

L International Presidents' Meeting

MINUTES

Baku, Azerbaijan
4th - 8th February 2015



Corporate Partner of ELSA



Human Rights Partner of ELSA



LL.M. Partners of ELSA



General Partners of ELSA



English Language Partner of ELSA



International Summer School Partner of ELSA



Auditing Partner of ELSA



The European Law Students' Association

Table of Contents

Day 1 – 4th of February 2015	2
Introductory Workshop	2
ELSA International Update.....	6
Introductory Exercise.....	10
Day 2 – 5th of February 2015	11
Statutes and Standing Orders of ELSA International	11
Day 3 – 6th of February 2015	20
STEPs to Increase Your Partners Pool	20
STEP: Back to the Future.....	22
Trainings	28
Day 4 – 7th of February 2015	30
Experience Sharing and Best Practices	30
Miscellaneous	34

Day 1 – 4th of February 2015

Introductory Workshop

List of participants

Name	ELSA Group	Voting Rights
Armin Khoshnewiszadeh (AK)	ELSA International	No
Dariia Oliinyk (DO)	ELSA International	No
Candidus Cortolezis (Chair)	ELSA Austria	Yes
Henrik Myllynen (Secretary)	ELSA Finland (LG)	No
Maximilian Labudek (Secretary)	ELSA Germany (LG)	No
Mads Lorentzen	ELSA Denmark	Yes
Christian Krogh	ELSA Denmark	No
Nicolas Haas	ELSA Switzerland / EI	Yes
Christine Beck	ELSA Switzerland	No
Stefan Buser	ELSA Switzerland (LG)	No
Reto Walther	ELSA Switzerland (LG)	No
Haakon Rønn Stensæth	ELSA Norway	Yes
Mathias Brattli Agaze	ELSA Norway (LG)	No
Erlend Stuart Serendahl	ELSA Norway (LG)	No
Tibor Korman	ELSA UK	Yes
Filip Drnec	ELSA Czech Republic (NG)	Yes
Anna Haipola	ELSA Finland	Yes
Katariina Särkänne	ELSA Finland (LG)	No
Iida Kuusrainen	ELSA Finland (LG)	No
Deniz Yildiz	ELSA Finland (LG)	No
Robert Vierling	ELSA International	No
Lotta Näätäsaari	ELSA Sweden	Yes
Amelie Bengtsson	ELSA Sweden	No
Isabella Rosman	ELSA Sweden (LG)	No
Stefanie Vonbank	ELSA Austria	No
Stela Baričević	ELSA Croatia	Yes
Rahwa Efrem	ELSA Germany	Yes
Agnes Rozs	ELSA Hungary	Yes
Antonio Picone	ELSA Italy	Yes
Agnė Albrechtaitė	ELSA Lithuania	Yes
Iga Mlynarczyk	ELSA Luxembourg	Yes
Martin Debusmann	ELSA International	No
Paweł Podjacki	ELSA Poland	Yes
Michał Łachecki	ELSA Poland (LG)	No
Krzysztof Rumpel	ELSA Poland (LG)	No
Sonja Stojanov	ELSA Serbia (LG)	Yes
Matej Sadloň	ELSA Slovak Republic	Yes
Isil Ergec	ELSA Turkey	Yes
Fejir Ugurlu	ELSA Turkey	No
Aynur Hüseynova	ELSA Azerbaijan	Yes

The President of ELSA International opens the IPM in Baku on 04.02.2015 at 3.01 p.m.

Presentation of the participants and their expectations for the IPM.

Election of the Workshop officers

There are 19 voting countries present

Chair

ELSA Switzerland proposes Candidus Cortolezis from ELSA Austria, ELSA Denmark seconds

19 votes in favour

0 votes against

0 abstention

Total amount of votes: 19

Candidus Cortolezis is unanimously elected as Chair of the IPM.

Secretaries

ELSA Finland proposes Maximilian Labudek from ELSA Germany, ELSA Denmark seconds

19 votes in favour

0 votes against

0 abstention

Total amount of votes: 19

Maximilian Labudek is unanimously elected as secretary of the IPM.

ELSA Germany proposes Henrik Myllynen from ELSA Finland, ELSA Turkey seconds

19 votes in favour

0 votes against

0 abstention

Total amount of votes: 19

Henrik Myllynen is unanimously elected as secretary of the IPM.

Director for ELSA Spirit

ELSA Austria proposes Anna Haipola from ELSA Finland, ELSA Poland seconds

19 votes in favour

0 votes against

0 abstention

Total amount of votes: 19

Anna Haipola is unanimously elected as ELSA Spirit for the IPM.

ELSA Slovak Republic proposes Tibor Korman from ELSA UK, ELSA Croatia seconds

19 votes in favour

0 votes against

0 abstention

Total amount of votes: 19

Tibor Korman is unanimously elected as ELSA Spirit for the IPM.

Workshop Rules

AK: Let us begin with the rules for this workshop.

Continues explaining the finger rules as stated on page 6 of the Working Materials.

AK: There is a new additional finger rule as well: the C stands for clarification. Are there any suggestions for further rules?

ELSA Germany: Always state your name and country. Respect the secretaries.

ELSA Poland: Keep it short and simple.

ELSA UK: No phones on the tables.

ELSA Finland: Be on time.

ELSA Azerbaijan: Speak loud and clearly.

ELSA Switzerland: Respect the Director for ELSA Spirits and drink what you have to.

ELSA Finland: Don't repeat yourself.

ELSA Luxembourg: We shouldn't have as a rule that we should drink what the Director for ELSA Spirits suggests you.

Chair: Respect each other.

ELSA Norway: Think about what you are going to say before you speak.

ELSA Switzerland: People should respect other's opinions, especially on hot topics.

Chair: OK. Anyone wants to add something?

DO: Be active but don't bullshit - make conclusion of the sessions.

The workshop agrees on these rules.

Approval of the Agenda

AK: Presents the agenda and makes sure that everyone has received working materials.

ELSA Denmark: The OC made a slight change moving the Gala Ball to Saturday.

AK: *Confirms it.*

ELSA Azerbaijan: *Confirms it.*

ELSA Croatia: Is it possible to change the sightseeing? Because it will rain tomorrow.

Long discussion on whether to change the date of the sightseeing and about the general accuracy of the weather forecast.

Chair: *Calls for a vote. Vote ends against changing the date of the sightseeing.*

ELSA Switzerland: I propose to change the order of topics within the Miscellaneous Workshop and I propose to discuss the money allocation first.

Chair: This is concerning the topic and not the agenda. We will not deal with this as there is no official order.

ELSA Denmark: How many are leaving on Sunday morning? Should we rush closing?

AK: Most of people are leaving after the Sunday morning workshop.

ELSA Germany: If we want to prepare a proposal for ICM which session are we going to use?

AK: I don't think there will be time on Thursday. We could do this on Saturday.

ELSA Switzerland: Does the IB already have an order for the topics to be discussed in miscellaneous?

AK: No. We can discuss this later.

Chair: No amendments on the proposed agenda. We can proceed to vote for the agenda. One vote per country.

Voting on the IPM Agenda:

In favour: 18

Against: 0

Abstentions: 1

Votes in total: 19

The agenda is approved by the workshop.

ELSA International Update

Name	ELSA Group	Voting Rights
Armin Khoshnewiszadeh (AK)	ELSA International	No
Dariia Oliinyk (DO)	ELSA International	No
Candidus Cortolezis (Chair)	ELSA Austria	Yes
Henrik Myllynen (Secretary)	ELSA Finland (LG)	No
Maximilian Labudek (Secretary)	ELSA Germany (LG)	No
Mads Lorentzen	ELSA Denmark	Yes
Christian Krogh	ELSA Denmark	No
Nicolas Haas	ELSA Switzerland / EI	Yes
Christine Beck	ELSA Switzerland	No
Stefan Buser	ELSA Switzerland (LG)	No
Reto Walther	ELSA Switzerland (LG)	No
Tibor Korman	ELSA UK	Yes
Filip Drnec	ELSA Czech Republic (NG)	Yes
Miloš Pupik	ELSA Czech Republic (LG)	No
Anna Haipola	ELSA Finland	Yes
Katariina Särkänne	ELSA Finland (LG)	No
Iida Kuusrainen	ELSA Finland (LG)	No
Deniz Yildiz	ELSA Finland (LG)	No
Robert Vierling	ELSA International	No
Lotta Näätsaari	ELSA Sweden	Yes
Amelie Bengtsson	ELSA Sweden	No
Isabella Rosman	ELSA Sweden (LG)	No
Stefanie Vonbank	ELSA Austria	No
Stela Baričević	ELSA Croatia	Yes
Rahwa Efram	ELSA Germany	Yes
Agnes Rozs	ELSA Hungary	Yes
Antonio Picone	ELSA Italy	Yes
Agnė Albrechtaite	ELSA Lithuania	Yes
Iga Mlynarczyk	ELSA Luxembourg	Yes
Martin Debusmann	ELSA International	No
Paweł Podjacki	ELSA Poland	Yes
Michał Łachecki	ELSA Poland (LG)	No
Krzysztof Rumpel	ELSA Poland (LG)	No
Sonja Stojanov	ELSA Serbia (LG)	Yes
Matej Sadloň	ELSA Slovak Republic	Yes
Isil Ergec	ELSA Turkey	Yes
Fejir Ugurlu	ELSA Turkey	No
Aynur Hüseynova	ELSA Azerbaijan	Yes

ELSA Denmark: Is it possible to have a 5 minute break?

Chair: Ok.

Break from 16.35 – 16.40.

AK: *Gives a talk on ELSA International Update.*

ELSA UK: How is University of Law a partner? What benefit brings this to ELSA?

AK: Financial contribution. In an ideal world we would not have paying partners, because it puts pressure on the network. University of Law is quite volatile as a partner. They are interested in getting smart people to apply for their university. It's purely focused on business and we should give them revenue which is more than their contributions. They are not a long-term partner.

ELSA Slovak Republic: At the IPM in Graz I also asked you that question: How is it going getting an IFP partner?

AK: I will talk about that point later in the presentation.

ELSA Norway: How is the cooperation with DLA Piper going?

AK: Our contract is with their Corporate Social Responsibility program. Specifically, their Break into Law programme. They want to make the law more ethical. Push women and minorities more in front in the legal sector. They are not interested in full exposure, they don't care about the DLA logo. They want to be implemented their programme in our network. They wanted to implement 8 programs in ELSA. That is quite difficult. The results did not match the expectations. We hope to change their expectations, change the cooperation and keep them as partner.

ELSA Sweden: What is the status on the partnership with the Pyramid Group?

AK: *Shows next slide to answer the question.*

ELSA Switzerland: EI tried to get insurances or banks as partners. Any progress here?

AK: Not really. This term will focus on other things.

ELSA Germany: A question regarding our auditing partner Mazars. Did they pay all the money they should?

AK: They never paid anything. They signed a contract to give us in kind auditing as well as a partnership fee, but they never paid. They could not understand why the contract was signed in this way and will most likely never pay. But they do provide reliable auditing services which is quite valuable. I would be very hesitant in kicking them out as partners.

ELSA Germany: Are we going to do anything about it?

AK: If it is possible to switch to another company we would do this if they could provide us with both auditing services and a monetary contribution. We plan to look for new partners. But this is

a stable partnership and they do give a pricy service. We want to keep them as an auditing partner.

ELSA Poland: The partner pool is general unstable. Have you started to look for new partners?

AK: We look not only on law firms. LL.M. programs are fine as well to target different students groups. Maybe we will look for LL.B. partners. Also, we have started negotiations with something called the South Programme.

ELSA Finland: Have you have contact with other fields? Insurances, banks, hotels, project partners?

AK: I talked to Marques. They are like INTA, a trademark association, but they serve the European marked. We had meetings with them and they seemed to be quite interested. They see our benefit but need to talk to their educational team. Bank partners could be interesting, especially if we would move our funds there. Hotels that would target our student group have low profit margins and would not be very realistic, they can hardly offer us more than some small discounts but definitively an option we will research further.

ELSA Turkey: Do our partners have to be law related? Another student group (ESN) has Spotify sponsoring them. In my opinion we don't have to stick to law.

AK: We have a working group on partners. Everything is up for grabs, except weapons, tobacco and such stuff. ESN is different as they don't stick to one given field of study whereas we focus on law students. I know that New Yorker sponsors them.

ELSA Turkey: It would be nice to have New Yorker as a partner and get discounts on hoodies or something.

DO: We are working on clothing companies as sponsors and will keep you updated.

ELSA Switzerland: Are we going to sue Mazars?

AK: Realistically, no.

ELSA Sweden: They said they could provide us with Legal English trainings online and material.

