



Notes of EAPN Executive Committee
5-6 July
Brussels, Belgium

Participants (members): Eugen (Austria), Caroline (Belgium), Maria (Bulgaria), Karel (Czech Republic), Eleni (Cyprus), Per (Denmark), Kärt (Estonia), Tiina (Finland), Richard (France), Jens (Germany), Dina (Greece), Vilborg (Iceland), Tess (Ireland), Vito (Italy), Laila (Latvia), Aiste (Lithuania), Nadia (Luxembourg), Biljana (Macedonia), Saviour (Malta), Quinta (Netherlands), Honoratte (Norway), Kamila (Poland), Sergio (Portugal), Iris (Romania), Jasmina (Serbia), Anna (Slovakia), Carlos (Spain), Lena (Sweden), Peter (UK), Luigi (SMES), Ian (IFSW)

Participants (staff): Philippe, Sigrid, Elke, Leo, Magda, Rebecca

Apologies: Nino (Croatia), Krisztina (Hungary), Freek (FEANTSA)

Analysis of progress against objectives of the meeting

Objective	Analysis of progress
To take the next steps in the implementation of the 2017 resolution of EAPN Netherlands	☹️ Clear decisions on two recommendations, discussions stalled on the terminology used (People Experiencing Poverty or Experience Experts of poverty). Increasingly important to clarify how and when this discussion will reach a clear conclusion.
To ensure understanding of the 2018 election process	😊 The process was discussed at length, though there were numerous issues raised about the voting process for the elections, and the way we are reflecting our commitment to gender equality throughout this process. These issues could do with further reflection.
To discuss projects EAPN is involved with, with a specific focus on potential future projects, notably EMIN3 and EEA.	☹️ Good discussion on the future of EMIN and how to proceed, less progress with discuss on EEA and potential DEAR project. Project priorities should become clearer as our Strategic Thinking process moves forward.
To consider the risks EAPN faces	😊 Good discussion on the risks on retaining high quality staff, focusing on burnout and well-being. Lots of ideas for the Task Team to take forward.
To explore current political priorities and the political direction of EAPN	☹️ Interesting discussion with DIEM25 and Greenpeace, but we didn't reach conclusions about the most important political priorities for EAPN.

Session 1 - Setting the Scene

Minutes of last Ex Co meeting approved.

Policy Conference evaluation / feedback

- The format of the conference was appreciated, with a good mix of methodologies.
- The conference helped build a deep understanding of the issues.
- Good engagement of Commission and Governments.
- Relatively low levels of civil society engagement outside of EAPN members.
- Not many people experiencing poverty engaged in the conference
- While the 'form' of the conference was positive and participatory, we should reflect whether the conference was successful in influencing policy and politics. This is also a wider reflection for EAPN – we should more regularly engage in 'self-reflection' as to whether our work is leading to the change we want to see, and if not, what should we do differently.

Session 2- Director and Bureau report

Key discussion points

Presentation available on members room.

- **Membership application received from Emmaus Europe.** MDG recommends that the Ex Co accepts this application., with GA formalising the process in September.
- **EAPN Greece** has been facing problems in recent years, but Praxis is working hard with other NGOs to get the network back on track. Majority of member organisations of EAPN Greece recently decided that Greece should have an active network, and they created a working group to contact all members, relaunch the network and prepare the ground for a new General Assembly and elections of a new board. The aim will be to rebuild a network which is more participatory, dynamic and efficient. The Working Group is preparing an event on 15 October 2018.
- Other members also facing problems - France, Cyprus and others. There was a suggestion that we should focus more on ensuring we have strong members, and that currently our focus is too much on policy. We could redevelop the MASS in 2019, using Iceland and Macedonia as strong examples.
- **There is interest in Albania in creating a national EAPN network.** They are in touch with EAPN Macedonia. There is no specific aim now to incorporate more national networks into the membership – but this should be discussed further as part of the Strategic Thinking process.

- **Contracts.** Four national networks (Luxembourg, Estonia, Serbia, UK) were not able to submit their requests for national contracts within the established timelines. (Deadline of mid-June was announced in mid-May). These four networks request an extension. There is a recognition that some networks struggle to survive without this funding.

