

XLVIII International Presidents' Meeting

MINUTES

San Sebastian, Spain
February 12th - February 16th 2014



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The European Law Students' Association

Minutes IPM San Sebastian

Wednesday 12th of February 2014

Opening workshop

Workshop opened at 14:00

List of participants:

Name	ELSA Group (National / Local)	Abbreviation
Anneloes Dijkstra	ELSA International	AD
Rebecca Yourstone	ELSA International	RY
David Zamora	ELSA Spain (LB)	
Gueillermo Andries	ELSA Spain (NB)	
Maximilian Scriba	ELSA Germany (NB)	
Sophie Herold	ELSA Germany (NB)	
Alexander Bischoff	ELSA Germany (NB)	
Victor Ferreira	ELSA Luxembourg (NB)	
Haakon Romn Stensath	ELSA Norway (LG)	
Armin Khoshewizadeh	ELSA Norway (NB)	
Daniel Huegun Springer	ELSA Spain (NB)	
Julia Münzenmaier	ELSA Germany (LG)	
Milena Ademcrensme	ELSA Poland (NB)	
Idil Buke Civelek	ELSA Turkey	
Jussi Raitanen	ELSA Finland (LG)	
Mads Lorentzen	ELSA Denmark (NB)	
Christoph Horstmann	ELSA Germany (LG)	
Olav Vogt Engeland	ELSA Norway (NB)	
Ola Linder (vice chair)	ELSA Sweden (NB)	OL
Loes van der Graaf (chair)	ELSA The Netherlands (NB)	LG

*Presentation of the participants and their expectations for the IPM.
Election of the Workshop officers
There are 9 voting countries present*

Chair

EI proposes Loes from ELSA the Netherlands, ELSA Norway seconds

*8 votes in favour
0 votes against
1 abstention*

Total amount of votes: 9

Vice chair

EI proposes Ola from ELSA Sweden, ELSA Germany seconds

*8 votes in favour
0 votes against
1 abstention*

Total amount of votes: 9

Secretaries

ELSA Norway proposes Olav from ELSA Norway, ELSA Poland seconds

*8 votes in favour
0 votes against
1 abstention*

Total amount of votes: 9

ELSA Germany proposes Christoph from ELSA Germany, ELSA Sweden seconds

*8 votes in favour
0 votes against
1 abstention*

Total amount of votes: 9

ELSA spirit

EI nominates Carlos and Guillermo from ELSA Spain, ELSA the Netherlands seconds

8 in favour

0 against
1 abstention

Total amount of votes: 9

Responsible for olympic update
Armin (ELSA Norway) proposes Haakon

8 in favour
0 against
1 abstention

Total amount of votes: 9

Approval of the agenda
EI presents the agenda

ELSA Norway: Can we move the last session?

AD: We will try to sort it out by bringing some miscellaneous topics to the WSs earlier.

Approval of the agenda:

9 votes in favour
0 against
0 abstentions

Total amount of votes: 9

Chair: Workshop Rules

ELSA Norway: KISS
ELSA Sweden: Finger Rules (*explains*)
ELSA Germany: No Facebook
ELSA The Netherlands: Name and country
ELSA Turkey: Be on time
ELSA Norway: Show respect
ELSA Norway: Respect secretaries and be precise
ELSA The Netherlands: Respect Dir ELSA Spirit
ELSA Norway: Business in here, friends outside
ELSA Germany: Friends everywhere
ELSA Luxembourg: Respect observers

Workshop closed at 16:33

International Update Workshop

Workshop opened at 16:33

EI gives an update on the status quo of ELSA on international level

Topics that were mentioned:

- Expansion of ELSA groups, SotN: 22 new local groups
- IPM, SAM and KAM summer/autumn 2014, SAM and KAM will be on same dates, we had to do this for practical reasons
- ELS: New President, will be in Malta
- Visits to the ELSA house
- STEP first cycle, First time statistics, New STEP-Portal, the portal will be developed further
- ELSA Day, 150 Events planned, own EI event: Panel Discussion in the European Parliament (+Evening)
- Oslo conference, New Grant from the European Youth Foundation – for a new conference – mid IFP-evaluation, Grant 17,000 €, Call for hosts coming soon, the new conference will be this year in November/December
- Delegations – many applicants, world forum for democracy: 15 Attendees funded by EI,
- Summer schools, 15 at moment, poster and website launched: summary of all law schools
- ELSA study visits, launched Website for Study Visits: Tries to match needs, finished, local groups are filling in at them moment
- HRMCC:100 teams from over 30 countries, 16 submissions chosen, EMC2: 120 Teams, first regional round completely funded in Africa,
- New Legal research group: Together against sexual exploitation of children
- Restructured Synergy: More Sections (Fixed and non fixed), interactive magazine, (shows example), gone into shipping
- ELSA shop,
- ELSA House Crowdfunding Project, will soon be pitched on ELSA alumni
- General partners of ELSA: Juris Doctor Partner: University of Iowa, Practice Partner: International Bar Association, three new project partners of EMC2

Chair openn the floor for questions and answers

ELSA Germany: How much do the new partners pay?

AD: Mentions sums

ELSA Norway: What happened when only one local group can get COE material? It was promised that all groups would get material.

AD: There was a misunderstanding. There was never the plan to send material to all groups. EI is sorry for the misunderstanding

ELSA Luxembourg: We will probably join your ELSA day next year.

AD: That is good. We need more participants at our event in Brussels.

ELSA Luxembourg: we will be streaming our ELSA day event.

ELSA Poland: Are there any plans for a European job fair?

AD: We have been working on it and talking to interested stakeholders (the IBA and some law firms), but we don't want to force this project on the next IB. There is also a problem with finances. We will talk with the next IB if they are still interested.

ELSA Norway: We were not pleased with the mkt material of the summer school. Also, the web site does not work in Chrome or Safari.

AD: We cannot figure out of the internet-problem, we are in contact with the IT-team in order to solve the problem.

ELSA Norway: When will the certificates for the LRG on online hate speech coming?

AD: They are being made now so we will receive them any time, Coe didn't ask us to compile, CoE is not very efficient in our correspondence.

ELSA Norway: the new LRG, where will it be published

AD: Probably on our ELSA website, within our Network and perhaps on the Missing children Europe web page

ELSA Norway: update on the law review

AD: We have an editorial board and they have started establishing the first ideas.

ELSA Norway: when will we get the mkt material for the law review`

AD: After the current LRG materials have been spread well

ELSA Germany: are you planning any reservations on the ELSA house apart from the new items?

AD: We had a meeting with the landlord, the most pressing need at the moment is on items within the house, not necessarily the house itself. We do not have to worry about the construction. The bathrooms, the stove, locks and the windows are in better conditions now.

ELSA Poland: Any update from ELSA Switzerland and the jurisdiction

AD: There is a research group working on this – the research will be presented in Malta, but the final vote will not be in Malta. We will not be able to move now, but on a later ICM.

ELSA Germany: update on the tax situation?

AD: We found an Alumni in the Netherlands who has offered to help us and come to the ELSA House for a weekend to search through our archives.

ELSA Norway: how is the new regulations on delegation working out?

AD: We haven't had the time to have a further evaluate it, but for now it looks like the new regulations on the reporting of delegations is working much better than the previous reports.

ELSA Norway: Evaluation forms from the AA and S&C'ers. Do you read them? How many forms do you receive?

AD: Some groups send in, others don't. At the moment Ana and Tino are in charge of having the overview. It is the task of the national groups to encourage the LGs to fill them in.

ELSA Germany: Any steps regarding online solutions?

AD: Creating an authorised platform is demanding. We hope we can launch the STEP application forms online for the next cycle. Next step would be to do the matching online.

ELSA Poland: personal data protection.

AD: We haven't had the time to deal with this issue. We use the process of last year. There are limits to what our board can do – the officers in our board do not know much about IT. We have not discussed this topic with our lawyer.

ELSA Germany: did STEP go down because of data protection?

AD: No, it went down because the server could not manage all the people visiting the site.

ELSA Germany: we should try to merge the IT-knowledge of ELSA International and ELSA Germany.

AD: I agree with you. I suggested to combine the German and the EI IT-teams. To clarify: EI and Germany have two different IT systems. There is lack of human resources and the IT-members do not have the time to handle all of the challenges.

