

AGM 2021



1. Welcome and 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
WHO 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 2021
 11. Adoption of the budget
 12. Establishment of the membership fee for 2021
-



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
-

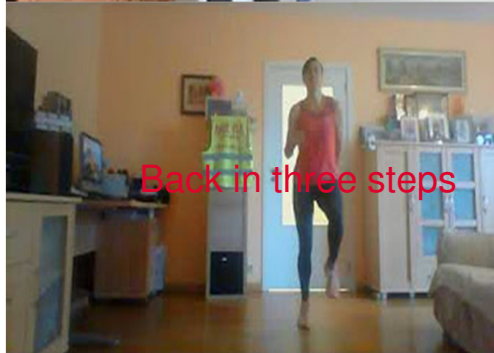


7. Presentation of:

Report from the Chairperson of the
Board

How are
we doing so far
in 2021?

Considering the circumstances ... WE ARE DOING WELL





Other's closed. We did not. BACK IN BUSINESS IN 5 STEPS



**COVID-proof
Indoor**

Zoom live

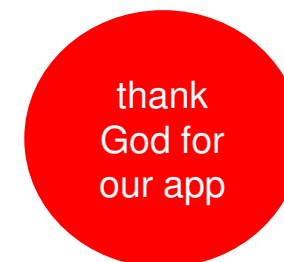
**Sweden
Online**

Outdoor

In & out & online

Summer sessions: working on it.
But up till now, huge open sessions are not allowed.

**FULL
HOUSE**





Thank you very much,!



Yet, as could be expected, we lost a lot of members...

	SEP	DEC	FEB	MAR	APR	
Volunteers	75	76	76	76	76	STABLE
Full members	316	191	131	127	129	DROP OF 60%
Outdoor members	75	51	32	30	31	DROP OF 59%
Other (reduced fees, children)	67	34	19	17	18	DROP OF 73%
TOTAL	533	352	258	250	254	DROP OF 53%

... But things are looking a lot better from June 2021 on!



Soft relaunch in May 2021

Until May 22:

36 outdoor sessions with 365 participants => 10 per session

19 virtual live session with 211 participants => 11 per session





COM -
Communication



Communication

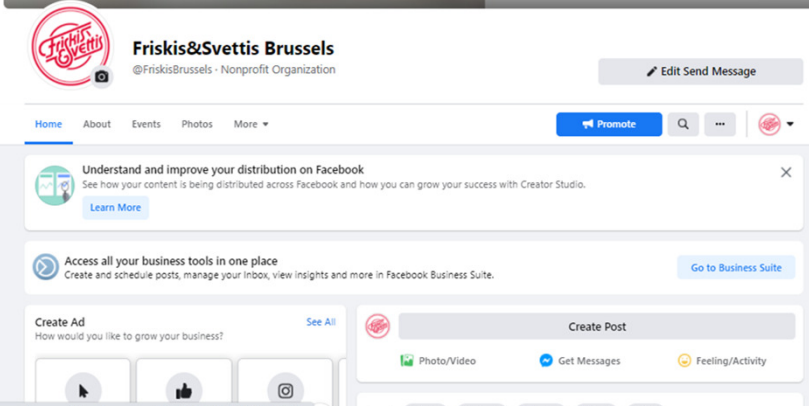
Social Networks: 3,799 followers on Facebook without paying! **483** followers on Instagram!



Outdoor Family Circuit sessions are here!

Starting **May 2** in **Parc du Cinquantenaire** for parents and children 6-12years old

Register on www.friskissvettis.be



Friskis&Svettis Brussels
@FriskisBrussels · Nonprofit Organization

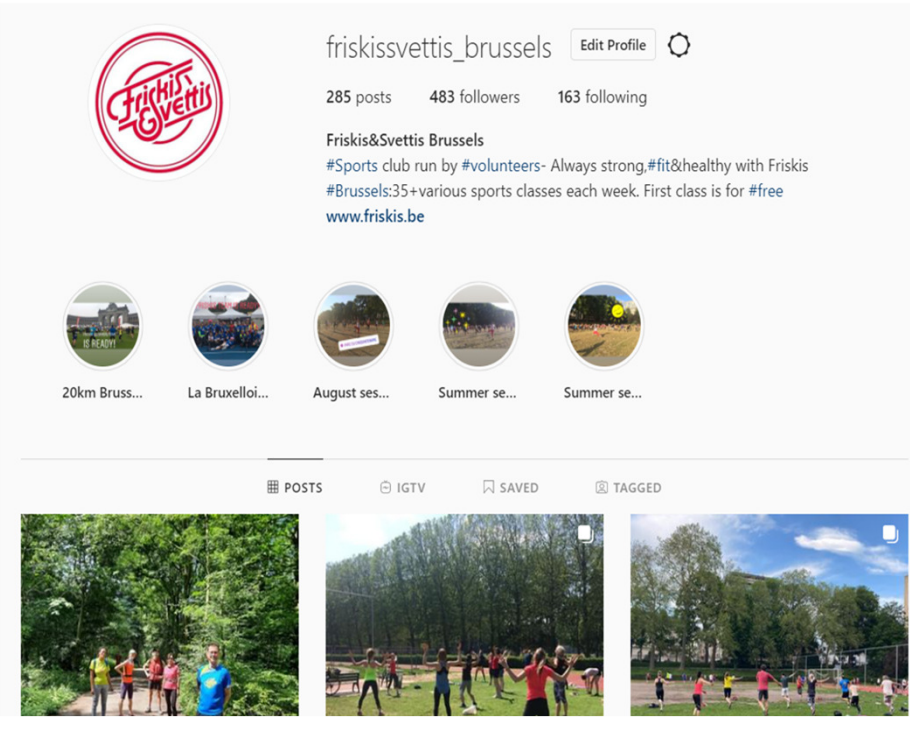
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Understand and improve your distribution on Facebook
See how your content is being distributed across Facebook and how you can grow your success with Creator Studio.
[Learn More](#)

Access all your business tools in one place
Create and schedule posts, manage your inbox, view insights and more in Facebook Business Suite.
[Go to Business Suite](#)

Create Ad
How would you like to grow your business?

