



Annual General Meeting 2020

Friskis&Svettis Brussels

1. Opening

2. Establishment of the electoral register

3. Appointment of two checkers/scrutinizers to review the minutes of the meeting along with the chairperson and to count the votes



4. Appointment of Chair and Secretary for the meeting

Ale = Chair
Mark for Secretary

5. Confirmation that the Annual
General Meeting has been
convened according to the Statutes

6. Adoption of the Agenda



Agenda

1. Opening
 2. Establishment of the electoral register
 3. Appointment of 2 checkers/scrutinizers to review the minutes of the meeting along with the chairperson and to count the votes
 4. Appointment of the Chairperson and Secretary of the meeting
 5. Confirmation that the AGM has been convened according to the Statutes
 6. Adoption of the agenda
 7. Presentation of the report from the Chairperson of the Board
 8. Presentation of the Auditor's report
 9. Adoption of the balance sheet and profit & loss account
 10. Presentation of the budget 2020
 11. Adoption of the budget
 12. Establishment of the membership fee for 2020
-

Agenda

- 13. Proposals from the Board and motions duly submitted by the members
 - 14. Election of the new Board. The proposal of the Election Committee will be published 14 days before the AGM
 - 15. Appointment of one Auditor and one deputy Auditor for a period of one year
 - 16. Adoption of the Rules and Procedure for the Election Committee
 - 17. Appointment of an Election Committee
 - 18. Any other business
-

7. Presentation of:

Report from the Chairperson of the Board

A person with blonde hair tied back, wearing a blue jacket over a grey shirt and black pants, is captured mid-jump in a city street. They are wearing dark sneakers with white laces. The background shows a blurred cityscape with buildings and a white van. The text is overlaid in a large, bold, red font.

REPORT
2019 (some happy days)
and 2020 (oh well...)

спасибо
danke 謝謝
ngiyabonga
teşekkür ederim
dank je
gracias
tapadh leat
moichchakkeram
go raibh maith agat
arigato
takk
dakujem
merci
ευχαριστώ
감사합니다
terima kasih
kop khun krap
sukriya
sagolun
dziękuję
hvala
mauruuru
bedankt
obrigado



Members 1

2019	Members	2020	Members	Difference	%
January	647	January	636	-11	-1.7%
February	651	February	593	-58	-8.9%
March	581	March	546	-35	-6.0%
April	571	April	540	-31	-5.4%
May	583	May	536	-47	-8.1%
June	581	June	525	-56	-9.6%
July	563	July	492	-71	-12.6%
August	646	August	531	-115	-17.8%
September	607	September	533	-74	-12.2%
October	604	October	390	-214	-35.4%
November	613	November	379	-234	-38.2%
Average	604	Average	518	-86	-14.2%

There are 70-80 volunteers on average included in these figures.

Members 2

- Largest group: 10 months full membership: 39%
- Biggest increase: outdoor, 12% increase before 2nd lock-down
- Biggest drop: kids, -88%
- New category: trainees/unemployed: max. 21 members

Age	Female	Male
12-29	9,5	2,9
30-49	36,4	11,2
>50	28,4	11,6

Oldest female 75 year, oldest male 81 year

Sessions, and more sessions



INDOORS



Sessions, and even more sessions

OUTDOORS



Virtual La Bruxelloise 2020



23
participants
from Friskis

What more happened?

- Christmas Mega Session
- January Kick-off
- Holiday James Bond party for members and volunteers
- Valentine's mega session ...



A person with dark hair, wearing a light blue jacket over a black and white striped shirt and blue jeans, is captured mid-jump in front of a light-colored stone wall. The person's arms are outstretched, and their hair is flying, suggesting a dynamic and energetic pose. The background is a large, textured stone wall with a dark shadow cast on the right side. The ground is paved with light-colored stones.

SCHEDULE - planning of the sessions



Our Team consists of 4 enthusiasts holding different positions and experiences within the organization to provide a schedule to the members every semester.

Strategy : reach the best schedule possible within all the constraints :

- Locations
- Instructor preferences
- Members feedback
- Diversity of classes

It's working fine for 85-90% while the rest relies on the sheer willfulness and helpfulness of the instructors.

Our strategy is also influenced by the Board members and focus :

2018 : Detailed guidelines : every instructor needs a back-up, max 2 sessions / instructor, etc.

2019 : Focus on Running.

2019 : Propose the most sessions possible to accomodate 1000 members.

2020 : If it's working don't fix it. Aim for cost reduction.

Long Term strategy : we also try to adapt and think about the future. Especially about new locations or times - we're toying now with the idea of proposing a location in St-Gilles.

Latest News :

Nov 2019 : Amélie accepted to join the Team to replace our beloved and so useful Senta (who left for LEFT).

Feb 2020 : Original and exceptional leader Marta left to focus on her training as instructor.

Anna is replacing her, bringing her experience, kindness and skills to our team.

She is member of F&S Sweden since 1989 and joined F&S Brussels in 2000.



A person with dark hair, wearing a light blue jacket over a black and white striped shirt and blue jeans, is captured mid-jump in front of a large, light-colored stone wall. The person's arms are outstretched, and their hair is flying, suggesting a dynamic movement. The ground is paved with grey stones. The overall scene is bright and modern.

HIT - Halls and Infrastructure

Pre-Corona:

- Reacting to requests from Schedule and Board to negotiate new/modified slots at existing venues
 - Looking for new venues, including for storage
 - Booking, getting permits, etc. for 2019 and 2020 outdoor classes
 - Providing new and existing In- and Outdoor instructors with garments and equipment
 - Providing In- and Outdoor hosts with garments
 - Supplying venues with training, first aid and other equipments
-

Post-Corona:

- Cancelling contracts for existing venues; negotiating reimbursements
- Collecting equipment from venues, inventorize, repair, in order to make sure we're ready to go when allowed to again!

It deserves to be said again; Nadine, in particular, has done a fantastic job in sorting out our contracts for halls and other venues, and limiting the financial effects of the restrictions.

Calle, Senta/Patty, Przemek, Caroline

A person with dark hair, wearing a light blue jacket over a black and white striped shirt, blue jeans, and white sneakers, is captured mid-jump in front of a light-colored stone wall. The person's arms are outstretched, and their hair is flying, suggesting a dynamic movement. The ground is paved with grey tiles. The text 'HOT - Hosts' is overlaid in a large, white, sans-serif font across the center of the image.

