**18th BOARD MEETING**

**Minutes**

**Dublin, 1St April 2017**

**Participants:** Amel, Marcell, Laurentia, Peter, Vilana, Enrique, Claudia, Jamie , Wouter, Karen

**Participants ENAR Secretariat:** Michael, Myriam, Anne-Sophie.

**Venue & Accommodation:** Jurys Inn: Moore Street Mall, Parnell St, North City, Dublin 1, D01 E0H3, Ireland

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| Saturday, 1st April 2017 |
| Matter |
| 1. Adoption of the agenda**DECISION:****- The agenda is adopted.**2. Adoption of the minutes of the previous Board Meeting**DECISION:****- The minutes are adopted.** |
| 3. Finances- Presentation of the finances situation by Myriam (see annexed documents).- The auditor has suggested leaving the overheads out of RDIS and seeing what the EC thinks about it. We are discussing with OSIFE what we could do with the remaining amounts if the EC agrees to leave the overheads aside. It could be either: giving back to OSIFE, attributing to general unrestricted co-funding, to specific projects, to reserve for staff. This will have to be agreed upon with OSIFE. No decision will be made now. The Board will be informed about the follow up.- DARE project: ENAR will receive the whole amount of money for the 4 years of the project in April. As the project has been delayed, it is not clear whether we are going to hire someone (researcher, part-time) before the end of the year. We manage the amount of money alone.- REIS project: we are still in negotiation with the project manager about ENAR’s involvement, and the amount of money we could get (there is a possibility to give Axel a few extra months of part-time work).- For staff training, there is a need for a bit more money, but it will reallocated from other budget lines where there is underspending.- Update on the C. Konkwo case: Our legal fees have not been reimbursed because Mr. Konkwo is not liable and has not paid his legal insurance fees. He owes ENAR 26.800€. It would cost a further 1.500€ to open a legal suit to seize his property, but there are already demands for 660.000€ by other creditors. The chances of getting anything back are extremely slim.Joint Committee & Salary Scale:- Anne-Sophie is asked to leave the room for the discussion on the Joint Committee and the salary scale.- Joint Committee: we have been put in JC 337 by automatic decision of the Belgian authorities. We would normally fit better in JC 329, but there is no push to move. It would cost ENAR roughly 25.000€ more in social security taxes and we cannot really benefit from the extra incentives offered for hiring new staff under specific categories (youth with no diploma). A good option would be to have a JC 329 salary scale imported into JC 337. - ENAR can change the Joint Committee later on at any time if we grow as an organisation so that we could benefit from the advantages of JC 329. - By deciding to import the salary scale of JC 329, we protect the staff from changes of views by future Boards.- In terms of finances, moving into a salary scale will not create any financial problem for ENAR for 2 reasons: 1) due to the restructuration there is one management position less (see MDF)2) there is an overall salary fee reduction imposed by the government. In 2018, with full salaries included, we will pay less than in 2017.- With regard to the budget officer: we should increase the seniority and agree on a minimum and maximum salary so that we have a margin of negotiation to attract a skilled budget officer within the framework of the new salary scale. DONE- Wouter will support MDF and MP to explore the possibility of getting a secondment from banks for experienced budget officers. **RECOMMENDATION**:- VAT issues for national contracts: conversation for the SFSC if there is a need for it. **DONE****DECISIONS:****- C. Konkwo case: the Board proposes to ask our lawyer to keep an eye on other requests of seizure of property so that we could join a case. ENAR will not initiate a case by itself. DONE****- Budget Officer: management to secure a margin of negotiation to hire someone with the required expertise. DONE****- The Board agrees to remain in JC 337 with the salary scale of JC 329.** **- The Board agrees to the proposed salary scale, with an official start as of January 2018. UPDATED****- For the next SFSC: discuss how the salary scale can be linked to team empowerment, capacity development and upskilling.****- The Board congratulates MDF and MP for having handled the complex file of salary scales.****- MP thanks the Board on behalf of the staff for having taken a positive stance in favour of the well-being of the staff.**4. Staffing issues**DECISIONS:****- The Board decides that Claire Fernandez will be given access to ENAR’s bank accounts and a VISA card, in replacement of MDF.**5. Membership application- Laurentia offered some feedback about the Romanian applicant: he is a well-known Roma and political activist. He was involved in different court cases, but won them all.*-* There is no problem with members being politically involved as long as they don’t support far-right or exclusionary ideologies.**DECISION:****- The Board agrees to accept this organisation as there is no evidence of anti-democratic political commitments or judicial cases.** |