Create Post
Photo/Video Get Messages Feeling/Activity




friskissvettis_brussels Edit Profile

285 posts 483 followers 163 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 Bruxelloi... August ses... Summer se... Summer se...

POSTS IGTV SAVED TAGGED

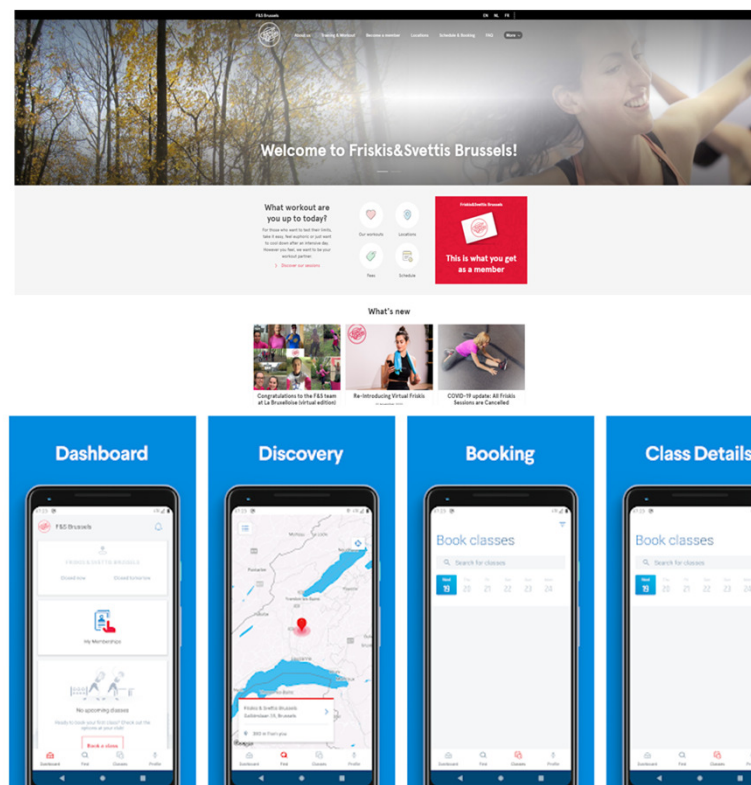




Communication

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

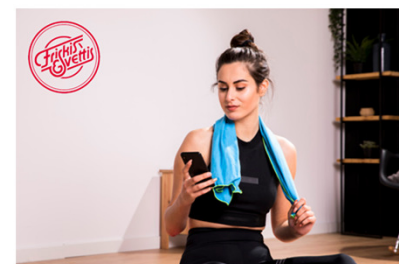
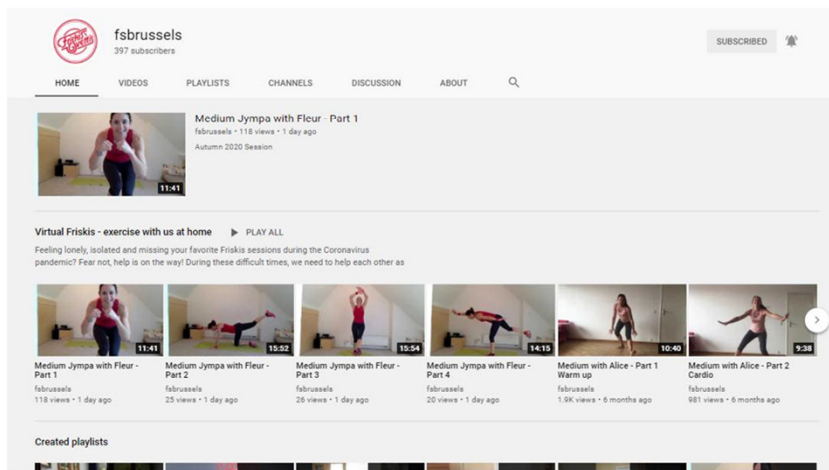




Communication

Virtual Friskis

- YouTube sessions - **57** new videos
- Live Zoom Sessions – Over **60** sessions since Nov 2020



VIRTUAL FRISKIS

Follow online exercises on our YouTube channel



Live Zoom sessions every day - register via app/web

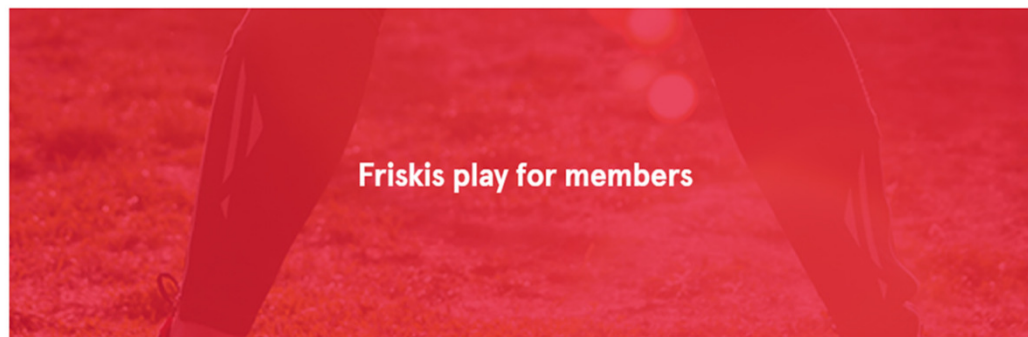
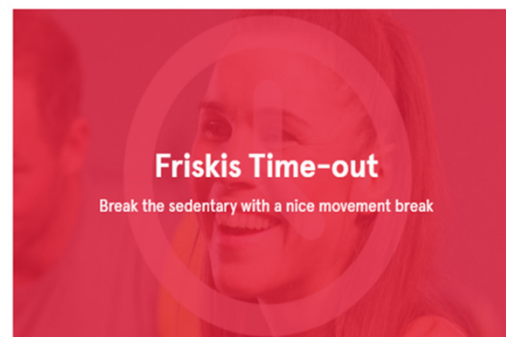
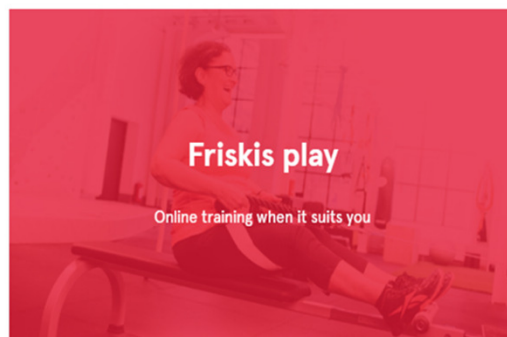




