



Assembly Papers

Annual General Assembly

The Hague, March 7th – 8th 2009

Hosted by: Homosport Nederland

Welcome

On behalf of Homosport Nederland and the board of EGLSF we give you a warm welcome in The Hague!

The organizers of the Annual General Assembly 2009 have done all what's possible to make sure you will have a successful meeting and pleasant times in The Hague.

In order to facilitate you in having an efficient meeting, we supply you with these AGA papers. The AGA papers are divided in 3 parts.

The first section deals with all kinds of practical information. The second part is the agenda, followed by all documents belonging to a certain point on the agenda.

All documents in this booklet are also available on our web site for download as a PDF-file. The *financial* papers however will be handed out at the AGA.

See also www.eglsf.info for the latest online information and the download section. We apologise for any mistakes you might find in these papers.



Table of Contents

Practical information

Venues.....	4
Transport	5
Help !.....	6
Procedures at the AGA	7

Agenda	9
---------------------	----------

Annexes

Election of the chair	11
Membership items.....	12
Draft minutes of the AGA 2008.....	13
Board report (according to portfolios)	26
Report Advocacy	32
Strategic plan	38
Motion by FVV	46
Motion by the board	47
Candidates for EGLSF board	48
Bid for hosting the AGA 2010	65

PRACTICAL INFORMATION

Venues

Registration (Friday), Building Bridges 3 Conference

Museum for Communication

Zeestraat 82
2518 AD The Hague
T. +31 70 330 7500
<http://www.muscom.nl>

*From Central Train Station: tram 10 or buses 22 or 24.
From Train Station Holland Spoor : tram 1 or 10*

EGLSF Anniversary reception and dinner (Friday)

City Hall of The Hague

Spui 70
2511 BT The Hague
T +31 70 353 4455

From Central Train Station: 5 minutes walk (take exit "VROM" at Central Station)

Registration, AGA, lunches and dinner (Saturday)

Theatre Concordia

Hoge Zand 42
2512 EM The Hague
T. +31 70 302 2680
<http://theater-concordia.nl>

*From Central Train Station: tram 2, 3,4 or 6 leave at tramstop: Brouwersgracht.
Then 1 minute walk.*

Transport

The Hague has a good public transport system. All information about the public transport in The Hague can be found on their website: <http://www.htm.nl>
The information is available in Dutch and English.

If you come by air, the nearest airport is Rotterdam Airport. Transavia has lowpriced flights to Rotterdam from several cities (www.transavia.com). All major Airlines fly to Schiphol Amsterdam Airport which has a direct connection with The Hague by train. This takes about 30 minutes. Trains operate every 15 minutes. Eindhoven Airport has a lot of low cost airlines and is a hub for Ryanair (www.ryanair.com) and WizzAir (www.wizzair.com). Travelling to he Hague takes a 1,5 hours by train. If you plan to travel to Brussels airport (Brussels National / Zaventem) it takes 2 hours by train extra to travel to The Hague. We also suggest to check www.dohop.com and www.skyscanner.net for all flight possibilities.

We highly recommend members form Germany, France, Belgium, Switzerland and London (UK) to take a look at www.nshispeed.nl. Fast and direct connections are offered by hi speed trains to major cities in these countries. Price are very affordable and comfort is high.

An English guide about public transport in the Netherlands can be downloaded from this site: http://www.access-nl.org/our_services/pdf/booklets/public_transport.pdf

Overview about city transport can be found at:
www.denhaag.com/default.asp?id=502

Help!

For questions that may occur, please contact:

HOST:

Homosport Nederland
Bas Koppens
E-mail: bas@homosport.nl

EGLSF:

Lou Manders (General Secretary)
E-mail: lou@eglsf.info
Phone: + 31.620.542.603 (The Netherlands)

Procedures at the AGA

Registration: make sure you are allowed to vote!

All delegates and guests at the AGA need to be registered. Registration takes place at the Museum of Communication (Friday, 6th of March) and at the Theatre Concordia (Saturday, 7th of March).

Only members who have paid their full membership fee for 2009 (*and that before February 28th*) will receive a number of voting cards corresponding with the number of votes they represent.

A fee of €15 per person has to be paid at registration by those delegates:

- whose number exceed the number of their club's votes
 - who belong to non-member clubs
 - of regular member clubs, who didn't pay their membership fee for 2009
- These 'visitors to the Assembly' can join in the discussions, but are not allowed to vote.

Representation:

After the decisions taken at the London Assembly (in 2000), a club can be represented at the Assembly by another one according to article 11.3.5 of the Statutes and article 9.4 of the Bylaws of our Federation:

“Statutes:

11.3.5. Representation of members and casting of votes is possible as specified in the bylaws. The bylaws must contain objective criteria for representation of members and casting of voting rights.”

“Bylaws:

9.4. Representation of votes.

9.4.1. A delegate, who is authorised by ordinary members in writing, can cast the votes of three other ordinary members with less than 100 affiliated members. The maximum number of votes a delegate can cast is four.

9.4.2. A delegate, of an extraordinary member, can cast the votes of the associated ordinary members of this extraordinary member, which are not represented themselves or represented by another delegate as above mentioned. The maximum number of votes this delegate can cast is five.”

In addition:

- The represented member needs to fax the signed transfer-form to the NCS office (fax: +31 20 63 63 466) in which they confirm not to be present at The Hague AGA and that they are transferring their votes to a specified sport group. This form can be downloaded from our website (www.eglsf.info).
- The representing member needs to add the name of the member it is representing, on its registration form for the AGA.
- Representation is only possible for members who have paid their full membership fees, like any other member who is present at The Hague AGA.

- A member can represent a maximum of four votes including the voting rights for her/his own sport group. Please keep this in mind when filling out the registration form.

If you need information on how many votes your sport group has got, please contact Juha Meronen (EGLSF Treasurer) at e-mail: juha@eglsf.info.

Dealing with motions/amendments:

Before the discussion is started, questions – and only questions – should be allowed to clarify the understanding of a motion. After all questions have been answered by the mover, the discussion and decision making can start.

Please keep the discussion within reasonable time limits!

The discussion will be best structured in such a way that first three arguments for the motion are heard, followed by three against. After that first round, it is checked if the assembly wants the discussion to be continued. If so, the (first round) procedure is repeated, and so on until the majority wants to stop the discussion and the voting on the motion and/or proposal can take place.

Breaks for reconciliation:

The situation might occur that a point is brought up during the Assembly that needs reconciliation by the Board. If so, the Board will ask for a short reconciliation.

Presentation equipment:

At the general assembly, delegates can use PowerPoint that will be in use during the weekend. Members who would like to make use of this equipment, are kindly requested to contact Lou Manders (e-mail: lou@eglsf.info) before the Assembly starts, to ensure an efficient use of the facilities.

Agenda

Friday 6th March

- 09.00-10.30 Registration “Building Bridges 3” Conference / AGA
10.30-17.15 “Building Bridges 3” Conference
17.30 - EGLSF 20th Anniversary Cocktail and Dinner

Saturday 7st March

- 08.30-09.30 Registration of delegates
09.00-09.30 Welcoming of the delegates and guests
09.30 1 Welcome by the host(s)
09.40 2 Opening by the EGLSF Co-presidents
10.00 3 Roll Call of delegates and guests
10.05 4 Appointing of Ballot Committee
10.10 5 Fixing of the Quorum by the Treasurer
10.20 6 Election of the Assembly Chair and Secretary page 0
10.40 7 Setting of the agenda
10.50 8 Membership items page 0
11.00 9 Minutes of Annual Meeting AGA 2008 (Rome) page 0

11.15 Coffee break

11.30 10 Year reports 2008 page 0
- Board
- Committees
- Finances
- Cash Control
- Discharge of the board (*voting*)
12.00 11 Presentation of strategic plan and budget 2009 page 0
12.15 12 Report EuroGames 2008 Barcelona

13.00 Lunch break

14.00 13 First Plenary Session: Sport (a.o. Technical Manual / EuroGames)

15.30 Coffee break

15.45 14 Second Plenary Session: Diversity (gender parity, youth/old, minorities, outreach)

17.15 Coffee break

17.30 15 Presentations of candidates page 0
- Board positions
- AGA 2010 Host
- AGA 2010 Chair
18.30 16 Voting on AGA 2010 Host and AGA 2010 Chair and Secretary
18.45 17 Voting on Strategic Plan, Budget and motions (a.o. EuroGames)

19.00 *Adjournment*
19.15 *Joint Dinner (optional)*

Sunday 8th March

- 09.00 Welcoming of the delegates and guests
09.30 18 Re-opening by the chair
09.35 19 Roll call
10.00 20 Presentation of EuroGames Bids
- Rotterdam 2011
- Budapest 2012
- 11.30 Coffee break
- 11.45 21 Voting on EuroGames Bids
12.00 22 Voting and Elections of Board Candidates
12.30 23 Presentation of LGBT Global Sport Events
- WorldOutGames Copenhagen 2009
- GayGames Cologne 2010
- 13.15 *Adjournment*
13.30 *Lunch (optional)*

Election of the Chair

Last year in 2008 AGA Rome, Bianca Hagenberg and Ben Baks were elected for chairing AGA 2009.