AK: Working with the Pyramid Group is delayed and it is too early to give an answer about the Legal English trainings. But my feeling is positive. We will give you more information as soon as we know. First focus is to get the law review published. We have given them a lot of tasks to do. After they are done, we can ask them. Keep the contact with Marko on this topic.

ELSA Luxembourg: Update: Olav just posted the LRG on Children's Rights, the report is online.

ELSA Germany: Is the Council of Europe still up for national groups to apply for organizing this conference?

AK: We will talk about it later. Regarding International events, like the European Negotiation Competition we are trying to organize we have to discuss if we need regulation if the network should get approval from the IB before organizing international events. It is also about the quality of the events.

ELSA Switzerland: I don't see the issue about the quality. EI doesn't check the quality of Law Schools either.

AK: We are checking the quality of them. We discuss this during our meetings.

ELSA Finland: We have had international S&C events such as the Baltic Sea Exchange. I see the potential to have international AA as well. It should be supported that nationals and locals organize events that invite ELSA members from all countries. It is a strategic goal of us to have more international events.

AK: This might become a problem. If these competitions grow it is quite strange, if a local group is the partner in charge and not ELSA International. Nevertheless European rounds are possible at the moment.

ELSA Slovak Republic: What about quality control? There is no for Law Schools but for S&C events.

ELSA Poland: It will be quite connected. I want to raise the topic about making propositions in the miscellaneous session. Our Local Groups have to submit national events to the National Board half a year before, international events a year before. International events should be reported to the IB.

ELSA Turkey: I don't agree with Slovakia, local and national groups can be expected to have international events without quality control.

ELSA Denmark: Let's move this to miscellaneous, we are off topic.

Dasha starts with her presentation. Armin continues with the EMC²

ELSA Norway: How urgent is this [regarding EMC²]? This year it is impossible. Maybe we can get solutions for next year. Smaller changes are possible, but we are hoping for more structural changes. (The comment refers to Armin's explanation that the VP MCC has too much work).

AK: Maybe there will be changes during the next year.

Dasha continues with her presentation of STEP.

ELSA Turkey: The STEP-System is amazing. About the database: Every time it is overloaded we can't reach the page.

DO: You mean the server capacity? This time it was slowed down, but we avoided a crash of the server. We had too many visitors. We will make the website better and faster next time.

Armin takes over and continues with the presentation.

Nicolas (as a member of the ELSA International) talks about the jurisdiction and tax issues.

ELSA Luxembourg: Where are we registered? Which legal form does ELSA International have?

ELSA Switzerland: We are registered in The Netherlands as a Dutch association, and should have a registered office in Brussels, but the registration was done wrongly in Belgium by the authorities.

Chair refuses more questions due to time constraints.

Armin continues with a presentation of Erasmus+ and grants.

Dasha presents the IB visa troubles.

Armin presents the social rights conference.

Martin gives a presentation about Delegations.

ELSA Poland: About Tax situation. How is it possible we didn't know we have to pay taxes?

AK: You need people with expertise. Treasures have wanted to solve this. We focused on solving it this year. It is a long road to figure it out.

Niki, ELSA International: Sometimes the IB knew about it, but it was lost in transition. Every 3 – 4 years the IB restarted working on this issue. But they just didn't finish and left it for next terms.

AK: For now, one option is to tell the tax authorities. They can claim back tax back. The amount is up to 90.000€. But we have other options.

ELSA UK: Does the board carry personal legal responsibility for this?

Chair: Hereby I close this session at 19.17.

Introductory Exercise

The participants are split in two groups and do the exercise "Who shall live and who shall die?" After the exercise the groups evaluate it and try to figure what they learned, especially in relations to leadership and speaking out.

Day 2 – 5th of February 2015

Statutes and Standing Orders of ELSA International

List of participants:

Name	ELSA Group	Voting Rights
Armin Khoshnewiszadeh (AK)	ELSA International	No
Dariia Oliinyk (DO)	ELSA International	No
Candidus Cortolezis (Chair)	ELSA Austria	Yes
Henrik Myllynen (Secretary)	ELSA Finland (LG)	No
Maximilian Labudek (Secretary)	ELSA Germany (LG)	No
Mads Lorentzen	ELSA Denmark	Yes
Christian Krogh	ELSA Denmark	No
Nicolas Haas	ELSA Switzerland / EI	Yes
Christine Beck	ELSA Switzerland	No
Stefan Buser	ELSA Switzerland (LG)	No
Reto Walther	ELSA Switzerland (LG)	No
Tibor Korman	ELSA UK	Yes
Filip Drnec	ELSA Czech Republic (NG)	Yes
Miloš Pupik	ELSA Czech Republic (LG)	No
Anna Haipola	ELSA Finland	Yes
Katariina Särkänne	ELSA Finland (LG)	No
Iida Kuusrainen	ELSA Finland (LG)	No
Deniz Yıldız	ELSA Finland (LG)	No
Robert Vierling	ELSA International	No
Lotta Näätsaari	ELSA Sweden	Yes
Amelie Bengtsson	ELSA Sweden	No
Isabella Rosman	ELSA Sweden (LG)	No
Stefanie Vonbank	ELSA Austria	No
Stela Baričević	ELSA Croatia	Yes
Rahwa Efreem	ELSA Germany	Yes
Agnes Rozs	ELSA Hungary	Yes
Antonio Picone	ELSA Italy	Yes
Agnė Albrechtaite	ELSA Lithuania	Yes
Iga Mlynarczyk	ELSA Luxembourg	Yes
Martin Debusmann	ELSA International	No
Pawel Podjacki	ELSA Poland	Yes
Michał Łachecki	ELSA Poland (LG)	No
Krzysztof Rumpel	ELSA Poland (LG)	No
Sonja Stojanov	ELSA Serbia (LG)	Yes
Matej Sadloň	ELSA Slovak Republic	Yes
Isil Ergeç	ELSA Turkey	Yes
Fejir Ugurlu	ELSA Turkey	No
Aynur Hüseynova	ELSA Azerbaijan	Yes

Workshop starts at 10.16.

Matej, Slovakia presents a video of the Summer Law School in Bratislava/Vienna.

The main sponsor of this IPM gives a presentation about the Azerbaijani Youth Foundation.

Chair: We are now going on with our Statutes and Standing Orders workshop.

Armin gives a presentation on the statutes and standing orders.

ELSA Norway: So the chairs have to interpret this clause (about simple or absolute majority)?

AK: Yes. In general they interpreted it as a single majority at the last 2 or 3 ICMs. The general question is about whether we should have simple or absolute majority.

ELSA Switzerland: *Agrees with Armin.*

Group discussion (40 minutes) starts about the presented topics. Afterwards the participants get the chance to present own opinion on the topics:

ELSA Switzerland: Simple and absolute majority should be sorted out in unified solution. We should go through all the exceptions and then see where to have absolute majority.

ELSA Finland: In the Finnish association act a simple majority means the proposal getting the majority of the votes, not necessarily more than half of them. Abstentions do not count. An absolute majority means more than half of the votes where abstentions do not count, either. There is no such option where a majority would need to be reached while abstentions count as votes against in the Finnish legislation.

ELSA Norway: That's interesting. In general I would like to have the abstentions to have a "real" meaning, they should count as abstentions, not like now, where they de facto are the same as voting "against." Having a simple majority is a possibility

ELSA Luxembourg: I think we should keep abstentions. You should have the possibility to absent, if the delegation has a different meaning on a topic.

AK: With simple majority it is easier to have a decision. The absolute majority makes it complicated. It could make it so difficult that we can't make decisions. The basic question is what we prefer.

ELSA Norway: I don't fear the simple majority. If we change the majority required the council would change as well. People are forced to think more before they vote, so it would force people to take an active stance to questions.

ELSA Switzerland: I am not in favor of this. We should decide this case by case and not in an abstract manner.

AK: We had an unclear situation and brought up this topic. We didn't know how to interpret the main rule to make decisions. It is hard to go through all the exceptions.

ELSA Luxembourg: I am in favor of changing the voting system. Abstentions should not count.

ELSA Poland: I agree with Iga. It is strictly bad. The exceptions are the absolute majority.

ELSA Denmark: We – the people who spoke before me and myself - agree on a simple majority. No one here was in favor of the absolute majority system.

ELSA Luxembourg: Maybe it would be beneficial to put the exceptions in the Working Materials so people have a list to check.

ELSA Norway: Maybe we should raise the awareness on different kinds of voting.

ELSA Norway: Explaining the simple majority: abstentions are disregarded, only votes for and against count.

ELSA Poland: People not voting are influencing the future of this association as well. If you want to make an absolute rule with 100 exceptions its fine for me. We just need to make it clear.

ELSA Germany: We should have two categories, I agree here with Nicolas: We need simple majority for simple positions otherwise the absolute majority. We all agreed on this already. Let's move on.

AK: Anyone against the simple majority? Let's do a thumbs up/thumbs down on that.

No thumbs up for absolute majority. Lots of thumbs up for simple majority.

ELSA Denmark: We should make a proposal for the ICM in the miscellaneous session.

AK: Ok.

Chair: Let's continue with the topic on **IPM Participation**.

ELSA Norway: The statutes say nothing. The background is that everyone can attend. Until last year the IPMs used to be quite small. Now, with so many participants, we have a mini-ICM. There is potential for lack of efficiency when a lot of people attend the IPMs. My opinion is that we should make the statutes clear. Local presidents should be able to attend. People who are likely to run for the position of national president should be able to attend as well. It should not be a meeting for everyone who wants to influence the presidents.

ELSA Finland: We want other people to be here too. This IPM is special because of the small participation fee. We thought about a 3-tier-system: First National Presidents, then Local Presidents, then maybe others.

ELSA Denmark: We are up to 60 people in this room. Discussions are more effective with less people. We talked about making a limit of two persons per country. It should be the national board's decision who is able to come.

ELSA Luxembourg: Wanted to say if you put a number it is not fair. We have one local group, Germany has 40-something. There should not be a number.

ELSA Slovakia: We should have a strict number. The number of your local groups does not matter, you are representing your country. Make it impossible to transfer spots between countries. It has to be clear how the spots are distributed, not a single person's decision. You should prohibit transferring spots to maximize the attendance from the network. So it is fair that every group has the same number of spots.

AK: The reality is known. We have 40 participants if we use this rule here.

ELSA Germany: We should focus on the spots that are not covered by national presidents. How are we going to distribute the uncovered spots? We should create criteria by giving local groups a priority. We should stick to the rules to save the quality. The number of participants has risen, more people make it inefficient.

Robert, ELSA International: We thought it might be useful to leave it as it is now. It should be up to the OC to approach the countries when more spots are available. The national presidents know best who could become their successor.

ELSA Poland: The number of local groups is irrelevant. Two spots per country would solve the problem on the number of participants; maximum number would be 38 or even less. Who should come should be up to the national board. It is the choice of the countries. ELSA international has nothing to do with these participants.

ELSA Slovak Republic: We are here to represent the country. The number should be limited to two people, probably the national president and his successor.

ELSA Denmark: Comment on Robert: Dividing the IPM: This is the presidents meeting, no ICM no general meeting. If we need a forum to discuss other ELSA stuff we can do it somewhere else or organize another meeting. Get back to the roots. Focus on presidents topics. No workshops on the side.

Robert, ELSA International: You can have workshops together. It is good to have people of the key areas here. They have a meaning for the presidents as well.

AK: Let's do thumbs up/thumbs down.

9 thumbs up for "this IPM is too big"; the rest favors the actual size.

AK: The Majority here is in favor to have smaller meetings. We don't have a 2/3 majority in the room and can't change the statutes now so let's move on.

ELSA Norway: It should just be the national presidents.

ELSA Denmark: Most people here want to have a smaller IPM. We have a problem with the statutes here. We need to figure something out. We should find a compromise.

ELSA Slovak Republic: We are infringing statutes. We should find a solution.

ELSA Luxembourg: I don't see a problem. We should try to get a solution on ICM.

ELSA Poland: We should allow other people to come.

ELSA Switzerland: I don't like that this is regulated in the statutes, let's move it to be standing orders.

AK: This makes more sense.

ELSA Norway: Is it possible to make a vote on a standing order on how to interpret the clause?

AK: That would be very strange. Statutes go over the Standing Orders. It is not possible this way.

ELSA Germany: Moving it to the standing orders would also require changing the standing orders. We need to find a solution anyhow now.

ELSA Croatia: How is the number of members here affecting the discussion in any manner?

ELSA Denmark: It is mainly ten people talking and most of them are national presidents. A lot of the things we are discussing have an intro. We could be more sufficient in a smaller group without these explanations. Just listening is not good. I want to make it more efficient. I was in San Sebastian with 25 people and it was way better in regards to the outcome and the discussions.