ELSA Poland: Are we going to have the European night at the ICM?

AD: yes, we will try to do so. After the sightseeing, groups bring drinks, flags, cow bells, clothing etc. and the ELS will host a reception.

ELSA Norway: I am concerned there is too much drinking.

Workshop closed at 17:30

National Updates – Experience Update

Workshop opened at 17:37

ELSA Germany: absence of a treasurer is a big problem, no treasurer was elected at the NCM, a marketer was elected though, moving the ELSA house from Heidelberg to Fulda, the amount of member is increasing, high activity level in the local groups. a big delegation to the ICM, relations with partners is fine, a large national LRG is on its feet, German national MCC, client interviewing competition,

ELSA Luxembourg: working on the application for membership, LRG – 10 applicants, huge cooperation with the university for the ELSA Day, main partner in December, new mobile app – project which has just started up, 10 people will come to the ICM, visit in a prison, conference on the right of defence, competition on a legal case,

ELSA Norway: good motivation, conference on OHS, fundraising – 2 out of 3 LGs have a general partner, looking for a human rights partner, anniversary with Alumni, meeting with the European Commission on Racism and Intolerance

ELSA Poland: VP human resources, bringing ELSA Poland closer to the international level, summer school, institutional visit, 24 people go to Malta, tax situation is an issue, regulating personal data protection, want to discuss during the IPM: how do you decide who to prioritize among the local groups?

ELSA Turkey: problem with human resources, treasurer resigned, knowledge management, new national board is preparing for their term in office – they started in January, ICM Bodrum – partners, mkt materials,

ELSA Finland: Have a Internet forum for discussion and communication and organised a ELSA weekend to bring ELSA closer to the members. Did big academic programme and have new local groups in eastern Finland, good financial situation, big delegation to Malta,

ELSA Denmark: Assisting the two observer groups, Denmark will have a small delegation to the ICM, national sponsor.

ELSA Sweden: mid-OYOP evaluation, lack of motivation - but good results, good dynamics within the national board, a question is now: what role should ELSA Sweden play? Issues with fundraising, national event on the ELSA Day

ELSA the Netherlands: We now have some sponsors on our web page and aSTEP partner. A new local group formed: ELSA Groeningen. We try to improve the web site and do more acquisition. As events we had movie law school, ELSA Day events and participated in a LRG.

ELSA Spain: New local groups (currently 14 groups) and more are coming. It is difficult to encourage the local groups to become more active. Had summer law school, SAM and IPM. We focus on internationality like institutional visits to Brussels. The financial situation is difficult. Also human resources issues – the law degree is now a year shorter so that people end earlier and don't take their time to engage in ELSA. We want to discuss the STEP-penalty fee.

Chair opens the forum for comments and feedback

ELSA Germany: Motivation hard because of missing treasurer, NCM really good for motivation but afraid of harm,

ELSA Germany: No motivation from NCM, feeling local groups do not see them as partners

ELSA The Netherlands: No good results in general from local groups

ELSA Norway: New members (especially in AA events) should be topic in IPM, should think and keep in mind of how to activate members, also about expanding.

AD: Motivation is a very big and important topic, especially for presidents

ELSA Norway: Friends with each other is important in motivation, trust also very important,

ELSA Germany: It feels hard to think about some things in BEE can not be accomplished because of work in FM, also important parts of OYOP could not be achieved. This makes it difficult to give motivation to the others.

ELSA Poland: To motivate it is important to be motivated, big difference between Supporting and Key Areas, Supporting Areas have hard job in Poland, different type of jobs, discussion and hard feedback rounds helped in this problem, talking about why in ELSA

ELSA Norway: The whole board normally knows what the pressure is, communication to local groups,

LG: Related thing: How to deal with something you don't agree with, nothing changes even after a few changes, don't do what they want.

ELSA Norway: Have to realise that all of the board members are not the same motivated and want to do, no measures and no payment, have to accept

ELSA Germany: Talk with the whole board, team training, expectations are influencing you, have to talk about motivation and different feelings about ELSA, discuss in full board maybe leads into person realising what the others expect.

AD: Expectations are most important, Not everyone has the same feeling for responsibility. It doesn't makes sense to let it frustrate you in your work. I would suggest to just find a way to work with it that can be a compromise.

ELSA Luxembourg: Person didn't accept to come to meetings, did not blackmail person but played social card at other event than board meeting, social pressure is important factor

ELSA The Netherlands: Other situation, missing board member at NCM was huge embarrassment. They now have agreement that he tells when he will arrives.

ELSA Germany: Third person telling problem can be helpful

ELSA Luxembourg: Regulation have clause to get rid of board member, expel board member for unproductivity

ELSA Poland: Get to know your board members and try to handle them like they need it

ELSA Norway: Have to react quickly to problems and tell at first time

AD: Some people see the problem and accept that it is a problem but do not change. This can be very frustrating so you need to find a way around it.

ELSA Norway: A problem is that ELSA doesn't have so many people who actually contribute - producers. There are many consumers of our activities, but this doesn't help the lack of human resources.

ELSA Spain: Problem is Society

ELSA Germany: Could be problem of generation, people who want to change have to be motivated, don't get so many people to organise at all as they don't see their needs, catch those who want to change

ELSA Sweden: But these people are these I meet in ELSA, can be motivating

AD: The task of the president is to transfer the motivation; recruitment should be to bring persons to engage themselves

ELSA Germany: Average members are not members you meet in NCM or traveling, only few are at really academic activities, ELSA should be strengthened in this point

ELSA Poland: Focus on quantity and not quality, example of members how get kicked out, when they are not at least at two local council meetings, tries to focus on these really important members, local boards decide who becomes member, example of AISEC,

ELSA Luxembourg: Problem of what to sell to get members, sells things that are important and then tries to get them in an active level

ELSA Norway: People are at first not interested in meetings like IPM, ICM, ..., but if they want to get people to be active you have to bring them to go there. Other organisations?

ELSA Poland: AISEC only, but groups of students preparing conferences with experts, so no real concurrence.

ELSA Germany: Bad experiences with selling CV, don't really care about the association or their personality, wants people how are more passionate about ELSA

ELSA Luxembourg: Come back to groups of people Olav mentioned, like fishing

ELSA Spain: Meet motivated people at national events and becoming social, traditions are also important

ELSA Poland: Should think about not to forget about the importance of the network
Workshop paused at 19:02 and started again at 19:11

Chair: Membership fees

ELSA Norway: Now have no principal sponsor, local groups pay part of their income

ELSA Poland: How did you convince them?

ELSA Norway: Set together and had to agree on new form. They agreed as they saw the change of responsibility towards Sponsoring. The NB things about cutting the fee at the moment or to try to cut the fee completely.

Chair: How are the other groups doing it?

ELSA Finland: Amount of money is decided by complex formula

ELSA Spain: Local groups pay the same ELSA Spain has to pay to ELSA International, Local groups (eg Deusto) have entrance fee and try to establish annual fee, things ELSA has value and so they think fee is fair

ELSA Germany: 10 % of membership fee, and some other fees to FF, have to think about how to get secure transparent financial security, should think about stable amount of money to get flexible from local groups, think about own income;

ELSA Poland: No membership fee for local groups, money flows from ELSA-Poland to local groups, LGs have no motivation to gain new sponsors, really difficult to change, wants to reconsider fee but has not perspective to do so.

ELSA Norway: Thinks Norwegian System is good and the role the NB has is right

ELSA Germany: Why cut it down? No need for money?

ELSA Norway: Expectation was to finance ELSA Norway and as they did there it the expectation to cut it down. Wants to keep permanent fee.

ELSA Sweden: Argument pro actual system is that the system is diversified

ELSA Poland: Maybe think about a system of membership fees at local groups

Chair: New Topic: Mailing lists

ELSA Germany: To all members? (yes) Only officers and alumni, no open list

ELSA Poland: Internal List and newsletter for all interested people, internal list useful, newsletter promotion

ELSA Germany: Wanted to establish newsletter at local group, but had only members to sign up to it.

ELSA Norway Decision Book: There shall be a newsletter,

AD: Yes there should be some kind of report to members so they can follow what you are doing

ELSA Norway: Poland has monthly newsletter? (yes), What is included?