Bianca Hagenberg resigned afterwards.

The Board propose the following:

- Make an exception of article 6, point 6.2 of bylaws and consider the two persons elected as co-chairs.
- Elect to Judith Schuyf for the position of AGA 2009 co-chair.

The Board intends with this election as co chairs of the AGA of 20th EGLSF Anniversary to honour Judith, as well as the elected Ben, as two persons that have made, and still are making, essential contribution to EGLSF work and evolution in Europe and The Netherlands.

Membership items

New members 2008

ORD	Berlin	Tanzsportclub Balance e.V
ORD	Bilbao	Kamalions
ORD	Brescia	Le Iene Volley
ORD	Graz	FC BALLaver
ORD	Hamburg	German-Rainbow-Open
ORD	London	UK Same Sex Dance Council (UKSSDC)
ORD	Kiev	NRG Women Amateur Sports Club Kiev
ORD	Manchester	Open Athletics
ORD	Manchester	Pride Sports
ORD	Manchester	Open Athletics
ORD	Perugia	Omphalos Sport Umbria
ORD	Sofia	BAGS - Bulgarian Association Gay Sport "Outsports Bulgaria"
EXO	Rome	Circolo Di Cultura Omosessuale
Resigned / not payed		
ORD	Amsterdam	Dansschool Hans Vos
ORD	Amsterdam	Smash Amsterdam
ORD	Amsterdam	Rainbow Squash Amsterdam
ORD	Lausanne	Aquarius Lausanne
ORD	London	St. Gabriels Badminton Club
ORD	München	FrontRunners München
ORD	Nijmegen	Gay Swim Nijmegen Spetters
ORD	Palma de	
ORD	Mallorca	Balearix
ORD	Paris	AcroBAD
ORD	Paris	Contrepied
ORD	Paris	FC Paris Arc-en-Ciel
ORD	Skopje	MASSO
EXO	Groningen	Equality danceE

Draft minutes (to be approved at 2009 AGA)

EUROPEAN GAY AND LESBIAN SPORT FEDERATION (EGLSF) ANNUAL GENERAL ASSEMBLY (AGA) 2008 ROME, 29th February – 1st MARCH 2008

List of participants (If a club has more delegates than votes, extra delegates are marked as visitor)

Club	Delegate	City
Ordinary Members		
A.T.OMO	Luca Galati	Milano
Abseitz Stuttgart	André Bribet	Stuttgart
Active Company	Philip Houtermans	Antwerpen
Active Company	Vera Van Dijck	Antwerpen
Artemis / Frankfurt am Main	Anke Hillebrecht	Frankfurt am Main
Artemis / Frankfurt am Main	Kerstin Schlegel	Frankfurt am Main
Artemis / Frankfurt am Main	Ricarda Trautmann	Frankfurt am Main
Athina Olkeia	Panayotis Evangelidis	Athens
Atlaszsport Budapest	András Bolyán	Budapest
Bonner Hupfdohlen	Biser Yordanov	Bonn
Dutch Gay and Lesbian Athletics	Bas Koppers	Amsterdam
Fat Cats Sports Club	Anton Valev	Sofia
FVV	Jan Frölich	Frankfurt am Main
G Madrid Sports	Francisco ORTEGA	Madrid
Gate Volley Milano	berardo marco caprini	Milano
Gruppo Pesce Milano	Marcello Sabiu	Milano
Gruppo Pesce Roma	Giulio Anzuinelli	Rome
Halegatos	Miguel Ramos	Madrid
Hermes	Alia Katsika	Athens
HOT Helsinki	Jari Ruuskanen	Helsinki
Ketelbinkie	Hans van Dop	Rotterdam
Ketelbinkie	Rodney Goijer	Rotterdam
Kouros Eindhoven	Rene Boulonois	Eindhoven
Le Iene Volley	Lucio Merzi	Brescia
madpoint	Mariate Escalada	Madrid
Nat Utrecht	J.Y. (Sjaan) van der Jagt	Utrecht
Northern Wave	Trevor Burchick	Manchester
Omphalos Sport Umbria	Giampiero Mancinelli	Perugia
Open Athletics	Anna Verges	Manchester
Out in Slovenija	Nika Dimec	Ljubljana
Outsport Bulgaria	Stanislav Tanchev	Sofia
Pan Idraet	Britt Gadegaard	Copenhagen
Pan Idraet	Ole Udsholt	Copenhagen
Pan Idraet	Per Horn Rasmussen	Copenhagen
Panteres Grogues (EuroGames 08)	Maria Ruiz	Barcelona
pinkballroom Berlin	Kerstin Huebner	Berlin
pinkballroom Berlin	Thorsten Reulen	Berlin
Pride Sports	Louise Englefield	Manchester
Roman Volley	giovanni fioretino	Rome
Samarucs València	Jon LANDA	València

SC Janus	Armin Lohrmann	Cologne
SC Janus	Michael Lohaus	Cologne
Seitenwechsel Berlin	Conny Kempe-Schälicke	Berlin
Smashing Pink Amsterdam	Ellen Soeters	Amsterdam
Smashing Pink Amsterdam	Jurgen Rienks	Amsterdam
sport club "A-MEGA"	Inessa Gromova	Saint-Petersburg
Sport Club Tangra-Bulgaria	Mitko Mitev	Sofia
Sport Club Tangra-Bulgaria	Peter Moews	Sofia
Team Berlin	Martina Kempe	Berlin
Team München	Matthias Haaf	Munich
VCL Voile et Croisiere en Liberte	Emy RITT	Paris
Vorspiel SSL Berlin	Susanne Huneke	Berlin
Vorspiel SSL Berlin	Thomas Rogat	Berlin
YELLOW	Fabrizio Mariucci	Rome
Extraordinary members		
ArciGay	Fabrizio Marrazzo	Rome
CIRCOLO DI CULTURA OMOSESSUALE MARIO		
MIELI	ANDREA BERARDICURTI	Rome
FSGI	FOUCAULT christelle	PARIS
Homospport Nederland	Judith Schuyf	Utrecht
Netherlands Cultural SportFederation (NCS)	Ben Baks	The Hague/Amsterdam
Transfer of Votes Saturday correction included)		
From	To	
Gay Squash	Nat Utrecht	
Gay Swim Amsterdam	DGLA	
Gruppo Pesce Torino	Gruppo Pesce Milano	
SC Berliner Regenbogenforellen e.V.	Team Berlin	
Sport Club Rosa Löwen	Vorspiel Berlin	
EGLSF Board	Pepe Garcia Vazquez	Brussels
EGLSF Board	Gabriella Kormendi	Budapest
EGLSF Board	Anne Jensen	Copenhagen
EGLSF Board	Gisela Weil	Frankfurt am Main
EGLSF Board	Juha Meronen	Helsinki
EGLSF Board	Andrej Pisl	Ljubljana
EGLSF Board	Lou Manders	Utrecht
Artemis / Frankfurt am Main	Bianca Hagenberg	Frankfurt am Main
Team München	Beppo Brem	München
Bonner Hupfdohlen	Sandro Pfau	Bonn
honorary member	Johan van de Ven	Eindhoven
(Ben Baks and Conny Kempe are also honorary members, but they are also delegates)		
AGENSPOORT	Anna Paola Concia	Rome
ArciGay	Riccardo Aiese Cigliano	Rome
ArciGay	Federica De Simone	Rome
Gruppo Pesce Roma	Angelo Albanesi	Rome
Gruppo Pesce Roma	giovanna nini	Rome
Gruppo Pesce Roma	Jesus Guerrero Buitrago	Rome
Gruppo Pesce Roma	lorenzo biagini	Rome
Gruppo Pesce Roma	Massimo M. Greco	Rome
Gruppo Pesce Roma	paolo sordini	Rome
Gruppo Pesce Roma	Pier Giorgio De Simone	Rome

Gruppo Pesce Roma	simone Bonanni	Rome
Gruppo Pesce Roma	SPEZIALE FORTUNATO	Rome
Gruppo Pesce Roma	salvatore marra	Rome