Communication

Introducing Friskis Online Training – Over 50 new sessions directly from Sweden for all of our Members

Friskis play and Timeout are sessions that are free and open to everyone. Many more sessions with great variety are available exclusively for Friskis members with an active membership.





Communication

Keeping members happy during the pandemic





Communication

Celebrating the Friskis Community

Friskis is more than a sports club: it's a community! And even if virtually we were still able to celebrate the gift of Friskis: Bruxelloise, Running with Friskis, Christmas Megasession, Friskis Spotlight Celebrating our Volunteers etc



Friskis Brussels Xmas Mega Session



Announcing the return of in-person & indoor sessions



20 FRISKIS SESSIONS PER WEEK IN JUNE

- 6 in-person Park sessions
- 7 Running & Nordic walking sessions
- 7 live online Zoom sessions

Register on www.friskissvettis.be



FRISKIS INDOOR SESSIONS ARE BACK!

20 indoor sessions a week

Venues: Etterbeek, Mounier,
Emmanuel Hiel & JIMS Jourdan

More info & registrations on
www.friskissvettis.be



Communication

Friskis&Svettis newsletters - keeping members & volunteers informed

[View this email in your browser](#)



Friskis&Svettis Brussels Internal Newsletter

1 - 30 June 2021

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 month:

- Friskis Indoor sessions return in June 2021

Don't forget to mention:

[View this email in your browser](#)



Friskis Indoor Sessions return on 9th June 2021

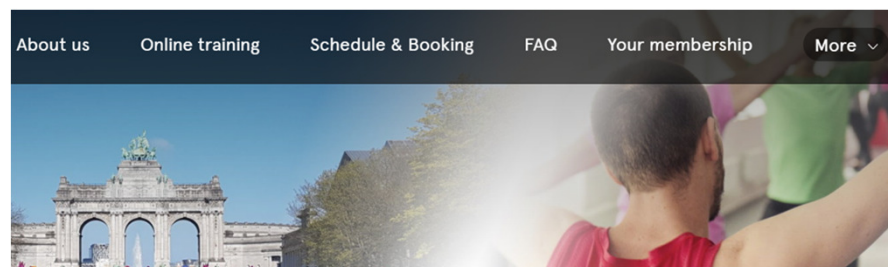
Dear all,
the wait is finally over! As of June 9th 2021, the Belgian authorities have decreed that we will be finally allowed to offer **in-person indoor sessions again in 4 different venues!** And so we are very pleased to announce that starting on June 9th we will begin to offer **20 indoor sessions** a week (including **Coreflex, Basic Pulse, Dance Explode, Core, Station 75, Yoga, Basic, Medium and Intensive Jympa**) in our **Etterbeek, Mounier and Hiel venues**. We'll also be offering **Spinning sessions** and **Barbell sessions** at our **Jims Jourdan venue**. Of course, this will be in addition to the 20 Park, Outdoor and Virtual sessions a week that we are already offering. That's twice as much Friskis as before... but let's be honest, there is never enough Friskis!



Communication

Friskis QR code is born! An easy and direct introduction to Friskis

The official Friskis QR code! It will automatically direct anyone to our new welcome page (www.friskis.be/welcome) making it much easier for hosts and volunteers to spread the message of Friskis.



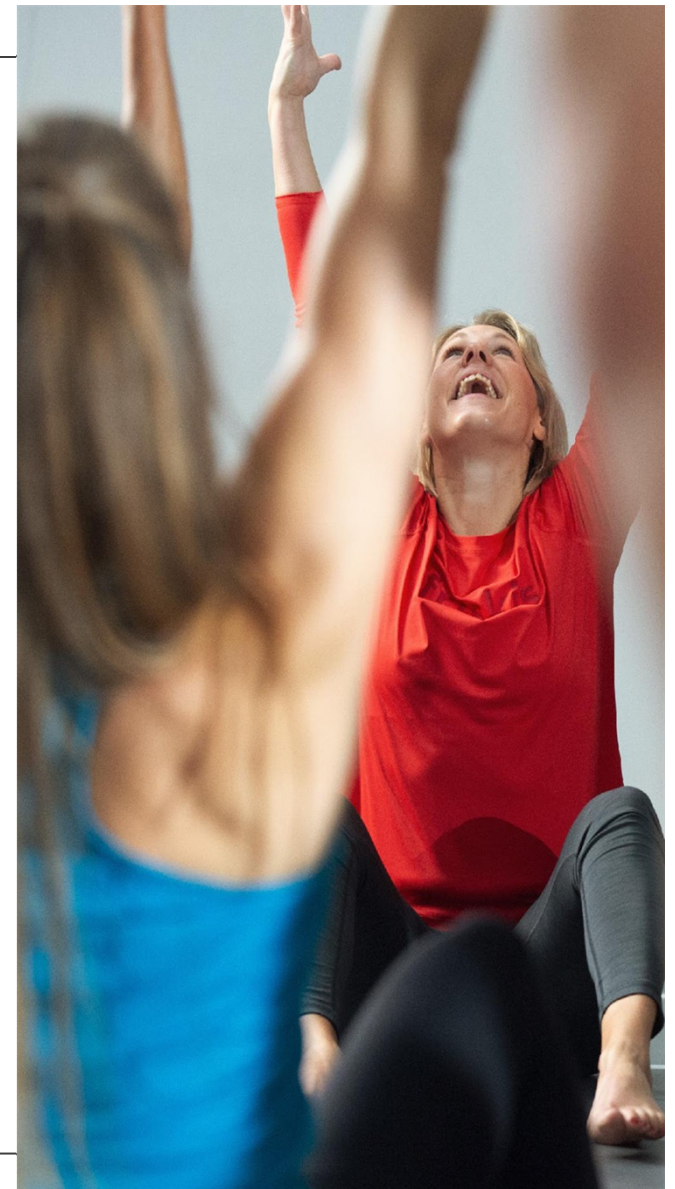
Want to join Friskis&Svettis Brussels?