ELSA Poland: Director collects all things from local groups

ELSA Finland: Sunday mail in local group with all info, and monthly newsletter from Marketing – NB, local marketeer forwarded this

ELSA Germany: Very difficult to get all things to the right level, information get lost, international to local level, have to spar things that IB sends due to own information, Local groups only send local information

AD: The interest of the members is very different from country to country, not everyone is interested in everything. Having a huge newsletter with everything not internal, reaches many people, who can filter their interests out of it.

ELSA Norway: Would the mailing list be different from the FB page?

ELSA Norway: It will reach more people

ELSA The Netherlands: Do your local officers respond by email? In the Netherlands FB is more efficient.

ELSA Norway: Local officers answer both.

ELSA The Netherlands: I sometimes have to call them.

AD: As ELSA International we have to choose which platform we want to use. It depends on the audience and what we want to communicate.

ELSA Germany: For knowledge management we should use e-mail.

ELSA Norway: The email must be beautiful.

AD: We have now created a more colourful frame.

ELSA France: Biggest issue is fundraising – not very French to ask for money from private companies

Chair: Now we will discuss equal development of local groups

ELSA Poland: conference for planning the term in office, difficult to coordinate the LGs regarding the organisation of events,

ELSA Germany: We try to convince LGs to apply for organizing national meetings.

ELSA Norway: No choice, it goes in circles

ELSA Poland: we have 9 national events that LGs should apply for. Therefore it is difficult to receive enough applications. We have several events, internal and external events.

ELSA Norway: maybe one group should always organise the same event every year.

AD: On international level the level of motivation is the most important. It is difficult if there is too much time between – since a new board has to take over the project of a former board.

ELSA The Netherlands: the less active LGs should be allocated events in order to encourage activity. Question: are the stronger groups willing to support the weaker groups?

ELSA Poland: the stronger groups feel better.

ELSA The Netherlands: do you try to stimulate cooperating?

ELSA Poland: Yes, we have approached the presidents

ELSA The Netherlands: how does it work in Norway? Are the groups equally strong?

ELSA Norway: Well, they have all a high level of activity. Bergen is perhaps the most active. Oslo has become stronger the last year. In Oslo there is a lot of competition.

ELSA Finland: we have the same situation in Finland. We try to cooperate with the other associations.

Workshop closed at 19:51

Thursday 13th of February 2014

List of participants:

Name	ELSA Group (National / Local)	Abbreviation
Anneloes Dijkstra	ELSA International	AD
Rebecca Yourstone	ELSA International	RY
David Zamora	ELSA Spain (LB)	
Gueillermo Andries	ELSA Spain (NB)	
Maximilian Scriba	ELSA Germany (NB)	
Sophie Herold	ELSA Germany (NB)	
Alexander Bischoff	ELSA Germany (NB)	
Victor Ferreira	ELSA Luxembourg (NB)	
Haakon Rønn Stensæth	ELSA Norway (LG)	
Armin Khoshnewiszadeh	ELSA Norway (NB)	
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Julia Münzenmaier	ELSA Germany (LG)	
Milena Ademcrensme	ELSA Poland (NB)	
Idie Buke Civelek	ELSA Turkey	
Jussi Raitanen	ELSA Finland (LG)	
Mads Lorentzen	ELSA Denmark (NB)	
Christoph Horstmann	ELSA Germany (LG)	
Olav Vogt Engeland	ELSA Norway (NB)	
Ola Linder (vice chair)	ELSA Sweden (NB)	OL
Loes van der Graaf (chair)	ELSA The Netherlands (NB)	LG
Pierre Cormier	ELSA France (NB)	
Martin Dolinsky	ELSA Czech Republik (LG)	
Jan Kvietok	ELSA Czech Republik (NB)	

Strategic goals implementation

Workshop opened at 10:15

Chair introduces the working group and its aims. A draft of the annex to the strategic goals is presented. The national groups have had the opportunity to give inputs on this.

The President of ELSA Poland presents the work, the working group did so far.

ELSA Norway: What was your aim?

ELSA The Netherlands (part of the Working group): Not to reinvent the wheel, we want to make it more concrete, tips and tricks on how to achieve the goals we have agreed on.

ELSA Poland (part of the Working Group): it is decided in the Decision Book that we need this

ELSA Norway: Will the Network read this annex?

ELSA The Netherlands: yes and no. It is difficult to make people read and use the document, but we will use all channels to spread the message.

AD: It is all about promotion. We want this to be a tool at the officers' disposal.

ELSA Norway: I like the layout. There should be a real promotional plan. Who will be in charge of the promotion?

AD: This is an IB-task in the start. We will initiate this. In the end national and local officers should be more familiar with it and actually use it.

ELSA Germany: The annex is very logical - no rocket science. It will be used by those who want to understand the SG.

ELSA Norway: I like the layout. We should use colors and make it more visually appealing.

AD: We are thinking about creating a position for Strategic Goals.

ELSA Netherlands: such a Director will be in charge of collecting information about the process in the national groups.

ELSA Turkey: We should use the NCMs for promotion if the SGs.

ELSA Norway: We shouldn't use too many abbreviations.

Vice chair: Now we will be more interactive. We will read one specific part of the annex, comment on it, and present our inputs.

Group 1 presents their feedback on the focus area 1 of the annex of the strategic goals.

AD: The strategic goals should be interpreted in a flexible way - a goal that doesn't serve a purpose in the local and national circumstance should not be implemented.

ELSA Sweden: An important question is what the document is. This question we have raised before and unfortunately I don't think we have time to take it up now.

Group 2 presents their feedback on the focus area 2 of the annex of the strategic goals.

ELSA Norway: “develop human rights programme”. What does this mean? We should explain what we mean by these terms that are very abstract.

ELSA Norway: It should be specified which ELSA level is directed.

AD: This has been a problem since the beginning. There was not enough time and too many people. Unfortunately we cannot go into the big questions.

Group 3 presents their feedback on the focus area 3 of the annex of the strategic goals.
The main conclusions from this group was not handed in

Group 4 presents their feedback on the focus area 4 of the annex of the strategic goals.
The main conclusions from this group was not handed in

Group 5 presents their feedback on the focus area 5 of the annex of the strategic goals.
The main conclusions from this group was not handed in

Group 6 presents their feedback on the focus area 6 of the annex of the strategic goals.

Vice chair: Moving on to the general discussion - Do we want an explanation of every operational goal? thumbs up or down?

No consensus. The participants suggested to explain when needed.

ELSA Denmark: what do we want with this document?

Vice chair: we're back to the question we don't have time to answer

AD: We could make a choice. Should it be forced on the groups or should it be an inspirational document? I'm in favour of the second.

Thumbs up from the WS participants for making the document an 'inspirational guideline'

ELSA Norway: We should use an ELSA dictionary

Thumbs up

AD: Footnotes makes it too formal. We want people to read it.

Vice chair: can you incorporate the explanations in the tips and tricks?

ELSA Poland: no, that is difficult. It is difficult to agree on a common definition. Local groups interpret the terms in many different ways.

ELSA Norway: We should incorporate a nice design.

AD: Yes, it is important to pay attention to the design – it has to be attractive

Chair: should be used quotes for the “best practices” or should it be an explanation.

thumbs up for quotes

AD: We want to do a proper vote on several things. The marketing questions will be addressed after the ICM. We do not want to push this and not do it properly. The most important is that we agree on the content of this annex.

The chair closes the WS at 12:58

Friday 14th of February 2014

List of participants:

Name	ELSA Group (National / Local)	Abbreviation
Anneloes Dijkstra	ELSA International	AD
Rebecca Yourstone	ELSA International	RY
David Zamora	ELSA Spain (LB)	
Guillermo Andres	ELSA Spain (NB)	
Carlos Seseña	ELSA Spain (NB)	
Maximilian Scriba	ELSA Germany (NB)	
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Olav Vogt Engeland	ELSA Norway (NB)	
Ola Linder (vice chari)	ELSA Sweden (NB)	OL
Loes van der Graaf (chair)	ELSA The Netherlands (NB)	LG
Pierre Cormier	ELSA France (NB)	
Stephanie Estathiou	ELSA Greece (NB)	

Interactive future thinking

Workshop opened at 15:03

AD: This will be an open floor. We will have the opportunity to discuss whatever we want. Write down the topics you want to discuss.