Visitors

Artemis / Frankfurt am Main	Susanne Di Pillo	Frankfurt am Main
Atlaszsport Budapest	Anna Göttler	Budapest
Creative War	Anatoly Nefedov	Antwerpen
EuroGames 2007 Antwerp	Jan de Wieuw	Antwerpen
EuroGames 2007 Antwerp	Bart Mertens	Antwerpen
EuroGames 2007 Antwerp	Christel Moons	Antwerpen
EuroGames 2007 Antwerp	Danny Kayser	Antwerpen
EuroGames 2007 Antwerp	Davy Brocatus	Antwerpen
EuroGames 2007 Antwerp	Dirk Hendrickx	Antwerpen
EuroGames 2007 Antwerp	Dries Collewaert	Antwerpen
EuroGames 2007 Antwerp	Ellen Van Wassenhoven	Antwerpen
EuroGames 2007 Antwerp	Evelien Dreesen	Antwerpen
EuroGames 2007 Antwerp	Anatoly Nefedov	Antwerpen
EuroGames 2007 Antwerp	Pascal Maes	Antwerpen
EuroGames 2007 Antwerp	Peter De Ridder	Antwerpen
EuroGames 2007 Antwerp	Ronny Dedecker	Antwerpen
EuroGames 2007 Antwerp	Sofie Merciny	Antwerpen
EuroGames 2007 Antwerp	Sven De Loenen	Antwerpen
Fat Cats Sports Club	Sabcho Sabev	Sofia
Gate Volley Milano	Nicola Brunoro	Milano
Gay Games Cologne	Andrea Müller	Cologne
GLISA	Julia Applegate	Columbus
GLISA	Catherine Meade	Halifax
GLISA	Hyun Yeu	Rotterdam
GLISA	Wessel van Kampen	Rotterdam
Halegatos	Marcus Schrempp	Madrid
Kouros Eindhoven	Reint Martens	Eindhoven
Le Iene Volley	Stefano Bolis	Brescia
Masso	ANA PIPONSKA	SKOPJE
Northern Wave	Michael Maxwell	Manchester
Outgames 2009	Inger Pors	Copenhagen
Outgames 2009	Judy Jacobsen	Copenhagen
Outgames 2009	Tommy Kristoffersen	Copenhagen
Outsport Bulgaria	Elena Boychinova	Sofia
Outsport Bulgaria	violetka Stoykova	Sofia
Outsport Bulgaria	Vasil Mihalkov	Varna
Outsport Bulgaria	Radostina Nedeva	Varna
Outsport Bulgaria	Pavlin Stoychev	Sofia
Panteres Grogues (EuroGames 08)	Joan Miro	Barcelona
Panteres Grogues (EuroGames 08)	Angel Toribio	Barcelona
Panteres Grogues (EuroGames 08)	David Catllà	Barcelona
Panteres Grogues (EuroGames 08)	David Holguin	Barcelona
Panteres Grogues (EuroGames 08)	Fermi Capel	Barcelona
Panteres Grogues (EuroGames 08)	Ignasi Sala	Barcelona
Panteres Grogues (EuroGames 08)	Joan Offroy	Barcelona
Panteres Grogues (EuroGames 08)	Jordi Arcarons	Barcelona
Panteres Grogues (EuroGames 08)	Josep Escartin	Barcelona
Panteres Grogues (EuroGames 08)	Marcus Skeete	Barcelona
Panteres Grogues (EuroGames 08)	Mariela Irlas	Barcelona
Panteres Grogues (EuroGames 08)	Marta Arcarons	Barcelona
Panteres Grogues (EuroGames 08)	Miquel Torres	Barcelona
Panteres Grogues (EuroGames 08)	Pere Cruells	Barcelona
Panteres Grogues (EuroGames 08)	Roman Trias	Barcelona
Panteres Grogues (EuroGames 08)	Saberio Pergolissi	Barcelona

Panteres Grogues (EuroGames 08)
 Panteres Grogues (EuroGames 08)
 pinkballroom Berlin
 Roman Volley
 SCI.G VENETO
 Sport club "A-MEGA"
 Sport Club Tangra-Bulgaria

Vander Lemes
 Xavier Purificacion
 Andrea Schlinkert
 Giulio Maria Corbelli
 fabrizio mescoli
 Ekaterina Sedova
 Hristo Georgiev

Barcelona
 Barcelona
 Berlin
 Rome
 desenzano del garda
 Saint-Petersburg
 Sofia

Number of official delegates	56	
males	38	68%
females	18	32%
Number of all people	144	
males	97	67%
females	47	33%

Agenda

(with approved changes included)

Thursday 28th February

19.00-20.30 Gender Conference Registration

Friday 29th February

09.00-18.30 Gender Conference

17.00-18.30 AGA Registration

17.00-18.30 (In parallel with Registration and if needed) Introduction by EGLSF Board members to new AGA participants.

19.30 - AGA Welcoming cocktail

Saturday 1st March

09.00-09.30 Registration of "late arrival" delegates

09.00-09.30 Welcoming of the delegates and guests

09.30 1 Welcome by the host(s)

09.40 2 Opening by the Co-presidents of the EGLSF

10.00 3 Roll Call of delegates and guests

10.05 4 Appointing of Ballot Committee

10.10 5 Fixing of the Quorum by the Treasurer

10.20 6 Election of the Assembly Chair and agenda setting

10.30 7 Presentation of FGG Legacy Award given to EGLSF

10.40 8 Membership items

See annex 0

page 12

10.50 9 Minutes of Annual Meeting 2007 (Madrid)

See annex 1

page 13

11.00 *Coffee break*

11.15 10 Year reports 2007

- Year report of the Board on the year 2007

See annex 2

page 30

- Year report on Committees Work

See annex 3

page 36

- Financial report of the Treasurer on the year 2007.

- Report by the Cash Control Committee

- Discharge on the Board's policy over the year 2007.

12.30 11 First Plenary Session: Sport

14.00 *Lunch break*

15.30 11 First Plenary Session: Sport (cont.)

16.45 12 Gender issues: Conference report and input from the clubs

17.15 *Coffee break*

17.30 13 Final report by Antwerp 2007 EuroGames

18.00 14 Status report on Barcelona 2008 EuroGames

18.30 15 Presentation of Outgames Copenhagen 2009

19.00 16 Presentation of Gay Games Cologne 2010

20.00 *Adjournment*

21.30 *Joint Dinner (optional)*

Sunday 2nd March

09.00-09.30		Welcoming of the delegates and guests	
09.30	17	Re-opening by the chair	
09.35	18	Roll call	
09.45	19	Second Plenary Session: The future of EGLSF	
11.00		<i>Coffee break</i>	
11.15	20	Second Plenary Session on the future of EGLSF (cont.)	
12.30	21	Business plan and plans of the Board for 2008-2009	
		- Plans of the Board for the year 2008-2009 (plus budget for 2008, if applicable.)	
		See annex 4	page 42
13.00	22	Voting and Elections	
		- Voting of potential motions, including statutes and bylaws changes	
		See annex 5	page 46
		- EGLSF Board, Female co-president and 2 Board members	
		See annex 6	page 57
		- Cash Control Committee on 2008 to report at AGA 2009	
		- Candidate for the chair of the AGA 2009	
		- Host of the AGA 2009	
		See annex 7	page 59
14.30	23	Closing of the Assembly	

Plenary session on the Sport in EGLSF

During the years in EuroGames, there have been errors and misunderstandings in tournament systems, regulations etc. The board (with contacts of some individuals) started a discussion, is there a need to create minimum standards to EuroGames. The discussion raised before the problems in Barcelona. That is why board decide that every member club has an opportunity to take part to this discussion.

Discussion topics:

Why discussion is needed about sport issues;

- *to ensure good quality of games in EuroGames*
- *to avoid misunderstanding between organisers and participants*
- *to ensure that participants know before the games what to expect*
- *is there a need to create a minimum standard of every (or major) sport*
- *in registration of EuroGames, should member clubs get registered before others to ensure their participation*
- *should there be a technical committee, which takes care of these regulations*

If there is a need of minimum standards, then we looking for example:

- *to determine minimum requirements of sport halls and other surroundings*
- *to determine minimum requirements of competition rules and formula in order to get same level of competition in every EuroGames*
- *to find out is there a possibility of ranking system*

Minimum requirements would be included to bidbook, and EuroGames organiser must obey them. The other tournaments in Europe can adopt these, if they want.

How to create minimum standards;

- *is there a major gay sport association of some sport (like IGLA)*
- *do they have already set up a ready concept, what can be adopted*
- *practical issues to be determined*
 - *sport hall*
 - *tournament system*
 - *ranking*
 - *levels*

For example

There is a sport organisation (NAGVA- North American Gay Volleyball Association). They have determined very exact regulation of their own volleyball league, including ranking system (the ranking system is made basis of player, not team).