Friskis&Svettis is a sports organisation entirely run by volunteers. That's right, its members - instructors included - volunteer their time, energy and skills to help you stay fit, healthy and happy. Friskis offers easy to follow fitness exercises to music, in three main intensities: Basic, Medium and Intensive. Other classes include Core, Flex, IntervalFlex, Yoga Energy, Dance and Station. Outdoor activities include Nordic Walking and Running, which comes in different varieties, such as Quality and Distance. Check out our [full schedule](#).

Communication

On 9th June 2021 we got to announce for the first time since March 2020 that **ALL OF OUR SESSIONS ARE BACK** on and that we are back to offering **40 SESSIONS A WEEK** (Indoor, Outdoor, Park and Virtual). The worst is hopefully over and the sun shines brightly on the future of Friskis:

- **SUMMER SESSIONS 2021**
- **FRISKIS BRUSSELS 30TH ANNIVERSARY IN SEPTEMBER 2021**





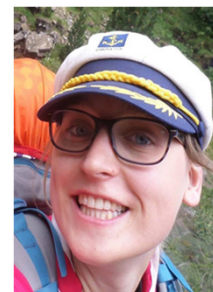
Communication: the TEAM !



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



THANK YOU JOHANNES!



Finance fun

RE 20 • BU 2021

How was 2020?



Did we get bankrupt?



We made it.

**Our income was 40-50k less.
But we kept 11k to invest.**

**Thanks HIT
Thanks Instructors
Thanks Everybody**



How did we end 2020?

Better than expected, thanks to all of you.
A positive result of 11,6k
cf. -16,5k '18, break-even '19, + 11,7k '20

Where did we get our money from, our 65,0k?

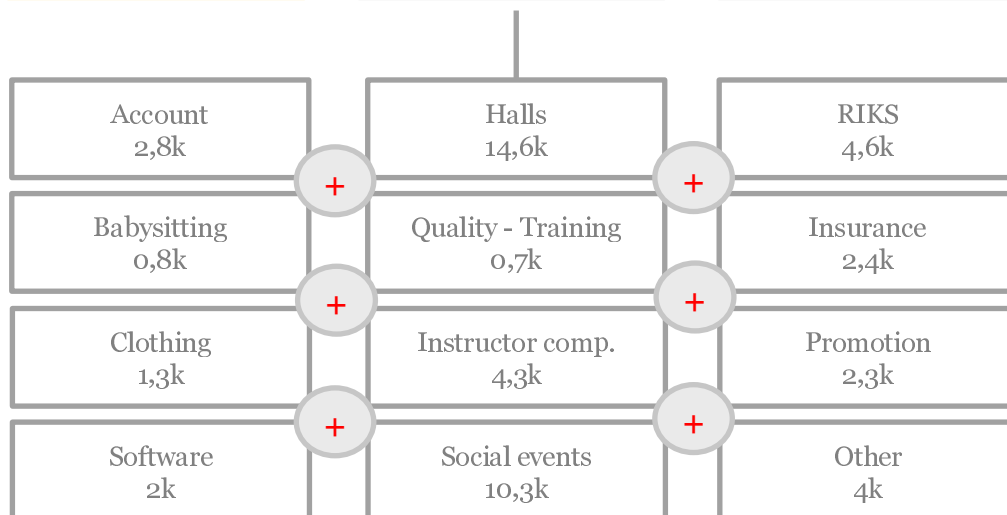
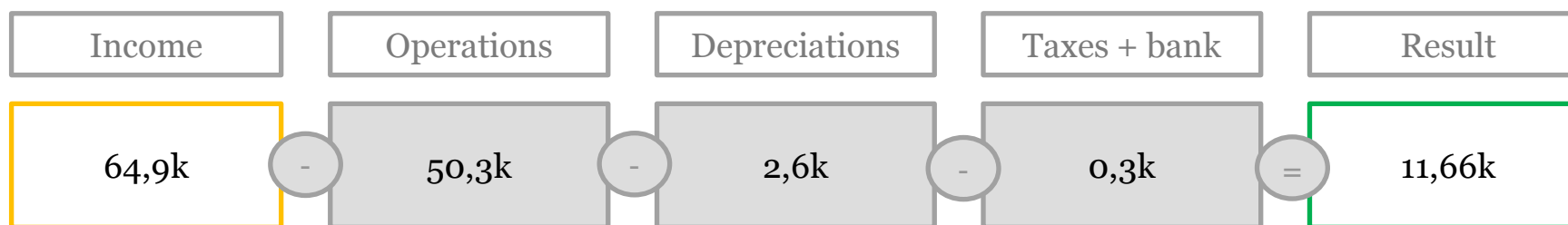
95% - 62,1k memberships
4,0% - 3,3k, subsidies – only VGC