ELSA Poland: I agree with you. We could bring up way more problems that exist in our national groups to bring up in miscellaneous. It is too big for this right now.

ELSA Luxembourg: We should forbid trading the places. Then we only have national presidents.

ELSA Denmark: I hope everyone here participates and I like the input of the freshers. But ICMs and KAMs are better for this issue.

AK: We have different opinions in the room. If we want to make a proposal we have to make concrete decisions.

ELSA Germany: The OC could become problems if the spots stay empty.

AK: The OC always estimates the number of people signing up. New regulations would not make it more difficult. Let's do a thumbs up for 2 non tradable spots per group .

11 thumbs up for “2 non trade able spots per group”; 5 thumbs down.

ELSA Finland: To be honest: The reason why people are not talking is because we are saying we don't want them to be here. If we were talking about other topics such as how to manage your board, how to approach partners etc., people would be participating. I don't see why we should limit the number of participants. We could have separate sessions. Having local officers and key areas here increases the continuity and gets more people involved which is a solution to our lack of human resources.

Robert, ELSA International: I agree. If we have the spots but they are not trade able it is not ideal. If one country has two potential successors for their current national president it becomes unfair if only one of them can attend the IPM.

ELSA Turkey: How much do these people here affect the discussion? I don't feel qualified to talk, but I listen carefully and learn. We can report what happens here. I don't see a point in not including the non-presidents. We are observing.

Chair: As there is no general agreement, let's proceed to the next topic: **The Q&A Time for the IB Elections.**

ELSA Norway: It is important to have it. But, I have no hope that a proposal for extension of the time will pass in the council at the next ICM.

ELSA Austria: You are elected for a year, you should be able to stand there for 20 minutes. It would be useful.

ELSA Germany: (to Haakon) There is a change that this can pass. A lot of people in Bodrum were in favor of extending the time.

ELSA Austria: For clarification: There was a proposal in Bodrum to extend the time of the Q&A if a country requests it and 4 countries second this. The majority for this was not reached but it was close. A 2/3 majority was required.

AK: The IB is very skeptical towards expending the time. You have enough time to question the candidates. It is not necessary to extend the election for hours. If you want to ask difficult questions, you can do it. More time would not influence the elections.

ELSA Austria: We think exactly the opposite. We had lots of interviews with the candidates. There is not enough time during the ICM to question all of them.

ELSA Turkey: We clearly don't want to extend the time; at an ICM you don't have enough time at all. It is just an excuse that you could use the time to take the candidate down. You just need to ask quickly if you want everyone to hear your questions.

ELSA Switzerland: We are discussing the same thing as in Bodrum. We are not efficient. We don't see a point in this discussion. You don't change your mind because of the questions to the candidates. The plenaries are already too long.

ELSA Poland: Voting on extending the time would take more time than just extending it. It should be up to the officers to cut down on shitty questions. People should ask questions and don't make statements. There should be the opportunity for more time, but more pressure on those who can decide about this.

ELSA Luxembourg: I agree with Kikki and Armin. Beside this sometimes the questions take longer than the answers. Maybe we should consider disciplining ourselves.

ELSA Czech Republic: You could be inspired from the European Parliament. Our questions are too long.

ELSA Austria: Voting will take too long.

Chair: Thumbs up or down if you want to prolong the time. Are you in favor of this?

5 in favor of extending the time, 12 against.

ELSA Norway: In an ideal world everything would be more efficient. This is politics, and we should have the possibility of expanding the time for questions.

ELSA Sweden: I want to stress something: Regardless of the possible extension, you can't disregard the importance of the questioning. Not all national countries have delegates at all workshops.

ELSA Turkey: If the problem is time why don't we make it a little longer? Can we make it just 15 minutes not longer.

ELSA Croatia: The Q&Q is a confirmation of how you are going to vote. It has not that much effect

ELSA Germany: If we add ten more minutes and there are only 2 more questions, the chair will cut it down anyway.

ELSA Austria: I agree with Rahwa. For the people who don't know the candidate it is important to see the candidate. The option of more time will be used only if there are urgent questions. The ICM is the place where people can hear everything. 10 minutes is really short for 42 countries.

ELSA Turkey: Just to clarify, lets make it additional 5 minutes.

ELSA Switzerland: If we change that article it would change other stuff as well like the auditor's election. If we change the rule, keep in mind that other articles are referring to this one.

ELSA Turkey: The countries have enough time to ask questions during the week. Let's have 20 minutes in the first place instead of extending it.

ELSA Poland: The whole discussion was made on ICM Bodrum. We agreed on the time should be extended and now we should discuss how it should be extended. Simply say if we should extend it for 20 minutes or if we should vote or not.

Chair closes the discussion and goes for a thumbs up/down for extending the questioning time in any way: 6 in favor, 10 against, 0 abstentions.

Chair: Next topic: **dates and deadlines.**

ELSA Denmark: We should extend the time for invitations. We don't have a problem now. But we could make it longer to remove a problem that is there in theory.

AK: For the IB it is just a formality; it is not very good to spend a lot of time here. All information will go out 38 days before ICM anyway.

ELSA Denmark: We should do this as an IPM proposal. Do people want to do this?

ELSA Norway: Is it a huge hassle to do this formal change? If it is easy, it doesn't matter to me.

ELSA Germany: The IB s going to propose this anyway.

AK: No.

ELSA Germany: We should save time and not discuss this topic then.

ELSA Switzerland: It is required by Dutch law to invite the national groups 28 days before. If we give this time frame to hand in proposals we have to take in mind the there is no possibility of an emergency ICM, where every day postponing the start of the event is bad. If a NG really wants to hand in proposals for an emergency ICM, it can either invoke that emergency ICM itself or put it on the agenda of the plenary by approval of the chair or a 4/5 majority of the Council. I am not in favour of changing this invitation regulation the way it is proposed now.

ELSA Denmark: I find it concerning that we could have an emergency ICM without enough time. 28 days is too less anyway. I propose 48 days.

In favour extending this time: 11 against: 4.

Chair: I asked for concrete solutions. 48 days is okay? I expect everyone to be in favor of this.

AK: I could check with Tristan his opinion on that and we talk about it in miscellaneous.

There were thumbs up in favour.

ELSA Poland: Some of us will leave before the miscellaneous session. Is it possible to leave a proxy?

AK: It is not regulated. What about doing the voting about that on Saturday?

ELSA Poland: OK.

AK: I am happy that we were productive. Thanks for participating. Now we continue with fun stuff.

Group punishments follow. Workshop ends at 13:27.

Day 3 – 6th of February 2015

Starts at 10.02

STEPS to Increase Your Partners Pool

List of participants:

Name	ELSA Group	Voting Rights
Armin Khoshnewiszadeh (AK)	ELSA International	No
Dariia Oliinyk (DO)	ELSA International	No
Candidus Cortolezis (Chair)	ELSA Austria	Yes
Henrik Myllynen (Secretary)	ELSA Finland (LG)	No
Maximilian Labudek (Secretary)	ELSA Germany (LG)	No
Mads Lorentzen	ELSA Denmark	Yes
Christian Krogh	ELSA Denmark	No
Nicolas Haas	ELSA Switzerland / EI	Yes
Christine Beck	ELSA Switzerland	No
Mathias Brattli Agaze	ELSA Norway (LG)	No
Erlend Stuart Serendahl	ELSA Norway (LG)	No
Tibor Korman	ELSA UK	Yes
Filip Drnec	ELSA Czech Republic (NG)	Yes
Anna Haipola	ELSA Finland	Yes
Katariina Särkänne	ELSA Finland (LG)	No
Iida Kuusrainen	ELSA Finland (LG)	No
Deniz Yildiz	ELSA Finland (LG)	No
Robert Vierling	ELSA International	No
Lotta Näätsaari	ELSA Sweden	Yes
Amelie Bengtsson	ELSA Sweden	No
Isabella Rosman	ELSA Sweden (LG)	No
Stefanie Vonbank	ELSA Austria	No
Stela Baričević	ELSA Croatia	Yes
Rahwa Efreem	ELSA Germany	Yes
Agnes Rozs	ELSA Hungary	Yes
Antonio Picone	ELSA Italy	Yes
Agnė Albrechtaité	ELSA Lithuania	Yes
Iga Mlynarczyk	ELSA Luxembourg	Yes
Martin Debusmann	ELSA International	No
Pawel Podjacki	ELSA Poland	Yes
Michał Łachecki	ELSA Poland (LG)	No
Krzysztof Rumpel	ELSA Poland (LG)	No
Sonja Stojanov	ELSA Serbia (LG)	Yes
Matej Sadloň	ELSA Slovak Republic	Yes
Isil Ergec	ELSA Turkey	Yes
Fejir Ugurlu	ELSA Turkey	No
Aynur Hüseynova	ELSA Azerbaijan	Yes

DO: *Welcomes everyone and a special guest, one of her predecessors. Asks general questions about STEP.*

Starts presentation. Continues with role game in five groups.

ELSA Denmark: I was sceptic, but the session was great. You learn what you need to keep in mind.

ELSA UK: It was interesting because the conversation completely switched during the task.

ELSA Finland: I think we should do this at the ICM as well. STEP is a good product to sell to partners: although it can be risky as you could end up marrying the person who comes to do a traineeship through ELSA. The happened to the founder of ELSA Finland, he married a girl from ELSA Norway he met through STEP.

ELSA Austria: You need to know the actual topics of an ELSA group. We always start with what is going on in our group.

Robert, ELSA International: It is useful if the president goes with the Stepper. How to benefit from an intern that does not study the law of the country. So we ask them if it was easy for them to go to a country abroad when they were young. We have a lawyer supporting us by giving us money to have the internship somewhere else.

ELSA Luxembourg: What's your opinion: Robert was playing hard to get. Personally I am a proud person and I would have left after 5 minutes. How far can you go? At what moment can you drop it?

DO: It depends on how you view the task. You are here to persuade someone. Just accept it as a challenge. Try to be a psychologist. But it doesn't make sense to suffer.

Robert, ELSA International: The person on the other side of the table knows that you are asking for something, so they know they have to give something.

ELSA Austria: That's not always true. Sometimes they don't know about ELSA. Keep in mind: If he is going to treat the intern as he treats you, you don't need to work with them.

ELSA Finland: They sometimes try to distract you. We had a competition and the prize was an internship at a law firm and the lawyers didn't want to pay for the partnership in addition to paying for the intern although the intern is making money for the law firm and therefore ELSA is doing them a favour in offering this cooperation. We know our value and we know how much we can offer.

DO: (Adds to Iga) You can avoid the problem in the beginning, depends on who you approach. Check the profiles of partners, HR. Check if someone has done something like ELSA when they were a student.

ELSA Austria: One a friend of mine had an experience where they firm made her to get angry and say she didn't want to work for them under these conditions. She got the job.

10 minutes break till 11.55.

STEP: Back to the Future

List of participants

Name	ELSA Group	Voting Rights
Armin Khoshnewiszadeh (AK)	ELSA International	No
Dariia Oliinyk (DO)	ELSA International	No
Candidus Cortolezis (Chair)	ELSA Austria	Yes
Henrik Myllynen (Secretary)	ELSA Finland (LG)	No
Maximilian Labudek (Secretary)	ELSA Germany (LG)	No
Mads Lorentzen	ELSA Denmark	Yes
Christian Krogh	ELSA Denmark	No
Nicolas Haas	ELSA Switzerland / EI	Yes
Christine Beck	ELSA Switzerland	No
Mathias Brattli Agaze	ELSA Norway (LG)	No
Erlend Stuart Serendahl	ELSA Norway (LG)	No
Tibor Korman	ELSA UK	Yes
Filip Drnec	ELSA Czech Republic (NG)	Yes
Miloš Pupik	ELSA Czech Republic (LG)	No
Anna Haipola	ELSA Finland	Yes
Katariina Särkänne	ELSA Finland (LG)	No
Iida Kuusrainen	ELSA Finland (LG)	No
Deniz Yildiz	ELSA Finland (LG)	No
Robert Vierling	ELSA International	No
Lotta Näätäsaari	ELSA Sweden	Yes
Amelie Bengtsson	ELSA Sweden	No
Isabella Rosman	ELSA Sweden (LG)	No
Stefanie Vonbank	ELSA Austria	No
Stela Baričević	ELSA Croatia	Yes
Rahwa Efrem	ELSA Germany	Yes
Agnes Rozs	ELSA Hungary	Yes
Antonio Picone	ELSA Italy	Yes
Agnė Albrechtaitė	ELSA Lithuania	Yes
Iga Mlynarczyk	ELSA Luxembourg	Yes
Martin Debusmann	ELSA International	No
Pawel Podjacki	ELSA Poland	Yes
Michal Łachecki	ELSA Poland (LG)	No
Krzysztof Rumpel	ELSA Poland (LG)	No
Sonja Stojanov	ELSA Serbia (LG)	Yes
Matej Sadloň	ELSA Slovak Republic	Yes
Isil Ergec	ELSA Turkey	Yes
Fejir Ugurlu	ELSA Turkey	No

Aynur Hüseynova	ELSA Azerbaijan	Yes
-----------------	-----------------	-----

Dasha gives a presentation "STEP – Back to the Future".