EGLSF should about some parts of their regulations, like

- *Levels (AA – A – B – BB – C), always the same levels,*
- *levels should be determined in writing based on player skills and teams playing system*
- *Policy: if teams win a medal in some tournament and most of the players are same, team should go to next level.*
- *International volleyball rules but few exceptions*
 - *libero only in AA,A (to help referees)*
 - *in case of injury etc missing player, possibility of playing with 5 players*

Tournament system must be same always

- *to ensure minimum number of games to all teams*
- *to ensure all teams play in both days same amount of games*
- *no time limits, rally points to 25 or 21*
- *double elimination system or international pool bracket, these must be clarified*
- *referees in AA,A*

12. Gisela gives a presentation and reports about the Gender conference.
13. Delegates of organization of the EuroGames 2007 in Antwerp present their final report.
14. A status report on the organization of EuroGames 2008 has been given by the organization of EuroGames 2008 Barcelona.
15. Presentation by worldOutgames Copenhagen 2009
16. Presentation by GayGames Cologne 2010

At 20.00 hours the meeting is adjourned.

Sunday 2nd of March 2008

17. Re-opening by the chair
18. Roll call of delegates
Fixing of the quorum: Quorum needed: 36
Registered votes: 80
Quorum fixed
- 19/20 Second plenary session on the future of EGLSF

Plenary session on the future of EGLSF

The title of the mandate for the Structural and Strategic Committee is How do we want EGLSF to look in 10 years?, and the super ordinate aim is to provide EGLSF with a profound discussion paper for the AGA 2009 or 2010 on the development of EGLSF including a vision (please look in the AGA papers for the three main parts of the mandate). The Structural and Strategic Committee is of the opinion that the needs and requests of ELGSF member clubs are the following – and you have to finish the list during the plenary session on Sunday:

A. *EuroGames are the granting of EGLSF, and a thorough evaluation of all experiences and a development of EuroGames cannot be carried out by a board of volunteers. This also includes ensuring the level of the EuroGames tournaments through setting up rules and guidelines.*

B. *Gathering experiences of executing tournaments of all sizes and making such experiences available to all member clubs on the website and being at the clubs' disposal as a sparring partner*

C. *Gathering experiences with outreach work from Western and (South) Eastern clubs, making such experiences available to all member clubs including being at the clubs' disposal as a sparring partner*

D. *A goal oriented work on sponsorships for EuroGames and outreach work, which is not possible for volunteers to carry out in a satisfactory way*

E. *Gender parity – again collect (best) practices and make these at the clubs' disposal, imparting knowledge and counselors/facilitators*

E. *Advocacy. Obtain acceptance from national and international sports associations with respect to:*

1. *fighting against homophobia in sports, and*
2. *understanding for the relevance of and openness towards LGBT clubs*

Financial support from EU for:

1. *professionalizing EGLSF, and*
2. *support clubs in (South) Eastern Europe*

F. Setting up networks among sports, i.e. handball sections of clubs, including LGBT sports associations on European and World level. However, neither co-ordination of nor decisions about tournaments should take place, since there are no clear/objective criteria for making such decisions.

EGLSF should be able to function on the same level as comparable associations. The development of true sharing and impartation of knowledge are not possible without a secretariat with employees, and would meet the demands and wishes within the above fields. The employees' work should of course be founded in the political decisions taken by the board – and we have to learn from the experiences made by comparable associations.

Topics for the group discussion

1. Are the needs and requests of all kinds of member clubs covered by what has been mentioned?

2. Do you find the social outreach approach that the board pursues okay and/or do you find that EGLSF should focus on other groups?

The groups we focus on are:

A. Maintaining the focus on gender parity and the integration of women

B. LGBT people belonging to ethnic minorities, elderly people (let's say +60), youth, and HIV+ persons.

3. Regional outreach – there are many poor LGBT people in parts of England, Ireland, Germany, Portugal, not to speak of ethnic minorities in France, Denmark and other countries. Should EGLSF defer from the notion of outreach **countries** in favor of the notion of regional outreach **areas**?

4. Does EGLSF need a new structure?

Many very big clubs have the same amount of votes as comparably very smaller clubs. We may introduce a regionally based structure, e.g. the actual club members per country/region and not the number of clubs are determining; we may consider the incorporation of women important; we may look at other umbrella associations' organization. What do you think?

5. Should EGLSF strive for a professionalizing including employee(s) who carry out tasks of coordinating, collecting knowledge, experiences etc., and a board taking the political decisions? What are the advantages/disadvantages?

6. Is it possible to increase and include the engagement of member clubs in the work of EGLSF? In which ways would it be possible?

7. Sponsoring issues – Companies willing to sponsor want something in return. If EGLSF can reach it's individual members directly, we can attract major sponsors. Should EGLSF be able to reach directly the 15000 athletes which are members of our member clubs?

21. The board presents their plans for 2008 and 2009. The budget for 2008 is presented by Juha Meronen.

Voting on plans of board and budget:	Pro	: 59
	Con	: 1
	Abs	: 8

Plans and budget 2008 are accepted.

22. Motions:

1. Code of conduct for the use of the members' list

With amendment – “without prior notice”, must be “with prior notice...”

Pro: unanimously

Con: 0

Abs: 0

Motion accepted

2. Statutes and bylaws

With amendments

Art. 5.1 In order to become **and stay** member....

Art. 6.2 ... a Chairperson and a **assistant Chairperson** will be

Art. 11.6 Board members can be elected, at their own proposal and by decision of the **General Assembly for a period less than two years.**

Art. 11.7.2 ... the club **they represent** for at least....

Pro: unanimously

Con: 0

Abs: 0

Motion accepted

3. Committees work

With amendment : the text in sub. b. has been withdrawn from the motion

Pro: 56

Con: 10

Abs: 10

Motion accepted

4. Motion on individual registration

Pro: 55

Con: 8

Abs: 13

Motion accepted

5. Motion for regulation participation of outreach countries (Peter Möws, Tangra Sports, Bulgaria)

Handed out at AGA.

Pro: 4

Con: 31

Abs: 41

Motion not accepted

6. Voluntary work

There is a shortage in capacity and/or structures to deal with all demands/objectives of the EGLSF

- i. The EGLSF board should make use of individual resources/capacities and actively engage volunteers for helping out. A volunteer pool should be established for this right now.
- ii. When AGA decides on establishing a committee, or working group the membership has to be taken care of immediately including the appointment of a chair. This is needed to keep momentum up and get tangible results.

Pro: 66
Con: 1
Abs: 7

Motion accepted

7. EuroGames advisory Committee

The board should revive the advisory committee for EuroGames in order to assist the board with bidding process and the further development of the event. The committee consist of former organizers and former boardmembers.

Pro: 76
Con: 0
Abs: 2

Motion accepted

Beppo Brem is accepted as chair by acclamation

Elections:

The board proposes to continue their work the next year with seven members:

Pro: 68
Con: 6
Abs: 2

Motion accepted

Candidature of Anne Jensen as female co-president of EGLSF:

Pro: 70
Con: 5
Abs: 1

Anne Jensen is elected as female co-president

Candidature of Gisela Weil as board member of EGLSF:

Pro: 63
Con: 8
Abs: 4
Blanc: 1

Gisela Weil is elected as board member

Candidature of Homosport Nederland as host for the AGA 2009 in The Hague:

Pro: unanimously
Con: 0
Abs: 0

Homosport Nederland is elected as host of AGA 2010 in The Hague

Vorspiel Berlin is candidate of Cash control committee:

Pro: unanimously
Con: 0
Abs: 0

Vorspiel Berlin is elected unanimously as cash control committee

Election of the chair of AGA 2009:

There are two female candidates for chair of the AGA 2009:
Conny Kempe-Schällicke and Bianca Hagen.

With 36 votes in favor of Bianca, 31 votes in favor of Conny and 2 abstentions, the AGA elects Bianca Hagen as chair of the AGA 2009.

Ben Baks is elected unanimously as assistant to the chair.

23. The Annual General Assembly is closed.

Board report 2008 (according to portfolios)

1. ADMINISTRATION AND COORDINATION OF BOARD WORK

(Anne Jensen, Pepe García-Vázquez, Lou Manders)

General

The general administration and co-ordination of board work includes:

- Planning of Board meetings
- Planning of teleconferences
- Drafting of agendas
- Organization of AGA 2009

Contact with members

Lou Manders, as a general secretary, as well as Anne Jensen and Andrej Pisl, have answered most requests from members and non-members or distributed requests to the board members responsible for the field in question. Anne and Andrej have also elaborated the newsletter (see 3. Communication).