| 6. GA preparationAttention to personal dimension in contact making to get a higher answer rate. **DONE**Suggestion: organise a session on EP elections. **DECISIONS:****The Board agrees to circulate the second version of the ToC and SOs. DONE** |
| 7. Brainstorming on “wicked problems”- Is ENAR fit for the challenges we are facing?- The Board would need a session better framed to address this issue. More guidance would be needed to avoid moving immediately into a solution oriented approach that does not focus on the long term, macro challenges that will have an impact on our work.- Influencing the media is key (for obvious reasons). We should not focus only on grassroots mobilisation but also on local media, because the way in which media frame stories is having a clear impact on our work.- Once we know where to go, we will need to conduct a skills analysis of the Board and Staff as well as a SWOT analysis.- We have to reach and influence parties and political decision makers. How to build alliances with politicians in favour of our ideas in the future?- We have to set in stone what we have acquired (such as HR, ECHR).- Globalisation and the financial crisis are now part of Europe’s history.- Multipolar organisations might not be relevant in the future - how to work differently?- Refrain from focusing too much on the political power – people on the ground are key => a strong civil society is key.- We need to speak to people, connect with them in real terms not only through social media.- We need to build trust in institutions (including Board of ENAR).- We need to focus on long term investment: empowering the people, but they need to be aware of their power.- We could educate more about how to do advocacy work from the grassroots up, recognising that there is a tension between grassroots work and advocacy at European level.- Note: the majority of Europe is not young but elderly – age does not matter in terms of technology.- Is advocacy the only answer?- ENAR is not about movement building – but building the vision, advocating at European level.**DECISIONS:****- Wouter, MP: prepare for a reflective space, with guiding questions and a structure, with the view to organise a dedicated session at a later stage.** |
| 8. SR 2018:- Presentation of the update (see annexed document).**DECISIONS:****- The Board agrees to the plan proposed and congratulates Ojeaku for her work.** 9. Organisation of Bali Marzek- Presentation of the update of the case by Michael (see annexed document).- The Board agrees that she should not be given a space at the GA, but how to make sure there is no consequence for ENAR?- In case she decides to come and make her case at the GA, the Board will ensure that she does not disrupt the safe space of the GA and get a space to air far-right ideas.**DECISIONS:****- The Board agrees to exclude the organisation of Mrs Bali Marzek from the ENAR Network according to paragraphs § 7.2 and 7.3 of the ENAR Statutes.****- MP to draft the letter and circulate it to the Board before official notification. DONE**10. Fact finding mission to Western Thrace- ABTTF would like the ENAR Board and staff to participate in their yearly fact-finding mission in Western Thrace so that ENAR is better informed of the situation of the Turkish minority of Greece and the structural racism it is facing. **DECISIONS:****- The Board agrees to participate in the fact finding mission. Enrique will check his availability. In case he cannot attend, Claudia agrees to be a back-up.****- The Board suggests asking Ojeaku to participate from the staff. DONE**11. UNITEE “New European entrepreneurs” EP working group- UNITEE is part of the Gülen movement; we need to be aware of the potential backlash against ENAR (we don’t need to be under unnecessary pressure).- We could ask for a period of observation before making our decision, expecting high moral standards.- Ask for terms of references/partnership agreement about values we are not going to compromise.- We should look at innovation within entrepreneurship and ensure that there is an anti-racist dimension to this working group.**DECISIONS:****- The Board agrees that there is an interest for ENAR to support this working group.****- The Board would like to ensure that our implication will not impact on ENAR’s values, credibility and brand.** **- Marcell would like to be involved on behalf of the Board.**12. Strategic planning session on finances**DECISIONS:****- The Board agrees to the session with Hans and maybe Damian Walsh.****- The session will be linked to the Board meeting of September.**13. AOBA. Next Board meeting**DECISIONS:****- The Board agrees that a Board meeting would take place in another location than Brussels once to twice a year, according to the strategic priorities (added value for ENAR, for the work plan).****- A Board meeting is planned in Romania in 2018 in view of the Romanian presidency of the EU during the 1st half of 2019.****- Board members to make suggestions for the Board meetings of November/December 2017 and Spring 2018 by the next June Board meeting where decisions will be made.** B. WhatsApp group**DECISION****- Anne-Sophie to set up a Whatsapp group for the Board. EVALUATION** |