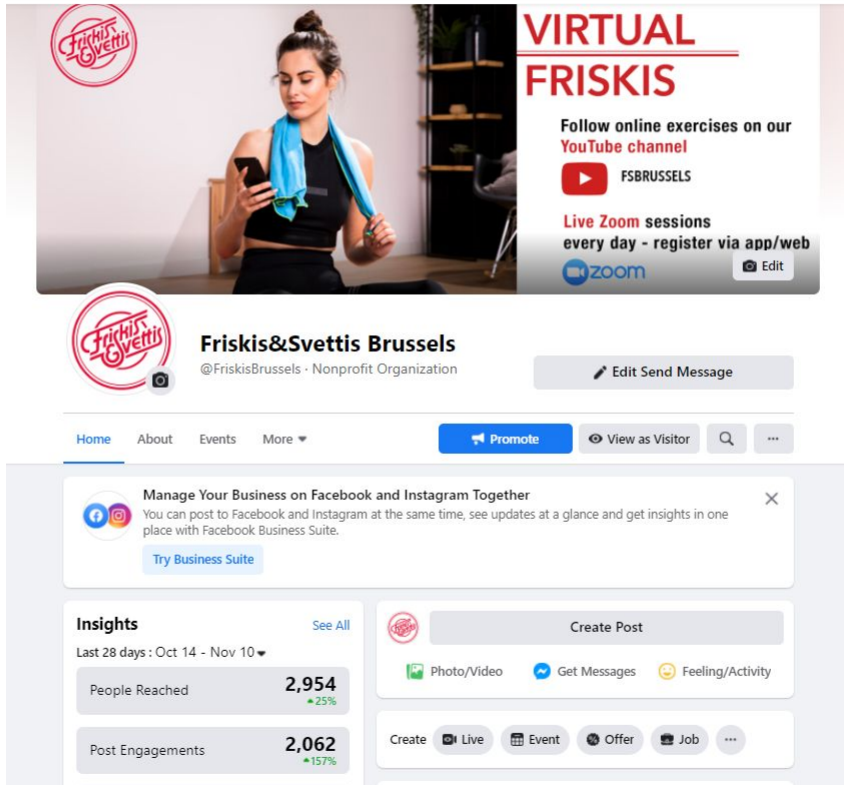
HOT - Hosts

Post-Corona:

- we recruited 8 new people since last AGM and that several of those are highly motivated, hosting more than a session a week.
 - - we have organised two team building events in October 2019. The topic was communication and membership expansion and they were joined by almost all the hosts.
 - we're looking for people with ideas to join the HOT (hosts coordinators team)
-

Communication

Social Networks: 3,772 followers on Facebook
without paying! 419 followers on Instagram!



Friskis&Svettis Brussels
 @FriskisBrussels · Nonprofit Organization

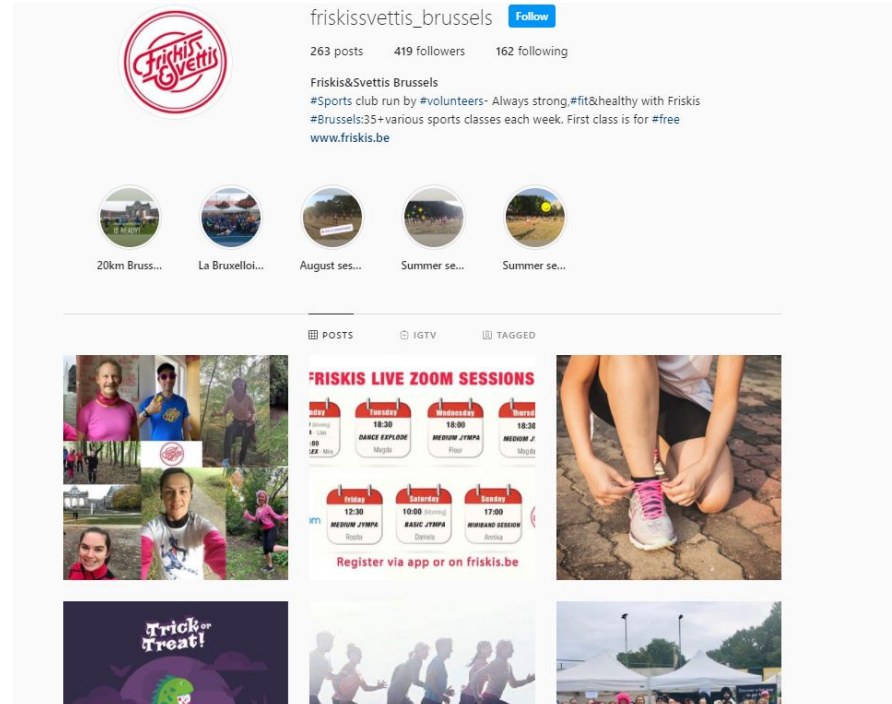
VIRTUAL FRISKIS
 Follow online exercises on our YouTube channel
 FSBRUSSELS
 Live Zoom sessions every day - register via app/web

Insights
 Last 28 days: Oct 14 - Nov 10

Metric	Value	Change
People Reached	2,954	▲25%
Post Engagements	2,062	▲157%

Create Post
 Photo/Video Get Messages Feeling/Activity

Create Live Event Offer Job ...



friskissvettis_brussels Follow

263 posts 419 followers 162 following

Friskis&Svettis Brussels
 #Sports club run by #volunteers- Always strong, #fit&healthy with Friskis
 #Brussels:35+ various sports classes each week. First class is for #free
 www.friskis.be

20km Bruss... La Brusselloi... August ses... Summer se... Summer se...

POSTS IGTV TAGGED

FRISKIS LIVE ZOOM SESSIONS

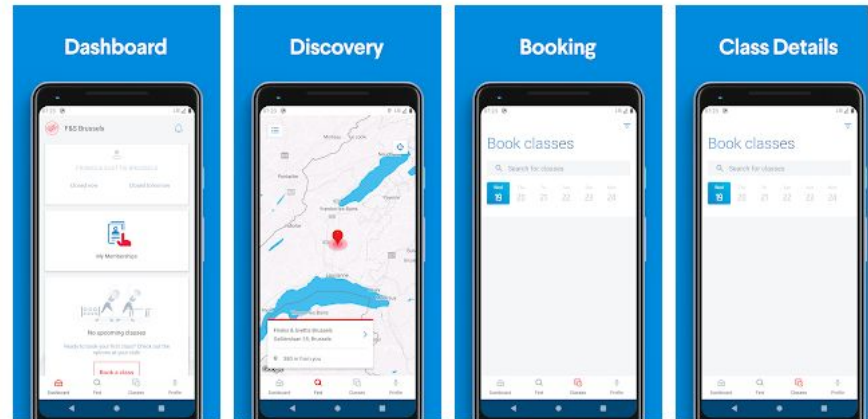
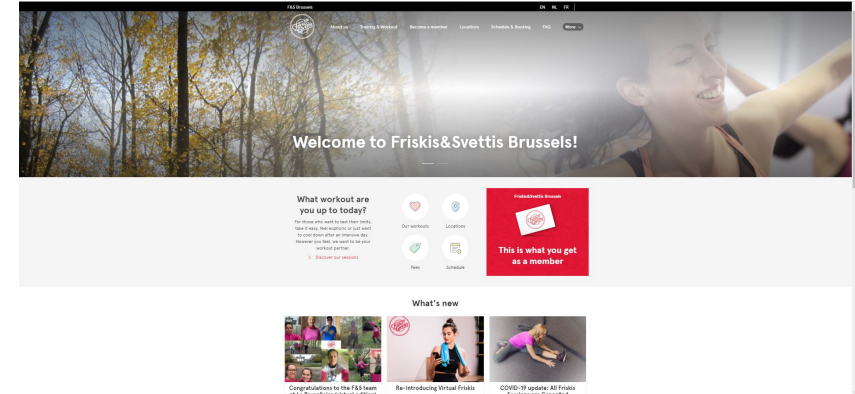
Day	Time	Activity	Location
Monday	18:30	DANCE EXPLORE	Midylo
Tuesday	18:00	MEDIUM JYMPA	Plage
Wednesday	12:30	MEDIUM JYMPA	Bois
Thursday	10:00	BASIC JYMPA	Danville
Friday	17:00	HIGHCARD SESSION	Arcadia