Decisions

D1. Ex Co welcomes Emmaus' application and recommends that the GA votes to accept Emmaus as a full member in September.
D2. The Ex Co decided to give an extension until Friday 13 July to the four NNs that have had problems presenting their contracts (Luxembourg, Serbia, Estonia, UK). 2 other networks who since expressed their problems were also granted this extension (Bulgaria and Slovakia). It is essential to respect the deadlines and we should avoid exceptionalities as far as we can. There will be no exceptions or extensions for the submission of the final reports for the contracts – if networks do not report on time they risk not receiving the funds. EAPN Europe cannot accept the financial risk of incomplete or late reporting.
D3. We will establish a 'contracts procedure' (with clear communication and reminders scheduled for all NN) to avoid similar issues in the future. It is important that deadlines, once established, are clearly communicated and respected by the network.

Action	Responsible	Deadline
A1. 6 networks to send contract requests to Bureau, copying Philippe and Leo	Networks	13 July
A2. Take decision on these requests	Bureau	Mid July
A3. Implement decision implemented	Philippe and Leo	Late August
A4. Plan MASS process in 2019	Magda	End 2018
A5. Discuss our priorities in terms of bringing in new national networks	Bureau and Director	June 2019

Session 3 – Current and Future Projects

Key discussion points

<i>Energy Poverty</i>	<i>FEAD</i>	<i>Re-invest</i>
A quick update was shared by Magda	A quick update was shared by Magda	A quick update was shared by Peter and Sergio
EAPN Germany is focusing on energy poverty, and would like to bring their experience into EAPN's work		

EMIN2 / EMIN3

- This is EAPN's most significant project, and the one with most strategic importance to the network. The project is coming to an end in December 2018, so we need to reflect seriously on how we can follow up EMIN2. It is likely that there will be less funding available, and a revised focus on exchange between public authorities – so we need to see how we can carve out space for EAPN in a future tender.
- EMIN2 was positive for the network (both EAPN and EMIN) but there was a feeling that the political impact was not what we had hoped for, and the work required at the national level was very heavy. We need to better reach the public and the politicians, reaching new audiences and perhaps focusing more on communications and influencing.
- There is still confusion on the ground between minimum income and basic income. This is something we must be aware of for the future.
- It could be useful to focus a future project on data and analysis, looking at an economic analysis of where MI schemes have worked and how.
- There was a sense that campaign materials could have been stronger, and volunteers for the bus could have been better prepared.
- It was noted that it is difficult for non-EU members to engage in such projects, as EU funding is generally not eligible for expenditure in non-EU countries. This is a difficulty for us to be aware of in the future.
- A future project should be more focused, with clearer aims. Possible aims discussed include:
 - Campaigning and **building public support for Minimum Income schemes**, with specific 'Days of Action'
 - Changing the media, public and political narrative around Minimum Income, around the myth of the 'undeserving poor'
 - Observatory on Minimum Income schemes in the EU (perhaps outside of the scope of the likely tender?)
 - Focus on the idea of a European Directive on Minimum Income (campaigns, legal basis etc)

EEA

- Open conversation on what prevented us from applying for this funding opportunity, which seemed perfect for EAPN and relevant national networks.
- Some networks were snowed under by other work, they are volunteers and simply don't have the time or capacity to participate in such calls.
- The staff team, or members leading on a specific bid, may need to be more assertive with members, so that they realise the importance of a potential bid and what they need to do.

Decision

D4. The recommendation to apply to a future round of EEA grants was accepted. This will mean that national networks who want to be part of a bid will need to commit themselves early and meaningfully engage in discussions on the application, setting aside the time to properly prepare the application together.

D5. EAPN should apply for the future tender for EMIN3, focusing on:

- Campaigning and **building public support for Minimum Income schemes**, with specific 'Days of Action'
- Changing the media, public and political narrative around Minimum Income
- European Directive on Minimum Income

D6. The DEAR funding line should be discussed in a future meeting.

Action	Responsible	Deadline
A6. Monitor EEA grants to know when the next round is open, inform networks as soon as the information is available	Leo	Ongoing
A7. Networks interested in taking part in collective grant proposals for EEA (or other opportunities) to commit early and allocate time to prepare the proposal.	Networks	Ongoing
A8. Monitor the preparation of the EU's tender for minimum income work and prepare a draft proposal	Fintan	Ongoing

Session 4 – Dutch resolution

The Ex Co split into groups to discuss 3 specific questions:

- 1) Recognising that some people on our existing structures would self-identify as experience experts on poverty, how should we make this experience a more explicitly added value at the national and European levels?
- 2) How can EAPN, at the European and national level, better open our networks to facilitate the meaningful and transformative participation of experts on poverty?
- 3) What is the best way to strengthen the support for Experience Experts on Poverty before, during and after the summit? Who is most suitable to do this? How should this be done?

