

EUROPEAN GAY AND LESBIAN SPORT FEDERATION (EGLSF)
ANNUAL GENERAL ASSEMBLY (AGA) 2007
MADRID, 2nd-4th MARCH 2007

DRAFT MINUTES (to be approved at 2008 AGA)

List of participants

EGLSF Members

Active Company (Antwerp, Belgium)	Philip Houtermans
Active Company (Antwerp, Belgium)	Vera Van Dijck
Arcigay Roma (Rome, Italy)	Salvatore Marra
Arcigay Roma (Rome, Italy)	Fabrizio Marrazo
Artemis Sport (Frankfurt, Germany)	Bianca Hagenberg
Athina Olkeia (Athens, Greece)	Panayotis Evangelidis
Atlasz Sport Club (Budapest, Hungary)	Gabor Laszlo
Atlasz Sport Club (Budapest, Hungary)	Gabriella Körmendi
Atlasz Sport Club (Budapest, Hungary)	Andras Bolyan
BGS (Brussels, Belgium)	Jérôme Jaumotte
BGS (Brussels, Belgium)	Marc Van den Bossche
Bura (Zagreb, Croatia)	Sanja Juras
Elaios (Zaragoza, Spain)	Íñigo Echaniz Serrano
EuroGames 2007 (Antwerp, Belgium)	Jan de Wieuw
EuroGames 2007 (Antwerp, Belgium)	Danny Kayser
EuroGames 2007 (Antwerp, Belgium)	Christel Moons
EuroGames 2007 (Antwerp, Belgium)	Sofie Merciny
EuroGames 2007 (Antwerp, Belgium)	Ellen Van Wassenhoven
EuroGames 2007 (Antwerp, Belgium)	Dries Collewaert
EuroGames 2007 (Antwerp, Belgium)	Bart Mertens
EuroGames 2007 (Antwerp, Belgium)	Sven De Loenen
Fat Cats Sports Club (Sofia, Bulgaria)	Anton Valev
Fat Cats Sports Club (Sofia, Bulgaria)	Kiril Vasilev
Fat Cats Sports Club (Sofia, Bulgaria)	Biser Yordanov
FSGL (Paris, France)	Bruno Ferré
Gruppo Pesce Milano (Milan, Italy)	Carsten Mohr
Gruppo Pesce Roma (Rome, Italy)	Paolo Sordini
Gruppo Pesce Roma (Rome, Italy)	Lorenzo Biagini
Gruppo Pesce Roma (Rome, Italy)	Jesús Guerrero Buitrago
Halegatos (Madrid, Spain)	Miguel Ángel González
Halegatos (Madrid, Spain)	Óscar López
Halegatos (Madrid, Spain)	Siro Jiménez
Halegatos (Madrid, Spain)	Miguel Ramos
Halegatos (Madrid, Spain)	José Manuel Serrano
Halegatos (Madrid, Spain)	Antonio Fernández Franco
Homosport (Amsterdam, The Netherlands)	Ryan Kolenbrander
HOT Helsinki (Helsinki, Finland)	Juha Meronen
Janus SC (Cologne, Germany)	Frank Sämer
Janus SC (Cologne, Germany)	Armin Lohrmann
Janus SC (Cologne, Germany)	Michael Lohaus
Kouros (Eindhoven, The Netherlands)	Erik de Ruiter
Kouros (Eindhoven, The Netherlands)	René Boulonois
Kraulquappen Wien (Vienna, Austria)	Wolfgang L. Lange
Madpoint (Madrid, Spain)	Juan David Iniesta
Madpoint (Madrid, Spain)	Omar Hossain
Madpoint (Madrid, Spain)	Mariate Escalada
MASSO (Skopje, Macedonia)	Ana Piponska
Nat Utrecht (Utrecht, The Netherlands)	Lou Manders
Netherlands Cultural Sport Federation (NCS)	Ben Baks
Northern Wave (Manchester, United Kingdom)	Trevor Burchick
Northern Wave (Manchester, United Kingdom)	Michael Felse