The participants write down the topics they want to address and divide into discussion groups.

Topics

- *Key area restructure*
- *Vision, philosophy statement*
- *Strategy*
- *Membership of non law-students*
- *Non-political status*
- *High participation fee*
- *Focus on academic aspects*
- *How to get members interested in promoting social responsibility*
- *Voting rights on international level*
- *Forcing LGs to do what we want*
- *Focus on small amount of activities (and become leaders in these activities)*
- *Human resources (active members)*
- *External relations/ partnerships*
- *Cooperation outside of Europe*
- *Pressure to drink*
- *More recruitment for law firms*
- *Profile of our future members*
- *Self hosted IT-solutions? a dream?*
- *ELSA acting as public relations agency*
- *Focus areas*
- *Importance of STEP*
- *Participation of all ELSA NGs in activities*
- *ELSA Logo*
- *Including elsa experience in CV*
- *Quality and quantity of projects*
- *Value of ELSA international for LGs*
- *Studies abroad projects - a perfect tool for expansion, recruitment and internationality*

The groups discuss the topics they find interesting and present their conclusions

Group 1:

- Restructuring: Merging AA and S&C
- Introduction of a human resources officer
- Difficulties to implement the changes on international level, but possible on national level
- How to prevent people from resigning

Group 2:

- Key area restructure, S&C and AA are so similar, no point in having this distinction, does this limit our association?
- Human rights, social responsibility, what does it mean to act for the good of society? - we do not really do this - even though there is a need for it, human rights - what do we do with this commitment - discuss more at international meetings about human rights - the issues are taken for granted, drinking pressure - we shouldn't force people, development of necessary skills

ELSA Norway: I am afraid there will be too much work for the responsible person if AA and S&C is merged

Chair: We will discuss this during the miscellaneous

Group 3:

- Studies abroad projects - should be approached by the whole association
- ELSA acting as PR agency - fear of being too commercial - but we need financial support so this is a dilemma,
- Non-political status of ELSA - how can we be non-political when dealing with human rights?
- Drinking pressure - ELSA spirit could include non-alcoholic drinks - we consider how people view us from the outside
- Projects outside of Europe - traineeships outside of Europe - no reception, but these opportunities are nevertheless very important
- Membership - students who are not purely law students - can they join us?
- STEP coordinate job fair and delegations?

Group 4:

- Non political status - what does this mean? what do our members want? do they want us to take a stand? what can the IB do in this regard? it is difficult not to be political - the institution of CoE has developed to be political - how do we deal with this? Why don't we make any statements regarding human rights breaches?
- Financial fees - the fees for international meetings - it can be very difficult for some members to participate due to the costs - some activities we have can be cut - for example the galle ball - very expensive - can the IB have a control with this? some groups make money out of it - we want to lower the fees - unfair that only those who can afford can come to international meetings,

Group 5:

- Can we force the local groups to do what we want? Decision books are sometimes not followed
- Can we impose some sort of punishment? We do not think so - we must use incentives and create motivation
- STEP penalty system - we need a penalty system - this will discussed at the ICM
- Voting rights at the ICM - groups that contribute more to the network should have more voting rights, compare for example Luxembourg with Romania - smaller countries will not necessarily go against this - there are however many counterarguments
- Logo and corporate identity - a revolution is not realistic, but we need improvements, the use of the logo
- Fundraising- we shouldn't give the CVs of our members to our partners, we do not work for our partners - we work with them

ELSA Norway: Can we move the miscellaneous from Sunday to tomorrow?

AD: We will try to be flexible tomorrow and squeeze in miscellaneous.

Workshop closed at 19:55

Saturday 15th of February 2014

List of participants:

Name	ELSA Group (National / Local)	Abbreviation
Anneloes Dijkstra	ELSA International	AD
Rebecca Yourstone	ELSA International	RY
David Zamora	ELSA Spain (LB)	
Guillermo Andres	ELSA Spain (NB)	
Carlos Seseña	ELSA Spain (NB)	
Maximilian Scriba	ELSA Germany (NB)	
Sophie Herold	ELSA Germany (NB)	
Alexander Bischoff	ELSA Germany (NB)	
Victor Ferreira	ELSA Luxembourg (NB)	
Haakon Rønn Stensæth	ELSA Norway (LG)	
Armin Khoshnewiszadeh	ELSA Norway (NB)	
Daniel Huegun Springer	ELSA Spain (NB)	
Julia Münzenmaier	ELSA Germany (LG)	
Milena Adamczewska	ELSA Poland (NB)	
Idil Buke Civelek	ELSA Turkey	
Jussi Raitanen	ELSA Finland (LG)	
Mads Lorentzen	ELSA Denmark (NB)	
Christoph Horstmann	ELSA Germany (LG)	
Olav Vogt Engeland	ELSA Norway (NB)	
Ola Linder (vice chair)	ELSA Sweden (NB)	OL
Loes van der Graaf (chair)	ELSA The Netherlands	LG
Pierre Cormier	ELSA France (NB)	

Stephanie Estathiou ELSA Greece (NB)

Strategic Goals Implementation

Workshop opens at 10:16

10 Minutes to read the introduction of the Strategic Goals Implementation Annex

Discussion in groups

Presentation of the group results:

Group 1:

No striking sentences, rearrange that, normally no one reads introductions, no time to talk about strategic goals with each local group in Germany

ELSA France: Translate strategic goals into domestic language?

ELSA Sweden: Should the strategic goals implementation annex be a forcing document or an inspiration?

ELSA Norway: States that the document should be an inspiration, because in reality a forcing document would be more of a frustration than a help.

Thumbs up for inspirational document: Everyone

ELSA Germany: The Introduction is not in a proper layout

Group 2:

Agrees on making the introduction more striking and the purpose clear to the local groups, some parts of the introduction are negative ("If it is not followed -> Chaos), should be more positive

ELSA Germany: Too abstract, local groups have to see the purpose in the annex and understand it.

Annex to the decision book or handbook ?

AD: Called annex but in reality a handbook, decision book is long already

Group 3:

Nothing to add

Group 4:

"We can't function in chaos" is a very hard statement, introduction should state that goals are quality and not quantity ones, should make the implementation sense more clear, pyramid metaphor is not understandable, sections shall be shortened and written more catchy, most things are written for a national board, it should be for the local groups,

ELSA Norway: It should be clear, that this handbook is for looking things up not to read from front to back.

ELSA Norway: There should be Spring 2013 behind LXIII International Council Meeting in Cologne, so the reader knows when it happened.

Vice chair: Let's talk about the annex in a more general way

ELSA Denmark: There should be a short explanation why the things are strategic goals and not why we think that they are important.

ELSA Norway: Can someone explain the idea of a glossary?

AD: We could put in small coloured boxes or special marks that refer to explanation of terms local officers might not know

ELSA Sweden: This is a good idea because the reader doesn't need to look it up in other handbooks.

Thumbs up for glossary: everyone
Thumbs up for explanation: no one

ELSA Norway: Maybe not put too much rules on working group, thumbs up / down should only be guide

ELSA Poland: How can we mark out, what is addressed to a local and what to a national level?

ELSA Sweden: The problematic could be worked out in the beginning of the handbook

ELSA Germany: Explanation only where they are really needed, looking it up in a glossary will make it more difficult to read, if you have to go back all the time

ELSA Sweden: Working group can adopt ideas

Vice Chair: Shall we close and go on to the next Workshop?

ELSA Germany: We had no discussion about the topic whether there shall be a explanation of why the goals are there and important

ELSA The Netherlands: Tips and tricks don't need such explanations

AD: Maybe you need an explanation of the importance to persuade officers of the value

ELSA Germany: But the reader will already be persuaded

ELSA The Netherlands: There should only be a short why at moments where it is no obvious

AD: Explanation shall only show the importance of the individual goal not everything in general

ELSA Denmark: Will be too long, annex in an annex

ELSA Germany: We shouldn't start people to think about the importance of the goals, they will not implement them if the explanation is not persuasive

ELSA Poland: Only short general explanation and keep focus on tips and tricks

AD: It is important for people to see why it is important to implement the goals

ELSA The Netherlands: Include explanation in best practice and therefore keep focus on tricks and tips

Thumbs up: No majority

ELSA Norway: People are smart and can think about the importance for themselves

AD: Some things might be obvious, but for example with the training strategic goal this is connected with the point what a training system is.

