Finances/fundraising:

* + timing chosen by funders for audits, applications, reporting etc… and time provided to come up answers to their questions and to prepare all required documents.
  + Fundraising: from the finance perspective the major problem ahead is cashflow and not enough unearmarked income that is required to pay for not eligible expenses under the core funding by the EC

How to avoid? What can be done?

* + - Discussion on timing between all platforms and the EC
    - More sincere interest from the Board for the finances. We probably need a limited number of Board member with a different background. We need people who does not consider fundraising for ENAR as a treat for their own organizational fundraising. It also concerns their personal time that they would give to ENAR on this matter.

HR:

* + make sure that newcomers including the interns are updated on the processes and office agreements
  + remind the line managers of their educational role vis à vis the interns

How to avoid? What can be done?

* + - Work again with memos. Everything related to the staff and the interns will be posted in the staff & intern folder.
    - Update of the processes
    - Newcomers are requested to read all memos and processes related to their work
    - Regular evaluations including the relation staff-intern.