1.1.1. ~~Western Region: Austria, Belgium, North of France, Germany, Ireland, Luxembourg, Liechtenstein, the Netherlands, Switzerland, United Kingdom.~~ **Green Region: Andorra, Austria, Belgium, France, South-West Germany*, Italy, Republic of Ireland, Luxembourg, Liechtenstein, Monaco, The Netherlands, Portugal, San Marino, Spain, Switzerland, and the United Kingdom.**

7.1.1.2. ~~North & Baltic Region: Denmark, Estonia, Finland, Iceland, Latvia, Lithuania, Norway, Russia, Sweden.~~ **Blue Region: Belarus, Denmark, Estonia, Finland, North-East Germany** Iceland, Latvia, Lithuania, Norway, Poland, Russia, Sweden.**

7.1.1.3. ~~Eastern Region: Armenia, Azerbaijan, Belarus, Bulgaria, Czechia, Georgia, Hungary, Moldova, Poland, Romania, Russia, Slovakia, Ukraine.~~ **Orange Region: Albania, Armenia, Azerbaijan, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia, Georgia,**



Greece, Hungary, Israel, Kosovo***, Malta, Moldova, Montenegro, North Macedonia, Romania, Serbia, Slovakia, Turkey, Ukraine.

~~7.1.1.4. Euro-Mediterranean Region: Albania, Andorra, Bosnia and Herzegovina, Croatia, Cyprus, South of France, Greece, Israel, Italy, Kosovo*, Malta, Monaco, Montenegro, North Macedonia, Portugal, San Marino, Serbia, Slovenia, Spain, Turkey.~~

* The included N.U.T.S level 1 states are as follows: Baden-Württemberg, Bavaria, Hesse, North Rhine-Westphalia, Rhineland-Palatinate, Saarland

** The included N.U.T.S level 1 states are as follows: Berlin, Brandenburg, Bremen, Hamburg, Lower Saxony, Mecklenburg-Vorpommern, Saxony, Saxony-Anhalt, Schleswig-Holstein, Thuringia

***This designation is without prejudice to positions on status, and is in line with UNSCR 1244/99 and the ICJ Opinion on the Kosovo declaration of independence.

Statutory Base

Appendix F: Support Fund

From

II.3. The decision-making body is comprised of the four Regional Contact Persons (RCPs) and shall hereafter be referred to as the "Jury".

To

II.3. The decision-making body is comprised of the ~~four~~ Regional Contact Persons (RCPs) and shall hereafter be referred to as the "Jury".

BACKGROUND FOR THE PROPOSAL

For a summary overview, these are the bullet point changes:

- The number of regions changes from **four to three**
- The number of Regional Contact Persons positions change from **four to three**
- The regional names become **West, North & Baltic, and East & Mediterranean**
- The new colours will be **dark green, dark blue and dark red** respectively (note: the specific Hex code for these colours will be decided later, to try and create more colour-vision impairment friendly combinations)
- One regional congress will have its name changed accordingly: **East and Mediterranean Region Congress**

This Regional Restructuring proposal at its core is offering the General Assembly (GA) the opportunity to change EGEA's four regions into three. This would increase the number of entities per-region, decrease the number of regional officials and regional congresses (by one respectively), and result in new names.

Over the past several years, EGEA has discussed this topic as issues surrounding finding willing volunteers to become officials or entities willing to host our official events are not new. However, this issue has been made worse by covid, with EGEA losing a significant number of entities at the 2022 GA in Szentendre, Budapest, and resulting in many surviving entities struggling to gain new members. We believe enacting this change now will enable EGEA to build a stable and healthy network to expand from, and we did this with the following main priorities in mind:

Balance of entities per region - With the new regions all having between 22-25 entities (depending on fluctuations in acceptance or discharging of entities at the GA 2023), this equalises one of EGEA's long standing issues of imbalance regions. This spreads out the responsibility of hosting official regional events and entities providing candidates for regional officials.

Easier admin/region management - As mentioned above, having the responsibility spread across more entities to provide regional officials/events increases the likelihood of those roles/events being successfully fulfilled, but it also will reduce the number of officials and regional events needed overall. This hopefully will reduce the number of unfulfilled requirements, and help EGEA function as an organisation with less stress and burnout associated with its official positions.



Reduced travel time with cultural/economic considerations - One of the major issues EuroMed faced was the long but thin regional shape caused Spanish entities or Turkish entities (for example) to have to travel great distances to attend regional events. We wanted to address this challenge, and also go against the preexisting expectations which Europe has, such as there being all the stereotypically 'Western European' and 'Eastern European' countries. Therefore, we decided to try and have a mix of European countries from different regions in each region, to increase the opportunities for EGEA's to meet members from different cultures and backgrounds, while also considering what would be realistic for people to travel for a regional congress for example.

THE PROPONENT'S ASSESSMENT

Advantages:

- *Balances the number of entities in all the regions, equalising the responsibility of hosting events, organising congresses and providing members for official positions across all entities*
- *Reduces the number of regional official positions needed to be filled*
- *Reduces the number of official regional events that needs hosting*
- *The new regions have a greater mix of languages and cultures, offering new opportunities for collaborations between entities who previously may not have considered/been able to host an event together and supporting EGEA's vision, mission and values.*
- *Helps EGEA meet its vision, mission and values by more consistently placing entities which previously didn't share a region in recent times with each other through regional meetings and congresses increasing the cultural diversity and exposure of those regions*

Disadvantages

- *There are less regional congresses to attend, therefore less events in general for members to attend increasing the demand for congress spots at regional events*
- *There are less regional officials meaning the responsibility of fulfilling the regional teams tasks is shared by less people; for example, Support fund and Code of Conduct*
- *Less regions for the Financial Control Commission (FCC) to meet their criteria of having 2 people from different regions*
- *Though we have reunited France into one region, we had to split Germany into two (West and North and Baltic) to maintain an even number of entities across the three regions*



Attachment 1