Out4Tennis (Dublin, Ireland)	Frank Kelly
OIS - Out in Slovenija (Ljubljana, Slovenia)	Andrej Pisl
OIS - Out in Slovenija (Ljubljana, Slovenia)	Luka Pelcar
Pan Idræt (Copenhagen, Denmark)	Mette Buggeteam
Pan Idræt (Copenhagen, Denmark)	Lars Brandstrup Nielsen
Pan Idræt (Copenhagen, Denmark)	Per Horn Rasmussen
Panteres Grogues/EuroGames 2008 (Barcelona, Spain)	Joan Miró
Panteres Grogues/EuroGames 2008 (Barcelona, Spain)	María Ruiz
Panteres Grogues/EuroGames 2008 (Barcelona, Spain)	Pere Cruells
Panteres Grogues/EuroGames 2008 (Barcelona, Spain)	Xavi Purificaci3n
Panteres Grogues/EuroGames 2008 (Barcelona, Spain)	Josep Escart3n
Panteres Grogues/EuroGames 2008 (Barcelona, Spain)	Ignasi Sala
Panteres Grogues/EuroGames 2008 (Barcelona, Spain)	Carlos de Cires
Panteres Grogues/EuroGames 2008 (Barcelona, Spain)	Albert Barberá
Panteres Grogues/EuroGames 2008 (Barcelona, Spain)	Miquel Torres
Panteres Grogues/EuroGames 2008 (Barcelona, Spain)	David Catllá
Panteres Grogues/EuroGames 2008 (Barcelona, Spain)	David Fornies
pinkballroom (Berlin, Germany)	Thorsten Reulen
pinkballroom (Berlin, Germany)	Andrea Schlinkert
pinkballroom (Berlin, Germany)	Kerstin Hübner
qSPORT (Zagreb, Croatia)	Tomislav Jeric
Regenbogenforellen (Berlin, Germany)	Stefan Santoprete
Samarucs (Valencia, Spain)	Jon Landa
Seitenwechsel (Berlin, Germany)	Conny Kempe-Schälicke
Seitenwechsel (Berlin, Germany)	Tatjana Eggeling
Smashing Pink (Amsterdam, The Netherlands)	Jurgen Rienks
Startschuss (Hamburg, Germany)	Ralph Albani
Tangra (Sofia, Bulgaria)	Peter Möws
Tangra (Sofia, Bulgaria)	Hristo Georgiev
Tangra (Sofia, Bulgaria)	Marin Pavlov
team berlin (Berlin, Germany)	Martina Kempe
Team München (Munich, Germany)	Jürgen Rossbach
VCL - Voile et Croisière en Liberté (Paris, France)	Emy Ritt
Vorspiel (Berlin, Germany)	Thomas Rogat

AGA 2007 Elected Chair

Jen Wang

EGLSF Board

Male Co-President	Beppo Brem
Female Co-President	Anne Jensen
Treasurer	Johan van de Ven
General Secretary	Pepe García-Vázquez
Board member	Ole Udsholt
Board member	Dirk Alex
Board member	Gisela Weil
Board member	Alia Katsika

EGLSF Honorary Members

Sandro Pfau
Ben Baks
Conny Kempe-Schälicke

Guests

Federation of Gay Games	Sion O'Connor
Federation of Gay Games	Sebastien Datiche
Federation of Gay Games	Joanie Evans
GLISA International	Catherine Meade
GLISA International	Wessel van Kampen
GLISA International	Said Pulido
Gay & Lesbian Rowing Federation	Brian Todd
World Outgames Copenhagen 2009 (Denmark)	Tommy Kristoffersen

World Outgames Copenhagen 2009 (Denmark)
World Outgames Copenhagen 2009 (Denmark)
GMadrid Sports (Madrid, Spain)
GMadrid Sports (Madrid, Spain)
GMadrid Sports (Madrid, Spain)
Agensport Lazio (Italy)
(Sofia, Bulgaria)
(Athens, Greece)

Sune PrahI Knudsen
Michael Stensgaard
Julio Jiménez Alegre
Enrique Hermida
Miguel Vela Scrimieri
Anna Paola Concia
Stanislav Tanchev
Konstantinos Tsiolis

Agenda

(with approved changes included)

Friday 2 March

18.30-19.30 Registration

19.30-20.30 Introduction by EGLSF co presidents to new AGA participants.

Saturday 3 March

09.00-09.30 Registration of "late arrival" delegates

09.00-09.30 Welcoming of the delegates and guests

9.30 1 Welcome by the host: Halegatos Madrid -
"Orgullo Europeo" Presentation

9.40 2 Opening by the Co-presidents of the EGLSF

10.00 3 Election of the Assembly Chair and agenda setting

10.05 4 Appointing of Ballot Committee

10.10 5 Roll Call of delegates and guests

10.20 6 Membership items

10.30 7 Fixing of the Quorum by the Treasurer

10.35 8 Minutes of Annual Meeting 2006 (Budapest)

New point added: Information about the agreement with Outgames Copenhagen 2009 and Gay Games Cologne 2010 organisers

10.45 Coffee break

11.00 9 Year reports 2006

- Year report of the Board on the year 2006.
- Financial report of the Treasurer on the year 2006.
- Report by the Cash Control Committee
- Discharge on the Board's policy over the year 2006.
- Presentation of new EGLSF Website and PR material

12.30 10 Plenary workshop on Equal Representation

14.00 Lunch break

15.00 11 Presentation EuroGames 2007 Antwerp

15.45 Tea break

16.00 12 Parallel workshops

- Workshop 1: EuroGames/WinterGames
- Workshop 2: Sport issues

17.30 13 Plenary session on workshop Equal Representation

New point added: Signature of the contract with EuroGames Barcelona 2008 organisers

19.00 Adjournment

21.00 Joint Dinner (optional)

23.00 Official Halegatos Party (optional)

Sunday 4 March

09.30-10.00 Welcoming of the delegates and guests, coffee
10.00 14 Re-opening by the chair
10.05 15 Roll call
10.15 16 Presentation EuroGames 2008 Barcelona