How did we spend our money?
Cf. next slide

Bedrijfsopbrengsten		64.998,76
Omzet	61.049,26	
Andere bedrijfsopbrengsten	3.330,00	
Niet-recurrente bedrijfsopbrengsten	619,50	
Bedrijfskosten		-53.025,03
Handelsgoederen, grond- en hulpstoffen, diensten en diverse goederen	-1.278,62	
Aankopen	-1.278,62	
Diensten en diverse goederen	-48.962,63	
Afschrijvingen en waardeverminderingen op oprichtingskosten, op immateriële en materiële vaste activa	-2.605,74	
Niet-recurrente bedrijfskosten	-178,04	
Bedrijfsresultaat		11.973,73
Financiële opbrengsten		703,63
Recurrente financiële opbrengsten	703,63	
Andere financiële opbrengsten	703,63	
Financiële kosten		-510,44
Recurrente financiële kosten	-510,44	
Andere financiële kosten	-510,44	
Resultaat van het boekjaar vóór belasting		12.166,92
Belastingen op het resultaat		-506,84
Belastingen	-506,84	
Resultaat van het boekjaar		11.660,08
Te bestemmen resultaat van het boekjaar		11.660,08



How did we end 2020?



**Income decreased dramatically
Luckily, we worked on costs.**

Budget ($\Delta +11,6k$)
Less revenue but less spending

We did not spend enough on ...

TRAINING & PROMO



Balance Sheet 2020

Active	307,847	+15k		Passive		
Clothing	692			Suppliers	3052	
Customers	-10				↑	
Bank accounts	297,087	↑		Tax		1396
Accruals	6538		=		↑	
				Bonds	3672	
					↑	> to reduce '21

Compare to 2019 ...

Active	292,742	=		Passive		
Depreciations	3252,00	↓		Suppliers	264,53	↓
Guarantees	1598,27	=		Heritage tax	934,78	↑
Clothing	692,04	↓		Bonds	3477	↑
Customers	75,00	↓				
Bank accounts	280,155	↑				
Accruals	6970,67	↑				



BV-BVBA Accolin
Torhoutsesteenweg 226 Brugsesteenweg 15 bus 0001
8400 Oostende 8630 Veurne
Tel. 059 27 49 98
Fax 059 32 02 69
lingier.franky@comalin.be

Ik, ondergetekende, Lingier Franky, lid van het ITAA onder nummer 10.802.059, 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 Svetlis.
2. dat de voorgestelde balans en resultatenrekening worden opgesteld conform de fiscale wetgeving en bijgevolg ook worden gebruikt voor de aangifte rechtspersonenbelasting. Alle nodige fiscale fiches werden opgesteld en ingediend.
3. De ontvangsten zijn in 2020 gedaald met 38.809,19 euro tegenover 2019. Dit komt hoofdzakelijk door een daling in de lidgelden. Zo zijn de volledige lidgelden gedaald met 22.781 euro en de gereduceerde lidgelden met 10.714 euro. Zelfs de outdoorkidgelden zijn gezakt met 1.361 euro. Waarschijnlijk is dit te wijten aan de impact van de coronamaatregelen, waardoor het gedurende enkele maanden zeer moeilijk was om de normale werking uit te oefenen.
4. De werkingssubsidie voor 2020 bedroeg 3.330,00 euro. Er werd een extra subsidie van 530,00 euro toegekend omwille van de covid-19 pandemie.
5. De huur van de lokalen is gedaald met 11.055,20 euro in 2020. Toch blijft dit nog steeds één van de grote uitgavenposten.
6. In 2020 zijn de uitgaven voor opleiding ook gedaald met 14.996,52 euro. De daling vindt zijn oorzaak in het minder volgen van Zweedse opleidingen door hosts door de reisbeperkingen wegens covid-19.
7. In 2020 werd er geïnvesteerd in een uitbreiding van de website voor een bedrag van 1.299,00 euro. Misschien toch eens een marketingcampagne overwegen?

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7. In 2020 werd er geïnvesteerd in een uitbreiding van de website voor een bedrag van 1.299,00 euro. Misschien toch eens een marketingcampagne overwegen?
8. Zoals U kunt vaststellen, heeft de VZW de schade kunnen beperken door een sterke reducering van de kosten. Ondanks alles bedraagt de winst van het boekjaar 11.660,08 euro, tegenover een winst van 11.688,12 euro vorig boekjaar. Het winstsaldo werd net als vorige jaren overgedragen.

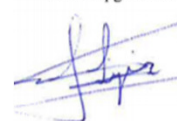
lingier.franky@comalin.be | BTW BE 0841.877.945 | R.P.R. Gent afdeling Oostende
Fortis BE72-0016-6053-4916 - BIC GEBABEBB | ING BE02-6528-2099-4140 - BIC BBRUBEBB



IBR nr. 22031 16 11

2/2

Aldus opgemaakt te Oostende op 7 juni 2021.


Franky Lingier
betsluitingscommissaris
accountant

Lingier Franky
Gecertificeerd
fiscaal accountant

Budget 2021



2021 - invest in our relaunch ...

Income		Operations		Depreciations		Taxes + bank		Result
55,5k	-	79,1,0k	-	4,0k	-	1,0k	=	-28,6k

SABAM 0,5k	+	Halls 20,5k	+	RIKS 3k
Babysitting 1k	+	Quality - Training 14,7k	+	Insurance 2,5k
Clothing 3,5k	+	Instructor comp. 3,5k	+	Promotion 7,8k
it 5,0k	+	Social events 8,5k	+	Other + account 8,6k

Relaunch investments...

Be prudent in income (AVG -50% app.)