Register via app or on friskis.be

Communication

New website & app

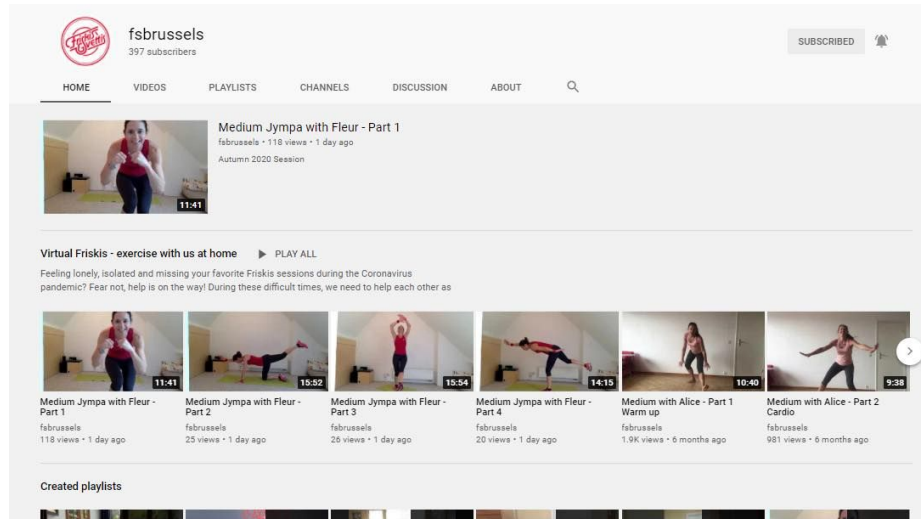
- Launched on 1st October 2020
- Online booking system
- Updated messaging system
- Digital Membership system - no more membership cards
- New app with which you can book your sessions and get notifications about sessions
- New modern design in line with other Friskis clubs



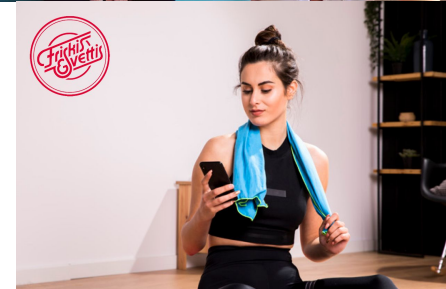
Communication

Virtual Friskis

- YouTube sessions - **57** new videos
- Daily Live FB Sessions - Spring - open to all
- Daily Live Zoom Sessions - Autumn - only for members



The screenshot shows the YouTube channel for 'fsbrussels', which has 397 subscribers. The main video featured is 'Medium Jympa with Fleur - Part 1', uploaded 1 day ago, with 118 views. Below this, there is a section titled 'Virtual Friskis - exercise with us at home' with a 'PLAY ALL' button. A description reads: 'Feeling lonely, isolated and missing your favorite Friskis sessions during the Coronavirus pandemic? Fear not, help is on the way! During these difficult times, we need to help each other as'. A row of video thumbnails follows, including 'Medium Jympa with Fleur - Part 1', 'Part 2', 'Part 3', 'Part 4', 'Warm up', 'Medium with Alice - Part 1', and 'Part 2 Cardio'. At the bottom, there is a 'Created playlists' section.



VIRTUAL FRISKIS

Follow online exercises on our YouTube channel



FSBRUSSELS

Live Zoom sessions every day - register via app/web



New sessions during 2nd lockdown

FRISKIS LIVE ZOOM SESSIONS

Monday	Tuesday	Wednesday	Thursday
08:00 (Morning) YOGA - Lisa	18:30 DANCE EXPLODE	18:00 MEDIUM JYMPA	18:30 MEDIUM JYMPA
19:00 COREFLEX - Mira	Magda	Fleur	Magda



Friday	Saturday	Sunday
12:30 MEDIUM JYMPA	10:00 (Morning) BASIC JYMPA	17:00 MINIBAND SESSION
Rosita	Daniela	Annika



Register via app or on friskis.be

FRISKIS FACEBOOK LIVE SESSIONS

Monday	Tuesday	Wednesday	Thursday
18:30 MEDIUM JYMPA	18:30 DANCE EXPLODE	7:30 (Morning) MEDIUM JYMPA	18:30 SPIN
Johanna	Magda	Johanna	Thibaut



Friday	Saturday	Sunday
18:30 MEDIUM JYMPA	10:00 (Morning) BASIC JYMPA	17:00 MEDIUM JYMPA
Magda	Daniela	Nolwenn



Communication

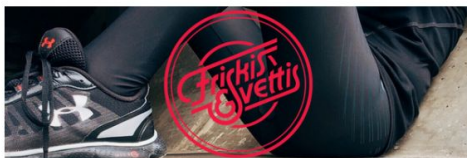
Keeping members happy during the pandemic



Communication

Friskis&Svettis newsletters & Promos (internal, Being a member, Friskuuary Cinema Project,, etc.)

[View this email in your browser](#)



Friskis&Svettis Brussels Internal Newsletter 12 - 18 October 2020

Announcements for this week's sessions

These are the headlines. You can add more details in your own words, but please don't forget what's below!

Announcements to participants

New this week:

- Spooktacular Halloween Spinning session: 29th October at 7:15pm at JIMS Jourdan
- Save the Date: Virtual Friskis AGM 2020: Tuesday 17th November 2020
- New Brussels Covid restrictions (all Friskis sessions continue as normal)
- Friskis New Website and App is live since 1st Oct 2020

Don't forget to mention:

- New Outdoor Sessions (Running Cross and Running Quality) in October 2020
- Call for hosts: Friskis needs you!



F&S Being a Member Chapter 3: Shane's New Spinning Adventure

As you may know, Friskis is run entirely by volunteers but it is actually our members that represent the heart of our organisation.

Not only do they keep the doors open but it is their enthusiasm and commitment that drives our volunteers to best serve them. We do things together as a group because that is what we are. It is a symbiotic relationship. Every instructor, host and volunteer all began their Friskis career as a member.

