A close up of a sign

Description generated with very high confidence

**Bureau Responsibilities 2018 – 2021**

**Bureau members:** Carlos (Spain), Ian (IFSW), Saviour (Malta), Biljana (Macedonia), Vera (Austria), Eleni (Cyprus), Honoratte (Norway), Richard (France)

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|  | **Detail** | **Bureau lead** | **Bureau support** | **Ex Co support** | **Staff support** | **Objectives** |
| **Staff issues** | Manage and support the work of the Director | **President** | Richard | N/A | N/A | * Regular support / check ins * Preparing agendas and decisions * Annual appraisal process * Support recruitment processes for key positions * Ensure Director is spending his time effectively |
|  | Staff relations (complaints, tensions, well-being, legal issues) | **Ian** | Eleni (legal aspect) | Ex Co | Leo, legal support, Philippe + Elke (well-being) | * To ensure EAPN’s policies, practises and workplans respect the human capacity in the team, and to promote a happy and healthy working environment. * To hear grievances from staff team * Note: Must work closely with Richard, as Treasurer |
|  | Staffing review (Strategic Thinking process) | **Honoratte** | Saviour TBC |  | Leo, legal support | * Clear recommendations on our staffing needs, based on the outcomes of the Strategic Thinking process. |
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| **Network development / Movement building / Membership development** | (Need to break this down into smaller areas as a first priority!) | **Biljana** | Vera | Jiri, Kamila | Magda, Leo, | * Work through movement / network issue * Sit on Membership Development Group * Overview development of ‘Participation as a human right’ * Overview the discussion / decision about individual membership * Overview the annual training programme * Revise induction programme for new Ex Co members, and new members in general |
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| **Finance** | Treasurer | **Richard** | President TBC |  | Philippe | * Reserves policy * Reallocations * Presenting accounts to Ex Co and Bureau * Note: Must work closely with Ian, as Bureau responsible for Staffing Issues |
|  | Fundraising | **Eleni** | President TBC | Iris? Guy? TBC | Leo, Elke, Philippe, others as needed |  |
|  | EAPN Fund | **President** | Treasurer TBC |  | Leo, Magda | * To sit on EAPN Fund Management Committee |
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| **Governance** | Statutes and Standing Orders | **Eleni** | Ian | TBC | Leo | * Ensure our governing documents are coherent and strong enough, especially in view of the Strategic Thinking outcomes |
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| **Strategic Thinking** | Overall – guiding Director | **Honoratte** | **Saviour TBC**  All Bureau members. | Freek, Kamila, Sergio | Leo | Note: As this is top priority for the Bureau, it should be on every Bureau agenda, and all members should be engaged and active here. |
|  | Dutch resolution (including implementation) | **Vera** | Ian | Jo | Leo, Magda | * Link with EAPN Netherlands on the implementation of Dutch resolution * Lead discussions within Bureau, Ex Co, GA. |
|  | Translating into statutory and structural changes (wider than Dutch resolution) | **Eleni** | Ian |  | Leo | * Ensure our governing documents are coherent and strong enough, especially in view of the Strategic Thinking outcomes |
|  | Staff review | **Honoratte** | **Saviour TBC** |  | Leo | * Clear recommendations on our staffing needs, based on the outcomes of the Strategic Thinking process. |
|  | Structures review | **Ian** | Honoratte, Eleni |  | Leo | * Lead on the review of our structures (with staff team or with consultant), lead decision process in Bureau, Ex Co, GA. |
|  | Building ownership | **Biljana** | Vera |  | Leo, all staff |  |
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| **Communication** | Political frames and narratives around poverty – our key messages | **Vera** | Biljana | Joan, Laila, Sergio, Honoratte | Elke, Leo, Sian TBC |  |
|  | PeP inclusion, practical | **Vera / Richard** | Honoratte |  | Elke, Magda | Note: Must link with Comm’On Group. |
|  | Campaigns, including social media | **Biljana** | Vera | Jiri | Elke, Florence | * Support and guide the staff team in developing strong, visible public and media campaigns * Include Parliamentary elections * Note: Useful to engage Portuguese Network if possible. |
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| **Future of Europe** | Ensure EAPN is influential in these spaces, represent. | **Carlos** | Honoratte |  | Leo, Sian | TBC |
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| **EUISG link** |  | **Vera** | Richard |  | Sian, Amana | TBC |
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| **Projects** | Inequality project lead | **Eleni** | Vera |  | Leo currently, TBC | * Ensure legal issues worked through * Support Director |
|  | Journalism Prize | **Vera** | Biljana |  | Elke, Magda, Leo | * To ensure the Journalism Prize ‘goes European’ and is funded |
|  | Comm`ons Group | **Vera** | Honoratte |  | Elke, Magda | TBC  Note: Must link to PeP inclusion work. |
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| **EOs** |  | **Ian** |  |  | Leo, Magda | TBC |