11.00 *Coffee break*

11.15 17 Plenary session on workshops

New point added: presentation and voting of motions

12.15 18 Plans of the Board
- Plans of the Board for the year 2007-2008
- Budget for 2007
- Advocacy Plan 2007-2010

12.45 19 Elections
- EGLSF Board, Male co-president, General Secretary, Treasurer and 2 Board members
- Cash Control Committee on 2007 to report at AGA 2008
- Candidate for the chair of the AGA 2008
- Host of the AGA 2008
- Other elections

14.00 Closing of the Assembly

Board elect meeting (lunch)

NOTE: Corrections of AGA papers:

- *Page 19, point 3.2.1 (Transgender issues), first line. Text in brackets must say "please look at p. 48-49).*
- *Page 19, point 7 (ILGA). Last sentence must say "The Board proposes that EGLSF increases and further develops its partnership with ILGA in 2007".*
- *Page 20, at bottom (Cash Control Committee). Second sentence must say "For the figures of 2006, Gruppo Pesce Milano volunteered to do the job".*
- *Page 21, at top (Candidate for Chair of the Assembly 2008). Text must say: The Board invites candidates for chair of the 2008 General Assembly to contact the meeting chair.*

Saturday 3 March

Welcoming of the delegates and guests

1. Welcome by the host: Halegatos Madrid

As an additional point of this welcoming, representatives of "Orgullo Europeo Madrid" presented this event that will take place last week of June 2007

2. Opening by the Co-presidents of the EGLSF

3. Election of the Assembly Chair and agenda setting

Jen Wang was elected last year as AGA Chair. The Assembly approved by acclamation the nomination of Tatjana Eggeling as chair assistant.

4. Appointing of Ballot Committee

Mariate Escalada and Jesús Guerrero Buitrago were elected by acclamation.

5. Roll Call of delegates and guests

6. Membership items

- Welcoming of the following new members:
 - A-mega, St. Petersburg - Russia
 - Bura, Zagreb - Croatia
 - Madpoint, Madrid - Spain
 - Dansschool Hans Vos, Amsterdam - The Netherlands
 - Fit Women, London - United Kingdom
 - Gay Swim, Amsterdam - The Netherlands
 - Gay Swim Nijmegen Spetters, Nimega - The Netherlands
 - Les Guerreres, Barcelona - Spain
 - HLWM, Malines, Belgium
 - Kraulquappen Wien, Vienna - Austria
 - Masso, Skopje - Macedonia
 - Material Guys, Florence - Italy
 - Smash Amsterdam - The Netherlands

- John Blankenstein posthumously honorary membership
The Board proposes to the Assembly the following motion:
John Blankenstein as openly gay referee in the Dutch National league and the UEFA leagues has been a role model for LGBT sports. Several closeted footballers came to him for advice and support. John stood up against the conservative atmosphere within the Dutch football league and UEFA. On several occasions, John Blankenstein spoke on behalf of EGLSF on the topic of homophobia in sport, especially in football. The Board propose to nominate posthumously the Dutch referee John Blankenstein as EGLSF Honorary Member.
Approved by acclamation

- qSPORT. Some members complained by the improper attitude shown at EGLSF mailing list, namely by qSPORT president. A motion in this respect will be presented to the Assembly.

- It was submitted to the Assembly to award the right to vote to BGS Brussels. Although the sum of its fee has been already transferred, EGLSF has not received it yet. The Assembly decide to accept the right to vote for BGS (Yes: 74 - No: 2 - Abs.: 3)

7. Fixing of the Quorum by the Treasurer

Quorum needed: 46. Members present: 83. Quorum fixed.

8. Minutes of Annual Meeting 2006 (Budapest)

Amendments (pages indicated are of AGA papers)

Page 24 (List of participants). Detlef Reuleke assisted in representation of EuroGames Hannover (not of SLS Leinebagger).

Page 30 - Point 13, "Year reports 2005", sub point "Presentation of new EGLSF websites and PR material", at "New logo", at the end, it must be added: "Final creation of logo was by Martina Kempe, from Seitenwechsel Berlin")

Page 30 - Point 17, "Plenary session: International LGBT Sport movement - Motions", at item 2, first line, after "Athina Olkeia", it must be added "HOT Helsinki", and at item 3, first line, after "Vorspiel Berlin", "HOT Helsinki" must be cancelled.

Page 31 - Point 19 "Plans of the Board". Last indent must be cancelled.

Page 32, at second line from the bottom, instead of "commit themselves to make the necessary", it must say "will work on".

After these amendments, minutes were unanimously approved.

New Point Added

Information about the agreement with Outgames Copenhagen 2009 and Gay Games Cologne 2010 organisers

Representatives of the two mentioned bodies agreed on allocating to EGLSF (due to no celebration of EuroGames these years in order to not compete with them) a sum of money for every person registered, with a minimum of 10.000 euros (5.000 euros each).