For this reason we asked our members to share their Friskis experiences and why they love moving and sweating with us so much.

We are Friskis. These are our members.

Communication: the TEAM !



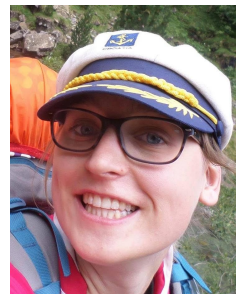
**Alessandro
Mascia**

Coordinator, EN
writer & editor,
Internal Newsletter,
contact us, etc.)



**Johannes
Hock**

Website
Publisher



**Emma Vanden
Wyngaerd**

Follow up letter
NL Writer, Editor



**Katerina
Borovska**

Social Media
Coordinator,
Spotify,
Facebook



Luc Goris

Calendar Master,
NL writer & editor
backup, Website
publisher backup



Noémie Léonard

Instagram
FR Writer, Editor

Finance fun

RE 19 • BU 2020 • RF 2020

How did we end 2019?

Better than expected, thanks to all of you. And special thanks to Amélie.

A positive result of 11,69k (cf. -16,5k in 2018, and a break-even budget '19).

Where did we get our money from 102,7k?

92% - 94,1k memberships

5,4% (6,2k) outdoor

0,9% (0,83k) volunteers - app. 80 vol.

2,3% - 2,8k, subsidies – only VGC

How did we spend our money?

Cf. next slide

I Bedrijfsopbrengsten

A. Omzet

COTISATIONS FULL	65.786,05
COTISATIONS REDUITES	15.506,00
COTISATIONS 4-CARD	4.305,00
COTISATIONS 1 SEANCE	1.075,00
COTISATIONS MEMBRES SPECIALS	65,00
COTISATIONS FONCTIONNAIRES	825,00
COTISATIONS ENFANTS	1.779,00
COURS PRIVES	210,00
VENTES DIVERSES	387,00
COTISATIONS OUTDOOR	6.215,40
VENTES DIVERSES (FROM 2008)	15,00
EVENEMENTS (FROM 2008)	2.775,00
LA BRUXELLOISE	90,00
20 KM DE BRUXELLES	825,00

D. Andere bedrijfsopbrengsten

SUBSIDY 2019	2.800,00
TERUGNEMING BEDRIJFSKOSTEN	45,00

How did we end 2019?

Income		Operations		Depreciations		Taxes + bank		Result
102,7k	-	83,4k	-	6,2k	-	1,5k	=	11,7k

SABAM 1,1k	+	Halls 25,6k	+	RIKS 3,2k
Babysitting 1,3k	+	Quality - Training 15,6k	+	Insurance 2,7k
Clothing 7,3k	+	Instructor comp. 8,5k	+	Promotion 2,5k
Friskis Days 1,6k	+	Social events 6,2k	+	Other 7,5k

How come we did better than ...

2018 ($\Delta +28,5k$)

Stable revenue, less spending

Promo -2,5k, Social -10k, halls -9k, instructors -8k

Budget ($\Delta +11,7k$)

Less revenue -2k, but less spending

Promo -5k, Social -5k, Clothing +3k, halls -7k

Balance Sheet 2019

Active 292,742 =

Depreciations 3252,00 ☐

Guarantees 1598,27 =

Clothing 692,04 ☐

Customers 75,00 ☐

Bank accounts 280,155 ☐

Accruals 6970,67 ☐

Passive

Suppliers 264,53 ☐

Heritage tax 934,78 ☐

Bonds 3477 ☐

Active	2016	2017	2018	Trend	Passive	2016	2017	2018	Trend
Immaterial (software)	11.854,10	12.164,03	6.801,96	↘	Equity	289.529,32	292.974,99	276.379,18	↘
Material (equipment)	1.735,98	4.023,78	2.718,14	↘	Suppliers	11.130,08	820,28	1.206,67	↔
Guarantees	1.598,27	1.598,27	1.598,27	↔	Heritage tax	482,49	464,23	464,31	↔
Clothes	3.543,19	4.881,79	1.801,29	↘	Guarantees	3.057,00	2.892,00	3.132,00	↔
Clients	91,50	50,00	40,00	↔	Accruals	3.087,13	2.500,00	12.138,22	↗
Bank Accounts	285.344,98	276.813,63	275.850,12	↔					
Accruals	3.118,00	120,00	4.510,60	↗					
TOTAL	307.286,02	299.651,50	293.320,38	↘	TOTAL	307.286,02	299.651,50	293.320,38	↘

What did we learn from 2019?

We need a different kind of financial management.
Financial focus used to be on **accounting**.

We needed **more focus on management of our finance**.
And we needed **more transparency & insight**.

So what did we do in 2020 to improve this?

Our accountant was briefed to work differently: he does the accounting.

We upgraded the **management of our finance**.
Everything is implemented in the course of 2020.