Robert, ELSA International: Last time we just checked the requirements. This time we checked the motivational letters as well.

ELSA Switzerland: I am not that experienced in STEP. In Clemens' term we decided to no longer check motivational letters. Why did we change this practice again?

DO: We check the motivational letters not concerning the content, but towards grammar mistakes etc. Sometimes we choose top-applicants to present the law firm. Once the company was so impressed by the applications that they hired 6 persons instead of 3, because they liked all of the candidates.

ELSA Switzerland: Last term we got some contacts from AIJA to approach as potential STEP employers. Same thing now?

DO: We are still cooperation with them. We have two places.

ELSA Switzerland: They had their "ICM", promoted it there and then gave us a list of companies to approach.

DO: Our cooperation works different.

Group Work starts in four groups. The groups present the stuff afterwards.

Group 1: Expansion: Outside EU should be the responsibility of the international level. We should work more on it. It is a peeling for students. Many companies need people in EU law.

General level: get beyond law firms (universities, companies); possibility of unpaid traineeships; right now they don't cover the expenses, so it doesn't change anything. Against: over the year all of the traineeships might become unpaid.

Focus program from IB: we could have an exchange inter companies. We should focus in the big names of the market. Because when they experience ELSA good, they could spread the word in their network.

Robert, ELSA International: How is it possible to have every NG to have a spot for each cycle?

ELSA Switzerland: There was a proposal for ELSA's Strategic Goals 2018 in ICM Cologne about a minimum of traineeships offered, so a National Group is allowed to participate in STEP, but it was rejected. No other solution was found.

ELSA Austria: The problem is not they are not motivated, the problem is something else. We shouldn't force countries to have traineeships. This is not the right solution.

ELSA Turkey: Are there any limits for unpaid traineeship? We are also an organization for students without money. Did you discuss every country has to have one paid traineeships for every unpaid one they have?

ELSA Sweden: We are for a certain amount of unpaid traineeships.

ELSA Azerbaijan: I agree with Fejir. I don't see any point of discussing. We have applicants for unpaid traineeships so it's fine.

ELSA Switzerland: Back to the way we are counting traineeships. My country gets only traineeships for one cycle. Why is this just not fine?

ELSA Poland: Did the outcome of the group did give you Dasha new ideas?

DO: No new ideas, but it is interesting to see the president's opinion.

Group 2: About IT-resources. There is a lack in resources and a high danger in volunteer work, because people are using different coding systems. We need a professional partner. We discussed how to pay them. They are no original ELSA partner. If we want to grow we have to do it properly. We need to find a partner who does it for free or allocate the money from somewhere to step. This is not realistic. The money needs to come from STEP itself. We discussed a registration fee about 5 – 10 euro. This is a proper solution.

ELSA Poland: Did this give you some new ideas, Dasha?

DO: I am working for this since 7 years and it is hard to impress me with new ideas. The reason for this is to raise awareness of presidents.

ELSA Germany: When we were talking about getting an IT-Partner. Combining a general partnership with an IT-partnership.

ELSA Switzerland: Just for clarification: why didn't you tell us this? Would a presentation not be more efficient than the group discussion?

Chair: You can do THIS in the evaluation.

ELSA Austria: Just wanted to state that we really need better IT-resources. There are a lot of disadvantages with the current system. We should once invest in a proper system. I am in favor of hiring a professional IT-team.

Robert, ELSA International: We need a long term partnership. This needs maintenance. And we will request new stuff. We agreed on that we have to work together on this tomorrow in STEP. If we want to grow bigger and bigger we need to have a working group because without change the system will crush.

Unknown: Are there any connections to the council of Europe? They have a really good system.

DO: Their system is not that advanced. They have nothing like this.

Group 3: We need money for IT-solutions and unpaid traineeships to pay the students a little wage. Maybe we can allocate money marketing materials. There is a great need for a STEP budget. Possible sources: application fees (group was divided on that, fewer students will apply to that, it is a burden, Even 5€ could lower the amount of applications; do we want that? Is the budget worth it? Other sources: step-sponsor (main-sponsor) law-firm or airline.it adds value to the program.

Has a main sponsor considered for step?

DO: This has not been considered. Interesting idea.

Chair: Open the floor for questions:

Robert, ELSA International: A main sponsor could cause confusion. The people could think people are applying at this law firm. People already make a lot of mistakes.

ELSA Denmark: If that confusion is there for a couple of guys, is this worth not taking the money? It has a huge fundraising potential. This is a product we could sell.

ELSA Finland: Would it be for a specific traineeship or for all? Because we promote STEP to the employers so they get visibility in the STEP for. The sponsor would make it harder to sell to the employer.

ELSA Austria: This might be a problem. You have to mark it correctly. It should not have any shadow on the traineeship directly. We could give attending fees for the employers. If they want to appear bigger, they have to pay money.

Robert, ELSA International: Interesting idea to partly pay for STEP itself. A certain amount of the sponsor money could go into the STEP budget.

ELSA Poland: Sorry for being annoying. Did the opinion of the presidents give you anything?

DO: Yes.

Chair: No more questions as I see.

Group 4: Deposit or penalty. It has been discussed at every event I attended. We looked at it from different perspectives. Deposit is better because no one would pay a penalty. Problem is money transfer bank fee. People would not apply because of this. AISEC are doing a 300 euro deposit.

ELSA Azerbaijan: AISEC asks for 200€ before the process. If they don't attend the traineeship 120€ will not be returned to them. This way they feel responsive. It would be good for stop and would work.

ELSA Turkey: If other associations can do that why not us? We should take responsibility for this to make it work. We don't need numbers, there are already many applicants. If someone doesn't apply because of the deposit we don't care about them.

From the law firms we should take money if they cancel the traineeship. They will be denied to access STEP for 1 year. Who decides about valid reasons? They should send an official letter to the IB.

ELSA Luxembourg: If we want to bring our association up on a higher level. If we start to charge money we have to check the legal obligations. Taking money and keeping it is a commercial activity.

ELSA Azerbaijan: We should define the word valid reasons. There might be different reasons. A girl said she has another traineeship. She applied for two. We considered that as valid.

ELSA Austria: Bank fee is not that bank if the NG collects it and transfer it to Brussel.

ELSA Finland: There are some definitions of the valid reasons. It is difficult and will take hours to specify them. I would like to point out we are too humble about us. If we want to be more professional we should have more courage to take the next step. There is no easy solution.

ELSA Turkey: We have valid reasons: medical treatment, serious family issues, this looks really low for a law association. But it looks unprofessional if we don't get the trainees for the companies.

ELSA Poland: You should have raised this before the agenda acceptance. We have much more important topics to raise than this STEP problem. This is important, but not for BEE, especially we didn't have some concrete outcome. We could have raised this on the mailing list.

Chair: Anything about the content of this workshop?

ELSA Poland: It was cool, but we could have made it on the mailing list.

Chair: No evaluation here, at the end of the IPM there is time for it.

AK: We don't organize the workshop for the smartest people in the room. It is rude to ask after every group if Dasha got something out of it. I asked for ideas for workshops on the mailing list, you didn't respond, you could have asked for an agenda change in the beginning of the meeting, you didn't. So now please don't ruin the workshops with such rude questions. An evaluation form will be provided at the end of the IPM where you can express your opinion.

ELSA Poland: Thank you.

ELSA Sweden: We can't forget that there has to be some way to enforce the contracts with the employers as well. We have had a lot of problems with traineeships being cancelled. Having students lose faith in STEP can be as harmful as the other way around.

ELSA Hungary: It would be nice to collect it with credit card after application.

ELSA Turkey: You could give your bank account number and if they cancel the thing we can take the money.

Robert, ELSA International: (to Lotta) as far as I know Rumania has a penalty system. It didn't really helped in the last cycle. The job hunting is quite hard. The penalty system would make it harder.

ELSA Sweden: I didn't mean it has to be a penalty system. I just think that when we are discussing penalties or deposits and the student's responsibilities etc. we can't forget the aspect of the employer's responsibilities.

ELSA Turkey: It was important to talk about this here.

ELSA UK: Can we do thumbs up to summarize the workshop.

Chair: We can to that. Anymore statements?

DO: Summary: is it fine to have some amount of unpaid traineeships? *Huge majority thumbs up.*

It is obvious that we need a professional IT partner: *Huge majority thumbs up.*

Do we need a budget: *Majority thumbs up.*

Introducing penalties won't have a positive solution: *about 50/50.*

Application fee needs further research: *huge majority*

ELSA Turkey: How it works with the application fee? Who has to take it.

DO: Let's move it to the workshop. Basically we got quite deep into technical issues. This WS was planned as a president thing. The steppers should just voicing the conclusions. Concerning Pawel: it is very important to raise this questions. I am sorry if this was too technical. Thank you.

Robert, ELSA International: The evaluation is not now.

AK: I will send a google form to you to fill it out in detail.

Trainings

Name	ELSA Group	Voting Rights
Armin Khoshnewsizadeh (AK)	ELSA International	No
Dariia Oliinyk (DO)	ELSA International	No
Candidus Cortolezis (Chair)	ELSA Austria	Yes
Henrik Myllynen (Secretary)	ELSA Finland (LG)	No
Maximilian Labudek (Secretary)	ELSA Germany (LG)	No
Mads Lorentzen	ELSA Denmark	Yes
Christian Krogh	ELSA Denmark	No
Nicolas Haas	ELSA Switzerland / EI	Yes
Christine Beck	ELSA Switzerland	No
Stefan Buser	ELSA Switzerland (LG)	No
Reto Walther	ELSA Switzerland (LG)	No
Haakon Rønn Stensæth	ELSA Norway	Yes
Mathias Brattli Agaze	ELSA Norway (LG)	No
Erlend Stuart Serendahl	ELSA Norway (LG)	No
Tibor Korman	ELSA UK	Yes
Filip Drnec	ELSA Czech Republic (NG)	Yes
Miloš Pupik	ELSA Czech Republic (LG)	No
Anna Haipola	ELSA Finland	Yes
Katariina Särkänne	ELSA Finland (LG)	No
Iida Kuusrainen	ELSA Finland (LG)	No
Deniz Yildiz	ELSA Finland (LG)	No
Robert Vierling	ELSA International	No
Lotta Näätsaari	ELSA Sweden	Yes
Amelie Bengtsson	ELSA Sweden	No
Isabella Rosman	ELSA Sweden (LG)	No
Stefanie Vonbank	ELSA Austria	No
Stela Baričević	ELSA Croatia	Yes
Rahwa Efrem	ELSA Germany	Yes
Agnes Rozs	ELSA Hungary	Yes
Antonio Picone	ELSA Italy	Yes
Agnė Albrechtaitė	ELSA Lithuania	Yes
Iga Mlynarczyk	ELSA Luxembourg	Yes
Martin Debusmann	ELSA International	No
Paweł Podjacki	ELSA Poland	Yes
Michał Łachecki	ELSA Poland (LG)	No
Krzysztof Rumpel	ELSA Poland (LG)	No
Sonja Stojanov	ELSA Serbia (LG)	Yes
Matej Sadloň	ELSA Slovak Republic	Yes
Isil Ergeç	ELSA Turkey	Yes
Fejir Ugurlu	ELSA Turkey	No
Aynur Hüseynova	ELSA Azerbaijan	Yes

Training on Leadership Development and Management held by Fariz Jafarov

Training on Website Development held by Armin Khoshnewiszadeh

Evaluation of the Trainings

Chair: How about Armin's Training?

Armin leaves the room.

ELSA Turkey: Very beneficial, I have never seen this, only heard about. I think I will use it

ELSA Luxembourg: Not at all beneficial, not because of Armin's ways. It is because when we speak about technical issues in a group of 20 people it is hard.

ELSA Sweden: Really good. Marketers were wondering why we are doing this, but I definitely got some useful knowledge from it.

ELSA Denmark: It was good. I learnt something. I am not sure how to use it in ELSA. I am not sure if it was that important for presidents but I know it was requested.

ELSA Finland: It was useful, but I will never use it to create my own site. It is good to see it was not difficult. Probably I will use some of this in the future.

ELSA Turkey: It is not my area of interest. Not the best workshop I attended. Usually we have trainings, but here it was shown on the screen which was beneficial.

ELSA Finland: It was good to have a break after 35 minutes.

ELSA Norway: I think it helped making people less scared of the Internet.