Strategic and Structural Committee

(Members: Ole Udsholt, Pan Idraet, DK, Bas Koppers, Homosport Netherland, The Netherlands, board member: Anne Jensen)

The committee has met one time in order to discuss the input which was the result of the group discussions at AGA 2008. Unfortunately, the members of the committee have not been able to pursue this discussion and transform it into a coherent presentation for AGA 2009, due to the committee members' lack of time.

Bylaws and Statutes changes

The Board elaborated the a motion concerning this issue (see "Motions")

2. ADVOCACY

(Pepe García-Vázquez, Gisela Weil, Lou Manders)

Advocacy Committee (Tanja Walther, Johan van de Ven, Ben Baks)

See separately the report by this committee.

FARE (Football Against Racism in Europe)

See committee report

Conferences and meetings

Networking in Copenhagen (2nd-4th Mat 2009)

The Board participated in the Networking day, organized by Outgames 2009, giving a short presentation on EGLSF to the other participants, among them ILGA Europe and ILGA World. Apart from that, the board members participated in the workshops on sports, women's involvement, outreach, and the human rights conference 2009. Tanja Walther gave a presentation on FARE and EGLSF's involvement in FARE, and we also met with IGLA representatives.

EuroGames Barcelona

On the first day the EuroGames, the International Conference on Human Rights and Homophobia will be organised. With the conference, EuroGames Barcelona and EGLSF want to work towards a climate in sports where people can be what they are, of their own free will, regardless of their sexual orientation. As a conclusion of this conference, a "Declaration of Barcelona" was elaborated and presented by EGLSF to the authorities of Catalonia and Barcelona. The English version of this Declaration will be soon available at EGLSF web site.

ILGA- Europe

End October 2008 took place in Vienna ILGA-Europe annual conference. EGLSF, together again with Outgames 2009, held a successful workshop highlighting the advocacy values of sport.

EU Sport Forum 2008

EGLSF participated at this forum, with stakeholders from all level of sport in Europe held in Biarritz (26-27 November 2008).

Council of Europe

Ben Baks has been keeping the contacts with this organization. See committee report.

European Commission

EGLSF has kept in contact with European Commission Sport Unit within the framework of the White Paper on Sport and with the expectation of final adoption of Treaty of Lisbon.

3. COMMUNICATION and PROMOTION

(Andrej Pisl, Anne Jensen)

Internal communication

The board continued to use the members' mailing list as the main tool for communication. Regarding the electronic voting procedures, we specifically notified the contact people listed in the membership form. It should be pointed out that members have to review the contact details and other data themselves; this should be done at least one time per year when submitting the membership form, and as soon as possible in case of any changes.

Several scheduled and non-scheduled online teleconferences were held; mostly in months without the board meeting. Board members stayed in close contacts via board's internal mailing list at all times.

A new membership registration and management system was introduced end of December to enable online submissions and to keep information up-to-date.

Websites

The three public websites (www.eglsf.info, www.eurogames.info and www.gaysport.info) were updated with members' submissions (news, links and events). The general content pages have been partially updated with the relevant issues and topics. Some of the content was moved in order to provide better and easier navigation. Some planned improvements are waiting for realisation due to technical requirements and server upgrades.

Special thanks should be given to the Technical Support Group; mostly Erna Kotkamp and Conny Kempe-Schälicke for additional support and their voluntary work.

Newsletter

Using the recently adapted visual image, the EGLSF Newsletters have been published on a monthly basis in 2008 as well. The publication got an official ISSN number, and is available also for online reading. The newsletter contains summary of the work and activities of the board and the committees. It also enables members to actively contribute with the contents. News published on EGLSF's websites, are automatically included in the newsletter as well. The newsletter includes an overview of upcoming events in Europe and elsewhere. A new Member's section was introduced to enable additional promotion of the clubs.

The free EGLSF Newsletter is intended for members of EGLSF to keep track on the activities of the board and other members; to promote EGLSF and LGBT sports in general; to attract new member clubs and individuals; and to provide a source of information also to our partners, media and general public.

The newsletter is published electronically and sent to the members mailing list and also to the special newsletter distribution list. We highly encourage our member clubs to invite also the individual members of their clubs to subscribe. Complete archives and subscription forms are available at www.eglsf.info.

Other promotional materials

The EGLSF flyers have been distributed to our members at the AGA, and were made available to LGBT athletes and interested public at sporting and other events. EGLSF brochures have been slightly updated and reprinted, as we ran out of them. All board members, EGLSF representatives and other key figures associated with the federation are equipped with the printed promotional material as it represents a great promotional tool, and provides general information about EGLSF. The materials are also available upon request (can be mailed out).

E-promotion

We have encouraged our members to place links to EGLSF from their websites, also using the web banners created last year.

For general promotion, a short promotional video of EGLSF and the EuroGames has been compiled and shown at the EuroGames in Barcelona and some other occasions.

EGLSF is also present in two popular online communities: YouTube (with our video contents) and issuu (with the EGLSF Newsletters). Presence in popular online social communities is being considered at the time.

4. FINANCES

(Juha Meronen)

The financial report of year 2008 will be finalised in February 2009. It will be sent to all AGA participants and EGLSF members by email latest on 1st of March. It will also be handed out at the AGA.

5. INTERNATIONAL SPORTS ORGANISATIONS

(Anne Jensen and Pepe García-Vázquez)

The contact to FGG and GLISA has been maintained during the last year. The initiative taken by EGLSF in 2007 concerning co-operation within the fields of sponsors, regional outreach and advocacy has turned out to be less feasible. The reason is not lack of will but of time, due to the involvement of the respective board members in their own tasks. Nevertheless, EGLSF board has co-operated with the team organizing Outgames 2009, especially regarding advice and input for the outreach initiatives. Furthermore, EGLSF board has met with the team organizing Gay Games Cologne 2010.

6. OUTREACH

(Anne Jensen, Gabriella Körmendi, Gisela Weil)

The board began its work in the field of outreach, taking the first step towards diversity - as it was decided previously - with the gender equality training workshop at the 2008 Rome AGA. This was the first opportunity in the history of AGA's that a full day focused on diversity in all its forms. Discovering the wide range of personal diversity in a number of social categories, like national/ethnic origin, level of gender knowledge, sexual experience, gender identity etc., established in an open and friendly atmosphere, facilitated awareness raising and a critical review of not just the idea of gender but of diversity as such.

The board - taking the input from the session on the future of EGLSF at AGA 2008 into account, as well, decided to put its efforts into working out a diversity platform towards AGA 2009. At the 2008 Rome AGA 7 of the 11 discussion groups discussed social and regional outreach and six of those groups pointed to giving up the notion of regional outreach which is how EGLSF has defined it until then. Instead several suggestions were presented, namely: EGLSF shall support outreach persons and set up social, local, political, ethnic, gender and financial criteria, which means that persons from all European countries may apply for outreach support and that clubs regionally/nationally also are responsible for outreach.

The aim is that the current geographical emphasis of outreach be abandoned in favor of focusing on specific fields, groups and areas, e.g. age groups or ethnic minorities. The platform should set up proposals for active involvement of member clubs, e.g. sharing good practices and using tournaments as a vehicle for practical co-operation.

Furthermore, the goals and aims should be in accordance with EGLSF's motto "Fair Play, Safety, and Tolerance in Sport for Everyone".

Since the Outreach Committee initiated at the Madrid AGA 2007 was cancelled during 2008, due to lack of interest and inactivity of the members, the board itself was trying to look into best practices and attempted to encourage outreach work in any possible form within its member clubs. One of the results of this work can be seen in the joint bid for the 2011/2012 EuroGames by Rotterdam and Budapest, or the continued extensive outreach support of the Christmas Tournament (FVV), and many more.

Experiences of offering sport and other activities for HIV+ persons are still being collected among member clubs that have been working in this field for a long time. The same applies to clubs offering activities to elderly people/youth, and those experiences will be made accessible to the membership. We also draw upon on the experiences made by other LGBT associations and straight sports associations in order to move forward in this field. And - as applies to all fields - we aim at collecting relevant experiences and making them available to the membership, among other things by organizing workshops at AGA 2009.

During the year the actual financial outreach work focused on EuroGames (where a sum of 2 500 Euros was contributed to the amount Barcelona hosts were able to distribute among applicants), and advising and consulting Outgames and Gay Games outreach policies.