F&S KPI	YTD of BU LE of BU																											
	Income																											
	Costs																											
	EBITDA																											
Year	2015	2016	2017	2018	2019	2019	2019	2019	2019	2020	2020	2020	2020	2020	2020	2020	2020	2020	2020	2020	2020	2020	2020	2020	2020	2020		
What	RE	RE	RE	RE	BU	LE	LE/BU	YTD	YTD/BU	BU	LEV-1	LE	RE	RE	RE	RE	RE	RE	RE	FC	FC	FC	FC	FC	FC	FC		
States	Final	Final	Final	Final	Final	10/12/2019		10/12/2019		24/01/2020			Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan	Jan			
TOTAL INCOME	35.338	110.338	34.436	101.063	104.000	35.060	91,4%	82.063	78,9%	92.928	-2,2%	66.058	15.206	9.805	3.794	105	575	2.078	1.075	8.161	16.427	3.205	3.063	2.563				
Compared to Y-1		15,6%	-14,8%	6,3%	2,3%																							
TOTAL COST	-	96.546	83.370	97.081	97.000	93.253	96,1%	78.010	80,4%	92.425	-0,9%	68.725	7.763	8.572	10.515	4.490	159	(1.556)	2.419	2.394	939	15.220	1.770	14.209				
Compared to Y-1			-13,6%	16,4%	-0,1%																							
REBITDA	95.938	14.392	11.126	3.982	7.000	1.808	26%	4.053	59%	503		(2.668)	7.443	1.233	(6.721)	####	416	3.634	(1.344)	5.766	15.489	####	1.293	####				
REBITD %		13,0%	11,8%	3,9%	6,7%	1,9%		4,9%		0,5%																		
DETAILS																												
Band	received																											
Band	returned																											
Membership fees - reimbursements	89.222	95.342	81.044	89.958	92.000	87.093	94,7%	77.044	83,7%	81.868	-4,0%	55.967	8.844	8.700	3.271	(110)	575	2.078	953	7.854	15.802	3.000	3.000	2.000				
Membership cards	2.520	3.795	4.170	3.460	5.500	4.399	89,8%	4.490	81,6%	4.500	-0,9%	1.805	460	505	-	215	-	-	-	625	-	-	-	-				
Sales other F&S clubs	720	1.772	317	750	1	-	0,0%	1	100,0%	500	#####	1.422	1.343	-	79	-	-	-	-	-	-	-	-	-				
Events	2.850	6.165	5.836	3.390	2.999	210	7,0%	210	7,0%	2.500	1090,5%	1.978	1.478	-	-	-	-	-	-	-	-	-	-	500				
Sales	146	130	223	400	400	62	15,5%	62	15,5%	500	706,5%	1.783	251	600	415	-	-	-	85	307	-	42	42	42				
Subsidies	481	3.174	2.756	2.800	2.800	2.500	89,3%	-	0,0%	2.800	12,0%	2.800	2.800	-	-	-	-	-	-	-	-	-	-	-				
Interests	-	560	150	305	300	256	85,3%	256	85,3%	260	1,6%	303	30	-	28	-	-	-	37	-	-	164	22	22				
TOTAL INCOME	95.938	110.338	94.496	101.063	####	95.060	91,4%	82.063	78,9%	92.928	-2,2%	66.058	####	####	3.794	105	575	2.078	1.075	8.161	16.427	3.205	####	2.563				
Infrastructure (HIT)																												
Resting of infrastructure	-	33.489	25.418	####	####	####	91,2%	28.799,15	90,0%	27.959,0	-4,1%	22.587,90	1.703	####	2.295	120	120	(1.556)	120	1.116	696	7.720	1.770	5.120				
Garage	-	1.440	1.440	1.440	1.440	1.440	100,0%	1.440	100,0%	1.584	10,0%	1.440	120	120	120	120	120	120	120	120	120	120	120	120				
Hiel	-	585	1.041	1.071	1.071	1.071	100,0%	1.071	100,0%	1.230	13,9%	576	-	-	-	-	-	-	-	576	-	-	-	-				
VUB	-	8.717	7.886	5.358	5.358	5.358	100,0%	5.358	100,0%	3.300	39,0%	2.023	-	2.023	-	-	-	-	-	-	-	-	-	-				
ERM	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Mounier	-	5.209	5.216	5.213	5.213	5.213	100,0%	5.213	100,0%	5.345	2,5%	2.613	1.583	11	-	-	-	-	119	-	300	300	300	-				
Mzalbeek	-	6.700	6.500	6.256	6.256	6.256	100,0%	6.256	100,0%	6.500	3,9%	8.012	-	-	88	-	-	(1.676)	-	-	6.100	-	3.500	-				
JIMS	-	4.355	8.608	8.290	8.290	8.290	100,0%	8.290	100,0%	9.000	8,4%	7.774	-	1.210	2.087	-	-	-	877	-	1.200	1.200	1.200	-				
Mirror room	-	100	300	300	300	300	100,0%	300	100,0%	300	0,0%	150	-	-	-	-	-	-	-	-	-	150	-	-				
Cargobike	-	820	1.000	635	635	635	100,0%	635	100,0%	700	10,9%	-	-	-	-	-	-	-	-	-	-	-	-	####				
Sports equipment	-	-	855	48,00	500,00	1.191,67	238,3%	1.191,67	238,3%	1.000	-16,1%	250,00	-	-	-	-	-	-	-	-	-	-	-	-				
Mats	-	-	250	240	240	240	100,0%	240	100,0%	1.000	312,5%	250	-	-	-	-	-	-	-	-	-	-	-	250				
Sticks	-	-	250	352	352	352	100,0%	352	100,0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Kids equipment	-	-	48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Technical equipment	-	-	616	989,20	500,00	1.750,00	350,0%	917,76	183,4%	1.500	-14,3%	375,00	-	-	-	-	-	-	-	-	-	-	-	375,00				
Earsset	-	-	344	100	-	471	-	471	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Small equipment	-	-	45	200	1.250	247	-	247	-	1.000	303,3%	250	-	-	-	-	-	-	-	-	-	-	-	250				
Other (headlamps ...)	-	-	-	200	500	200	-	200	-	500	150,0%	125	-	-	-	-	-	-	-	-	-	-	-	125				
Clothes	-	1.715	1.846	3.108,15	####	####	124,5%	3.980,95	99,5%	1.750	-64,9%	2.739,52	####	-	135,91	-	-	-	####	-	-	-	-	437,50				
General	-	-	-	-	1.000	-	-	1.000	-	1.750	-	1.573	-	136	-	-	-	-	1.000	-	-	-	-	438				
Indoors	-	-	2.183	1.000	1.984	1.984	100,0%	1.984	100,0%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
Outdoors	-	-	926	3.000	1.937	1.937	100,0%	1.937	100,0%	-	-	1.166	1.166	-	-	-	-	-	-	-	-	-	-	-				
Promotion (COM)	-	35.204	28.734	####	####	####	100,3%	####	94,3%	####	-13,2%	25.352	2.869	####	2.431	120	120	(1.556)	1.120	1.116	696	7.720	1.770	6.183				

Which actions did we take?

- 1 We consolidated all financials we found from 2015-now in a **detailed overview**
This will allow us to improve our level of control and transparency.
 - 2 A **closing of our financials every quarter** to take measures if necessary
Evaluation of our profit & loss
Updating end-of-year forecast
Evaluation of cash management
 - 3 A **different relation with our bank**, in order to reduce costs. We
Cleaned up mandates (only board and MEAT has reading rights)
Cleaned up cards (only one)
Cleaned up sub accounts
 - 4 We **cut unnecessary admin costs** (accounting software, info database).
 - 5 And we added a new procedure in 2020 to allow **direct debt payments** (cf. new www).
-

8. Presentation of the Auditor's Report

BV-BVBA Accolin
Torhoutsesteenweg 226 Brugsesteenweg 15 bus 0001
8400 Oostende 8500 Veurne
Tel. 059 27 49 98
Fax 059 32 02 69
lingier.franky@comalin.be

Ik, ondergetekende, Lingier Franky, erkend IAB-accountant (nr. 10109 N 72) verklaar hierbij het volgende:

Uit het ingestelde onderzoek, besluit ik:

1. dat de voorgestelde balans en resultatenrekening een volledig, getrouw en nauwkeurig beeld weergeeft, van de financiële situatie van VZW Friskis et Svetits.
2. dat de voorgestelde balans en resultatenrekening worden opgesteld conform de fiscale wetgeving en bijgevolg ook worden gebruikt voor de aangifte rechtspersonenbelasting. Alle fiscale fiches werden opgesteld.
3. De ontvangsten zijn in 2019 licht gestegen met 1.899,98 euro tegenover 2018. Deze stijging vindt voornamelijk plaats in de ontvangsten van de gereduceerde jaarabonnees. Dit steeg met 9.281,00 euro. Daarentegen zijn de jaarabonnees, die een volledig abonnement betaald hebben, gevoelig gedaald met 11.200,42 euro. De outdoor abonnees, net zoals de 4 sessies en 1 beurtkaarten zijn licht gestegen.
4. De werkingsubsidie voor 2019 bedroeg 2.800,00 euro.
5. De huur van de lokalen is gedaald met 8.050,51 euro in 2019. Toch blijft dit nog steeds één van de grote uitgavenposten.
6. Ondanks de lichte stijging in ontvangsten, heeft Friskis & Svetits VZW in 2019 geprobeerd om de kosten te beperken. Het budget voor social events is dit jaar zo gedaald met 11.675,31 euro. Ook de uitgaven voor publiciteit zijn gedaald met 2.848,32 euro.
7. In 2019 zijn de uitgaven voor opleiding ook gedaald met 3.627,24 euro.

