



BRUSSELS

Election Committee For FRISKIS AGM
Fleur Parnet / Przemek Sowinski / Magda Havlikova

May 9th 2022
version to be sent



Agenda:

- Objectives and framework
- Criteria for a good board
- Conclusions and recommendations
- 2 motions to pass
- Election Committee rules
- Appendix



Objectives and framework

- **New election committee appointed in June 2021**

Przemek Sowinski, Fleur Parnet , Magda Havlikova

- **Following the legal framework of the statutes of the FRISKIS BRUSSELS ASBL**
- **How we worked**

Interviews with lots of members since 3 years

Self assessment of the current board
Calle/ Jeroen/
Caroline
Jan 2022

Call for board members
March 22+
Treasurer April 22

Make a recommendation to AGM for the coming year



Our criteria for a good board:

- 1/ **Drive to re-boost** our membership and offer (covering the “must have” tasks of a board)
 - 2/ **Willingness + Availability** of each individual
 - 3/ Possibility to have a **board** functioning with each others
 - 4/ **Knowledge** of the functioning (instructors/ hosts/ & accounting-finance)
 - 5/ **Local anchor** to manage subsidies, visibility vs local authorities and regulations
 - 6/ Good relationship with **Sweden**
- > Open not only to volunteers but all members



Our proposition to vote at the AGM





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Structure of the board/ club

Election
Committee



CORE TEAM ie
BOARD



+ EXTENDED TEAMS BELOW

SCHED.
TEAM

LEFT incl.FU

HOT

COM

HIT

AD HOC projects

HOSTS

VOLUNTEERS

INSTRUCTORS

+/- 70 volunteers

Members

Board Recommendation 1/2



Jeroen Overstijns

Chairperson

Continue for another year



Caroline Van Meerbeek

Secretary

External communication

Re-starting a 2 years mandate



Carl Johan Asenius

Contacts with teams

Continue for another year

“Friskis has done very well, considering the tough Corona-circumstances we went through. Our offering is still outstanding. Imagine what a difference it could be for those who still have not discovered us. We have great teams and we have great members. Of course, Corona has had consequences, for all sports clubs, ours included. Our main challenge is to get more members back. Therefore, communication and reaching out is key, but most of all, our values are key. Who would not be willing to join a club that is not only taking care of your health but doing that in a fun and social way? It's not about sports, it's about sports together.”

Friskis, no doubt, affected my genes. Impossible to stay away. I'm addicted, and quickly get bored with other forms of training. Our volunteering is our strength and what distinguishes us from the rest. And it's so fun! Thus, Friskis gives me a lot. I want to try and give something back, including as a board member. Simple as that.”

Board Recommendation 2/2



Sibylle Reichert
Internal Communication
Starting a 2 years mandate



Caroline Jordans
Treasurer
Starting a 2 years mandate

"I have been an active member of Friskis since more than 10 years. I was part of the Board for six months from September 2018 to March 2019.

I am convinced that there is a need to communicate about the values of the organisation and that sport is necessary for a healthy lifestyle, the fact that in Friskis one can find a community of engaged and open-minded people,

Friskis being a great way to stay fit and healthy with many different sessions for different levels of fitness, the trainers being fully enthusiastic, have an excellent qualification and are able to inspire people, that it is a not-for profit organisation relying on committed volunteers allowing for all different kinds of people to train at a low cost."



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MOTIONS by EC



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#1 Motion proposition CLARIFY

Article 21

Le conseil d'administration devra comprendre au moins trois membres.

L'assemblée générale nomme le président et les quatre ou six membres permanents du Conseil.

Le conseil d'administration est responsable de toutes les tâches liées à la gestion de l'association, sauf mention contraire dans la loi ou les présents statuts. Le conseil d'administration représente solidairement l'association dans toutes les situations.

Le conseil d'administration peut décider qu'un ou plusieurs membres du conseil d'administration, agissant personnellement ou solidairement, soient habilités à agir au nom de l'organisation. Une telle décision peut être révoquée à tout moment.

Article 22

Le président est élu pour un an. Les autres membres du conseil d'administration sont élus pour deux ans avec chevauchement des mandats. Le conseil d'administration assigne parmi ses membres un vice-président, un trésorier, un secrétaire et d'autres fonctions qu'il considère nécessaires.

Article 23

En cas de poste vacant pendant une période de mandat le Conseil peut convoquer une assemblée extraordinaire afin d'élire un remplaçant.

Dans le cas où le président est dans l'incapacité de remplir ses devoirs, ses fonctions sont assumées, en premier lieu par le vice-président et, en second lieu, par le membre du Conseil ayant la plus grande ancienneté dans ses fonctions.

Article 24

Le conseil d'administration est convoqué par le président chaque fois que les intérêts de l'association l'exigent, et au moins six fois par an. Une réunion du conseil d'administration peut également être convoquée à la demande d'au moins la moitié de ses membres. Le conseil d'administration ne peut agir qu'en présence d'une majorité de ses membres.

Le conseil d'administration décide par le vote à la majorité. En cas d'égalité des voix, le président ou le membre du conseil d'administration le remplaçant dispose d'une voix prépondérante. Les réunions du conseil

The EC proposes to clarify through a motion the fact that a board composed of a president and 3 members is also part of the accepted statutes of the asbl.
proposition: remove the detail about 4 - 6 members.



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#2 Motion proposition

2019 proposal

13 Proposals from the Board and in time submitted motions (proposals submitted by members).
Annika Liljeberg-Hallonsten submitted a motion to limit the number of years any one person can serve on the Board. She proposes the limit to be six years.