ELSA Sweden: Should not say "The value is", but "A value for a local group can be"

ELSA Norway: Keep it realistic, not everything is important to everyone

Vice Chair: Workshop needs more input ?

ELSA The Netherlands: No

ELSA Germany: Who will decided to whom the goals are set. We had no discussion on it so far.

ELSA The Netherlands: Most goals are directed towards national groups, responsibility of national groups to hand it over to local groups

ELSA Sweden: Very important, because of huge impact

AD: State it clear by using different colours

ELSA Germany: But who decides on the question for whom the goals are addressed, this also has impact on the tricks and tips

AD: Workshop can take first initiative, ICM Workshop can go through it to evaluate

ELSA The Netherlands: Everything should be addressed to local groups to not frustrate and confuse them.

WS is paused at 11:43

WS reopens at 12:01

Vice chair gives the floor to ELSA International

AD: There will be five topics we want to discuss in groups

Group 1. Director for strategic goals,

Group 2. SotN: how shall we collect information about SG and the development in the Network? Most efficient way of doing this?

Group 3. Yearly report - what do you want this to contain?

Group 4. Mid term evaluation of SG '18- what should be in this and what should be done,

Group 5. Final report - what kind of report do we want to see? What should it contain? Improvements from last report - SG '13

Group one: Director for Strategic Goals – ELSA International

Director à International Board

- Advising the IB on the implementation of the IB related Strategic Goals
- Assisting the IB with the creation of the Strategic Goals questionnaire
- Maintaining a Strategic Goals database with the questionnaire results and best practices

Director à National Groups

- Maintaining the already existing facebook pages with SG results
- Posting the Focus Area of the Month
- Regular updates of Best Practices
- Assisting National Groups with writing their OYOP in accordance with the Strategic Goals
- Updates on statistics of the network with regards to Strategic Goals (more questionnaires?)
- Motivating National Groups to keep working on the Strategic Goals

National Groups à Director

- Receiving requests for assistance. Matching the request to the database to find a group that is successful in the mentioned area. Bring them in contact. (Strategic Goals matchmaking).
- Advising on general Strategic Goals related questions

We agree to have a international director

Criteria:

Someone with experience, but who is also open minded, so open to new ideas.

German National Director for Quality and Knowledge Management:

- SotN
- Online archive
- Strategy

Implementation Annex:

Tips and Tricks about implementing a National Director in the general part, with best practices from Germany and Austria.

Group two: SotN - most efficient way of doing this?

Technical measures: the questionnaire is now a google form. In order to evaluate ourselves we should be able to access the document by for example receiving a receipt (pdf file)

The national groups should be in charge of the measurement of their development - IB can only give a general overview, but they don't have the human resources to specifically surveil each single NGs.

More specific questions, the SotN was too general, we should have questions on all operational goals, eg "do you have a national trainer's pool?", the questionnaire will be long, but this is extremely important and the NGs are obliged to fill it in - we should take advantage of this.

In the first SotN we can ask for basic information (to get an overview) and the subsequent years we can get more specific,

Presentation by group 3: The main conclusions from this group was not handed in

Presentation by group 4: The main conclusions from this group was not handed in

Presentation by group 5:

Final report is a must have. Some goals are too theoretical and too abstract. Some goals have no clear points and thus not easily seen as goals. You have to take national variations into account. We need to define if something is useful or not. Only information for the final report comes from the yearly reports hence emphasize transitions and pointing out the importance of the yearly reports. The report is very dependent on the information gathered during the five years. In the report you could point out which actual strategic goals helped during the five years. We need to take the final report into account when creating the next strategic plan hence there was the idea that after the five years you could have an empty year without that plan in order to give time to create the final report before creating new strategic plans.

Vice chair: Who thinks a mid-evaluation report is necessary for a successful fulfillment of the SG?

Many thumbs up

AD: These topics deserve more discussion. Please give me inputs on how we can address them at the ICM.

Vice chair pauses the WS at 12.59

Vice chair re-opens the WS at 14.10



Vice chair: We will now continue the WS from before lunch. We will vote on two proposals and then discuss one thought that came up before the break.

Proposal:

Lose five year frame for strategic planning and include possibility of gap year.

Purpose:

Better evaluation and planning. The Strategy Development handbook will provide reasoning and tools for how to do the planning more efficiently after making the process less static.



Ws participants from Luxembourg and Norway

ELSA Germany: I'm not sure if it is in the center of the strategic planning to have a gap year.

AD: A challenge is that we usually don't have enough time. In reality we have a 4 year strategic plan. We should have a year in between where we evaluate, get a pause, and then start planning the next plan. If we don't take the time to evaluate we will repeat the same problems.

ELSA The Netherlands: You also have to take into account the time you need to make an implementation annex. Now we write an annex in the first year of the SG, therefore losing one year of implementation.

ELSA Poland: How do they do this in other associations?

AD: I don't know. People usually take their time. The final report should have been presented before the new one is voted upon. We presented the final report after the SG 18 was already accepted.

Vice chair: No more comments, ok. Lets do the thumbs up/down. Should we make the framework more flexible or not?

Majority of thumbs up

Vice chair: We will do a formal vote on the structure of the annex. One vote per country.

12 votes present

AD: Who is in favour of the structure of the annex the way it is now? Tips and tricks should be short, the best practices should be quotes. Explanations should be provided when it is necessary.

Total amount of votes: 12

11 votes in favour
0 votes against
1 abstention

AD: Who is in favour of defining the purpose of this document as an inspirational guideline instead of a mandatory document that would be binding?

Total amount of votes: 12

11 votes in favour
0 votes against
1 abstention

*Short break. Happytizer.
Workshop closes at 14:44*

Workshop on Strategic Development

Workshop opens at 14:45

Presentation by the working group (ELSA Germany, Sweden and Norway) on Strategic development and their Handbook on Strategic Planning

Working group: Due to the problems we have had when working with SG 18, we wanted to give future officers some starting points so that we don't reinvent the wheel every time. What is strategic planning and how should the process be structured? these are questions we want to answer.

The participants reflect upon the questions



Happy!

Presentation of Group 1

What is strategic planning? Network needs something really abstract to go deeper in the definition of what we want to improve. It is not a calendar. And we have to avoid to impose

deadline for example to NB or LG that they can not assume and successfully manage. It also raises the question of associating Key areas to that reflection. We definitely conclude that lead an abstract one imposes to keep it in BEE area. Figures and concrete measures have not their place there, and key areas could bring too many tangible things.

Then, the difference btw strategic planning and goal has to be underlined and explained. Think about the future of ELSA shall avoid any kind of misunderstanding.

Presentation of Group 2

What is strategic planning?

- Define what we want to achieve and how to get there.

The purpose of strategic planning: improve and develop the association, unified direction, a bridge between our philosophy statement and our everyday work.

How should the process be structured?

i. We should evaluate where we are

Measures: SotN, market research, feedback through meetings, mailing lists etc. individual reflections, contact with all stakeholders, especially alumni, patrons and others who know our history.

ii. Find out where we want to go

This this should be determined by a combination of our philosophy statement and the needs of our members. The goals we set must be visionary, but still realistic and achievabl.

iii. Identifying how to get there

Exchange of experiences (current officers, alumni and externals), discussion - float of ideas, create a timeline and other concrete tools.

Other tips and tricks (for the strategic planning) that we discussed: We need to be self critical in the process, we must be realistic, we must involve the whole Network. The board as a whole is in charge - the president cannot do this on his/her own, but strategic planning is a natural task of the president.

Presentation of Group 3

What is strategic planning?

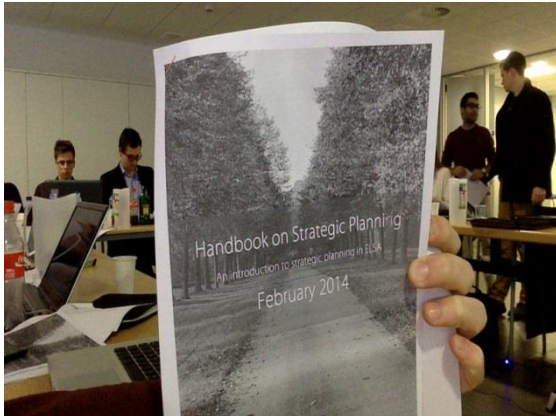
We have certain expectations and by evaluating those, we establish specific goals. Regarding those goals, we are developing a structure to get an overview about these tasks and put them in order. Furthermore it is important to think about how to achieve the goals and when we actually want to achieve them.