8. Zoals U kunt vaststellen, heeft de VZW het jaar afgesloten met een winst van 11.688,12 euro. De winst van het boekjaar werd toegevoegd aan de overgedragen winsten van de vorige boekjaren.

Aldus opgemaakt te Oostende op 30 september 2020.



Lingier Franky
Accountant
Belastingconsulent

9. Adoption of the balance sheet and profit & loss account

10. Presentation of the Budget 2020

On 24/1 we had a budget ...

Income		Operations		Depreciations		Taxes + bank		Result
92,9k	-	91,4,0k	-	00,0k	-	1,0k	=	0,9k

SABAM 0,8k	+	Halls 27,6k	+	RIKS 3,3k
Babysitting 1,2k	+	Quality - Training 13,9k	+	Insurance 2,8k
Clothing 1,7k	+	Instructor comp. 10,5k	+	Promotion 5,6k
Fitness Player 3,0k	+	Social events 9k	+	Other + account 5,8k

With a focus on ...

Be prudent in income (AVG Y-5 Y-1LE)

Strong increase hall cost, due to JIMS 9k

Invest in training of new instructors
Invest in promotion & communication IT

New cost Fitness Player Test

... and then COVID came

We could throw the budget
in the bin.

We started to be very cost sensitive.

Luckily, our new tools were active.

Where will we end? Some good news.

Income		Operations		Depreciations		Taxes + bank		Result
63,1k	-	65,62k	-	00,0k	-	1,0k	=	-3,6k

SABAM 1,0k	+	Halls 18,9k	+	RIKS 4,7k
Babysitting 1,0k	+	Quality - Training 2,2k	+	Insurance 2,8k
Clothing 2,7k	+	Instructor comp. 5,3k	+	Promotion 4,6k
Fitness Player 3,8k	+	Social events 10,8k	+	Other + account 7,9k

We put a new target. **Limit loss to -20/25k.**
Use 8-10% of savings.

So far, with a good visibility, we will be limit our loss to -3-10k (RE -3,56k)
Halls -9k THANKS HIT !
Instructors -5k THANKS INSTRUCTORS !
Training -11k

Investment in website + app
Savings RIKS under negotiation

11. Adoption of the Budget 2020 and Discharge to the members of the Board and the Auditor

12. Establishment of volunteers' fee for 2020-2021

Membership fee for 2020

Proposal to keep the membership fee for volunteers at 10 euro.

Membership fee for 2021

What is the opinion of the AGM, considering the financial situation?
Keep it? A discount compared to listing price?



13. Proposals from the Board
and in time submitted motions
(proposals submitted by members).

No motions were submitted



14. Election of the new Board



BRUSSELS



Election Committee For FRISKIS AGM

Fleur Parnet / Przemek Sowinski/ Sophie Béreau

-
- Objectives and framework
 - Criteria for a good board
 - Conclusions and recommendations
 - Vote
 - Appendix
-

Objectives and framework:

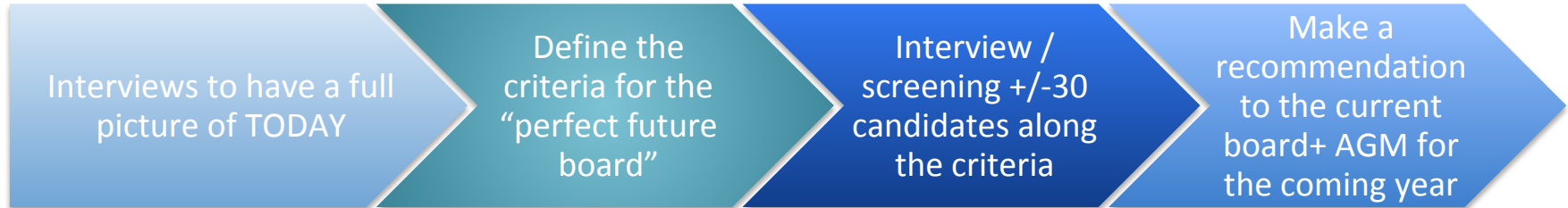
- **New election committee set up in May 2019 to come with a recommendation for a new board for the next AGM**

Przemek, Fleur-> New

Sophie -> Already in the EC for 3 years

- **Legal frame of actions in the statutes of the** FRISKIS BRUSSELS ASBL
(see slide 5)

- **Way of working:**





Legal framework- COVID SPECIAL



- Virtual AGM taking place Mid November
- Next AGM April 2021
- The mandate of the board will be for a 7 months period
- The Election Committee (EC) has based its work on the statutes, (min 3 members max 5) as well as the rules of procedure and guidelines confirmed by the F&S Brussels AGM 2020 (published 14 days in advance on website)
- The EC is not proposing any changes to the rules of procedure and guidelines for the EC for this year.
- Following our statutes, the EC proposes a board, not individual members.

Ref. article 18 statutes of FS Brussels



Legal framework- EC- translation in English (Fr. being official)

PRE -READ
ONLY



RULES OF PROCEDURE and GUIDELINES FOR THE ELECTION COMMITTEE of FRISKIS&SVETTIS BRUSSELS

The responsibilities of the Election Committee are defined in Article 18 of the Statutes of Friskis&Svettis Brussels as follows (below 'F&S Brussels').

The purpose of these Rules of Procedure and Guidelines is to clarify the role of the Election Committee and the basic requirements of the members of the Election Committee.

In the event of a conflict between the Statutes of F&S Brussels and these Rules of Procedure and Guidelines, the Statutes shall prevail.

§ 1 Composition of the Election Committee

The Chairperson of the Election Committee convenes its meetings.

The members of the Election Committee:

- should be members of F&S Brussels;
- have a good knowledge of and experience from F&S Brussels and share the values of Friskis&Svettis;
- not be a member of the Board of F&S Brussels; and
- preferably have some experience with positions of trust.

In order to have both continuity and renewal, at least one member of the Election Committee should be replaced each year. No member should serve longer than five years. Deviations from this principle should be motivated at the Annual General Meeting of F&S Brussels (below 'the AGM').

In the event that a member of the Election Committee is being proposed for member of the Board, he or she must immediately withdraw from the Election Committee. No by-election is necessary if a member leaves his or her post before the expiration of the mandate.