Feedback from group discussion on Q1:

- Structural changes need to be made at the level of NNs to create the space and possibilities for experience experts on poverty to be involved
- What is meant by 'experience experts'? – people living on low income, people who experienced poverty in the past, etc;
- Iceland has focused exclusively on supporting people experiencing poverty, and as a result some have moved on to become members of the parliament or representatives of local authorities.
- Supporting people with direct experience of poverty to genuinely be involved is difficult, and we must recognise this.
- Important for networks to facilitate participation in decision making processes, not just telling their stories
- We should aim to facilitate exchanges between diverse groups working on poverty – for example, researchers and PePs. This could happen during the annual meetings.
- We need to reflect more on the effect of 'classifying' people as 'poor'. Are we reinforcing the tendency of our society to 'other' people experiencing poverty, and thus stigmatising them further? We should guard against this.
- Scotland aims to build the capacity people experiencing poverty to become community activists – this could be replicated

Feedback from group discussion on Q2:

- The group discussed extensively about how to identify these experts and shared different experiences from the national level: for example, in Austria they do not only consider direct individual experience of poverty but also participation in a group or community, in Portugal they decided not to label people experts of poverty, the work with people experiencing poverty at the national level is done via citizens councils;
- We must build the capacity of these people to represent the interests of distinct categories of people experiencing poverty and not only their own interests;
- We must acknowledge the fact that people experiencing poverty are not a homogeneous group and that sometimes there are tensions between them as they have conflicting interests;

Feedback from group discussion on Q3:

- Importance of good preparation work with PeP so they become experts
- Work on topics that people identify themselves with
- Do we need to define what is an experience expert in poverty, taking into consideration the fact that poverty is a constantly changing reality?
- We could develop an EAPN Observatory on participation of people experiencing poverty
- Look at causes of poverty that differ from one country to another
- We should create spaces for exchanging poverty experiences between different countries
- Communications – technology has evolved – we must work on how we are making our voices heard
- We should ensure a certain continuity between the European meetings and the work at the national level

3 recommendations for voting:

1st recommendation - ***Following the guidance of the resolution and the National Coordinators, we should start using the terminology ‘Summit of Experience Experts on Poverty’***

The Ex Co was not ready to vote on this recommendation for the following reasons:

- There is not a collective understanding around the newly proposed methodology “experience expert”, and two people with direct experience of poverty – one who has been living in poverty for 40 years - clearly said that they are not comfortable being called experts on poverty;
- Changing the name now could cause difficulties at the national level, because of the difficulties in some countries of introducing the concept of ‘people experiencing poverty’

2nd recommendation - ***Some funds allocated to spontaneous Working Groups (2000 euros for 3 such groups, a total of 6000 euros) should support organisations wanting to work together on follow ups to the 2018 Summit and related activities.***

- Unanimously accepted

3rd recommendation – ***EAPN should progressively aim to increase the staff support to participation to at least 50% of a staff member throughout the full year.***

- Ideally this should be included in the budget provided by the European Commission for the meeting, but this is not the case. We can keep making this case, but until the Commission agrees we still need the capacity to organize this meeting.
- Funds are available for this role this year, and we should ensure they are set aside in the future.
- All vote in favour bar 4 abstentions

Decisions

D7. A clear explanation of the terminology 'Experience Expert on Poverty' should be developed by EAPN Netherlands before we vote on the first recommendation.
D8. 6000 euros can be allocated to EAPN members wanting to work collectively on issues coming out of the PeP meeting
D9. EAPN should progressively aim to increase the staff support to participation to at least 50% of a staff member throughout the entire year – this recommendation was accepted by the Ex Co, with 4 abstentions. We started this in 2017 (Mona was 3 days a week) and have continued in 2018 (Stephanie has just started at 2.5 days a week) and will look to ensure we have someone in this role in 2019.