Chair: No one else? Let's bring Armin in.

Armin comes in.

Chair: Now let's do the evaluation of the leadership training.

ELSA Finland: It wasn't really a training, it was a lecture, it would be better to join in. Good presentation but a bit boring.

Chair: Thumbs up? *(some)*

ELSA Turkey: It was too long. The information was beneficial. Because we could compare a manager and a leader.

ELSA Sweden: The content was good and interesting, but it wasn't really a training. It was a presentation.

DO: Well prepared and quite profound. It was just one site. Other opinions were pushed back.

ELSA Norway: I like his way of thinking. I am now more aware of the thinking process.
 Anyhow I don't agree with the speaker on all points.

Chair: Someone else? Thumbs up if you liked it (50/50)

We will continue with the punishments. Ends workshop at 18.22

Day 4 – 7th of February 2015

Experience Sharing and Best Practices

Name	ELSA Group	Voting Rights
Armin Khoshnewiszadeh (AK)	ELSA International	No
Dariia Oliinyk (DO)	ELSA International	No
Candidus Cortolezis (Chair)	ELSA Austria	Yes
Henrik Myllynen (Secretary)	ELSA Finland (LG)	No
Maximilian Labudek (Secretary)	ELSA Germany (LG)	No
Mads Lorentzen	ELSA Denmark	Yes
Christine Beck	ELSA Switzerland	Yes
Haakon Rønn Stensæth	ELSA Norway	Yes
Mathias Brattli Agaze	ELSA Norway (LG)	No
Erlend Stuart Serendahl	ELSA Norway (LG)	No
Tibor Korman	ELSA UK	Yes
Filip Drnec	ELSA Czech Republic (NG)	Yes
Miloš Pupik	ELSA Czech Republic (LG)	No
Anna Haipola	ELSA Finland	Yes
Iida Kuusrainen	ELSA Finland (LG)	No
Robert Vierling	ELSA International	No
Lotta Näätäsaari	ELSA Sweden	Yes
Amelie Bengtsson	ELSA Sweden	No
Isabella Rosman	ELSA Sweden (LG)	No
Stefanie Vonbank	ELSA Austria	No
Stela Baričević	ELSA Croatia	Yes
Rahwa Efram	ELSA Germany	Yes
Agnes Rozs	ELSA Hungary	Yes
Antonio Picone	ELSA Italy	Yes
Agnė Albrechtaitė	ELSA Lithuania	Yes
Iga Mlynarczyk	ELSA Luxembourg	Yes
Martin Debusmann	ELSA International	No
Paweł Podjacket	ELSA Poland	Yes
Michał Łachecki	ELSA Poland (LG)	No
Krzysztof Rumpel	ELSA Poland (LG)	No
Sonja Stojanov	ELSA Serbia (LG)	Yes
Matej Sadloň	ELSA Slovak Republic	Yes
Isil Ergec	ELSA Turkey	Yes

Fejir Ugurlu	ELSA Turkey	No
Aynur Hüseynova	ELSA Azerbaijan	Yes

AK: We will start practice sharing. We will begin with speed dating for both personal and ELSA reasons.

Explains rules: You need to share two projects/activities etc. which is going well. Two last ones is something that challenges you right now. You got 60 minutes to date 4 persons.

Robert, ELSA International: Does it has to be different problems with different persons.

AK: Whatever you want you can do.

Chair starts at 12.58 after the experience sharing

AK: Lets to a sum up of what we did now. Did you find this beneficial? (majority thumbs up). Do you want to share something? Something you realized, something you learned.

ELSA Norway: Even if you are president you have to realize that someone in your board can do some things better then you. The outcome is what counts.

ELSA Finland: The speed dating was a lot about alumni. We have a Finnish alumni association for ELSA. There are some alumni but they are not active. They could give us some much, but they are too busy. I want to talk about this in miscellaneous. They could give us support, speak at events or become partners.

Chair: Do we want to talk about alumni?

ELSA Denmark: I believe the alumnis are secgen work, but we should talk about how we could use the alumnis for our work as presidents.

ELSA Norway: We had a huge anniversary event last fall. Some time after the event one of the founders of ELSA Norway got annoyed, because every local group contacted him to get a partnership with his law firm. It was too much, and we had to tell the locals to stop contacting him. The point is, talking to the alumni about partnership needs a structure.

ELSA Turkey: Speed dating was very very beneficial. I learnt some stuff I would never know. Time was really good, because you could talk about everything.

ELSA Sweden: I really appreciated this exercise. It is way easier in person than in a big group. I can take a lot back of this for my National Group.

Robert, ELSA International: We should discuss something like Germany does. We have a yearbook of the board members so you can look up what former boards did. It is beneficial to have something to look on and it's cool for memories.

ELSA Norway: Did the local presidents find it nice?

Majority thumbs up

ELSA Turkey: I am not from this area, but I learned a lot. The highlights were the active/passive system of AZ and other stuff.

Robert, ELSA International: We already implemented this in Germany: It would be an idea for the national presidents. The locals should communicate more across borders. For example the local groups Norway and Sweden.

ELSA Sweden: It was a very good experience. You national presidents should really work on to inform your local presidents. Good communication is the key.

AK: One thing to take away is how you organize your own NCM. This here is not a top down approach, where you possibly more sleep than learn. People should be able to learn more rather than sleep.

ELSA Norway: There are different realities. In Norway it is hard, we have just 3 presidents. These sessions just proved you could handle this with a lot of people. It worked quite well.

AK: Regarding external relations. What did you learn? Approaching people, expansion?

ELSA Norway: I think events with countries nearby are really good. We arranged the Nordic Officers Meeting (NOM) with Denmark, Finland and Sweden. I would suggest other countries try to arrange similar events. The Nordic Officers Meeting was very good, both for academics and motivation.

ELSA Sweden: Just a quick comment on Haakon: That NOM – where we had this experience sharing – resulted in different Facebook groups they are still active.

ELSA Austria: We talked about opportunities for sponsors. We saw a difference between local sponsors and national sponsors. We should focus in other fields than legal, like banks.

ELSA Norway: One thing to take away from the discussion on external relations: when seeking new partners it could be beneficial to combine the partnership with a competition. This year we made a budget post called “project support”, where money was set aside for setting up an event or a competition. It is easier to seek external sponsoring once a project is established and you can show that it has been arranged successfully.

ELSA Finland: We talked about knowledge management when contacting partners. We have a google spread sheet. Every local officer has to write a request and an evaluation. Local groups can browse this document so they can approach law firms that already know ELSA. Therefore you can search for information about a specific partner and his cooperation with other local groups.

ELSA Norway: There might be different ways of approach. For the big law firms it is important to have new recruitment. When you go in partnership meetings, keep in mind it is very important for them to get to know good students, as it is really important for them to get clients.

ELSA Germany: It is easy to organize a project with them first and when that succeeded it is way easier to end up in a general partnership.

ELSA Norway: Comment to Anna: I really like ELSA Finland's system. It is really impressive. But it is a huge form you have to fill out. Motivation is therefore key to actually fill out the form. It is a good concept, and we could all do this. But lots of people on the local level will not do it, as there are so many things to fill out in the form. Do you have a solution to this, Anna?

ELSA Finland: If they contact me I can give them hints what to write to a specific law firm, what kind of cooperation has been done before and who exactly to contact there, someone who already knows ELSA and has had good experiences.

Robert, ELSA International: To Erlend: The client perspective is a good idea to gain new partnership with new areas. For example partnerships with car companies because lawyers are future clients for these companies.

AK: This was the sponsorships section. In terms of expansion. How all of you already expanded to every faculty?

Thumbs up if fully expanded in your country: 50/50

ELSA Norway: We are expanding this year, hopefully. We will probably get a new observer group. There are smaller universities that offer bachelor law degrees only, where the students after they complete their degree have to transfer to the main universities to get a master (a master is required for jurist license). You could "catch" the students in the small universities in their early years of study, so they hopefully will be active when they come to the main university for their masters.

ELSA Turkey: We had to close one local group. We have 3 now. We are not university-based but city-based. In the 4th group was not enough potential. One faculty is not enough under Turkish conditions. We had to diminish.

Unknown: We are not establishing a new one, but trying to grow the number of the members. That's better than expanding.

Robert, ELSA International: We discussed the issues as well. The following up master is also a criteria to become ELSA member. This could potentially help if they could just join a local group. Students in their masters are really attractive for the law firms.

AK: Thank you very much for this workshop. Different note: it is important that you are on time and attend the workshop. Of course it is fine to stay in bed when you are sick. If you want to stay

up till 6 its fine – I did this myself. But you should show up the next day no matter what. Let's have some spirits.

Chair closes workshop at 13.21.

Miscellaneous

Name	ELSA Group	Voting Rights
Armin Khoshnewiszadeh (AK)	ELSA International	No
Dariia Oliinyk (DO)	ELSA International	No
Candidus Cortolezis (Chair)	ELSA Austria	Yes
Henrik Myllynen (Secretary)	ELSA Finland (LG)	No
Maximilian Labudek (Secretary)	ELSA Germany (LG)	No
Mads Lorentzen	ELSA Denmark	Yes
Christian Krogh	ELSA Denmark	No
Nicolas Haas	ELSA Switzerland / EI	Yes
Christine Beck	ELSA Switzerland	No
Reto Walther	ELSA Switzerland (LG)	No
Haakon Rønn Stensæth	ELSA Norway	Yes
Mathias Brattli Agaze	ELSA Norway (LG)	No
Erlend Stuart Serendahl	ELSA Norway (LG)	No
Tibor Korman	ELSA UK	Yes
Filip Drnec	ELSA Czech Republic (NG)	Yes
Miloš Pupik	ELSA Czech Republic (LG)	No
Anna Haipola	ELSA Finland	Yes
Katariina Särkänne	ELSA Finland (LG)	No
Iida Kuusrainen	ELSA Finland (LG)	No
Deniz Yildiz	ELSA Finland (LG)	No
Robert Vierling	ELSA International	No
Lotta Näätäsaari	ELSA Sweden	Yes
Amelie Bengtsson	ELSA Sweden	No
Isabella Rosman	ELSA Sweden (LG)	No
Stefanie Vonbank	ELSA Austria	No
Stela Baričević	ELSA Croatia	Yes
Rahwa Efrem	ELSA Germany	Yes
Agnes Rozs	ELSA Hungary	Yes
Antonio Picone	ELSA Italy	Yes
Agnė Albrechtaitė	ELSA Lithuania	Yes
Iga Mlynarczyk	ELSA Luxembourg	Yes
Martin Debusmann	ELSA International	No
Pawel Podjacki	ELSA Poland	Yes
Michał Łachecki	ELSA Poland (LG)	No
Krzysztof Rumpel	ELSA Poland (LG)	No
Sonja Stojanov	ELSA Serbia (LG)	Yes
Matej Sadloň	ELSA Slovak Republic	Yes
Isil Ergec	ELSA Turkey	Yes

Fejir Ugurlu	ELSA Turkey	No
Aynur Hüseynova	ELSA Azerbaijan	Yes

Chair opens workshop at 15.06.

Chair: Let's gather topics. Just tell us whatever you want. Is there any topic you want have discussed?

ELSA Turkey: I want to make a statement to the council guest issue at ICM.

ELSA Austria: Participation fees.

ELSA Turkey: I like to ask further about the visa issues and the solutions seeking.

ELSA Poland: I like to raise the tax discussing and submitting the events.

ELSA Norway: Participation at IPM.

ELSA Denmark: IPM proposals.

ELSA Germany: Strategic planning.

ELSA Slovak Republic: ICM plenary agenda.

Chair: It is already in. Look at the WM before you speak. Are there more topics to talk about?

ELSA Swiss: Is it possible to add topics tomorrow?

Chair: I will read out the topics for miscellaneous tomorrow. *Reads the topics.* Which are the most important topics?

ELSA Norway: Money + Tax

Thumbs up for this as an important topic.

Chair: What do you think about the proposals? Probably. Is there something else very important?

ELSA Norway: Human Rights Commitment.

Chair: No more statements. We will start with HRC.

AK: Most of you received the emails regarding this. Let's read to it once more.

ELSA Switzerland: Don't we vote about the order of the topics?

Chair: No.

ELSA Switzerland: I already asked for it in the opening workshop.

AK: I will read the email initiated by Luxembourg and France. There was a lack of respond from the network concerning Charlie Hebdo. There should be more when this happens. ELSA International decided to not do anything.

Reads his email to ELSA France on the Charlie Hebdo issue (ELSA France complained of not getting a reaction from the network after the terroristic events).

AK: On the mailing list I received a few reactions. I open the floor for the discussion.

ELSA Finland: I like the idea, but I am afraid it is going to bring a lot of pressure on the international board. I would prefer local groups to commit to human rights, too: I want to mention that ELSA Helsinki suggested local groups could have a blog to publish some blog posts probably with the help of professors or professionals.