What should the process involve?

The process of strategic planning should consist of 3 steps. At first we evaluate the plan we had before and we analyse current situation - regarding external and internal factors. Then, we think where and how we see our organisation in certain time, we define the goals that are achivable, measurable and time-bounded. In the end we think how to get to the place - what are operational goals and tools.

Presentation of Group 4

Talked about how concrete the strategic goals should be. It would be a nice idea for a commission or workgroup to outline a first draft. The strategic goals should be fitted with the development that the organization wants for the coming years.



Working group on strategic planning distributes their handbook draft and the participants read through it critically.



The working group opens the floor for feedback

ELSA The Netherlands: What I read made sense. Where did you get the Informations from?

ELSA Norway: Mostly own informations, also experience from previous ELSA planings

ELSA Germany: I have read dissertation on topic

ELSA Norway: Likes handbook in total, Grammar problems, shorten if possible. Does it make sense to state that strategic planning cannot involve numbers? It is contradictory to the SG '18

ELSA Norway: SG '18 was a democratic process. The reason for the numbers was that the STEPers insisted on it.

ELSA Germany: Handbook does not describe actual strategy as it is not perfect

AD: Numbers can be helpful, quantity can also work, no judgement should be in the handbook

ELSA Spain: Quantity can often be a tool to achieve a goal.

ELSA Norway: Thinks like for example saying “We need five study visits” are no strategy, numbers can be in OYOPs

AD: No sense in starting discussion of quality and quantity again, five years ago they did a quantity based plan and now we did a quality based plan – both were possible. I don't think we are not the ones to judge about this in the handbook,

ELSA Germany: Strategy goes in a direction not to numbers.

ELSA Norway: Recommendation of three year plan in manual - but five year plan in the SG '18 - contradictory. Maybe soften up the wording?

AD: Companies often use numbers, we have none because we want to develop in a broader style, not just on the basis of statistics

ELSA Poland: I have a feeling that it should strengthened that all those tips and suggestion consider strategic planning in ELSA. When you read introduction you may think that those are common opinions about strategic planning in general - however, companies often use quantity goals. I agree that in ELSA quality is much more adequate so if you state directly that those are tips for planning in ELSA, I'm in favour of the way it's written now.

ELSA Finland: Local groups should decide on themselves what time they want for plan.

ELSA Poland: Pretty much about internal situation, should be more about seeing ELSA in all contexts, should take all stakeholders into consideration, mention that it has to be realistic and achievable, mention financial stability.

AD: Very readable, more focus on due diligence, would be nice to expand the topic about how to get feedback like market research.

ELSA Sweden: Include the idea to do research before planning.

ELSA Norway: Maybe you could mention that strategic planning is an exercise where we combine our philosophy statement with the needs and wishes of our members. These are not always the same. How many members fo for example want activities on social responsibility?

ELSA Germany: One should not set goals that are not in harmony with the philosophy statement.

AD: It is possible to go outside the vision (e.g. social responsibility)

ELSA Germany: Local officers how do you feel about the manual? Will it be applied?

ELSA Finland: Im not going to create a strategic plan because of this handbook

ELSA Czech Republic: This was inspiring - a good starting point. Thank you

ELSA Greece: I recommend to create a strategic plan, its really important to have it. I'll pass on the information to other officers in Greece.

ELSA Norway: It is not a bad thing to say that one doesn't want a plan. The most important is to be critical and think about the broad lines.

ELSA Germany: I don't think local officers will create a strategic plan. An OYOP maybe, but a strategic plan is too abstract for the most local officers. They usually just don't dig that deep into the topic.

ELSA Norway: I agree with Armin, we can do this through other processes. For example discussions. The OYOPs can serve the same purpose.

AD: The manual can be a good trigger for LGs to think about the direction they want to take. This is just a tool which can be used – not an obligation to read.

ELSA Poland: Maybe we should add a paragraph about how strategic thinking may be used in creating an OYOP? That can be a first step for LGs, or even NGs.

ELSA Finland: We are making and using OYOPs.

Chair: any other comments?

No other comments

ELSA Norway: We will have a look at your comments and adopt the document. Is this a document which you think can be useful - is it an ok start that you think deserves the right to exist?

ELSA Germany: I think that the reader will be independent when reading this. You don't need to change very much - the reader will be able to adopt your advices to local circumstances.

Chair closes the WS at 17.10

Miscellaneous workshop

Workshop opens at 17.24

Chair summarises the topics we will discuss and asks for interest in other topics. The topics which have the most thumbs up will be prioritized in this WS.

Update about ELSA Russia and Armenia

AD: Russia: In contact, mainly with locals, locals didn't know that national group is not in ELSA any more, motivated locals, letters from professors and deans wanting to cooperate with ELSA, faculties interested in ELSA activities for their students, people don't understand they are voted out, in contact with longly active members wanting to join ELSA, there might be some at the ICM but not applying as observer

ELSA Norway: Any solutions ? What do you answer them?

AD: Explains situation to those who contact us, we want them to support the students. It is a problem that we, ELSA International, are not authorised to deal with them any more.

ELSA Luxembourg: Possibility of integrating local groups as they are motivated

AD: Not really a possibility anymore as they were voted out and we have to respect this.

ELSA Sweden: They are not voted out, they were not voted as members and therefore are not observe any more. Should keep kontakt

ELSA Germany: Leak in statutes. Need for change in our statutes.

ELSA Norway: Can we see the proposals which will be presented at the ICM

AD: Yes, in the Working Materials that will be sent this afternoon.

AD: Armenia didn't respond on first mails, then we met another girl from Armenia, they have been put aside the other as there was another applying group. Since there was no response from first group, the second group applied. There were some problems with the application so we gave tips to restructure applying group. However, they didn't want to rush and therefore withdrew the application, awareness of situation, maybe see something in Armenia

ELSA Germany: What were the problems with the application ?

AD: Against statutes and some activities that wouldn't match: for example organised Jessup Moot Court, didn't match ELSA programme

ELSA Germany: Matched basic criteria?

AD: Yes

ELSA Norway: Other members who might lose observership?

AD: Kazakhstan, would lose observership in next ICM, no possibility to do contact, no board members and money to apply, did not write an application in the end.

AD: Belarus will apply at ICM as observer, in working materials, financial and visa issues with being present

AD: Moldova also wants to apply as observer, already registered, no possibility to adjust legal registration, therefore can not apply in Malta yet.

ELSA Germany: Will the observership terminate at the ICM automatically?

AD: Yes, according to our statutes we do not vote on this

Delegations

ELSA Norway: We have critique about how delegations are handled. The problem is on human resources and the responsible persons. Concrete examples on errors. Delegations seem to not be informed as good as they should. A report was written, no publication, no certificate before long time. The problem was solved only when the VP S&C was contacted directly.

AD: This has been a problem for a long time. I have experienced it myself. We have had a lot of complains. We replaced some human resources to improve the situation. Unfortunately we don't get a lot of applications for these positions. It is a huge amount of work involved. We try to divide it, but that is not so efficient. I think personally we have too many delegations. If you have any suggestions, we'd be very happy to listen.

ELSA The Netherlands: I went on a delegation and I was very happy with the communication and the way we were followed up.

ELSA Turkey: I don't have a positive experience. We should have a contact email address. Lack of communication. We were not informed about whether we should fill in a report.

ELSA Norway: The problem lies on specific persons. What is the threshold for dismissing these officers?

AD: We have already dismissed people. It is difficult for us to predict how the officers will perform. Some of the delegates going on a delegation don't know ELSA and therefore need a lot of support from our human resources.

ELSA Greece: I agree with Armin. I don't have a good experience. I don't want to point out people, but I want to raise the question. At WIPO we lacked info.

ELSA Norway: Is it possible to include directors in the Q&A session at the ICM? Some form for responsibility to the council.

AD: The directors are seen as helpers. This is not regulated. We have them because we need them to get our work done. The first thing we should do is to regulate the task of being a director.

ELSA Germany; can we cut down the amount of delegations?