9. Year reports 2006

- Year report of the Board on the year 2006.
(See year reports at AGA papers. Some delegates asked to make for future AGAs, a report of the Board as such, not only by individuals Board members)
- Financial report of the Treasurer on the year 2006.
Johan van de Ven, EGLSF Treasurer reported about this issue (See separate sheet joint to AGA papers)
- Report by the Cash Control Committee
Carsten Mohr, from Gruppo Pesce Milano, presented the report and recommended to approve Board management about this issue.
- Discharge on the Board's policy over the year 2006.
The Board was discharged (Yes: 76 - No: 0 - Abs.: 4)
- Presentation of new EGLSF Website and PR material

10. Plenary workshop on Equal Representation

Delegates were separated in two groups. One of men, another of women.
See report in point 13.

11. Presentation EuroGames 2007 Antwerp

EuroGames Antwerp 2007 updated the Assembly about preparations for the event in July 2007.

12. Parallel workshops

- Workshop 1: EuroGames/WinterGames
- Workshop 2: Sport issues

See report on point 17.

13. Plenary session on workshop Equal Representation

Two separate, parallel workshops for men + women were held.

The women's group consisted of altogether about 22 female delegates and guests from FGG (Joanie Evans), GLISA (Catherine Meede) and AGENSPORT LAZIO president Anna Paola Concia (potential host organisation for Rome AGA 2008).

Starting from a prepared set of suggestions, ranging from proposals to sanctions, they discussed and then articulated motions, on which the AGA then would have a ballot.

The men, about 56 of them, during an interactive workshop's role play, had the possibility to sense gender imparity from every perspective involved.

Dividing the men's-group proportionally into '*men*' (50% -28), '*women present*' (8-representing the AGA percentage of 30% female delegates) and '*women absent*' (20-difference to 50% all women). The '*present men+ women's*' task was to emotionally relate to each of the other groups, clustering in their room corners.

The '*men's*' reactions ranged from self-sufficiency, serious regret, guilt feelings to offensively demanding the women to get going.

'*Women present*' felt like a lost heard of sheep, aggressive against 'women absent', reproachful towards the 'men' in their complacency, ignorance and half-hearted commitment.

'*Women absent*', of course, were not allowed to act and had to attend silently. Their later comments were quite furious and defensive, mainly and interestingly towards the '*women present*'.

In a second play, the '*women present*' had to sit on chairs between the group of standing '*men*', tightly gathering around them. Playing a question-and-answer game with all these 'present people', it turned out, that none of the '*women present*' said anything, or stood up to be able to participate, but kept silently sitting till the end.

It was easy for all participants, to fully comprehend how women tend to feel overwhelmed, silenced and excluded both by number and by physical presence of men.

Workshop design can be obtained from gisela@eglsf.info .

New Point Added

Signature of the contract with EuroGames Barcelona 2008 organisers EGLSF Co presidents, Anne Jensen and Beppo Brem, and EuroGames 2008 Barcelona Co presidents, Joan Miró and María Ruiz, signed the contract.

Sunday 4 March

Welcoming of the delegates and guests

14. Re-opening by the chair

15. Roll call

16. Presentation EuroGames 2008 Barcelona

EuroGames Barcelona 2008 representatives updated Assembly delegates about preparations for the event in July 2008.

17. Plenary session on workshops

- *Workshop 1: EuroGames/WinterGames*

Ole Udsholt gives an introduction to the Winter EuroGames workshop on basis of the documentation in the Assembly Papers 2007, page 16.

Ideas for Winter EuroGames:

- Start at a small scale.
- What sports can be organised, a list is given in the assembly papers. Do we need a long list of sports?
- We should look for partnership with professional event organisers.
- Mix competition of winter and summer events.
- The idea is to start with winter tournaments.
- Is there an interest with athletes for winter sports, questionnaire.
- We have to look at the infrastructure.
- Bulgaria has the facilities that could host it, but there is little experience to host an event like that in Bulgaria. The country is cheap, but outside help is required.
- It is a challenge to host a winter sports event as a tournament.
- It should be interesting for our members to host an event as this.
- Combination with a commercial ski-week.
- In Torsion area after the Olympic Games is a great interest of setting up such an event, combined in a bigger ski event.
- Utrecht is thinking of hosting a winter sport event. 'Holigay on Ice'.
- Besides a possible bidding cycle for the EuroGames, we should emphasize on tournaments.
- How strong is the brand EuroGames?

Conclusions:

- Start with small events.
- Questionnaire among sporters in Europe if there is interest in events with winter sports. (members clubs and individual sporters)
- We made a round and see that in several clubs although they don't offer winter sports that there is an interest, as many people participate in winter sports on individual basis.
- The question was asked whether to start up a bidding cycle for winter (Euro) Games. Participants spoke in favour of it.
- What expectations are there for the format?
 - o Look back on summer Games.
 - o We should seek not support in competition with the events Outgames and Gay Games.
 - o Winter sports should be hosted in this events.
 - o Maybe sports that are not offered enough can be hosted, but not the popular once.

Several clubs mentioned that they were interested in organising small events themselves.

A motion is presented to the Assembly.