Invest in training of new instructors

Invest in relaunch promotion

Invest in IT - app

To conclude the
finance fun ...



Adoption of the Balance sheet and
Profit & Loss Account, Budget 2021
and Discharge to the members of the
Board and the Auditor

Strategy 2021-2022



Our focus in 2022

To get more members and more fun



	2020	2021	2022	
Grow	Partnerships	Hybrid Model: 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	Cost cost cost	Safe sessions	App & Website	Open & inclusive culture



COVID did not change our strategy.

But it put in the fridge for 16 months. Survival modus.



However, our tactics did change.

Our focus points now ...



More members and volunteers

Covid => substantial drop-down in members

Let's get our memberships back up and move even further! (fulfill goal pre-lockdown)

We already see a positive trend of people returning.

Grow our pool of members, engage existing members in our workings, appreciation for our members who have stayed and supported us + reattach existing members who have not renewed their membership

How do we do that?

Focus on UX-thinking as the lead strategy:

- Who is our audience?
- What do they want/need?
Fun sports sessions with a friskis twist
- Why do they come?
Free sessions in the park maybe?
- Why do they (not) stay?

The quality and diversity
of our offering

=> training new instructor to make sure we keep on offering enough sessions
=> making it hybrid: digital, outdoor and in-person sessions!
Location, location,

location!



More Branding / Comms

5 types of users:

- **Volunteers**
- **Members**
- **Non-members** (once had a membership, not anymore)
- **Followers social media**
- **New audience**

How do we reach them?

=> Comms strategy!

=> 5 types of communication:

- **Volunteers:** fun and to-the-point information + further development of app and website
 - **Members:** see above
 - **Non-members:** we have a database of 6000 potential clients: targeting strategy is needed!
 - **Development of up-to-date database!**
 - **New audience:** social media strategy - digital storytelling, reposting, following...
-



More Partnerships & venues

Again: UX-directed:

Where do our existing members **live**?
Where do our lost members live?
Where can we find **new audiences**?

Exploring those communes in Brussels with lots of potential:

Eg: Laken (GC Nekkersdal, European school, Osseghempark), Anderlecht (GC De Rinck), St Gilles (interest by Aldermen of Sport and Leisure to work with Friskis in St Gilles/Vorst/Elsene...), Brussels (loads of new sports venues)

Thinking outside of the box: where can we find fun outdoor venues?

Building up new partnerships with the right partners

Our most valid partner: VGC

New possibilities:

Collaborating with Perspective Brussels as a mediator between Friskis, target audiences and sports halls

Collaborating with sportpunt at Muntpunt

Building up a relationship with COCOF?



More offering in a hybrid model

Digital is here to stay!

=> Revise our offering into a hybrid module:

- Digital live zoom sessions
- Pre-recorded digital sessions
- More outdoor sessions,
- More in-person indoor sessions

=> Train more instructors.

What has been done?

- We added online – live and free search
- We added Outdoor Jympa
- We do more training of instructors
- We added two intensities

What can we still do?

- Train more instructors
 - Add even more intensities. Eg: Could we bring Box back?
-



More Fun!

What is Friskis' **unique value proposition?** **Working out whilst having fun!**

What do we have that other clubs don't have?

- Christmas session!
- Themed sessions & collabs between instructors!
- Outings amongst members: picnic in the park, nordic walking at the seaside, rock climbing in the Ardennes...

Focus for 2022: keeping that spirit going even more and consequently further developing our community.

Where to start: **Friskis 30th anniversary celebrations!**

- Think tank with comms team (already first results)
- Think tank with our party manager: Nick Yule (first meeting held + development of party committee)
- Think tank with schedule team and LEFT (still to be set up)

Preliminary ideas:

- Themed session around '30': 30 push-ups, 30 jumping-jacks... or sessions with only music from 30 years ago
 - Celebrating volunteers or members turning 30 this year
 - Reissuing the outfit we used to wear 30 years ago
 - 30 days free membership - 30% discount - 30 year membership for a lucky one?...
-



The full functionalities of the app have not been explored yet.

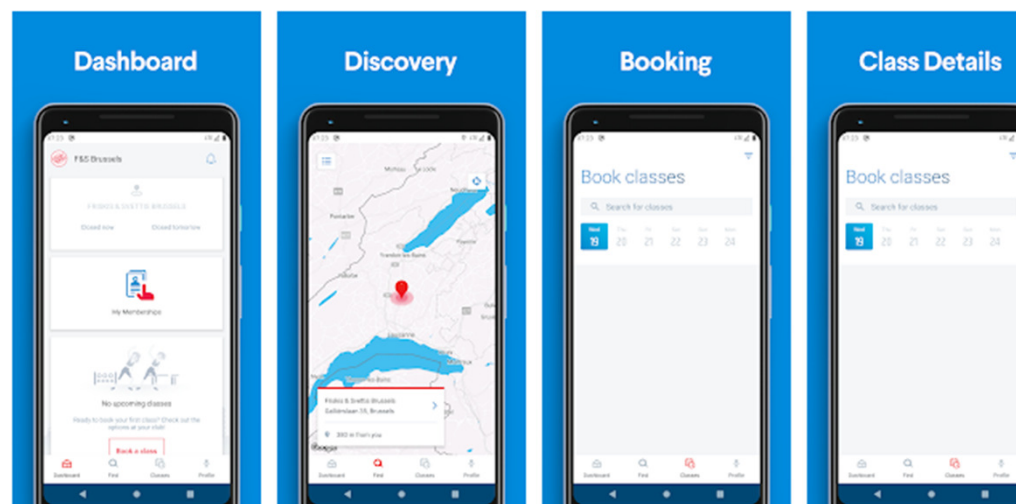
Close collab with our tech and comms team to realize the full potential of the app!

Creating a digital experience!

More App

Possibilities?