AD: Yes, we can. We don't have a tight relation with most of the institutions.

ELSA Germany: I think it is smart to cut down the amount and focus the existing human resources on the current problems regarding the application and academic program.

ELSA Luxembourg: is there any control with the delegate. If they are in ELSA? Who they are?
Do we do research?

AD: This is a huge issue. We don't have the human resources to make thorough research. We have 2 free spots. Had to cancel delegation because only people not matching the profile were applying.

ELSA Poland: Maybe involve the national boards in selection of the directors and for example ask them for recommendation on applicants.

AD: Very difficult because there are also a lot of applications from local and national boards but application should be open for everyone

ELSA Germany: Problem with google docs should be solvable

AD: Yes

ELSA Norway: Problem of very big problems needing huge amounts of time and human resources, many issues for example with projects in AA, difficult contact towards directors of the IB that are coordination

ELSA Germany: Not matching members can give bad image of ELSA

AD: You also have to look if it should decide about academic or ELSA at first, agree on point of too many big projects ELSA takes, not enough resources to deal with all big projects

ELSA Norway: Be aware of coming up LRG, which is the second this year, first one was not even evaluated, projects get launched without proper consideration

ELSA Norway: Thumbs up/down to cut off delegations and move on
Huge majority for cutting down the amount of delegation

Budget change

RY: You will receive the WM tonight. And there will be a proposal for budget revision. We have 10 000 euros less because the EYF grant was registered twice in the budget from ICM Cologne. We will do some small cuts.

Drinking and a new idea

ELSA Norway: responsible party didn't work out, but we have other ideas. The ideas is to use one night where we don't drink. I suggest a movie night. Eg documentary about an important issue. Improve social responsibility.

ELSA Luxembourg: I'm afraid people will get bored. I agree with you, but I don't think people would attend. Some people expect to party the whole week.

ELSA Spain: I'm not sure about the idea. Our meetings is not only about working, but also about socialising. We are not kids. We should be grown ups and decide ourselves how we want to use the free time.

AD: This is about pressure. We experience this in the IB as well. I'm in favour of organising an alternative and take this pressure away. A good alternative is to watch a movie, or other activities, eg games.

ELSA Poland: I agree with Victor. I think the result will be the same. People will stay in their rooms and not go out and be social.

ELSA Sweden: what did you mean Anneloes?

AD: I think there should be alternatives.

ELSA Sweden: I don't think it is a good idea to divide people

ELSA Germany: I'm in favour of having one evening where we can promote social responsibility. There will be some people attending, We should at least try.

ELSA Germany: There is an insane pressure on the secretaries.

AD: We have a solution which we will use in Malta by having a meeting with them during the last reporting time.

ELSA Denmark: If adults want to relax I hope they are able to do so.

ELSA Norway: I do not agree. The structure forces you to party.

AD: We party in other places a lot of the time (for example in our rooms). Thank the hotel because partying in the hotel leads to a lot of fuzz for the OC. Participants react very strongly if we don't organize a party. Socializing doesn't happen easily without this.

ELSA Luxembourg: We have had the same discussion many times. We want to change the ICM, but the IPM is still the same.

IPM and ICM fees

ELSA Norway: many people cannot attend the meetings. Look at BEST. They have much lower fees.

ELSA Spain: I agree, but I don't think the main obstacles is the fee - it is the trip. The flight is much more expensive for many people. There is no big change between 28 and 33 euros.

AD: The OC must work on this, but we already have a quite modest programme. It is already difficult to get hosts for meetings now and lowering the prices will make that even more difficult.

ELSA Germany: We should look at travel solutions. Perhaps IB should look at this. We think the IB should pay the participation fee themselves.

ELSA Norway: A gala ball is not necessary. It raises the fee a lot.

ELSA Germany: There are not many hostels that can host so many guests.

ELSA Norway: Have a look at system of favored and non-favoured countries, there is no big difference, maybe introduce a middle-favoured status

ELSA Finland: Maybe decide between Hostel and Hotel individually, hosting near major airports to lower travel expenses

AD: Big hotels eg in Rumania give big discounts, Malta has a full hotel rented and put a third bed in every double bedroom, try to cut down the extra programme, also a big motivation for hosting groups

Workshop closed at 18.53

Sunday 16th of February 2014

List of participants:

Name	ELSA Group (National / Local)	Abbreviation
Anneloes Dijkstra	ELSA International	AD
Rebecca Yourstone	ELSA International	RY
David Zamora	ELSA Spain (LB)	
Guillermo Andres	ELSA Spain (NB)	
Carlos Seseña	ELSA Spain (NB)	
Maximilian Scriba	ELSA Germany (NB)	
Sophie Herold	ELSA Germany (NB)	
Alexander Bischoff	ELSA Germany (NB)	
Haakon Rønn Stensæth	ELSA Norway (LG)	
Armin Khoshnewiszadeh	ELSA Norway (NB)	
Daniel Huegun Springer	ELSA Spain (NB)	
Julia Münzenmaier	ELSA Germany (LG)	
Milena Adamczewska	ELSA Poland (NB)	
Idil Buke Civelek	ELSA Turkey	
Jussi Raitanen	ELSA Finland (LG)	
Mads Lorentzen	ELSA Denmark (NB)	
Christoph Horstmann	ELSA Germany (LG)	
Loes van der Graaf (chair)	ELSA The Netherlands	LG

Miscellaneous II

Workshop opened at 10:31

LG: Four Topics left, after that we'll reopen possibility to hand in topics

ELSA Card

AD: Explaining idea of ELSA Card, possibility to do fundraising without partnerships, local and international discounts, huge potential especially with big companies, also put existing discounts into framework, open for member groups to be flexible for own discounts, ESN as example, online platform connected to card, procedure: open up now for input and research, till ICM Malta informations about expenses and more details,

ELSA Poland: Nice, also had ideal on national level, has to be open, producing on international level would be cheaper, have 22 companies cooperating

ELSA Germany: Remove problem of non-central membership lists, we should not become a discount club, problem with more work

AD: Information at ESN, buy cards as blanks and hand them over to local groups to print on it, international level only doing registration and shopping of cards

ELSA Finland: In Finland ELSA members get extra stickers on their student card

Non-political status

ELSA Germany: Something in Working materials on non-political status?

AD: Yes

ELSA Poland: No sense in discussing it before we read the papers

AD: Open up discussion in Malta again on open workshop

Voting rights

ELSA Germany: We did discuss it in interactive thinking, agreed that everyone should have the same voting right, question is if per national, local group or per members, problem with members are different criteria concerning membership (eg difference between Poland and Germany), other possibility would be activity (SotN, number of events)

ELSA Germany: Very difficult to find criteria

AD: Looked at other student groups, very different systems, ESN is doing it per local groups which are also voting at general assembly on their own. We have to think about it because three voting rights for every country can be unfair, doing some proper research after ICM in other student association could be smart.

ELSA Norway: Would make the actual statutes even more complicated

ELSA Norway: Does not think there should be a change, already big and active groups have more power in events because of their possibility to participate

ELSA Norway: Would be very difficult for new groups to join in

ELSA Germany: Agrees, as we are working at a network, have a simple system and it is difficult to find new solution there is no need to change

ELSA Norway: Mentions ELSA day, problem that Germany has no possibility to represent groups

AD: Looking into it should be worth it and do some research towards equal representation

ELSA Germany: Main problem is that most decisions made on international level only affect international level, therefore there is no need to change it in voting rights.

ELSA Norway: Good to think about it, but there will be no outcome

AD: Aspect of international level far away from local members

Logo

No one sees need to talk about it

Minuting in general

ELSA Norway: Problem is obvious, minutes are so important for the network but not in case there are not readable, summing it up will be more worthy, in document about strategic planning they did sum up four days in twenty pages

AD: Have to divide between legal required minutes and legally non required meetings, very important to have different thoughts in the minutes to archive them, good idea would be the aspect of having reports

ELSA Poland: Sees need to change something, have many bad minutes, they don't make it possible to see what happened

ELSA Norway: The best thing would be to have exact minutes but this is impossible, also could look into other organisations

ELSA Germany: Mentions board meetings, there you have to be very precise also on legal reasons, example of treasurer who resigned and then they had to look up if they mistakes

AD: People did not read minutes, only four had amendments on last ICM minutes. We have to promote the importance of minuting.