- *Workshop 2: Sport Issues*
Co-Chairs: Bianca Hagenberg and Beppo Brem
Attendees: 13 participants from 12 clubs/organisations

Two issues were discussed in this workshop:

- 1) How could EGLSF promote new sports
- 2) How could EGLSF member clubs coordinate their tournament schedules

1) After a presentation about new sports introduced by EuroGames and a presentation of statistics that shows how new and diverse sports are ever spreading throughout the member clubs the workshop participants discussed the question how to support further diversity of sports. Cooperation with mainstream clubs/organisations, inclusion of new sports within EuroGames, promote diverse sports regarding demographic issues (i. e. sports for youngsters as well as for elderly people) were discussed.

Some of the conclusions and recommendations of this workshop:

- EGLSF Board should establish cooperations with international (mainstream) sport organisation that could support the promotion of new sports
- Encourage EuroGames hosts to promote new sports
- EGLSF Board should evaluate which sports are offered by member clubs and which sports have been introduced by tournaments and EuroGames
- EGLSF Board should then support mailing lists for specific sports to support communication and cooperation within specific sports
- EGLSF Board should develop procedures to create "European Championships" in different sports that are not regularly offered at EuroGames and multinational tournaments but that should however be promoted
- Such specific championships should be integrated in existing tournaments
- This sport issue should be further developed by workshops at the next AGA

2) Despite the fact that some participants doubted that this issue could be solved by EGLSF the workshop discussed the problem of tournament interference and its relevance for the development of sports throughout EGLSF.

Finally the workshop concluded that arrangements between hosts of tournaments would be helpful, - a role model could be the practice between local Christopher Street Day organisations.

Another idea that arose was that tournaments could be announced to EGLSF membership beforehand to the clubs before they are finally scheduled and published.

Overall the workshop supported the idea of better synchronisation of the tournament schedule, also to guarantee the quality of single-sport events and multisport tournaments.

New Point Added: Presentation and voting of motions

Jen Wang, Assembly Chair, presented de motions. Two delegates put into question his way of treating the issue. The Assembly voted to discharge the Chair by huge majority.

Motions: (See texts at Annex)

	Yes	No	Abs	
- Challenge cups	24	29	21	not accepted
- Declaration of Montreal	63	11	0	accepted
- Transgender policy	60	14	0	accepted
- Outreach Committee	64	10	0	accepted
		Yes	No	Abs

- Outreach Fund	53	13	8	accepted
- Outreach Recommendations withdrawn <i>(Due to the complexity of the motion, the delegate proposing it accepted to consider it as recommendations for the Outreach Committee)</i>				
- Gender parity (1)	65	11	0	accepted
- Gender parity (2)	41	16	19	accepted
- WinterGames	55	11	12	accepted
- Financial and structural committees	55	9	15	accepted
- Code of conduct for mailinglist	56	21	0	accepted
- Impartial pool of chairs for AGAs	44	18	7	accepted

18. Plans of the Board

(See AGA papers for this item content)

- Plans of the Board for the year 2007-2008
- Budget for 2007
- Advocacy Plan 2007-2010

19. Elections

- Male co-president: Pepe García Vázquez
Yes: 60 - No: 10 - Abs.: 4 ---- Elected
- General Secretary: Lou Manders
Yes: 73 - No: 0 - Abs.: 5 ---- Elected
- Treasurer: Juha Meronen
Yes: 75 - No: 0 - Abs.: 3 ---- Elected
- Board Member: Gabriela Körmendi
Yes: 69 - No: 4 - Abs.: 4 ---- Elected
- Board Member: Andrej Pisl
Yes: 72 - No: 2 - Abs.: 2 - Blank: 1 ---- Elected
- Candidates for the chair of the AGA 2008

	Yes	No	Abs.
Tatjana Eggeling	27	18	9
Bianca Hagenberg	53	16	3
Anton Valev	3	44	4

Elected: Bianca Hagenberg
- Host of the AGA 2008 EGLSF Board
Archigay Roma - elected unanimously
- Cash Control Committee on 2007 to report at AGA 2008
Gruppo Pesce Milano - elected unanimously

Closing of the Assembly

- The Assembly paid homage to all Board members leaving the Board: Beppo Brem, Johan van de Ven, Ole Udsholt and Dirk Alex.
- Johan van de Ven was nominated by acclamation EGLSF Honorary member as a tribute and recognition for all the years of work and dedication to EGLSF cause.

Board elect meeting (lunch)

The new Board held during lunch its first Board meeting.

ANNEX

Texts of Motions

CHALLENGE CUPS

At every EuroGames held from 2007 on, the Board of EGLSF awards the John Blankenstein Cup and the Martina Navratilova Cup

These cups replace all former Challenge Cups. In former EuroGames, Challenge Cups were awarded to best performances in some sports.

The cups are named after John Blankenstein, a former Dutch openly gay referee in UEFA football and Martina Navratilova, a world famous lesbian tennis player (born in Czech Republic). Both have, over many years, supported LGBT sport movement, namely EGLSF, and extraordinarily contributed to the development and success of EGLSF advocacy work. Both John Blankenstein and Martina Navratilova have provided a major contribution to anti-discrimination, tolerance and acceptance of LGBT sports people throughout Europe. Their actions have made an important difference for LGBT sport and the LGBT community.