7. SPORTS

(Lou Manders and Juha Meronen)

EuroGames bidding organizations

At the AGA 2008 in Rome the EuroGames Advisory Committee was revived. Lou as responsible board member had together with Beppo Brem several talks with potential organizers of EuroGames 2011 and 2012. Especially the new construction of a twin bid for 2011 and 2012 needed some discussions. The board supports initiatives in this area, however it's up to our members to decide if a bid for hosting EuroGames 2012 could be on this years agenda instead of the AGA in 2010. The only way to know what our members wanted was a electronic voting; the first in EGLSF' history. This resulted in a high response and we can say that, although we had some hiccups, we have learned from this experience and we are confident electronic voting can and will be used more often to stay aligned with our members.

The result of the two bidding organizations can be found in two beautiful bidbooks.

Technical manual

Even before Rome there was a growing demand for a technical manual for EuroGames organization and sports issues. Main reason is to ensure quality of sports for our members. We have already had input form several members and at the AGA 2009 we will show a way how to built together our manual using all competences and knowledge present at our member clubs. The manual can be presented at last at AGA 2010 and will be used by all future EuroGames host.

Registration and tournament software

At the AGA in Rome a motion was adapted to start working on a new members registration system for EGLSF which an be used for registration purposes for EuroGames as well. One of the reasons of voting this year for the EuroGames organizer of 2012 is that we can cooperate with two EuroGames organizations (if elected) in developing new registration an tournament software.

In 2008 we had some talks with Hein Jan Lapidaire, president of the GLTA. The GLTA uses tournament and ranking software for all their licensed tournaments. They have good experience with this software and we are exploring the possibilities of this software for EuroGames purposes. In 2009 we will continue these possibilities and make a business plan to present at 2010 AGA.

All plans will be evaluated by Hezelburcht Governance in order to see if funding and subsidies are possible. Hezelburcht Governance already granted us quick scans of our plans for free.

Report Advocacy

(Tanja Walther, Ben Baks, Johan van de Ven)

The advocacy committee consists of Tanja Walther-Arend, Ben Baks and Johan van de Ven. In 2008 our activities focused on:

1. The EuroGames workshop on discrimination
2. The Council of Europe and the European Union
3. The core-partners meetings of Football Against Racism Europe
4. The FARE work program 2007-08 and 2008-09.
5. The preparations of Outgames in Copenhagen.

Ad1) In Barcelona during EuroGames the advocacy committee hosted in cooperation with the hosts of EuroGames a day on discrimination on sport. In the afternoon of the program the EGLSF hosted a plenary session and two workshops 1) on football and situation in Spain, with participation of a LGBT fan group from Barcelona and 2) on the situation of Transgender people in sport again with a direct link to the change of laws in sport and how to deal with this in sport tournaments such as EuroGames. The broader concept of the day led to a signing of the declaration of Barcelona on discrimination in sport.

Ad 2). Ben Baks updated EGLSF-profile at Council of Europe's database (n=400) for International NGO's and contributed to the CoE's query about internal democratic rules of INGO's. In the spring of 2008 EGLSF has applied for participation in the Enlarged Partial Agreement on Sport of CoE. Despite its special status within the CoE, EGLSF has not been invited to the bi-annual Ministers of Sport meeting of the INGO. This issue will be raised within EPAS, after the obtaining the observer status.

The board, assisted by Johan and Ben, has established relations with the European Commission's Sport Department in Brussels. Any pay off of this good working relations is not expected before ratification of the Lisbon Treaty by all EU-member states.

Ad 3. Tanja Walther participated in the core partners meeting of FARE until the summer of 2008, from September 2008 on Johan van de Ven took over the participation in the meetings in Madrid (September) and Budapest (November). The FARE core partners group and the FARE network are in the middle of a process of change to a more transparent organizational structure. Johan is playing an advising role in this change over.

Ad 4) Tanja Walther is the main person to perform the activities within the FARE work program. Attached is the year report 2007-08. The work program contains various topics, like the EuroGames workshop; the anti discrimination campaign 'football is everything'. Tanja also prepared the layout of the project for 2008-09. EGLSF is getting an interesting subsidy from UEFA/FARE to perform its advocacy work. For further details see the financial report of EGLSF.

Ad 5). The advocacy committee met up with people from human rights conference in Copenhagen during Outgames. The advocacy committee together with Homosport Nederland gave input for workshops during the conference. The advocacy committee met with people of Copenhagen during the AGA in Rome and the EuroGames in Barcelona. Board invited members of the advocacy committee to come up with workshop applications for the Copenhagen Human Rights conference, to fit in the Sport theme of the Outgames-II Conference. Ben prepared a presentation about the Equality of LGBT's in sport, titled as: 'the Copenhagen Principle on Sport'.

Attachment:

EGLSF report FARE work programme 2007/08

The project year 2007/2008 was a successful one again. EGLSF could intensify its work.

The good relationship with the gay and lesbian football fan clubs did continue through several informal meetings, cooperation for the second evening against homophobia in Cologne and with co organising a truck for the Christopher Street Day in Cologne.

The good relation with the German Football federation (DFB) and German Football League (DFL) did continue as well. EGLSF was again present at the DFB/DFL task force sup group "against violence and racism in football" as well as one on one meetings with the president of the DFB, so that homophobia and sexism were on the daily DFB/DFL agenda.

With the new FARE-work programme for 2007/2008: "Football is everything,..." an anti-discrimination campaign which uses football as a medium for sending out a unified message against all forms of discrimination was created. With this new campaign EGLSF had/has an international tool to combat and educate against all forms of discrimination especially homophobia.

First of all, an initiation of the new EGLSF campaign was planned as a kick off for the FARE action week in the beginning of October 2007 in the Berliner Olympic stadium. To mark the beginning of the campaign "Football is everything, even..." an evening against discrimination in German Football was organised in Berlin.

One of the Highlights within the work programme 2007/2008 was the second evening against homophobia which was held in Cologne on May 23, 2008. The president of the DFB, Dr. Theo Zwanziger did attend this meeting, so that a lot of media attention was granted.

By now 31 Pro-Clubs and State FA's and 37 other organisations have signed the declaration against discrimination which is presented at the end of every evening against homophobia (see attached list at the end of report).

EGLSF did establish contacts to organisations in different European countries like Denmark, Norway, Switzerland, Austria and the Netherlands, so that it will be possible to organise events in these countries as well. The evening against discrimination will have the same format in every city: Show EGLSF spot; keynote speeches; panel discussion; signing of the declaration.

There was a representative from FARE present at the EuroGames conference in Barcelona in July 2008. The Conference in Barcelona will be used as a kick off for further action within the network of European lesbian and gay football fan clubs (see new work programme).

Further co operations could be established: EGLSF was invited to co-operate with "Am Ball bleiben - Fußball gegen Rassismus und Diskriminierung" (Stay on the Ball - Football against Racism and Discrimination), which is a project of the Deutsche Sportjugend (German Sport Youth) to motivate people to support tolerance, diversity and democracy

and fight against racism, violence and xenophobia. Several meetings took place with the "Bündnis für Demokratie und Toleranz – gegen Extremismus und Gewalt" (Alliance for Democracy and Tolerance - against Extremism and Violence) founded by the German Federal Government. The Alliance supports the EGLSF work and will assist EGLSF in its future plans and events.

Through these co-operations several invitations and requests for speeches, workshops and panel discussions were made to EGLSF e.g. Networking weekend in Copenhagen; panel discussion in Hamburg (FC St. Pauli), Potsdam (Ultrash Festival) and Leipzig (Kick it! project); symposium at the University of Freiburg; speech in Jena during the intercultural Festival; opening speech for the exhibition "Against the rules"; participation in the jury for a Europe wide poster competition in Vienna; lecture for the German Sport Youth in Frankfurt; theme of the month on the website of the German Football academy etc.

The advocacy work was already recognised by several media people. Either press releases were printed or several requests for interviews were answered. Particular mentioning deserves the first release of the documentation "The last taboo - homophobia in football" on the German sports channel (DSF) which had a nation wide media attention. Because of the big success of it, part two of the documentation is planned for fall 2008.

ProClubs & State FA's

1. FC Köln
1. FC Union Berlin e.V.
1. FSV Mainz 05 e.V.
1.FFC Turbine Potsdam
B.S.V. Grün-Weiss Neukölln e.V. Berlin
Berliner FC Dynamo e.V.
Berliner Fußball-Verband
Borussia Dortmund GmbH & Co. KGaA
Borussia VfL 1900 Mönchengladbach
Deutsche Fußball Liga
Deutscher Fußball-Bund
FC Bayern München AG
FC Carl Zeiss Jena e.V.
FC Energie Cottbus e.V.
FC St. Pauli v. 1910 e.V.
FFC Brauweiler Puhlheim
FSV Frankfurt 1899 e.V.
Fußball u. Leichtathletikverband Westfalen e.V.
Fußballkreis Köln
Fußball-Verband Mittelrhein
Fußballverband Rheinland
Hamburger Fußball-Verband
Hamburger Sport-Verein e.V.
Hertha BSC
Nordostdeutscher Fußballverband
SC 07 Bad Neuenahr
SC Rot-Weiß Oberhausen e.V.