ELSA Luxembourg: I also agree with the Idea of creating a committee. I would make it in a way which allowing to have a representative from each country. I don't want it to focus on certain topics. It was really sad for my. I was shocked about the reaction. What's happens now in Ukraine is much worse. If we take some people from west Europe these problems may not be in focus.

ELSA Switzerland: I was not participating on the mailing list. The discussion was very aggressive. That was why I didn't participated.

AK: To Iga: That is a concern. I think it is really difficult to have 40+ people in the committee. But we could create guidelines how to focus the topics.

ELSA Norway: I like this idea. It is a very important question. As ELSA we feel this committee should have a concrete mandate to justify its existence. We should focus on efficiency of the committee and not get caught up in a discussion of how to make the committee as democratic as possible.

ELSA Germany: I like this idea. Is this committee about to have speech time at the ICM? Should it give advice to something?

AK: We are free to create the committee the way we want to. I am afraid of doing this, because I don't want to have a high workload on them. I think this would make a wrong focus. Speaking on the ICM will pressure too much. Maybe ad-hoc-basis?

ELSA Sweden: I am along the same lines. There is still a problem with the local groups not knowing what they are allowed to do. It is something positive to get some advice as well. The HRC could have this role.

AK: I agree. This issue was with us forever. This will not solve the problem, but I will set the framework. The committee will set a bar for the rest of the network. I don't think many things will be clear.

Robert, ELSA International: My point is similar. The expectations on this committee will not be fulfilled. People might have wrong expectations what the outcome will be. I am in favor of the idea anyhow.

ELSA Luxembourg: What is the function of this? What happens if some people just raise their voice. Maybe we could use it in a different way. We don't have media coverage of different countries. We could make every other country write a report and exchange this information what we believe we should talk about. We could make presentations of important topics and present them on the ICM.

ELSA Switzerland: I have quite some concerns about this. As it was said in Bodrum, we should be really careful what we post on our Facebook page.. Who can decide what to write? You always have to think what people from outside could interpret in your stuff.

AK: I disagree. HR violations happen. It is controversial. We can't expect to always agree with each other. We didn't say anything what happened in Istanbul. I don't see why we as future lawyers should betray ourselves. We should live up to human rights.

ELSA Turkey: First of all: we are all law students and we study human rights. We study for those kinds of things. If I would just be quiet when these things are happening, I would feel guilty. No other faculty knows this better than us. But there is no explanation for what happened. Personally I am really in favor of a guideline. There should be a country's representative. If something happen in Turkey, what happen if there is no on in the committee from Turkey?

ELSA Poland: As far as I know. I am very in favor of big non-political. But I like the idea of a committee. As boards we don't have to be political, because we have a body which is supposed to take care about. This is way better then board statements. In my opinion the committee should exist and choose the topics for itself.

ELSA Luxembourg: To Kikki: The problem you might fell afraid of having political contacts. You can just state that this is your personal opinion and is not related to ELSA.

ELSA Switzerland: This HRC: Will it be a disconnected as a separate legal entity or something internal like a director? I would prefer the first one.

AK: It is internal. There will be a team with clear guidelines and they will work independently. They will be ruled by decision book mandate. But the IB has influence who will work there.g

ELSA Sweden: This discussion is really important. We think the HRC is a step but not sufficient enough. We should stay non-political, but the HR commitment should not be harmed by our non-political status. We should always be able to act on HR. Otherwise the HR- focus of ELSA will fade. It is very important to keep this discussion going.

ELSA Turkey: I have some concerns too: First, to Iga. I think such committee should cover all of the thoughts of all of the countries. It should not make statements against one country. Otherwise it would be going over the border.

Secondly non-political status is the most important thing of ELSA. Changing this could lead to consequences. For example: Switzerland has a law that prohibits stating that the Armenian genocide did not happen. Turkey made a plot against Switzerland in this issue in European court of human rights. If this committee makes a statement there might be issues with Armenia, Azerbaijan and Switzerland. Even with guidelines it might be complicated.

ELSA Norway: I don't have any problems with not every country being represented in the committee. Every country can just send their suggestions or we could make a monthly call for them.

ELSA Switzerland: General thoughts: what would be in these guidelines? It would be really hard what to write about. There are so many HR violations all over the world. I fear all the ELSA pages would be spammed by HR stuff.

Robert, ELSA International: I want to go back to the beginning of what ELSA does. You should add legal researches to educate our members to raise awareness to make it possible to communicate with others and have a huge background of knowledge.

ELSA Denmark: My fear with this is there are a lot of HR violations going on. If we make statements we have the risk of breaking apart internally. We might have internal issues even making these guidelines. There might be another way than making statements.

ELSA Switzerland: Comment to Isil: She was referring to the Swiss Criminal Code art. 261bis. This article is a big issue in Switzerland as well. Conservative and patriotic parties want to abandon it, while left parties want to keep it. It's an emotional discussion in my country. If a committee would comment on this the normal members of ELSA Switzerland would think ELSA is taking a political position on the left or right side of the spectrum and don't attend the events anymore. We could destroy things like that. Our number of members could go down. This is not the purpose of ELSA, the purpose is to bring together people from all kind of backgrounds, so that they ditch their prejudices and get real impression of other cultures. We should never forget how much we change one's view of the world through attending one ICM and how big that impact is. This is something we should not sacrifice for the sake of this committee.

AK: We are losing track: In the beginning it was not necessary to sum up all the HR violations. We should focus on more permanent issues. The point is not going to look at the Swiss code and look there. This was not the point of the proposal these small issue. The committee should focus on permanent abuses and not individual events.

ELSA Switzerland: The discussion on the penal code of Switzerland is of course just an internal Swiss issue and probably wouldn't be mentioned by the committee. But as you can see from the last ICMs for Turkey and Armenia it is controversial.

ELSA Luxembourg: We should try at the beginning to refer to historical situations. You are all shaped how it is told in your country. Media are not showing facts, they are creating topics. As a

lawyer we should try to speak more about the facts not put too much emotional in there. Hearing other people talk will remove bias and change our view on certain topics.

ELSA Austria: I also see problems with this. Even if it is just for ongoing HR violations you have to think about it at the moment. Just think about our member states. We have an observer that is in a dictatorship. We have to countries officially in war with each other. ELSA HR watch would be really hard to make statements because of the facts they need to know what is going on. It is hard to get the facts behind these issues. We have to think about it very well. It can easily create a huge amount of problems. We should really know what we are doing but I am not completely against it.

ELSA Turkey: We should educate each other. Not only SLS we know more than other people. I don't care if numbers if they will decrease. It is not important for me. I can't stand behind murdering. What happened in Charlie Hebdo. We should make a statement about current problems. Because we are defining the HR and I think we don't need those kinds of members in our network at all. We should limit it. It is a tiny line.

ELSA Germany: I agree with arming regarding the HRC. It is not about giving statements. We should ask ourselves if we just pointing our fingers of someone or want to raise awareness on this topic.

ELSA Norway: This is part of what the committee should do. The purpose should be to put these kind of violations on the agenda.

Chair: I am going to look for the last round of comments. Anyone still has something to share with us?

ELSA Norway: I think some people are afraid of the external effect. I think having a committee of this kind is a natural thing for our organization. It could be interesting. I don't think we, as ELSA, would surprise anyone by having such a committee.

Robert, ELSA International: We want to have at a statement. Here in the WS I feel we don't focus on comments but on educating. Should we have a concrete comment or a broader message?

ELSA Norway: I don't think it will define our organization. Our organisation covers many other aspects.

ELSA Turkey: I like to clarify what I said. I didn't want to mean making statements about historical issues. There is a right to express. No historical comments. I think we should consider once more as ELSA has such mission as HRC. I am not sure if we have this mission.

Chair: Thanks you guys. We will sum it up now.

AK: What I hear is quite positive. I want to do a thumbs up, thumbs down.

Who is in favor of the committee? 13 in favor 2 against.

AK: The IB will continue working on this for the next ICM. We will take your concerns into account.

Chair: We will start with tax.

ELSA Poland: I want to clarify what is the situation. I know you are trying to establish our tax liability. We have delays in paying taxes. How are we going to pay all the fees? What are your plans?

AK: Marek is working on the options and he will present them at the ICM. We can't go to the tax authorities and just say we didn't pay taxes. We might have to pay the last 3 years back. We could go to tax authorities and hope they just don't get that we were not paying taxes.

ELSA Switzerland: I was skyping with Marek about this issue. The situation is like this: We are supposed to pay 20% VAT of the advertisement related income. As it is unclear whether our sponsors contract are considered completely advertisements or not we need to pay between 70 – 120.000 euro. This is the case if we are charged for tax evasion what is likely here, as we didn't do it on purpose, but the IB was working on it every some years and then just forgot about it. It's negligence. Furthermore there is an issue that former or current IB might be charged to pay social contribution, because there allowance and accommodation might count as a salary. This could create serious problems for them.

ELSA Poland: Who will be responsible if we don't pay? Is it the IB members? Is it EI? Who is liable?

AK: I am unsure. Board members are responsible for what is known to the council at this time.

ELSA UK: Can we imagine that the fine is so high we have to liquidate ELSA? Who is responsible for the outstanding debt in liquidation, board members personally or the member of ELSA International?

AK: Let me first see if the previous IB members are responsible. I don't think personally that we will sue former IB members to get money.

ELSA Poland: Clarification: If EI cannot pay the fees and has to liquidate the assets. Are the current members responsible to pay the fee if the assets are not enough?

AK: I don't know. It is a legal question.

ELSA Turkey: The countries might have the same situation as international. The Tax office could ask for the money later.

Nicolas, ELSA International: Clarification: If you have legal questions, just send it to me and we will check it with legal experts.

Chair: No more comments.

Chair: Let's just proceed to the next topic.

Allocation of money in case of profit.

Nicolas, ELSA International: Let's start with a short brainstorming about potential ways we could use the money. And in the next step we could start giving statements what is important and what not. In order to make a statement for the Budget workshop for the next ICM.

AK: Good to talk about this, before it happens. The IB had a meeting where we discussed this. For us it is important to focus on IT, Taxes and Computers if we gain profits. Probably a part time secretary in the house. It is difficult to become an employer. We want to look into the possibility having an intern in the house. We could use a local person.

ELSA Poland: In my opinion if we have to pay 20k EUR per year we cannot allocate anything, nowhere.

Nicolas, ELSA International: For future years if we will start paying VAT we don't need to create more income. Then we can actually charge the sponsors the VAT together with our invoices.

ELSA Norway: Question? What's the idea on IT on the list?

AK: IT is for office, software. The way we see the way we are working is quite inefficient. We need better intranet. We have to do research on. Good IT systems cost a big amount of money. With 5 – 7k it would be way better.

ELSA Turkey: Clarification: As an organization we can't make anyone work.

ELSA Luxembourg: Is it 20% VAT? If we want to start paying taxes we should consider moving to a country with cheaper taxes.

AK: Marek is doing research on this.

Nicolas, ELSA International: You pay the taxes where the place of business, i.e. the ELSA house is located. Probably we will not move the house in the near future. As VAT is harmonized within the European Union it wouldn't change anything unless we move it outside of the EU. Inside we have no option.

ELSA Switzerland: I am bringing up the topics mentioned on the mailing list. Taxes was combined with jurisdiction, improvement of the archive. Amendments of statutes.

Chair: Other ideas what to do with a profit.

ELSA Finland: Is it possible to consider the IB members as an interns and register ELSA International as an official employer, paying the social fees and taxes for allowance? A way to fix the visa issue.

AK: We will come back to this.

Robert, ELSA International: I think for the house we have to allocate money for new stairs. If something happens you have to fix the house. Otherwise no one get to go up anymore.

ELSA UK: Is it not the responsibility of the landlord to fix this?

ELSA Norway: Is there a risk that the landlord will increase the rent?

Armin, ELSA International: It increased by inflation. Under 30.000 EURO is a good price for this area. The risk of higher rent is low. We are afraid he will sell the house at some point. He send some people there to fix stuff. We talked to him and it seems we can stay.

ELSA UK: Let's ask him for option to buy the house if he wants to sell it.

Chair: More ideas? No. So start discussing this topics.

AK: Regarding the visa issues. We have looked at all options. Like employment certificates. This might come in the future. We need to find a solution in other ways. One of our partners could enroll us pro forma for visa issues.

ELSA House is 2000 EUR per year for improvements. It is a tiny budget. In general the house is okay. The house is in good enough condition to life in. Except the staircase but that is landlord's responsibility. Let's see if we get that grant we applied for.

Robert, ELSA International: Is there already money allocated for computers?