The John Blankenstein Cup as well as the Martina Navratilova Cup will be awarded for their outstanding merits to LGBT sports movement and anti-discrimination work and will be handed over at a specific ceremony at EuroGames.

EGLSF Board

CODE OF CONDUCT FOR MAILINGLIST

The members of EGLSF express their strong disapproval of the offensive language used in the past few weeks on the member mailing list.

We welcome the Board announcement to come with a Code of Conduct in order to prevent this from happening again. We invite the Board to consider to include a paragraph of sanctions in case of violation of this code.

Stichting Homosport Nederland, Kraulquappen Wien, Nat Utrecht, Kouros Eindhoven, Startschuss Hamburg, Tangra Bulgaria, NCS, Team München

FINANCIAL AND STRATEGIC COMMITTEES

In addition to the work of IT and Advocacy Committees, we suggest/propose to install two further committees in order to support the work of EGLSF Board:

1. Financial Committee:
Rise the revenues including a marketing and sponsoring plan.
2. Structural and Strategic Committee/Agenda 2010
Europe is growing as well as the number of sport clubs belonging to EGLSF. To give EGLSF a structure for next decade and integrate all new clubs, this committee gives help hand to build up a fundamental structure/vision for the future.

The Board is to be represented in both Committees with one member/responsible

Kraulquappen Wien, NCS Amsterdam, Gruppo Pesce Milano, Homosport Nederland, VCL Paris.

MONTREAL DECLARATION

At the Montreal LGBT Human Rights Conference, a Declaration was adopted. The Board considers this Declaration an excellent advocacy instrument and a summary of LGBT policy. The Board proposes to the AGA to adopt this Declaration and to commit EGLSF to support any further development. The Declaration exists in four languages (English, French, Spanish and Catalan) and can be found at: <http://www.declarationofmontreal.org/>

EGLSF Board

GENDER PARITY

Motion 1 - Gender Mainstreaming

Implement Gender Mainstreaming to EGLSF by

- a) Organizing a women caucus each year at the AGA,
- b) organizing a gender issues workshop each year at the AGA,
- c) strongly encouraging all mixed clubs to implement gender parity in their respective boards and make report to next AGA.
- d) encourage mixed clubs to name both a woman and a man as contact persons to the EGLSF and make report to next AGA.
- e) including gender parity in its contracts with EuroGames Host Cities; specifically, the Board should require Host Cities to ensure gender parity in all website and printed matter images and it should encourage gender parity in the composition of the Host organizing committee/board as well as in the EuroGames participants and make report to next AGA.

Artemis Frankfurt, Team Berlin, Seitenwechsel Berlin, VCL Paris, Bura Zagreb, qSPORT Zagreb, Masso Skopje, Atlasz Budapest, Active Company Antwerp, Pan Idraet Copenhagen, NCS Amsterdam, Homosport Nederland, Kouros Eindhoven

Motion 2 - Gender Mainstreaming / Board representation

All seats in the Board must be filled equally by men and women. Gender mainstreaming within EGLSF will safeguard that there will be enough candidates of each gender. The Board is requested to draft the text for the Bylaws/Statutes change.

Artemis Frankfurt, Team Berlin, Seitenwechsel Berlin, VCL Paris, Bura Zagreb, qSPORT Zagreb, Masso Skopje, Active Company Amsterdam, Pinkballroom Berlin

WINTERGAMES

To open the bidding cycle for Winter EuroGames in the winter of 2009/2010 to be decided upon at the Annual General Assembly in 2008. The sports should not go into competition with current events and the Outgames Copenhagen and Gay Games Cologne

WinterGames Workshop

OUTREACH COMMITTEE

The EGLSF gives mandate to the Board to set as soon as possible a committee with the name of "Outreach Committee" that is working on the outreach topic. This committee will be founded by a minimum of 3 member clubs from EGLSF, with no less than one member club from a so-called outreach region.¹ The leadership of this committee will be realised by the EGLSF Board member who is responsible for outreach issues. This person will also report to the whole EGLSF Board about the activities of the committee².

The main tasks of the committee are:

- Supporting participation of persons from outreach countries in sports events³.
- Supporting organisation of sports events in outreach countries⁴.
- Detailed documentation of outreach projects and activities of the EGLSF and its members clubs⁵.
- Close collaboration with local, national and European organisations working on LGBT rights (e.g. ILGA-Europe, LSVD (Germany), European Commission)⁶.

The list of tasks is open for inclusion of additional duties and should be completed and adjusted to the social situation if necessary by the committee itself.

The committee should work on a regular basis by email, telephone and/or internet conferences. Further, the committee should meet twice a year, one meeting should be held during the weekend of AGA and a second meeting should be held by appointment during the rest of the year. The travel expenditures for the second meeting should be covered by the outreach budget of EGLSF if possible. The members of EGLSF will be informed about the activities of the committee on a regular basis⁷. The annual report of the committee will be available on each AGA.

qSPORT Zagreb, SC Berliner Regenbogenforellen e.V. Berlin.