SG Dynamo Dresden
TuS Köln rrr. 1874 e.V.
VfB Stuttgart 1893 e.V.
Werder Bremen

Football Clubs, Fan initiatives, Sport organisations

DJK Schwarz-Weiß Neukölln e.V. Berlin
F_IN Frauen im Fußball (Netzwerk)
Fachvereinigung Fußball e.V. im Betriebssportverband Berlin + Brandenburg
Fanbeirat Bayer 04 Leverkusen
Fanbündnis Pro-Fans
Faninitiative "Bunte Kurve" FC Sachsen Leipzig
MAKKABI Deutschland e.V.
Racaille Verte Bremen (Ultragruppe Werder Bremen)
Roter Stern NordOst Berlin
SG Blau - Weiss Hohenschönhausen e.V. Berlin
Supporter Karlsruhe
SV Kickers Hirschgarten e.V. Berlin
Türkiyemspor Berlin

Politics & Science

Bundestagsfraktion Bündnis 90/Die Grünen "Die Grüne Tulpe"
Fraktion Bündnis 90/DIE GRÜNEN im Rat der Stadt Köln
Institut für Soziologie der Universität Freiburg + Zentrum f. Anthropologie & Gender Studies

Lesbian/Gay Fan Clubs and other Queer Organisations which support the declaration:

Andersrum Rut-Wiess 1. Schwul-lesbischer Fanclub des 1. FC Köln
Bayer 04 Junxx Schwul-lesbischer Fanclub Bayer 04 Leverkusen
Blaue Bengel Bielefeld
Blue Pride (1. Offizieller Fanclub für schwule und bisexuelle HSV-Fans)
Bund lesbischer und schwuler JournalistInnen BLSJ
Bundesverband LSVD
Come-Together-Cup (Berlin, Essen, Köln)
Hertha Junxx
LAG Lesben in NRW
LSVD Berlin-Brandenburg "Respect Gaymes"
Maneo
Meenzelmänner
Queerpass St. Pauli
QueerpassBayern - schwul-lesbischer Fanclub des FC Bayern München
Rainbow-Borussen Dortmund
SC Janus e.V. Köln
Schwul-lesbischer FCK - Fan Club Queer Devils
Seitenwechsel e.V. Berlin
Stuttgarter Junxx
Vorspiel e.V. Berlin
Wildparkjunxx

Declaration

„Fighting Discrimination in Football”

Football is everything, even...

The participants ofevent support this declaration and conclude to transfer these objectives in their clubs and organisations:

- **bringing up all forms discrimination**
Anybody determined to fight discrimination must first acknowledge the fact that there are other forms of discrimination in football besides racism. These include discrimination of challenged persons, anti-Semitism, homophobia, islamophobia, sexism and xenophobia. He or she must also acknowledge that any form of discrimination is always directed at people involved in the football world such as fans, players, coaches, assistants, referees, etc.
- **incorporate anti-discrimination paragraphs in stadium and club statutes**
Hostilities in football concern everybody, not just women, homosexuals or persons of different faith. For this reason, not just anti-racism, but anti-discrimination paragraphs will be incorporated in stadium and club statutes. These sections will state that nobody may be discriminated against because of their sexual orientation, skin colour, gender, challenge or faith.
- **acting on target**
Simply introducing this paragraph will not suffice. In order to make the public aware of the new provisions, their introduction should be supplemented by PR activities such as panel discussions, flyers handed out at stadiums, and comments by players. Activities should also include educating security guards, coaches, referees, assistants and youth teams on a regular basis in order to guard against prejudice and eliminate its foundations.
- **support the diversity of football**
Diversity in football should be presented as a matter of course, e.g. by covering women's football on a regular basis or by reporting on the many ways in which gays and lesbians, women, ethnic minorities etc. are involved in football. By actively working together with gays and lesbians, migrants, women's football clubs, female fan clubs, etc. we can take sides against discrimination and reduce existing prejudice step by step.
- **making discrimination public**
Discriminatory behaviour or wearing provocative symbols will be registered and documented in order to make it available for analysis. This will be helpful for finding solutions and/or for imposing sanctions against the wrongdoer or the institution in question. Therefore every club and organisation should implement an anti-discrimination representative.

Strategic Plan

At 2005 AGA in Barcelona, the Board presented a “Business Plan” proposing actions for the next four/five years (2005-2009). At 2008 Rome AGA, the Board made an evaluation of this plan, as part of AGA papers, exposing what had been reached and what not.

Now, in the year EGLSF celebrates its 20th anniversary, the Board present this “Strategic Plan” that intends to be a kind of prelude of another plan, more detailed and perhaps more ambitious that should be drafted during next 2009-2010 period between AGA’s

This plan, besides some evaluations and exposing facts, intends to present a landscape of the fields for EGLSF activity and propose concrete actions or guidelines for action, depending of the issue. It must be also a framework for discussion and ideas.

1. INSTITUTIONAL AND ADMINISTRATIVE ISSUES

1.1. Bylaws/Statutes

After 20 years of existence, a fully evaluation, and perhaps refurbishment, of EGLSF statutes and bylaws is needed. It will be one of the tasks that will assume the Board after 2009 AGA. Some clarifications and corrections are needed. Perhaps also the weighting of votes may be changed. Basically, the statutes and bylaws, as institutional framework, should allow and facilitate changes of orientation and strategy.

1.2. Membership

During last year, the trend has been an increasing of EGLSF Membership. Nevertheless, the ambitious outreach goal settled in 2005 of having, for the 20th anniversary, one LGBT club in every European country, and, if possible, as EGLSF Member is far from been reached. It is, however, a goal that must not be forgotten (for this issue and others, see below point 3.3 Regional Outreach).

Members’ participation is essential to EGLSF work:

- To relay information and guidelines sent by the Board via the Newsletter (see point 1.3 below)
- To enable possibilities of funding via the individual registration, proposed at 2008 Rome AGA, as a way of enable funding (see point 1.4 below)
- To exchange experiences and good practices. In this sense some means have to be made available or improved.

The future of EGLSF will in many ways of the level of involvement by the Members.

1.3. Communication

At internal level, EGLSF Newsletter is the basic way of communicating between Members and for the Board to inform. It is necessary that it should be forwarded to all Members of each Member club as a way of increasing participation and EGLSF knowledge and visibility.

Also internally, EGLSF web page and its accounts are the usual way of communicating and debating. Board and Members must think increasing the use of it and perhaps developing new ones.

Externally, the Board is trying, in the measure of possible, to maintain a list of media contact, European and worldwide (LGBT and mainstream). At their own level, clubs are urged to do the same at local, regional and national level to give visibility to their actions and tournaments. In this sense, it is essential the exchange of experiences and good practices between clubs.

1.4. Finances and Funding

Currently, the sources of EGLSF financing are Members' fee, EuroGames fee and, for specific purposes, the contribution by FARE (for FARE, see point 4 below), as well as, sometimes, specific contributions (Outgames 2009 and Gay Games 2010 agreed donation or, previously, EuroGames Munich 2004 donation for outreach). This economic input has been so far sufficient to keep on carrying the usual job and doing sporadically some specific projects.

EGLSF needs a more structural funding for developing projects, cooperate with other bodies and improve administrative work (for this last issue, see point 1.5 below), the usual source of funding being sponsorship and public funds.

Looking for possibilities of sponsoring should be one of the crucial jobs for next and further EGLSF Boards. It is not a simple task and input by the Members is essential. In this sense it is important to develop the individual registration mentioned at point 1.2 above.

The "natural" public funding for a body, like EGLSF, with European dimension, should be the European Union. Moreover, at the view of European Union Sport "White Paper", EGLSF fulfils many of the conditions to be considered an European sport organisation. Nevertheless, sport is not yet a specific competence at EU level. For that, the Treaty of Lisbon has to be approved. This could be perhaps possible by the end of 2009. For other issues concerning cooperation with EU (European Commission), see below point 4 on Advocacy.

1.5. Board work and committees

EGLSF submit each year to AGA the report with its activities.

So far, EGLSF Board has been meeting, in different European cities, five/six times a year (including AGA and EuroGames), at weekends. Criteria for choosing these cities have been invitation by an EGLSF club, the city where one of the Board members lives and cheaper flights tickets. Board members usually got hosted housing or accommodation at cheaper hotels. Also, periodically and when needed, EGLSF Board holds teleconferences via Skype. In addition, continuous exchange is done via its own email account.