AK: I am unsure which budget post we put computers on there. We bought computers for not the whole board. We only swapped the worst ones as they were horrible. But it depends on the profit. It could be office equipment.

ELSA Switzerland: Are we going to have a round table?

AK: I don't suggest a round table. It is hard to make a strong opinion here. If you have a point just speak.

ELSA Turkey: Did you talk to a computer company to make them a partner?

AK: No. The computers are not expensive. 400 Euro.

ELSA Switzerland: I would like to have numbers in front of this topics because I don't think these topics are equally important. I don't want to restart the discussion in the Budget workshop at the ICM. Let's prioritize the topics now so we have a guideline which things are most urgent to use the money for.

AK: Now already people know some options. Who wants to discuss this further?

Majority thumbs down.

ELSA Switzerland: I will work in the topics on the list: taxes – hidden debt – furthermore we have to pay tax accountant who does the VAT in the future. It is a lot of work and needs to be outsourced. This case is legally really complicated. As I already mentioned in Bodrum we should hire a professional law firm. The lawyers I met were not eager to solve the case as they were only informally helping us. We need someone taking completely over the case. Compared to the potential fine it is worth it.

To the Jurisdiction: we could combine this with the law firm we are hiring for taxes.

Regarding the archive. There are over 200 folders in the basement and the rest of the house. It is really hard to find stuff there. I suggest hiring professional company to scan all this folders and throw away half of the folders. I am not sure how long we can continue with our current method. We are running out of space in the basement.

Amendment of statutes. They are quite expensive as long as we don't move the jurisdiction. Question is whether they are of the highest priority or not.

Chair: Anyone else?

ELSA Norway: The archive is quite old. Some folders might be destroyed by humidity. We risk losing them if we don't digitalize.

Chair: I don't see any more comments, so let's proceed to the next topics. Proposal about invitation deadlines.

AK: This is the topic from the Workshop

I send the stuff to Tristan. He is not in favor for this but it is possible to do 49 days is legal. We can do it.

Chair: Do we have a written proposal to prepare for this? No, okay. We already discussed this so I don't want to hear old opinions. But feel free to share new ideas with us. You should have thought about it. Please go on

ELSA Germany: I want to make it one week. Do we have time to talk to our boards before voting on the proposal?

AK: No. There is no need to make this proposal here. We can make it, but we don't need to.
Reads statutes of proposing as IPM to the ICM.

Chair: Do you want to state an IPM proposal?

7 in favor, 7 against, 3 abstaining.

No majority. There is no need to do this as a proposal. There are 3 options: not to change anything. To add a week. To add two weeks. Who is in favor of the presented options?

*10 in favor, 0 for another option. 4 abstaining.
2 in favor of changing nothing,
12 in favor of changing something, 2 abstaining.*

ELSA Switzerland: Is it possible to distinguish between the normal and the extraordinary ICM?

AK: It is possible.

ELSA Turkey: The clarification was not in the finger rules but we are doing it. Do we have a finger rule to become quite?

Chair: No, but we can make one up.

ELSA Switzerland: We need a 2/3 majority for an IPM proposal,

Chair: We are not going in this direction. We just see the opinion of the presidents of the moment. We got a new suggestion to not change the rules regarding an extraordinary ICM.

7 in favor, 8 abstentions, 1 against.

Last voting: 1 weeks or 2 weeks. No proposal, just for information. We will finish this topic soon. Who is in favor of changing it to a week

1 in favor, majority abstaining.

AK: I missed in the email from Tristan. He says if we change this, we also have to change the date of statutes changes to the same dates.

ELSA Switzerland: That's because of the Dutch Law the announcement of potential statute changes need to be on the same day.

Proposal of simple majority

Chair: Who is in favor to do this as an ICM proposal.

10 in favor, 3 against, 3 abstaining.

We are not going to do this as an ICM proposal but we will have a look at what we have been doing.

ELSA Denmark: Me and Lotta were looking at this at lunch. There is a couple of changes.
Presents the changes.

ELSA Luxembourg: I think that should stay.

ELSA Switzerland: I remember saying that, but it would be better to say unless specified otherwise. I would do general thing.

ELSA Germany: Since it makes sense with the simple majority we should strike out the clarification.

ELSA Poland: I agree with Mads. We should strike it out. We are smart people and don't need to clarify anything.

AK: If you change numbering in the future, they might point to the wrong place.

ELSA Switzerland: Are we talking about the references at 11.4 of the statues or 4.5 of the SO.

AK: Yes.

Chair: That's it. No more input. Next topic.

Mads presents second part of changes.

ELSA Denmark: Standing orders is absolute majority, we agreed on it, and were just removing the referral to 11.4.

ELSA Switzerland: That was exactly we were talking in the working group.

AK: For me it is a constructed problem. We should not change anything else then the proposed problem. I think we should not discuss it. We haven't had time to look inside properly.

Chair: If you want to keep them as now, raise your hands.

AK: Do you want to discuss this?

Chair: Do we have something prepared a proposal for IPM participation. No? Ok we can continue.

Break 17.11 – 17.30

Chair: Next topic is ICMs. It is divided into 3 parts.

AK: How to improve the social aspect of the ICM. Brought up by Matej on the mailing list.

ELSA Slovak Republic: Time management is not as efficient as it could be. The plenaries are very long. We could strike of the reading of the reports. What's your guys opinion?

ELSA Austria: I completely agree with you. There is no need to read out the reports. Everyone is just sleeping there. Hand it out before or afterwards. I don't really see a sense in reading out 4 pages. We could limit it to 1 page.

AK: One site is report workshop, one site from area meetings. Which side do you want?

ELSA Slovak Republic: My comment addressed both.

ELSA Poland: We have to make a point like this in the agenda. Let's send it before and then just they will not be read out loud.

AK: The questions here is the legal site of it. It is necessary to have it in the agenda, but I think it is fine. Then we could just strike it out

ELSA Norway: I think it is nice to have but not four pages long.

Robert, ELSA International: I feel like this is very important to read them out so everyone has the same knowledge. You could put it in the workshop. These people actually discuss it in the workshops. No Stepper listens to S&C stuff.

ELSA Slovak Republic: Armin, what was the reason we always had it there?

AK: No idea.

ELSA Denmark: We should divide it between area meetings and ICM workshops. We can just send the area meeting reports out before. The ICM workshops are more difficult.

AK: Concerning the workshop reports I agree. I am sure it is the best idea to remove it completely from the agenda.

ELSA Austria: What about the proposals made by the workshops themselves?

ELSA Sweden: Are we discussing the reading out or the approval of the workshops?

AK: You mean approving the workshop report? It is not statutory workshop but we need to approve it.

Chair: Who has the opinion the reports should be read out loud?

ELSA Poland: In my opinion we can resign from the workshop reports but not including the proposals made there.

ELSA Switzerland: Is the problem that the report is just really boring or is it something else?

AK: It is unnecessary. No one is listening. You could read the text later.

ELSA Switzerland: Who in this room reads the ICM minutes?

Vast majority raises their hands.

ELSA Norway: Can we send it out on beforehand? The Internet at the ICMs is usually very bad. We need to read it before the ICM, at home.

ELSA Czech Republic: During the reporting time they can approach the secretaries if they need more time.

Chair: I ask you to just give new opinions.

ELSA Switzerland: We are approving the minutes from the last ICM without reading them out. Can't we do it this way as well?

AK: We have to discuss it in the IB.

ELSA Austria: Not every country has a person in every workshop.

ELSA Poland: One more thing about the structure concerning time management. We can't avoid it completely, but we can lower it by structuring the reporting time. During the ICM there has to be at least 2 hours reporting time every day.

ELSA Slovak Republic: How do you want to solve the outcome on the issue just raised?

AK: We will do something about the workshops reports. We will not read them out loud. Regarding area meeting reports we will discuss it in the IB.

ELSA Denmark: When you do voting in Germany you don't count the votes precisely as we do at the ICMs if the result is obvious. Could we do something like that at the ICMs?

ELSA Germany: We don't count by simple majority if it obvious.

AK: I would be very careful changing this procedure at the ICM. It is better to have a precise number in the minutes for this.

Chair: Statements to this?

ELSA Germany: We in Germany don't have the same number of votes for every local group. It takes too much time to count the weight of every single vote.

ELSA Turkey: We have the same thing. It makes problems. When they count first against and skipped the abstentions and not in favor it causes problems.

Chair: Next point: structure of workshops.

ELSA Slovak Republic: What I hate about these discussions they don't have an outcome. It would be nice to summarize and stress the outcome.

ELSA Switzerland: Adding here, can we already have the goal of the workshop in the WM? Like a priority list or something. We need to bring results.

AK: We do have the aim of the workshops in the working materials.

ELSA Switzerland: I want to have something concrete.

AK: It is a bit practically impossible. We prepare the workshop after we send out the WM.

Robert, ELSA International: We often have round tables with new participants not having to contribute. We have often no outcome. Can we send the stuff before via email? There is more work done before the workshop.

ELSA Austria: Sometimes there might be too much workshops for a topic.

Chair: We had a quite similar discussion at the end of ICM Bodrum BEE workshop. I hope you still have the inputs we gave you Armin. So I ask you not to repeat this input there to make this here more efficient.

Robert, ELSA International: I would like to have realistic times for the workshops. You can't change rooms within 1 minute. We should have breaks at least for the joint workshops.

ELSA Poland: To max: The discussion is good and needed, but no outcome. Everyone here can agree we should make workshop more efficient. Is there any proposition from your site to make a handbook of organizing workshop?

ELSA Norway: The IB and their practice could solve this.

Chair: Something new?

Robert, ELSA International: Can we talk about the extension of the reporting time.

Chair: I would have proceeded to that now.

ELSA Switzerland: Regarding the open workshop I am happy how the IB is currently handling this. Some topics used to feel forced in the past. I hope you will continue that way.

AK: Of course we can. Just explain what you like. You said you like it now more than before.

ELSA Switzerland: You have crucial topics and people could combine their knowledge from different areas. Sometimes we have the same workshop every ICM again. Many people have good ideas. By allowing people to attend the workshop they like the most, usually they are really motivated in participating.

Chair: Let's proceed to reporting time.

ELSA Poland: As far as I know if you have an agreement with the organizing ELSA group that there has to be time with reporting time.

I just want to secure some time for reporting on the agenda.

Chair: Next topic: how to improve the social part.

ELSA Slovak Republic: I was thinking about this quite a lot and I have a few ideas. The problem for me was at my first ICM in a small delegation. It would be nice to have more mingling. I didn't know anybody. If you don't have many contacts in ELSA. You could create groups of people from different groups to get them know each other.

ELSA Finland: Something like the killing game we had in here. It is often very easy to stick to your delegation. If you don't have anything to initiate a discussion with new people. For example we could have a people bingo. *Explains game like bingo*

AK: For me a problem has been that often we just go to clubs where you can't talk, so there is no mingling. For the social aspect it would be way better to go to a bar.

Robert, ELSA International: What works in other associations as well: We could have a buddy system. Make some fun competitions within the buddy groups.

ELSA Norway: It's more about preparation of your own delegation. Bars are nice for mingling.

AK: Nice suggestions. But we will not fit it in the agenda.

Robert, ELSA International: Another thing: put different nationals into the rooms to mix up.

ELSA Finland: I think that should be the Director for ELSA Spirits task to give people tasks for the social program during their free time to make it easier to approach people.

Robert, ELSA International: I already tried new energizers which were kind of group work. It worked quite well.

ELSA Norway: The rest of my delegation from ELSA Norway knew the people here and they introduced me to everyone. Everyone here should feel the responsibility to introduce the new people in their delegation and make it easier for them.

ELSA Luxembourg: The point of parties is socializing. We should think for future events to be more quiet. The OC should always prepare some party room for after parties. Probably in an empty wing of the hotel.

Robert, ELSA International: I agree. I think most of the people just have most of the fun during the after parties. And you get connected there.

AK: We should make an internal document for IB, a simple guideline for social part what the host should take care into consideration by organizing the event.

Robert, ELSA International: We should do this for area meetings too.

ELSA Switzerland: Dresscode in plenary is getting worse and worse. We want to be lawyers later on and should dress accordingly. It shows lack of respect towards the council and the external attending the event. People should be forced to dress smart by the chair.

AK: The externals don't care. As long as you are not drunk. We should take ourselves less seriously. We are students. Though, you are always dressed very nice, Nicolas.

Chair closes discussion

ELSA Finland: We were talking about the recommendation letters in Graz. I have an example for this. We have a problem here. It would be good to be aware of what is happening in other national groups partnering with competing international firms. For example, as I have delivered letters from PwC to groups, it might be a problem if another group starts delivering letters from eg. Ernst&Young.

AK: Did the recommendation letters come in handy?