¹ The involvement of not less than one member club from outreach regions shall assure the representation of the interests of the affected regions. A strategy that does not insure participation of people from outreach regions cannot be successful. We know that the most difficult part will be to find enough volunteers for that group, but this should also be the task of the leader.

² The leadership within this newly formed group should be performed by the EGLSF Board member who is responsible for outreach. In this way, additional travel expenditures for attending the EGLSF Board meetings by someone else from the committee will be avoided. The leader of the group is the direct connection to the EGLSF Board and reports regularly to it about activities of the Outreach Committee.

The others volunteers may apply for reimbursement of telephone/internet costs or postal charges by presenting appropriate receipts to the treasurer of the EGLSF.

³ Intensive support for the persons from outreach countries to enable them to participate in multisport tournaments and assist them actively in registering for these events, arranging contacts and providing other help if requested. This should help integrating these person into the European LGBT sports community.

⁴ Intensive support and encouragement for the clubs from outreach countries to organise events to strengthen the visibility of LGBT lifestyle in these regions. The support should include donations from outreach funds, sharing of experiences and other help if requested.

⁵ Detailed documentation of all activities of the EGLSF regarding outreach including also field reports of all clubs/groups that have worked on an outreach project (e.g. NatUtrecht and their experiences during EuroGames 2005, Regenbogenforellen during Ladies Swim Meet...). This documentation should inform about all projects and their financial conditions.

⁶ Active cooperation with other organisations that are working on LGBT rights issues within Europe to increase the visibility of the problem in the society and to use more effective general structures within different organisations.

⁷ The committee should inform the member clubs about its activities, projects, efforts, etc. on a regular basis by an email newsletter (maybe monthly or bi-monthly).

Outreach-Countries and Outreach-Program

In the charge of the EGLSF, within the political borders of Europe, are these Outreach-Countries, which are subject at least to one of the following definitions:

Definition of an Outreach-Country:

1. Over the economic status (if the official average monthly income in a country smaller than 700,00 euros in the month). The amount should be adapted annually with the same percentage of the total European level.
2. Over the political status (if in a country the same sexual inclination and practice under punishment stands, beyond the protection age and majority).
3. If it is not possible for legal and/or political reasons to create an LGBT-Sport-Club.
4. Enumerating the countries, which are considered as Outreach-Country, with annual actualisation. At present are these: Albania, Armenia, Azerbaijan, Bosnia and Herzegovina, Belarus, Bulgaria, Croatia, Czech Republic, Cyprus, Estonia, Georgia, Greece, Hungary, Latvia, Lithuania, Macedonian, Moldova, Poland, Romania, Russian Federation, Serbia Montenegro, Slovakia, Turkey, Ukraine.

Obligations and conditions of an EGLSF member from the Outreach-Country for the partial decree of EGLSF membership fee and the support by the Outreach-Program:

1. A prerequisite for the membership with the EGLSF is showing a bylaw (at least 6 weeks before the annual general meeting, been received at the board). From the bylaws, it must show clearly that the goal of this association (sport club, organization, etc.) are supporting, promoting and organizing sport. Exception only for those, where point 3 from the definition of an Outreach-Country applies.
2. The sport club or the sport organization must organize annually at least 1x its own tournament or sport competitions in his own country. This tournament or sport competitions must be published at least 3 months before (circular newsletter via mail through the EGLSF distributor and/or in the tournament plan of the EGLSF)!
3. With the tournament or sport competitions must be offered at least for 8 participants/inside from foreign country the possibility for free accommodation/hosting!
4. The sport club or the sport organization must the EGLSF an annual rapport delivers (at least 4 weeks before the annual general meeting, been received at the board). In the rapport should be contained over the usual indication (kinds of sport and size of the club/organization, differentiated with respect to man and woman) outside: Height of membership fee within the sport club, costs of sports facility rent, costs of sport equipment (e.g. balls, net), possible sponsor (and then also the kind of the Sponsoring), planned projects in the coming year, plus sufficient place for desires and assistance for the coming year and problem explanations from that passed year.
5. The individual EGLSF membership of an athlete should be only possible, if in the place, where this individual athlete predominantly is (lives), no LGBT sport club or LGBT sport organization existed, and/or possible is.
- 5.1 The individual EGLSF membership is on max. 2 years limited it's with the obligation to develop a group. At expiration of this term (upon the request of the individual member) the membership can be extended for a further year. If that individually member insures convincingly to be in the structure work to construct a LGBT sport club or LGBT sport organization.