Actions	Responsible	Deadline
A9. Develop an explanation of the terminology to facilitate a vote at next Ex Co	EAPN Netherlands	September 2018
A10. Develop the next and final stage of this discussion, so we can draw things to a conclusion and a final decision	EAPN Netherlands and staff team	June 2019
A11. Identify EAPN members looking to work on issues connected to the PeP meeting and make such funds available	Staff team	2018
A12. Relook at 2019 budgets and staffing to include a half time role on participation of people experiencing poverty in 2019 and onwards.	Director and Bureau	End September 2018
A13. Create meaningful and ongoing spaces to connect people experiencing poverty throughout Europe to exchange their experiences, as requested at PeP national coordinator meeting and now at Ex Co	Comms Team	End September 2018

Presentation from Jagoda Munič, [Friends of the Earth Europe](#)

Friends of the Earth Europe is the largest grassroots environmental network in Europe, uniting more than 30 national organisations with thousands of local groups. FoE is the European arm of Friends of the Earth International which unites 75 national member organisations and some 5,000 local activist groups. FoE has three main lines of work:

1. Promoting environmentally sustainable societies on the local, national, regional and global levels.
2. Seeking to increase public participation and democratic decision-making.
3. Working towards environmental, social, economic and political justice and equal access to resources and opportunities on all levels.

Jagoda presented the work that FoE did on the sixth scenario for the Future of Europe that they have developed in collaboration with more than 250 European NGOs (including EAPN). The thinking process started from the question: *“What would a just and sustainable Europe look like?”* It was developed as an alternative to the 5 scenarios presented by Juncker, President of the European Commission, and presented an alternative vision for a more democratic, just and sustainable Europe. Its intention was to influence the debate on the future direction of Europe.

The vision of the 6th scenario describes a future for Europe in which *“sustainability sits firmly at the heart of the European project,”* and the EU focuses on *“democracy and participation, social and environmental justice, solidarity and sustainability, respect for the rule of law, and human rights both within Europe and around the globe”*.

FoE have just finished their Strategic Plan and will be focusing on the future of Europe and developing alternative solutions. They are interested in developing better partnerships at local, national and European level to further these goals.

Presentation from Jeroen de Wachter, [DIEM 25](#)

DIEM 25 is a bottom up, pan-European, grassroots movement, with over 100 000 members throughout Europe.

- Their analysis of the current reality is that Europe today is not democratic and if continues this way it will go into a big crisis – Europe must democratize, or it will disintegrate.
- For DIEM, the [Eurogroup](#) is the main non democratic body - unelected, not transparent, with no legal basis in treaties, the Eurogroup has been instrumental in imposing austerity on Greece, Portugal and Spain, with no actual legal basis to do so. For DIEM, the Eurogroup represents a deep challenge to the democratic ideals of Europe.
- Neoliberalism does not work – trying to find a positive narrative to tell that neoliberalism does not work and we need to find a working alternative
- DiEM25's European New Deal – a published paper analysing and presenting dysfunctionalities in European politics and presenting their proposed solutions, can be downloaded [here](#)
- They are developing a transnational political movement – the European Spring Party. See [here](#)

- DIEM 25 is interested in finding ways to work together with CSOs and groups like EAPN with the aim of democratizing Europe and developing policies that can work in Europe
- DIEM 25's coordinating collective is open to talk to EAPN members

Key points from the discussion

Lack of democracy in the EU

- The European Central Bank is also completely unaccountable, and represents another challenge to European democracy, for DIEM25.

6th Scenario

- While it is not an 'official' scenario it has attracted a lot of attention and has helped define a collective vision of change in Europe. The discussions on the Future of Europe are currently at a consultation stage – see [here](#). President Macron (France) is also promoting a series of national dialogues about the Future of Europe, see [here](#).

Opportunities for social NGOs and the environmental NGOs to work together?

- Linking energy poverty to the climate debate
- The link between climate change and migration, and all the social issues surrounding migration.
- There are opportunities to bridge these 2 worlds, working more in alliances and partnerships to mainstream our messages, because poor communities are most affected by pollution, climate change and environmental degradation.

Growth

- Growth impacts the economy, but not necessarily people's well-being. GDP grows but the distribution is unequal, and even with increased GDP we see more poor people – Croatia is a good example of this.
- The "[Planetary boundaries](#)" approach of Kate Raworth presents a nuanced approach to not needing growth, we cannot use the same size for all countries, and some countries need growth.

EAPN's politics and identity

- Our positions on the MFF and the Future of Europe provide us with enough thinking on which to base our political action in the short – medium term.
- We need to guard against being drawn too deeply into EU processes – these processes tend to last a certain period before not being achieved and being replaced by another process (Europe 2020 being quietly replaced by the Pillar of Social Rights is a good example...)
- Our national networks will need to put more pressure on their national politicians to make changes

- It is important that EAPN prioritizes the things that have most impact on poverty and social exclusion, bearing in mind our resources and capacity. It is crucial to develop a shared understanding of what we feel has the biggest impact – this should be done through the Strategic Thinking process.
- The holistic analysis of the SDGs is a useful frame for EAPN – but we need to be more focused than the SDGs. We could use them as a tool to support us in our advocacy and influencing work.
- We need to go back and have a discussion on our identity, we need to acknowledge the past and rebuild our identity.