- Workouts
- Tips & Tricks
- Profiles
- Comments/Chat
- Results
- Personalised information based on members' movements
- Personalized communication through app
- Diet & workout tips?
- Videos from instructors i.e. Sweden, eg tips for stretching before a running session?
- ...



To support existing members & gain new members.

Fees



Membership fee for 2021

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

**IT COULD BE MORE. BUT NOT THIS YEAR.
THE YEAR WE SURVIVED THANKS TO OUR VOLUNTEERS.**

EC



BRUSSELS



Election Committee For FRISKIS AGM Fleur / Przemek/ Sophie

June 15th 2021
to be presented



Agenda:



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



Objectives and framework

- **Election committee set up in May 2019 and reconducted in November 2020 to recommend a board for the AGM**

Przemek Sowinski, Fleur Parnet , Sophie Béreau

- **Following the legal framework of the statutes of the FRISKIS BRUSSELS ASBL**
- **AGM postponed due to covid Nov 2020 i.o April 2020 -> and then June 2021 i.o April 2021**

- **How we work:**





Our criteria for a good board:

- 1/ **Willingness + Availability** of each individual to make things move (we need to read the true *motivation*, and ability to dedicate some *time* for it, and **act upon**)
 - 2/ **Drive to re-boost** our membership and offer
 - 3/ Possibility to have a **larger board** in a near future
 - 4/ More **flexibility** in managing a volunteer based association and able to work with different profiles, looking for a **consensual** board
 - 5/ More **knowledge** of the functioning (instructors/ hosts/ & accounting-finance)
 - 6/ **Local anchor** to manage subsidies, visibility vs local authorities and regulations (even NL is better)
 - 7/ Link with **Sweden**
- > Open not only to volunteers

ranked by order of importance taking into account the last boards, and current need for the club 2021

Main Feedbacks

★ What is working well

- Good atmosphere in the current board leading to willingness to work together
- Responsibility in the teams (autonomy & trust)
- Actions done like new web platform, gift to volunteers, access to content from sweden.

★What is working less good

- Too short board (2 active people only) -> Too much on the shoulder of one person eg chairman
- Lack of responsiveness for urgent matters
- Lack of communication from board to guide the club since Covid crisis
- Need an instructor if possible
- Vision and bold moves
- More nationalities



BRUSSELS



Job of a board

Be the “decision organ” of the club and take actions in the best interest of the mission.

Towards Sweden

Towards local institutions (eg Maalbeek sport center)

Towards all of our volunteers making the club working

Towards all members

Work on strategies to maintain/ regain/ increase our members to expand the mission:

new venues

new intensities

new instructors

new communication

in line with each team, making sure each team has the tools to perform their mission

Make sure our **finances** are sustainable to execute the mission.

Guide **communications** inside and outside.

Motivate the teams working as volunteers for the club.

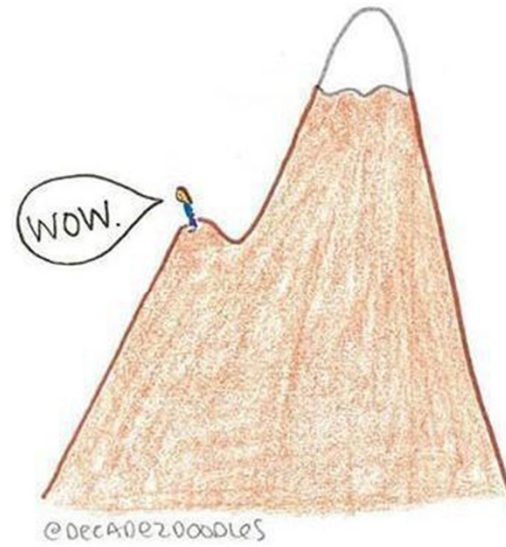
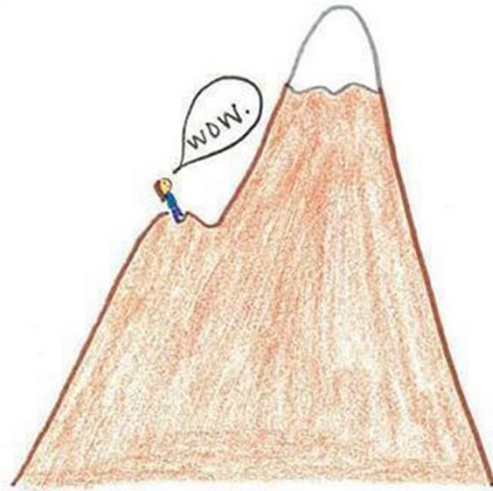
For that our ideal board will be composed of 4 or 5 people, each one being the spoc for 1/2 teams.

Meeting once a month to decide, see progress on projects.

Officially in the statutes there are 3 roles, chairperson, treasurer, secretary.



RECOMMENDATION



@DecadeZoodles



BRUSSELS



Structure of the board

Election Committee

CORE TEAM ie BOARD

EXTENDED TEAM

SCHED. TEAM

LEFT incl.FU

HOT

COM

HIT

Call for interest "ad hoc" eg 30th anniversary

HOSTS

VOLUNTEERS

INSTRUCTORS

+/- 76 volunteers

statistics: End May 2021.

Members (+/- 254)

Board Recommendation



*Chairperson
Treasurer a.i.*

Jeroen Overstijns

Ending a second year mandate
Willing to continue for another 2 years

“

Friskis is more than a sum of sessions. It is a great collection of **people, movements and values**. Sports with a lot of added value. I am happy to contribute to making this possible. I said it before and I will say it again until people get bored: our **quality** is impressive and exceptional, we just have to tell and show and a bright future is ahead of us. Corona was only a temporary setback. It takes some time but we'll kick-off again. And we'll do greater things than ever.