§ 2 Mission of the Election Committee

The Election Committee receives its mandate from the AGM and reports to the AGM. Its mission is to propose to the AGM a Chairperson and a complete board that will work well as a team to meet the aims and objectives of the organisation.

The proposal from the Election Committee should ensure that the Board to be elected can manage both current administration and engage in forward-looking work.

In addition to the requirements defined in the Statutes of F&S Brussels, Article 18, the Election Committee should look for the following qualities in potential candidates for members of the Board:

- relevant knowledge and experience;

– readiness to serve the full mandate they would be elected for; and

– reflect the composition of the association in terms of age, gender, and cultural background.

In addition, it is desirable, in order to facilitate links with Friskis&Svettis Riks, that at least one member of the Board speaks and/or understands Swedish well.

The Election Committee shall also propose an auditor and deputy auditor. The proposal for auditors can be made in collaboration with the current Board.

The Election Committee shall propose if and by how much the Board should be remunerated.

§ 3 Work of the Election Committee

The Election Committee should be accessible via the website of Friskis&Svettis Brussels.

The Election Committee shall identify the needs and challenges of the association. After collection of necessary information it shall propose a Board that could meet these criteria. The Election Committee shall consult widely among volunteers and members to attempt to identify potentially suitable and willing board members.

The Election Committee shall, a few months before the relevant AGM, ask existing Board members if they wish to be considered for re-election for a further period.

In addition, any other member who wishes to be considered for election to the Board, or wishes to propose someone, should inform the Election Committee in writing (including e-mail).

The proposal of the Election Committee for a complete Board consists of a list of the candidates recommended by the Election Committee in accordance with the Statutes and the aims and objectives in these Rules of Procedure and Guidelines. In addition, the list shall mention persons that have been nominated but not proposed by the Election Committee.

These Rules of Procedure and Guidelines were first adopted by an extraordinary AGM in 2014 and shall be confirmed and when necessary revised by the AGM. The Election Committee shall continuously evaluate these Rules of Procedure and Guidelines and, for the consideration of the AGM, propose changes.

Our criteria for a good board:

- 1/ **Willingness + Availability** of each individual to make things move (we need to read the true *motivation*, ability to dedicate some *time* for it, and **act upon**)
- 2/ **Continuity** (in the mission/ vision) as a good job has already be done by the 2019 board
- 3/ More **flexibility** in managing a volunteer based association (and especially as we want more bottom up and no/less top down) and able to work with different profiles, looking for a **consensual** board
- 4/ More **knowledge** of the functioning (instructors/ hosts/ & accounting-finance)
- 5/ **Local anchor** to manage subsidies, visibility vs local authorities and regulations (even NL is better)
- 6/ Link with **Sweden**

ranked by order of importance taking into account the last boards, current need for the club, and agreed between EC.

A high-angle, top-down photograph of a group of people sitting in a circle on a green lawn. Their hands and feet are pressed together in the center of the circle, creating a communal gesture. The people are mostly young adults, and some are wearing colorful wristbands and bracelets. The word "RECOMMENDATION" is superimposed in white, bold, sans-serif capital letters over the central area where the hands and feet meet.

RECOMMENDATION



**THOSE
WHO
CRITICIZE**



**THOSE
WHO
ADVISE**

**THOSE
WHO
DO**



BRUSSELS



Structure of the board

help



CORE TEAM ie
BOARD



help



EXTENDED TEAM

SCHED.
TEAM



LEFT incl.FU



HOT



COM



HIT



Call for interest
“ad hoc”



HOSTS



VOLUNTEERS



INSTRUCTORS



+/- 76 volunteers

Members (+/- 396)



BRUSSELS



Structure of the board

ACCOUNTANCY



CORE TEAM ie
BOARD



SPOC SWEDEN



EXTENDED TEAM

SCHED.
TEAM



LEFT incl.FU



HOT



COM



HIT



Call for interest
“ad hoc”



HOSTS



VOLUNTEERS



INSTRUCTORS



Members (+/- 396)

Board Recommendation

- C
O
R
E
- TE
A
M
- Confirm Jeroen (2nd year mandate) and appoint *Chairman*
 - Keep Anne Laure and appoint *Treasurer* for 7 months until next AGM
 - Add Caroline and appoint *Secretary (1st Year Mandate)*
- KEEPING A SMALL BOARD (3 people) TO FACILITATE DECISION PROCESS

- E
X
T
E
N
D
E
D
- TE
A
M
- Complete the board with:
- a SPOC (Single Point of Contact) with Sweden -> Calle
 - Help on Financial tasks for payments (shall be internal) (Jeroen a.i. in between)
 - A SURVEY ISSUED TO GATHER FEEDBACK FROM THE VOLUNTEERS (Bottom up approach)
 - CALL FOR INTEREST for additional “ad-hoc projects” -> list for now, TBC after the Survey
 - > 30th Friskis Brussels anniversary
 - > External Communicational to boost Commercial part (with COMM)
 - > Quality of our offering (with LEFT)

Board Recommendation



Caroline Van Meerbeek

- Host for more than 12 years, JIM's coordinator, HIT

Caroline will contribute to

- (re-)Building a strong and happy community, among members and volunteers
- Bringing positive communication and communication skills for hosts and volunteers
- Creating a strong brand identity
- Attracting new members by expanding our infrastructure/calendar

“Friskis has been a part of me for so many years now, 12 to 15 years already and I believe in the strength that Friskis brings, not only physically, but also socially and mentally. I have been lucky to find beautiful friendships through Friskis. I have witnessed wonderful years with Friskis and then some years where things didn't run so smoothly within the organisation. But I do feel that Friskis is on a high again and even through this health crisis, Friskis is still standing. One way or another, I would love to keep being a part of this family.”



Anne Laure Léger

- Chairperson since 2019

Anne-Laure will continue to contribute to

- Creating a good working team /board
- Balancing fun and work
- Making sure everyone has his place to contribute
- Empowering the teams

“As a long-time member of Friskis, I've been very happy to help out by taking a role in the board. I strongly believe Friskis should be a fun experience for everyone. Teamwork and collaboration is the way to get there. I can't wait to be in a sports hall for a megasession with all of you!”

”



Jeroen Overstijns

- Treasurer since 2019

Jeroen will continue to contribute to

- Transitioning the financials reporting
- Being in charge of the contractings
- Being the contact person for the teams
- Taking over from Anne Laure the chairperson role

“Apart from being the CEO of Standaard Uitgeverij <the biggest Flemish publishing company in B2C>, I love other activities like my kids, and Friskis of course. Friskis is part of my life and my professional experience might help the club to go further, as simple as that.”

”



BRUSSELS



Structure of the board

ACCOUNTING

Help
needed!

CORE TEAM ie
BOARD



SPOC SWEDEN



EXTENDED TEAM

SCHED.
TEAM

LEFT incl.FU

HOT

COM

HIT

Call for interest
"ad hoc"

HOSTS

VOLUNTEERS

INSTRUCTORS

Help
needed!