Actions	Responsible	Deadline
A14. Use the 6 th scenario and EAPN’s paper on the ‘Future of Europe’ to respond to the EC’s consultation on the Future of Europe , and / or to participate in the Citizen’s Dialogues in various countries	EAPN members and staff team	Ongoing
A15. Through the Strategic Thinking process, we should define our main political priorities, reflecting on the extent we should focus our efforts on European democracy, (de)growth / economic models, Sustainable Development Goals, tackling inequality etc. We should link this to reflections of our identity, and our analysis of how political and social change comes about.	EAPN members, Director	June 2019
A16. Explore potential collaboration with DIEM25 and FoE, with a view to specific projects / funding opportunities	EAPN Director	Late 2019, following progress on Strategic Thinking

Session 6 – Risk analysis

Key discussion points

The background ‘risk analysis’ document was presented, and two ‘high level’ risks identified:

- 1) Inability to retain highly qualified staff
- 2) Limited participation from members

Ian Johnston introduced the 'Burnout Task Team' and the steps the steps it has taken so far. He wants EAPN to be an example of good practise - we have a clear duty of care towards employees. The Team feels that addressing conflict and fostering good collective working should be a focus of the Task Team.

The Task Team doesn't want to move too fast without the involvement of the staff – we need time for staff involvement and staff need to feel comfortable about engaging with this Task Team.

We must remember that rights of employees are different from those of volunteers.

Given our funding model, resources may not be in place for continued employment for all colleagues at the same level from one year to the next - the Exco needs to think about how to deal with this and ensure stability.

Steps accomplished so far:

- A burnout task force was established in May which is made of three members – Quinta, Luigi and Ian. The output would be an action plan for how EAPN can best respond to the risk of burnout in the staff
- The taskforce members were familiarised with the legal obligations according to Belgian law
- Looked at legal responsibilities that the Ex Co has in this area
- A discussion among staff members took place as well (during the monthly staff meeting)

Priorities identified by staff:

- Workload – we still have progress to make in matching workload to our resources.
- Too many meetings, too many governance activities
- Culture of working during free time and days off
- Build team spirit
- Value knowledge and expertise
- Definition of boundaries/expectations
- Embody legislation in work rules and implement the values behind this legislation.
- Stress management
- Decision making processes – how are decisions being made – by the director or in consultation with the staff?
- Insecurity about funding

Ex Co members split into two groups and discussed the following two questions:

1: What cultural practises within EAPN are impacting the well-being of our activists and our staff team?

2: How do your networks view self-care / collective care? What practises could be adopted by other networks and by EAPN Europe?

What cultural practises within EAPN are impacting the well-being of our activists and our staff team?	How do your networks view self-care / collective care? What practises could be adopted by other networks and by EAPN Europe?
Time pressure, sudden changes of plans, not following plans.	Actions of the network should be 'wellbeing proofed', considering the impact of staff, volunteers, activists.
Over dependency on funding	Importance of clear job descriptions for staff and volunteers
Front line work with beneficiaries has an emotional impact – and has also meant that many colleagues in EAPN take on the characteristics / behaviours of the beneficiaries we are trying to help.	Importance of developing an 'Employee handbook' – including job descriptions, ethos of the organisation, relevant policies.
Not saying no – everyone has a responsibility to manage her/his own work load, and to be clear when it is not possible to take on more work. We must learn to say NO. Director and staff need to be able to say no to extra tasks.	Clear line management, with regular supervision (identify workload issues early and act accordingly), and occasional 'intervision' (an 'intercolleagial' learning method in a group of equals guided by a chairperson, focusing either on improving personal functioning of staff or on improving work)
Lack of good conflict-resolution mechanisms	Clear grievance procedure needed – who to address and how in case of problems / complaints
Stress / threat of redundancies	Self-care – we need to create a culture that recognises that leaving the office on time does not mean you are not doing the work
Lack of respect	Not checking e-mails outside working hours and not working on your days off should be the rule – the Director must set the example here.
	The Ex Co needs to ensure that appropriate policies are in place, but to trust the Director to manage his staff team and ensure the appropriate workload.
	We need a culture of 'support in times of pressure' within our networks
	More team building and social activities

Voting on the Recommendation regarding risk management:

The Ex Co should recognise self-care and collective care as part of a long term political strategy to ensure the sustainability of the anti-poverty movement, and of our personal resilience. This means future action would be required at 2 levels, focusing on 2 different areas, notably:

Level 1: Staff team (Internal policies and procedures, Culture and ways of working)

Level 2: EAPN members (Internal policies and procedures, Culture and ways of working)

All members voted in favour, apart from one abstention.