ELSA Sweden: I have not used it yet, but I am planning on it.

AK: This letter could really hurt ELSA International when this letter is misused.

Robert, ELSA International: How could you misuse it?

AK: If the person using it is not competent. If you screw up the partnership it could reflect badly on ELSA.

ELSA Finland: Can we agree on putting all the partners at a google docs or something to see?

ELSA Germany: Doesn't every group have the partners on their website?

ELSA Finland: It would be easier to have them in some simple document.

ELSA Switzerland: Clarification: Are we only talking about national level or local level as well? I am not sure if this will work out on the local level.

AK: I agree with your concerns. Especially the updating part. This document will not be updated. We could put this in the SoTN.

ELSA Germany: We do the same thing with our local groups. But it is not pulled out somewhere.

Chair: Next one, Statements about council guests.

ELSA Turkey: I addressed that earlier. As far as I know are the council guests proposed by the OC. The most hard working OCs are proposed to the council. Therefore individuals should not be able to propose themselves to the countries, only the HOC. The problem in Bodrum was that OC made a decision and proposed 3 OCs and someone proposed herself and a problem arose. I don't think there is an issue about this at the ICM in general. Individuals should not go against this tradition.

ELSA Switzerland: The issue in Bodrum was the reason, why ELSA Switzerland and ELSA Czech Republic will propose a new voting procedure at the next ICM, so we do not lose time with it again in the future. However the proposal itself is silent on the issue whether there is a restriction of nominations.

ELSA Austria: I think there is no need to restrict this. The problems in Bodrum occurred because of the interpretation of simple and absolute majorities. This wouldn't have happened with a clear regulations. I don't see a need for this therefore.

AK: It is also about how to vote. There were 3 spots and 4 candidates. How should this actually formed. Every option we come out with was not good. This can be solved easily by googling how these kind of elections are made.

ELSA Switzerland: This is the reason why we are proposing it. We will basically use an already existing voting procedure as template for our proposal.

ELSA Poland: Technical: Move to another topic.

Chair: Next topic.

ELSA Poland: It would it make easier to organize law schools when every international event would be submitted to the IB. It would leave us time to organize the event 6 month before. You might be forced to organize it 6 month before.

AK: This could be very interesting, We discussed this in the IB about international events. In will bring this to my board as well.

ELSA Poland: We can translate our translations and send them to you so you can see what is needed in such a submissions.

Robert, ELSA International: What are your time frames?

ELSA Poland: 6 month for national event, 12 month for international event.

ELSA Finland: I would be against always having permission from IB. Our goal is to become more international. IB should not judge if an event is good, neither do they have the time for this. We already have the Event Specification Form.

ELSA Poland: I agree. But for me it would be the best to have the acceptance of the IB. You could just get a permission automatically when you submit a full notification.

ELSA UK: We discussed this in Bodrum. In reality this doesn't work. It puts too much restrain on them.

ELSA Poland: Our regulations it say that not all events have to be reported.

Robert, ELSA International: Great idea, but it has to change from 12 month to 6 month.

ELSA UK: I lost my point. It is very good that you have nice continuity going on. This is not true for every national group and would restrict my activities.

ELSA Poland: Yeah, but you need to start continuity in other groups as well.

AK: I don't think we will make progress here. We could make it without a deadline.

ELSA Poland: Can I leave a proxy to someone.

AK: No. No one ever here send a proxy.

Chair closes the workshop at 18.31.

Day 5 – 8th of February 2015

Miscellaneous (continuation from previous day)

Chair opens at 10.07

ELSA Austria: I like to raise the maximum event fee per day by 2 euro, because now it is not possible for Western cities to host events. If we raise it by 2 euros, 14 euros more for the participants in total, but for the local OC, they will have more than 5000 euros for organizing. The trend is that our events are almost always in eastern and southern European countries. I will bring this as a topic in the next ICM but I am asking for your input.

ELSA Slovak Republic: In the decision book there a two types of fees: S&C events and statutory meetings. Are you in favor of raising both of them?

ELSA Austria: Only on statutory meetings.

ELSA Slovak Republic: How to change that? There is a formula which makes it difficult.

ELSA Austria: I will take care about this. I just wanted to talk about the content.

Robert, ELSA International: Have you thought about non favored countries and the difference? We could grow the difference to EUR 8,-.

ELSA Austria: I am not going in this direction.

ELSA Switzerland: I just checked the decision book and there is a formal mistake. We need to check it anyway.

Robert, ELSA International: Why are you not aiming to raise the fee by EUR 4,-.

AK: This issue has been discussed so many times. We can make it fair, but this discussion is not connected to Max issue.

Robert, ELSA International: We want to make it fair and you would still raise the same amount of money.

ELSA Austria: Armin wants to say it is a different approach.

Chair: More input? How is the feeling about this? Should participation fees should be raised anyhow. (50/50).

ELSA Austria: As there is some interest I will try to bring this up in Cluj-Napoca.

Chair: Visa issue. Who was it brought it up?

ELSA Turkey: Isil brought it up, she is not here. As there has been no solution, what would be the solution for this year and the next one?

AK: If we get the grant we want to apply for Erasmus spots. Having a connection between EI and the European Union it is somehow easier. Yelbo (Uni from Barcelona) could be willing to help out in this issue. Other options could be going through AISEC, Jade does this. You have a traineeship, but you already know who you are going to hire. It works for JADE. Long term lobbying is trying to change this regulation in the EU.

ELSA Switzerland: If we do it with AISEC is it only for those who need visa?

AK: Yes.

Chair: Next topic: Strategic planning.

ELSA Germany: I just wanted to know if other countries have a strategy and what experience you have with this.

Chair: I see no one wants to speak here.

ELSA Austria: We have kind of a strategy be bullet points, kind of an OYOP. But this is just for one year.

Chair: Does any country have a strategy for more than two years.

ELSA Switzerland: Yes we have, but it is the alumni advising us, telling us where we come from and where to go within the next 10 years. Out of those inputs we try to take some parts and include it in our OYOP. It is a bit special.

ELSA Germany: I think is better if Nicolas and I discuss this in private.

AK: Thank you for bringing it up. Unfortunately no one could help you. You can look at the strategic planning for the international level.

Chair: No one wants to say something. No topic is left. Is there anything you want to talk about? NO? Ok, therefore I close the miscellaneous party.

Now let's do a roundtable for the evaluation of this IPM. Just share your thoughts and be honestly.

Evaluation & Closing

ELSA Denmark: It was a great IPM. We discussed the topics that are up. Especially the sharing workshop and the statutory workshop. It is sad that not all participants are at the workshops. It is not only the missing people's responsibility, but also the presidents, since they are in charge of their delegations. The best moment: planning by the OC.

ELSA Germany: You almost putted out everything I wanted to say. Let's do the experience sharing in Cluj-Napoca as well. We discussed the topic in a more efficient way than in Graz. The OC was awesome. The favorite moment was this AZ-dancing thing – tunak tunak tun.

ELSA Austria: I could also take a lot out of the IPM, even not a president. Great workshops. Thanks to OC again.

Robert, ELSA International: I agree on almost everything that has been said. I really like the workshops. I already talked to Pawel about the STEP-workshop. It is hard for Dasha to get new output after 7 years. It is good that we connected STEP and BEE. We should work on not just having funny punishments. We should have the awareness to be here. Best moment was last night going crazy. The dance was just awesome.

ELSA Slovak Republic: I really like the structure of the IPM. Especially the miscellaneous workshop. I am hoping the ICM will have similar structure. Another thing is that it is really great to have some output afterwards.

ELSA Serbia: I had a great time. Talking about workshops, yesterday was really productive. I really liked the training with this guy, I forgot the name. Best thing was gala ball.

ELSA Croatia: Everybody is enjoying. It was very successful. STEP-workshop with approaching the partner I learned a lot. I can go for more step traineeships.

ELSA Azerbaijan: Thank you for being in Baku. I learned from you as much as possible. Especially I liked the practice experience sharing. All the time we spent together this week were best the best moment.

ELSA Turkey: The worst thing was here in the workshop we could stop being rude. Usually there is always a problem at international events – internet, transportation, something – but here were none. It was just like a family everyone was smiling and trying to dance.

ELSA Finland: I fell asleep in the sauna. I pretty much agree with almost anything just being said. We were so productive and covered pretty much anything we could cover. We had some political/abstract discussions how to go forward as a network. I liked we had other areas present. I don't want to restrict the IPM and don't want to make it smaller. Best thing: Wednesday: social program. Club on Wednesday and the singing on the bus.

ELSA Switzerland: I agree with everyone. I learned a lot of things to take home. I liked the trainings, you could learn something new there. Maybe we can do this at the ICM with the other areas. Best thing was Gala Ball.

ELSA Switzerland: I generally like the workshops. But we could aim higher to achieve more in them. The trainings were really good. Regarding the OC: this is the best Wi-Fi I ever had at an internal event. Favorite moment, there are two of them: bathing in Caspian Sea. My term ends in 1 month after 5 years being an officer and yesterday I won my first award.

ELSA Azerbaijan: Everything about the workshops. Generally the workshops are more beneficial for the presidents. I loved everything about the workshops. I don't have a special moment. I love being here with you.

ELSA Hungary: I had a fantastic time with you. I learned a lot to take home and discuss this at home. The experience sharing was really interesting. Thank the OC for everything.

ELSA Norway: Yesterday was the most productive day. For me, as a local president, it was great to share experiences here. That was when I gained most of the knowledge I will bring home. The week has been quite productive. I had a very good time, thank you to the OC.

ELSA Finland: Beautiful country, very nice people. I liked the STEP workshop the most and the thing about being a leader. I got a bigger picture of ELSA. I got very much advice here how to make my local group better. I really liked the bus tours.

ELSA Finland: I agree with almost everything that has been said. It was my first international event. I learned a lot and got a bigger picture how ELSA worked. I liked the website workshop a lot. Best moment: last night.

ELSA Finland: I have nothing to add to the things being said. For the workshop I liked the interactive ones the most. I would be great to have interactive workshops where not only national presidents are talking. I liked the team spirit. My goal was an ELSA spirit boost. That is what I will have after 20 hours of sleep.

ELSA Sweden: I had a really good time. Thank you everyone. The best day workshop was yesterday. Best moment: apart from singing songs in the bus. Especially the dancing in the bus.

ELSA Sweden: I really liked the experience sharing that is one of the best exercises. I really liked the website training. I think there sometimes is a lack of respect with how you express yourself in the workshop. We should work on that. I really liked the places we went to afterwards. Thanks to the OC again.

ELSA Sweden: I would also like to thank all of you. I liked to see everything from the president's view. Apart from seeing the sun everyday it was the gala ball.

ELSA Norway: My best experience was celebrating my birthday. You are so funny to be with. I want to complain about sharing a room with Haakon and Erlend. It is not good to wake up two guys from a coma every single morning.

ELSA Germany: I would like to thank the OC, I liked the experience sharing workshop best. I got a lot of knowledge from that. I think the best was the singing in the bus on the way back from the clubs.

ELSA Finland: I am going to keep this short because I know how much it sucks to take the minutes on an IPM. I want to thank the OC. I love you. I liked the step-workshop, the experience sharing and the best moment was the dancing. I don't know if you know this, but I have been the only guy from the finish delegation and the girls bought me a cosmopolitan for standing their stuff.

ELSA Austria: I am disappointed by some countries; especially the ones that had 5 spots with 3 people not attend to the workshop. I think we can party hard and be in the workshops as well. The workshops I liked the less was STEP, because of too less output. My best IPM moment was the guy from ASAN.

Martin, ELSA International: No bad moment at all. I thank you all for being here and helping ELSA work and going on. The progress was very very good for ELSA. Thank you very much for the OC, you did an amazing job. I really enjoyed myself.

ELSA Denmark: I think we forgot one topic: the secretaries. Partying every night but they're here every morning. Armin has also been trying to make us productive. Thanks to those and the IB.

DO: Everything was quite attentive and productive. This has changed network attitude and gave info on our projects. I liked the backstage for the workshop preparations. My best moment was the gala ball and the OC should give us training on how to party.

AK: Thanks for your input. I had a great time in Graz and here we topped it. The people who showed up in the workshop were really active. I like to see how people's eyes bright up, when they learn something new. It was great for me and for Dasha as well. The negative thing for me was that it was too relaxed sometimes and too many people didn't show up and people didn't take workshops seriously. When I started ELSA we had the motto: work hard play hard.

Pass me your evaluation form in Google forms. I want to just give a special thanks to some people which have been mentioned. Max, I don't like you that much, but you did a good job as a chair. You did a very good job. Keep going. Also, thank you to the secretaries, the most unappreciated job. And to Dasha for accompanying me to the IPM.

Chair: Nothing left to say.

Closes workshop at 11.14