Carl Johan Asenius

Willing to start a mandate of 2 years

“

I would like to rejoin the Friskis board because Friskis is a major reason why I keep going at all. For the **top-quality training**, the feeling and the music, of course! But most of all because of the wonderful people! To be at all asked makes me feel very much honoured. Hopefully, I can still give something in return.



Secretary

Caroline Van Meerbeek

Ending her first year mandate, assigned for another year

“

Having been a friskis member and volunteers for well over 15 years, I would love to continue my commitment in the friskis' board by sharing my professional expertise, i.e. working with volunteers, **audience development and communications & branding**, helping Friskis grow, expand and thrive again after a difficult year, all this by keeping and sharing the fun factor that is Friskis.



Leaving

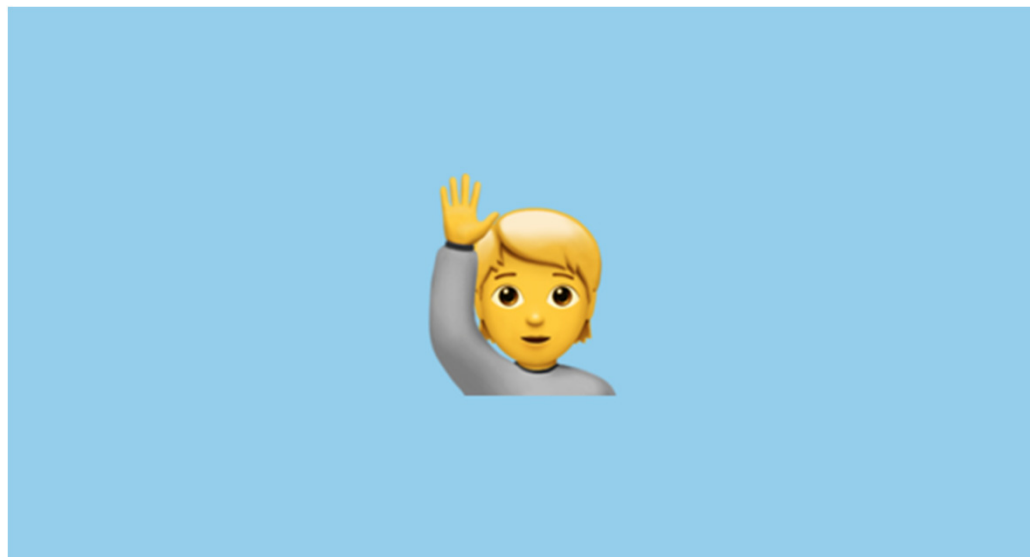
Anne-Laure
Léger





BRUSSELS

VOTING TIME



Rules of Procedure and Guidelines for the Election Committee of Friskis & Svettis Brussels / guidelines EC- 2021/2022



The responsibilities of the Election Committee (called hereafter 'EC'), are defined in article 18 of the Statutes of Friskis & Svettis Brussels abs/ VZW (below "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
- are 3 persons in the EC ideally but not less than 2

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 (see email created).

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.

Fleur Parnet Przemek Sowinski Sophie Béreau



Stays



Stays



Leaves

CALL FOR SOPHIE'S REPLACEMENT.

Full list of assessments made by EC between Jan 2020 and May 2021

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

- Evaluate to join
- stop
- continue

*Update
May 2021*

Motions



Motion to the AGM of Friskis&Svettis Brussels on 15 June 2021

Make minutes from Board meetings available to volunteers

Background

Working as a volunteer in Friskis & Svettis is both rewarding and challenging. Most people working as volunteers can testify to the usefulness they feel when people appreciate their job, and work out at the sessions. To strengthen the attachment and the sense of inclusion of the volunteers to F&S, so that they will continue to contribute to the good of the club year after year, the volunteers should be duly and timely informed of the reasoning and decisions of the Board.

Since the beginning of Friskis & Svettis in Brussels, it has been the tradition for the Board to make available, or to share, the minutes of its meetings with all volunteers.

Since more than 18 months, this is no longer the case, and this has created an unnecessary distance between the Board and the volunteers in a situation where it is already difficult to maintain the links within the organisation.

Proposal

We move that the Annual General Meeting should instruct the Board to distribute minutes from the Board meetings to the volunteers of Friskis & Svettis Brussels within at most 10 calendar days from the date of the meeting. Moreover, the minutes should provide sufficient details to give an outsider a good view of the discussions held and decisions made, and the reasoning behind them.

Brussels 25/05/2021


Annika LILJEBERG-HALLONSTEN


Lene KRISTENSEN


Peter RASK





answer & proposal from the board

We are by law not required to distribute the minutes of the board meetings.

However, we are willing to share them with volunteers or members. There are no secrets!

3 options:

- Upload the board minutes as PDF to our website (without publishing) and provide a link in our communication to volunteers/members.
- Add a note to the "about us / membership democracy" page and/or FAQ that the board meeting minutes can be received on demand via info@friskis.be
- Publish the minutes on the "about us / membership democracy" page via password-protected Word documents.

We are currently looking into choosing the best of these options, without overburdening our members/comms team too much.

Any other Q

Thanks to ...

Anne Laure Leger





Anca Pasca





Everybody who's been involved in making our online schedule a reality and a success!

The instructors, the team behind the scene, back office... it takes a team!

FRISKIS LIVE ZOOM SESSIONS

Monday
08:00 (Morning)
YOGA - Lisa
19:00
COREFLEX - Mira

Tuesday
18:30
DANCE EXPLODE
Magda

Wednesday
18:30
MEDIUM JYMPA
Fleur

Thursday
18:30
MEDIUM JYMPA
Magda



Friday
12:30
MEDIUM JYMPA
Rosita

Saturday
10:00 (Morning)
BASIC JYMPA
Daniela

Sunday
17:00
MINIBAND SESSION
Annika



Register via app or on friskis.be

THANKS

Keep on moving
Keep on spreading
Keep on laughing