Support of the EGLSF and the EuroGames for a LGBT sport club:

1. On filing out an application (of a group of people, in an Outreach-Country, want to base a sport club) to make available the necessary know how and support. Everything which is necessary and to consider is, in order to create a sport club. In addition, how looks like a bylaw. And the availability of a statute (at the best one, from another country with same or similar legal situation).
2. Finding and bringing together a "partner club" from a not Outreach-Country with a sport club from an Outreach-Country, if this is wished.
3. To make possible the participation at the EuroGames through:

- 3.1 Invitation letters from the EuroGames host and the EGLSF for the granting of the possibly necessary Visas and the notification of the responsible embassy in that country.
- 3.2 The active participant at the EuroGames carries proportionally the amount of the visa fees, like as the percentage of membership fee to the EGLSF; the difference is back refunded at the accreditation.
- 3.3 The active participant at the EuroGames carries proportionally the amount of the participant fees, like as the percentage of membership fee to the EGLSF; the difference is back refunded at the accreditation.
- 3.4 The active participant at the EuroGames carries proportionally the amount of the travelling costs, like as the percentage of membership fee to the EGLSF; the difference is back refunded at the accreditation.
- 3.5 On individual filing out an application to the EuroGames organizer to provide a free of charge accommodation during the EuroGames (beyond that on maximally 2 days before and/or 2 days after the EuroGames).

Example for point 3.2 to 3.4:

Sport club comes from an Outreach-Country, which must pay only 40% of normal membership fee to the EGLSF. 40% of the fees and costs must carry each individual actively participating person, the remaining 60 % are returned.

4. At least one of the 4 annual board meetings should take place in an Outreach-Country of a Member of the EGLSF.
5. To make possible for max. 2 representatives delegated of the respective sport club or sport organization to participate in the annual general meeting, by same support as under 3.1, 3.2 and 3.4, as well as an active support, of the host of the annual general meeting, to find an accommodation for those representatives for much low costs as possible.

Support of the EGLSF and the EuroGames for a LGBT sport individual member:

1. Same support as under point 1 and 2 for a LGBT sport club from an Outreach-Country.
2. To make possible the participation at the EuroGames through:
 - 2.1 Invitation letters from the EuroGames host and the EGLSF for the granting of the possibly necessary Visas and the notification of the responsible embassy in that country.
 - 2.2 Similar support as under point 3.2 to 3.4 for a LGBT sport club, however only 50% of the refund amount of the respective person.

Example for this, like above:

Individually actively participating person comes from an Outreach-Country, where only 40% of normal membership fee must be paid here to the EGLSF. However, here not the 60% difference, only the half is returned, thus 30% now.

Reason for this:

Does not have a group obligation and no membership fee to its sport club, can decide for him- / herself when and how the journey will happened, no possibly necessary team jerseys, no organization and co-ordination with other people, represents itself only. Questionably and difficulty verifiably if there are possibly not different interests behind in the participation in the EuroGames (e.g. cheaply voyage, sex tourisms, possibly emigration desire). However, the work and organizational expenditure is, just as high, as for a group.

3. On individual filing out an application to the EuroGames organizer to provide a free of charge accommodation during the EuroGames (beyond that on maximally 2 days before and/or 2 days after the EuroGames).
4. To make it possible for that individually member the participation in the annual general meeting, by same support, as described under point 5, for a LGBT sport club.

Tangra Bulgaria

OUTREACH FUND

The Board of the EGLSF sets up an outreach fund in order to give people the opportunity to participate in EuroGames and members in the Annual General Assembly. The outreach fund is fixed by the budget, to be changed only for years to come, as the budget is adopted in the running year at the AGA of that year. The Board will make available for members at the AGA a maximum of 1,000 euro and for participants in the EuroGames 1,500 euro (small) to 2,500 euro (large scale). If additional funding by the members via the outreach fund has been given these amounts can be increased.

Rules for applications for EuroGames, will be adopted in the same line as former EuroGames hosts have done. To be added as an enclosure.

Rules for applications for AGA participants:

- Only one delegate per member will be funded.
- Women have preference in getting funding as long as there is no equal (50%) participation of men and women.
- A member club will only be entitled for funding during two years. For women an exemption can be made to this rule as long as there is no equal (50%) participation of men of women.
- The costs of living will be used as a calculation mode in the division of the available funds, according to the accepted motion at the AGA in Budapest 2006.

Clubs who chose to support clubs directly are requested to state this to the Board, in order to avoid double supporting.

EGLSF Board

TRANSGENDER POLICY

EGLSF Board proposes to adopt the policy on page 48-49 of the Assembly Papers for the EuroGames Antwerp 2007 and Barcelona 2008. The policy will be evaluated on the experiences of these EuroGames in 2008 to be presented at the Annual General Assembly in 2009.

EGLSF Board

IMPARTIAL POOL OF CHAIR PERSONS

1. The AGA welcomes the Board's plan 2007-2007 to "carefully review EGLSF statutes and Bylaws in order to propose the relevant amendments at the next AGA".
2. Currently the AGA has to chose and elect, every year, one impartial (technical) chair for the subsequent AGA.
3. Historically, the AGA has developed from a one-day meeting to a two-day meeting.
4. Given the position of the AGA as the highest decision making body of the Federation and for reasons of flexibility, continuity and balance of the workload of the impartial chair, the AGA asks the Board to implement a pool of impartial chairpersons (m/f) by amending the Bylaws, at next AGA.

NCS Amsterdam, Homosport Nederland, Zoete Lieve Gerritje Den Bosch, Dutch Gay & Lesbian Athletics Holland, Nat Utrecht, Upstream Amsterdam