Members (+/- 396)

VOTING TIME





BRUSSELS

APPENDIX



Financial Tasks under Treasurer Responsibilities

PRE-READ
ONLY

- Accountancy

Done by an external accountant
xx hours/ trimester

- Data/ Business analysis

New: Started with the board
April '19
To Continue to develop within
the board as a tool to lead the
actions for the Club (reporting/
estimates/ forecasts)

- Payments of invoices

To get the help from someone
from the club at ease to perform
these tasks on a regular basis
(every 2 weeks)

Help
needed!

Role of the SPOC sweden

PRE -READ
ONLY



- Be the first point of contact between Friskis Board and Sweden.
- Align between Left and Risk and local board.
- Assist for needed translation for special event organized for the external of sweden club

Full list of assessment made by EC

between Jan 2020 and October 2020

PRE-READ
ONLY

	Names		Names
1	Berit Koop	15	Lies Lecomte
2	Olivier Baeten	16	Magdalena Havlikova
3	Marta Komkowska	17	Thomas Arnold
4	Miriam Schneider	18	Daniela Fraiss
5	Aude Goovaerts	19	Patrick Schicht
	Annika		
6	Liljeberg-Hallonsten	20	Johanna van Vrede
7	Ancuta Pasca	21	Weronika Rucka
8	Antonio Donadio	22	Katerina Borovska
9	Fleur Parnet	23	Carina Rosengren
10	Carl Johan Asenius	24	Georgious Paltoglou
11	Tarja Kallio	25	Przemek Sowinski
12	Anne-Laure Léger	26	Anna Świerczyna
13	Jeroen Overstijns	27	Benedetta Boccardi
14	Sophie Béreau		

Strategy 2021



Our focus in 2021

To get more members and more fun

2020	2021	2022
------	------	------

Grow	Partnerships	More sessions More intensities More locations	Grow to 1000 members	Branding
Retain	Responsibility chart	Quality More training More inspiration	Promotion Retention of (ex-) members	30 ! Our birthday Workgroup
Survive	Financial management	Cost savings	App & Website	Open & inclusive culture

15. Appointment of one Auditor and one Deputy Auditor for a period of one year

Franky Lingier as Auditor for one year

Sofie De Cock as Deputy Auditor for one year



16. Adoption of the Rules of Procedure for the Election Committee

Rules/ guidelines EC- 2020/2021



2014
version

RULES OF PROCEDURE and GUIDELINES FOR THE ELECTION COMMITTEE of FRISKIS&SVETTIS BRUSSELS

The responsibilities of the Election Committee are defined in Article 18 of the Statutes of Friskis&Svettis Brussels asbl/vzw (below 'F&S Brussels').

The purpose of these Rules of Procedure and Guidelines is to clarify the role of the Election Committee and the basic requirements of the members of the Election Committee.

In the event of a conflict between the Statutes of F&S Brussels and these Rules of Procedure and Guidelines, the Statutes shall prevail.

§ 1 Composition of the Election Committee

The Chairperson of the Election Committee convenes its meetings.

The members of the Election Committee:

- should be members of F&S Brussels;
- have a good knowledge of and experience from F&S Brussels and share the values of Friskis&Svettis;
- not be a member of the Board of F&S Brussels; and
- preferably have some experience with positions of trust.

In order to have both continuity and renewal, at least one member of the Election Committee should be replaced each year. No member should serve longer than five years. Deviations from this principle should be motivated at the Annual General Meeting of F&S Brussels (below 'the AGM').

In the event that a member of the Election Committee is being proposed for member of the Board, he or she must immediately withdraw from the Election Committee. No by-election is necessary if a member leaves his or her post before the expiration of the mandate.

§ 2 Mission of the Election Committee

The Election Committee receives its mandate from the AGM and reports to the AGM. Its mission is to propose to the AGM a Chairperson and a complete board that will work well as a team to meet the aims and objectives of the organisation.

The proposal from the Election Committee should ensure that the Board to be elected can manage both current administration and engage in forward-looking work.

In addition to the requirements defined in the Statutes of F&S Brussels, Article 18, the Election Committee should look for the following qualities in potential candidates for members of the Board:

- relevant knowledge and experience;

- readiness to serve the full mandate they would be elected for; and
- reflect the composition of the association in terms of age, gender, and cultural background.

In addition, it is desirable, in order to facilitate links with Friskis&Svettis Riks, that at least one member of the Board speaks and/or understands Swedish well.

The Election Committee shall also propose an auditor and deputy auditor. The proposal for auditors can be made in collaboration with the current Board.

The Election Committee shall propose if and by how much the Board should be remunerated.

§ 3 Work of the Election Committee

The Election Committee should be accessible via the website of Friskis&Svettis Brussels.

The Election Committee shall identify the needs and challenges of the association. After collection of necessary information it shall propose a Board that could meet these criteria. The Election Committee shall consult widely among volunteers and members to attempt to identify potentially suitable and willing board members.

The Election Committee shall, a few months before the relevant AGM, ask existing Board members if they wish to be considered for re-election for a further period.

In addition, any other member who wishes to be considered for election to the Board, or wishes to propose someone, should inform the Election Committee in writing (including e-mail).

The proposal of the Election Committee for a complete Board consists of a list of the candidates recommended by the Election Committee in accordance with the Statutes and the aims and objectives in these Rules of Procedure and Guidelines. In addition, the list shall mention persons that have been nominated but not proposed by the Election Committee.

These Rules of Procedure and Guidelines were first adopted by an extraordinary AGM in 2014 and shall be confirmed and when necessary revised by the AGM. The Election Committee shall continuously evaluate these Rules of Procedure and Guidelines and, for the consideration of the AGM, propose changes

2020/2021

remove

2020/2021

change:
keep
same EC
until next
AGM
April
2021:

Fleur
Parnet



Przemek
Sowinski



Sophie B



ANNA 18
La carte d'identité

L'identité personnelle est une qualité essentielle. Elle est constituée d'un ensemble de données personnelles (nom, date de naissance, lieu de naissance, etc.) qui sont regroupées dans une carte d'identité. Cette carte d'identité est une preuve de l'identité personnelle et est utilisée pour accéder à certains services publics et privés.

La loi de la carte d'identité est la loi de la carte d'identité. Elle est destinée à garantir la sécurité et la confidentialité des données personnelles. Elle est également destinée à garantir la transparence et la responsabilité de la gestion des données personnelles.

La loi de la carte d'identité est la loi de la carte d'identité. Elle est destinée à garantir la sécurité et la confidentialité des données personnelles. Elle est également destinée à garantir la transparence et la responsabilité de la gestion des données personnelles.

revised and validated by

17. Appointment of EC

- a. One Presiding Member
- b. Two Members



18. Any other business

Remembering Anne



19. Closing

Many thanks for your attention !