Decisions

D10. Self-care and collective care are recognised as part of our long term political strategy to ensure the sustainability of the anti-poverty movement. As a network, we will thus act on two levels – EAPN Europe and its staff team, and EAPN members and their teams of staff and volunteers.
D11. Task Team to continue its work, building on discussions today and integrating D10 into its work and plans. Crucial that a representative of the staff team participates in this Task Team, and that the Task Team is given the time to do the work meaningfully.

Actions	Responsible	Deadline
A17. The second risk (limited participation from members) to be taken at a future date.	Ex Co	Mid 2019 (risk assessment to be considered once a year by Ex Co)
A18. Task Team to define next steps, agree the policies and procedures to prioritise.	Ian and Leo	End October 2019
A19. Communicate results of this discussion with the Staff Team, outlining some clear steps to address burnout, focusing both on the culture and ways of working, and the policies and procedures.	Leo	End August
A20. Adopt a 'wellbeing proof' lens while preparing the 2019 Work Programme, reflecting on our capacity to undertake the work required with the resources we have in place.	Leo, staff team, Bureau.	End September
A21. Look at internal policies and culture / ways of working which have an impact on wellbeing at this level	National Networks	Ongoing

a) Elections

The terms of the Executive Committee, Bureau, EUISG and MDG are all coming to an end this September, and thus these groups need to be renewed. The election process for the Bureau was the main topic of discussion.

Key points from discussion

- Members interested in applying for a role on the Bureau, or for the Presidency, should fill in an application form. Voting by secret ballot will take place in the new Ex Co meeting after the General Assembly, on 29 September.
- Questions arose on the voting process (why vote for 4 members when we need 6 members plus a President?) but no changes were agreed. Any changes can be put in place for the election of future bodies, but this is the process which will be used in 2018.

b) General Assembly, Standing Orders and Statutes

Standing Orders and Statutes can only be changed during the General Assembly – and these were discussed at length here.

Key points from discussion

- Members are not clear how to change the Standing Orders – can members propose changes to the Standing Orders directly, or do changes have to be proposed by the Ex Co? (Article 22 of the statutes indicates that “the Ex Co can put forward Standing Orders to the General Assembly”, but the culture and practices of EAPN indicate that members can put forward proposed amendments directly to the General Assembly, as per our ‘Procedures for General Assembly’). This should be clarified in due course.
- Only the General Assembly has the power to adopt changes to the Standing Orders or Statutes.
- Many members would like to change article 6.1 of the Standing Orders, on ‘Voting Rights’, to ensure equal voting rights for all national networks.
- There is a recognition that this may have implications on the voluntary membership fees, because the fees are currently linked to the voting rights. This issue should be dealt with in the future. The Statutes (Article 8) clarify that the level of contribution will be set at the General Assembly, following a recommendation from the Executive Committee.
- Statutes may need to be amended in due course to set out clearly how changes to Standing Orders can be made, to deal with this lack of clarity.

c) Making the GA fun and interesting

Brainstormed ideas included: Flash mob with EAPN / EMIN song, living picture on theme of poverty, city tour, experiential learning session (like in Estonia), opera night, team building games (building houses of cards for example), bowling, karaoke, visit to the zoo, session with Fundamental Rights Agency, make the meetings interactive, recognize leaders of EAPN, Austrian beer house.

Decisions

D12. Any proposed amendments to the Standing Orders must be shared with the Director by 29 August (one month in advance of the General Assembly). Networks to discuss internally, Ex Co discuss on 28 September and General Assembly to vote on the proposed amendments on 29 September.

Actions	Responsible	Deadline
A22. Members wanting to change the Standing Orders to work on proposed amendments and send definitive version to the Director.	EAPN members	29 August
A23. Agree a couple of ideas to take forward to make the GA as fun and interesting as possible	EAPN Austria with staff team	End August
A24. Interested members to complete google application form for Bureau / Presidency	EAPN members	06 September