Reply of the Board emphasizes the lack of candidates for Board position and continuity is important. It proposes that the Assembly vote for the following: to give consent for a time limit of 6 years, to agree that the Board member commits to a minimum of two years, to grant the Election Committee the right to extend for one year maximum if a replacement candidate can not be found.

Vote: 26 Yes for motion in totality of three suggestions from Board 14 No against motion in totality.

Comments from the Assembly

Przemek Sowinski asked where does 5 years comes from.
Annika Liljeberg-Hallonsten answered that is it the maximum term for most in Swedish clubs.
Lene Kristensen notes that the mandate is 2 year but the minimum is one year. She asked is this to change.
Calle Asenius asked statute or procedure?
Annika replied it should be in the Rules of Procedure for the EC since a change in statutes is very cumbersome.
Tarja Kallio asks if someone does six years, can they come back at a later date?
Alex Mascia states that it is six years max.
Nolwenn Couzigou asks what happens after extra year.
Karlheinz Kadner asks if we needed to have this type of proposal. Suggested that we go for trust and confidence in the Election Committee (EC)
Jeroen Overstijn thinks it is just a formality and that there is no added value.
Nolwenn Couzigou stated that the implication is to push people from the Board
Calle believes it is to help get people on the Board but agrees with Karlheinz that it should be left to the EC.
Vera Fehnle states that this rule could help the EC if you wanted to help the EC.
Olivier Baeten believes it is a good rule can help the EC
Przemek Sowinski states that power corrupts as he has noted in his work environment. Time limit would help prevent individuals from building empires.

**CALLE 5 years in 2022 + 1 to come
JEROEN 3 years in 2022 + 1 to come
CAROLINE 2 years in 2022 + 2 to come
SIBYLLE 1,5 years in 2022 + 2 to come
CAROLINE J 0 year + 2 to come**

the EC proposed to remove this motion voted in 2019 due to the huge difficulty to get candidates for the board.

#3 Call for replacement

Rules of Procedure and Guidelines for the Election Committee of Friskis&Svettis Brussels / guidelines EC- 2022

The responsibilities of the Election Committee (called hereafter “**EC**”), are defined in article 18 of the Statues of Friskis & Svettis Brussels abs/ VZW (called hereafter “**the club**”)

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

Article 1: Composition of the Election Committee

The persons in the EC

- are nominated every year (either by former members of the election Committee or self proposed during the AGM)
- shall be composed of members of the club
- have a good knowledge and experience from the club
- not a member of the board
- is composed of a president and 2 members

In order to have both continuity and renewal, at least one member of the EC should be replaced every year. No member should serve longer than 5 years. Deviations from this should be motivated to the AGM.

In the event that a member of the EC is being proposed for members of the board, he or she must immediately withdraw from the EC.

No by election is needed if a member leaves his or her post before the expiration of the mandate.

Article 2: Mission of the EC

The EC receives its mandate from the AGM and reports to the AGM. Its mission is to propose the best possible board for the club composed of a chairperson and other members of the board, that will work as a team to meet the aims and objectives of the organization.

The proposal from the EC should ensure that the board to be selected can manage both current administration and engage towards in forward looking work.

In addition to the requirements defined in the statutes of the club, article 18, the EC 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
- reflect the composition of the association in terms of age gender and cultural background.
- Not mandatory but a plus that at least one member of the board, speaks and/or understand Swedish.

The EC shall propose if and by how much the board should be remunerated.

The EC does not play a role of internal audit of the work of the board.

In case of disagreement within the EC one member of the EC can ask that the divergence of opinion be shared during the AGM.

Article 3: Work of the EC

The EC should remain accessible via the website and email (email created elec.fbrussels@gmail.com)

The EC shall identify the needs and challenges from the club. After collection of necessary information, it shall propose a Board to meet those criteria. The EC shall consult widely amongst volunteers and members.

The EC should, a few months before the foreseen 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 EC in writing (email) at least one month prior to the foreseen AGM.

The list proposed should also include the persons that have been nominated but not proposed by the EC.

These rules of procedures and guidelines were first adopted by an extraordinary AGM in 2014 and shall be revised whenever is necessary. This version has been amended by the EC in May 2021, and proposed to the AGM in June 2021.

Fleur Parnet Przemek Sowinski Magda Havlikova



CALL FOR ONE REPLACEMENT



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APPENDIX

Full list of assessments made by EC between Jan 2020 and May 2022

	Names	17	Thomas Arnold
1	Berit Koop	18	Daniela Fraiss
2	Olivier Baeten	19	Patrick Schicht
3	Marta Komkowska	20	Caroline Van Meerbeek
4	Miriam Schneider	21	Johanna van Vrede
5	Aude Goovaerts	22	Weronika Rucka
6	Annika Liljeberg-Hallonsten	23	Katerina Borovska
7	Peter Rask	24	Carina Rosengren
8	Antonio Donadio	25	Georgious Paltoglou
9	Fleur Parnet	26	Przemek Sowinski
10	Carl Johan Asenius	27	Anna Świerczyna
11	Tarja Kallio	28	Benedetta Boccardi
12	Anne-Laure Léger	29	Ancuta Pasca
13	Jeroen Overstijns	30	Nick Yule
14	Sophie Béreau	31	Bart Vermeire
15	Lies Lecomte	32	Clementina Gentile
16	Magdalena Havlikova	33	Sibylle Reichert
		34	Caroline Jacobs

Update
May 2022

- Start
- Continue