ELSA Spain: Agrees, promote more interest will increase quality because of people doing amendments, people don't want to be secretary, often used as punishment, people who know about the discussion would be the best but those are not interested in doing the minutes

ELSA Germany: Can we change the pressure on the secretaries at the ICM who have to do the final minutes till the final plenary, has everyone to sign?

AD: Asked lawyer about it to see if it is possible to have two people sign the minutes on behalf of everyone. Professionals would be too expensive. People doing minutes can however lose the experience of whole event

ELSA Poland: Board minutes should be written by different people

ELSA Norway: Is it possible to scan in signature of representatives and put them on final version

AD: Signing at the ICM is not about accuracy but about attendance

ELSA Finland: We have to sign them if they are full

ELSA Germany: I don't want to sign things I didn't read

AD: Signing is only to confirm that the minutes are made properly on the spot, not if they are correct, they get the full value when they are voted upon in plenary

ELSA Germany: Why signature on every page

AD: Doesn't even see the point in having everyone to have everyone to sign it. It's just a thing that our lawyer recommends us for Dutch law.

ELSA Germany: Chairs should introduce it at the beginning of ICM

ELSA Germany: Can you select people before meeting ?

AD: Normally doing it, but don't know enough people for every workshop

ELSA Germany: Thinking about having more secretaries, could raise the quality because people are not so exhausted so much, problem of different qualities in one document

AD: It had been done before, have to look at what happened

ELSA Norway: Agrees, have to have meetings to talk about minuting, communicate expectations, chaos with different secretaries

ELSA Germany: Not in favour of idea, because quality and style will be different, have different, third secretaries at joint workshop, as it is relief for the secretaries of the normal workshops, provide template with most important things and expectations,

ELSA Germany: Do you have template

AD: Normally we give two pages with templates and expectations

ELSA Norway: Was very surprised when he was secretary that there was not such a thing especially with votes

AD: Maybe the didn't do it in Algarve but now we do it. We try to talk a lot and meet, give guidelines. Secretaries of joint workshops are set before workshop to avoid problems with secretaries not finding each other, also put them on a spot

ELSA Norway: Have to look about recruitment and appointment

ELSA Spain: Possibility of filming or recording workshops or plenaries, very simple as everyone has mobile phone

AD: This would be a great idea but it would be very difficult. Plus the meeting has to be archived on paper

ELSA Spain: Also would be a great help

AD: It unfortunately would not be practically possible. We could have technical problems, and we would have to do a lot of work later

ELSA Norway: Contribution with Google Docs really helped

AD: Not possible at ICM because of bad internet connection, but at least working together as secretaries really is made more easy

ELSA Germany: Did this at the last ICM in Secgen workshop

ELSA Norway: Makes it even more easy to follow discussion, as not everyone is that good in understanding english

AD: Other problem is that people could use edit function in wrong way, maybe having extra time at the end of the day, but same problem, could have read-only function, danger of people deleting things by mistake, but at least at IPM very good idea

LG: Move on to new topic, any new topics?

ELSA Germany: I like to talk about the position of the people that joined the tellers when they were counting votes

Paused at 11:32

Reopened at 11:44

ELSA Norway: Are people from outside allowed to buy t-shirts?

AD: We will open it up this time for all people who are interested

Position of people watching tellers at last ICM

ELSA Germany: Heard two times about only the chair looked at the votes and told the others what was on it, observers were not allowed to say anything, chair was only one to see the votes, tellers should couldn't not the chair, very critical about this, heard about this at the end of ICM, could have done nearly anything in it, maybe observers should be report that everything went wrong

ELSA Norway: Was observer two times, did it different, in opatija the chair counted, in algarve it did not, not the chair but the tellers should have the authority in the room

AD: Did not know about this so far, chairs were not properly informed. We relied on our chairs being former IB members. Tellers are voted and therefore the only one legitimated to actually count the votes. We'll make sure to inform the chairs of the procedure properly so no such mistakes are made in Malta.

ELSA Germany: The observers should be asked if there were problems, I heard about it when talking to one observers really late

ELSA The Netherlands: Support idea of having the observers report

AD: Maybe observers should talk to each other and then some give report

Thumbs up on having observers report: Everyone

Telling of secret votes

ELSA Norway: xx

ELSA Germany: At least there should be a description of the process, if there were problems people would say so

AD: The problem is that observers sit next to candidates, they could give non published information to candidates. We need to make sure this doesn't happen.

ELSA Germany: They should stay in the room

ELSA Denmark: But this was the case in opatija, it was pointed out that they were not allowed to go in again

AD: In Cologne it was different, did not hear about it

ELSA Norway: Normally we don't klap during the votes only at the end, when the result is given, it should be quiet during presentations and votes

ELSA Germany: The wirtes was last ICM when we had the votes on Armenia and Russia and people were cheering, giving them even wrong feedback

AD: I think we shouldn't regulate it, we are students and it although is very formal, in the past there were more cheers

ELSA Norway: Agree with influencing people by clapping is a problem, should not regulate but only say that people should respect the candidates

ELSA Poland: Responsibility of the chairs, they did in Cologne

AD: When groups apply for an event people give them positive feedback even if they don't win

ELSA Norway: Also can cheer for the candidates, even the losing one after presentation of results

AD: Will talk about this with chair as he / she is most involved

Thumbs down / up for chair to forbid clapping during: Small majority against

Clapping rules

ELSA Norway: Should have rules for it so that it is not changing

ELSA Germany: It is about politeness, for example with Armenia and Russia where like a contest were going on

ELSA Germany: It is up to the chair to control it

ELSA Norway: It is not about regulations but to find a good chair in charge for it

AD: But you want to regulate it, if you want to make a procedure on it, it will be quite something

ELSA Norway: No regulations but talk with the chair

AD: Will be coming back every year as it is not regulated for every IB

ELSA Germany: I want to talk about the chairs, do you have them for the ICM?

AD: Yes, they already did it, it is very difficult to find chairs. We needed two days of thinking about this, very hard because procedures are changing so quickly and we need people who are up to date.

RY: Was experience for us, we now know about it

AD: We want to bring it more into transition, not only the secgen but the full board

ELSA Germany: Also was big topic among us

ELSA Spain: There are too many secret votes they should be together, we thought about making a proposal, but didn't, could have all votes at the end to save time

AD: Very interesting idea, have to keep IB votes apart from it, will talk with the board about this. All ballot sheets were prepared as we asked groups earlier if they want secret votes, normally this needs much time

ELSA Germany: We have blank sheets to write in what it its about, groups fill it topics, saves time is secret voting is coming up

AD: Problem is people sometimes are not able to fill it in correctly. Procedures have to be waterproof, now have laser printer standing by to print as fast as possible

Patrons of ELSA

AD: We now have the secretary general of the Council of Europe as our patron. The problem with Jagland is that he maybe doesn't even know what it is about, possibly the marketing department decided. Former patrons have showed much bigger support. We could look into maybe have more patrons. Before, we had professors and other interesting people. Patronage should be about supporting and not putting a name on it

ELSA Poland: Maybe do patronage not on persons but on offices, we have it in Poland, problem is when new people not knowing ELSA come in office

ELSA Spain: I see problem that his name is a really strong one, it would seem strange to have a less stronger name

AD: Idea of having more than one
Some people showing thumbs up

LG: Topics or move on ? New topics ? No

Workshop closed at 12:21

Closing

Workshop opened at 12:21

Participants telling about their experiences and give feedback

- *Nice first international meeting*
- *Liked atmosphere*
- *Was like meeting friends*
- *The small amount of participants was very nice*
- *Really inspiring*
- *Very effective*
- *Liked open think tank idea, was nice to have open session*

- *There could be a more relaxed evening*
- *Liked staying at hostel*
- *Would like to see more participants*
- *Learned a lot of things*

-
- Had some nice (private as well as ELSA related) discussions
 - Very motivating
 - Meeting the presidents as marketeer is very motivating
 - More focus on timetable, much talking and not that many results
 - Liked workshop structure, especially that there was much time to talk
 - Good decision to come to IPM

Paused at 12:33

Reopened at 12:38

Final Thanks to the OC, chairs, secretaries, Rebecca and the participants

Looking at some happygizer bloopers

Evaluation by the OC

Closed at 13:16