In order to improve effectiveness and reduce costs, it would be advisable for the future to hold least meetings (3 maximum) but increase its duration (3-4 days).

Nowadays EGLSF Board members fulfil their job as representative of EGLSF as well as administrative staff. Administrative work takes an important part of the time available to each Board member. Additional possibilities for support in this field must be sought.

At different AGAs, and in order to support Board work on specific areas, some Committees were established. With the exception of the Advocacy Committee (see point 4 below) and at certain way the EuroGames Advisory Committee , none of this committees had a long life and in fact some of them almost never began to work. Board and Members should explore better ways of how to articulate support to the Board by the Members and how to better organise committees' work if they are again created. The experience of the mentioned Advocacy Committee, as well as the Technical Support Group, must be taken into account.

2. EUROGAMES AND SPORTS ISSUES

2.1. EuroGames

EuroGames is one of the pillars and “*raison d'être*” of EGLSF. Therefore, it must be the main focus of attention and action by EGLSF Members and Board.

EuroGames continuity, so far, has been assured. They have been, generally speaking, successful at sport and participation level as well as economically sound. They have been also an element of visibility, advocacy and cooperation with mainstream institutions.

Nevertheless, some basic improvements are clearly needed, as the transmission of know-how from one edition to another and the establishment of standards and rules for individual sports.

Without forgetting that EGLSF at most level is voluntary and amateur (and being realistic it will be so for the near/medium future), a certain level of “professional” perspective must be introduced in the organisation of EuroGames in order to enhance its celebration and the impact intended. EuroGames should become an attractive sport event, including for mainstream sport participants. Correspondingly, the monitoring by EGLSF Board should be developed as well in a more professional way.

In this sense, it is needed to draft a Handbook for potential EuroGames bidders as well as a more detailed Bid book and contract.

Input by EGLSF Members is the most welcome for this purpose. Furthermore, contacts have to be established with LGBT international organisations (see point 5 below) for exchanging knowledge and experiences.

Last but not least, WinterGames. Although so far no bids have been introduced, the possibility of its celebration must not be forgotten.

2.2. Sport for all and tournaments

The knowledge acquired at EuroGames level could be used by individual clubs to enhance their practice and to pursue the twofold goal of excellence and participation.

More exchange has to be developed between tournaments and EuroGames organisation, as well as between individual tournaments, for common improvement.

The coordination of tournaments and the establishment of a potential EGLSF tournament calendar is a subject spoken about in some past AGAs. It has been object as well of some proposals sent to the Board and the Members. This is a delicate issue that must be handled carefully and that requires first reflection and then a strong cooperation will by tournament organisers. In addition, it requires changes in EGLSF statutes and bylaws in order to give the Board new capacities as well as human resources not yet available. Nevertheless, Board and Members must not forget this issue and think about its convenience and feasibility.

3. DIVERSITY

Within this item, what seems to be evident is that grassroots and local action is most than needed to reach the intended goals.

3.1. Equal representation

It has been already of general acceptance the high priority to be given to Equal Representation. Building on the experience of last year workshop at Rome, before AGA, and on the goals reached, the following must be pursued and maintained:

- Equal representation at EGLSF Board. For these purpose motivation at club level is needed
- Increase women participation at EuroGames, tournaments and AGAs
- Organise specific female tournaments
- Promote the creation of lesbian clubs or female sections at mixed clubs
- Cooperate with women associations and lesbian collectives

It is known that female participation in mainstream sport is still in minority. EGLSF, developing its Equal Participation policy, could gather good practices to be presented in mainstream sport meetings and environments (e.g. within the framework of EU sport "White Paper").

3.2. Social outreach

Senior and youth involvement is a problem existing at all levels, from club membership to EuroGames participation. Many EGLSF clubs are experiencing this situation and some of them are drafting plans to face it. It will be advisable to put in common these strategies.

In a way related to that, is the involvement in clubs of athletes belonging to the so-called "ethnic minorities". Clubs should developed strategies in this sense, working at local level. All the same for tournaments and EuroGames participation.

Furthermore, synergies must be sought to cooperate with sport organisations of handicapped people and to promote sport participation with HIV positive persons.

3.3. Regional outreach

Regional outreach must be understood not only as usual concerning Central and Eastern European countries, but concerning also regions of countries with no LGBT sport clubs.

Also, within this item, must be included actions to increase EGLSF Membership in some big European countries (United Kingdom, France, Italy, Spain) somewhat underrepresented, in spite of recent encouraging developments.

EGLSF Board should keep its cooperation with partners like ILGA-Europe (see below point 4 on Advocacy) to promote the creation of sport clubs from the basis of existing LGBT groups of collectives.

EGLSF clubs, at local, regional and national level, should cooperate in the creation of new clubs in cities and zones where there is none. Cooperation with local LGBT bodies is essential.

Tournaments and EuroGames should improve their capacity as “meeting points” (that is shown by past experiences) to establish contact and potential cooperation between clubs from different regions and countries.

4. ADVOCACY

Advocacy tasks, carried ahead by Board and, mostly, Advocacy Committee members are key to make the EGLSF work and goals known.

Within the LGBT framework, cooperation has to be increased with ILGA-Europe and explore the possibility of some common projects.

Within FARE network, work must be pursued in order to put firmly homophobia in the anti-discrimination map. Thanks to this cooperation, EGLSF is recognised by UEFA as a partner for dialog. This pattern could be enlarged to other sports, beyond football.

EGLSF has been recognised as NGO by the Council Europe and work within the relevant fora of this institution must continue.

Concerning the European Union, in particular the European Commission, in addition to what previously said (see point 1.4 above), EGLSF will continue its participation in groups, meetings and events, within the framework of EU Sport White Paper, promoting its goals and establishing cooperation with other bodies with similar aims.

Clubs must also develop advocacy work, at the relevant level. Cooperation with mainstream sport bodies should be established or further developed and EGLSF goals promoted. LGBT tournaments and mainstream amateur competitions provide a good chance for it.

5. INTERNATIONAL ORGANISATIONS AND EVENTS

Beyond its natural European dimension, EGLSF cooperates with international bodies and events.

After decision taken at 2006 Budapest AGA of keeping EGLSF neutral between the two main international organisations, i.e. FGG and GLISA, some steps have been taken to cooperate with both. Outcome of this cooperation, so far, is meagre, mostly due at the lack of human and economic resources to implement common projects. However, cooperation on sport standards and rules, exchanging information and experiences, is foreseen.

EGLSF is conscious of the confusion existing within most of LGBT sport community because of the existence of two separate global organisations with their respective global events, i.e. Gay Games and Outgames. EGLSF should focus its action at this level on pushing both organisations to the negotiation table with the aim of reunify them and their events. It will be a not easy task, but it should be considered as the best service that EGLSF could provide to LGBT community, in Europe and worldwide.

That does not prevent EGLSF to cooperate with global events, mostly if they take place in Europe and EGLSF members are involved in their organisation. In fact, this cooperation is ongoing with 2009 Outgames Copenhagen and will be developed in the near future with 2010 Gay Games Cologne.

In addition, EGLSF could cooperate (see point above 1.4) with international federations of individual sports (GLTA, IGLFA, IGLA, etc...) looking for the input and know how these organisations can provide within the field of their activity.

6. SUSTAINABILITY AND CONTINUITY

And evident feature of all that precedes is its interconnectedness. Sport, advocacy, communication, funding and outreach are closely linked with each other. It means that, in spite of the priorities taken in specific moments, work must continue in all the areas.

Other constant element is that, to develop many of the tasks exposed, active involvement by EGLSF clubs is needed.

Common goal is to continue the work EGLSF has been doing so far, improve it and make it sustainable. We all are conscious of the multifarious and huge tasks exposed and that not everyone could be carry ahead at the same level. But all together must define what EGLSF we want for the future.

This so called "Strategic Plan" intends first to be a reminder of all the issues involved. It intends also and mostly to be an open space and an instrument to be used, discussed, refurbished and, if needed, wholly changed.

Motion by FVV

Motion for the General Meeting of the EGLSF

Preface:

In the existing EGLSF bylaws, the frequency of the Eurogames is regulated as follows:

Article 4.4.: The full EuroGames will be held every four years, starting in 2000.

Article 4.6.: In years when there is no full EuroGames, the association can organise a limited tournament following the same objectives.

In the past, the practice within the EGLSF has been to alternate between big and small Eurogames every 2 years. Through the division within the international LGBT sports movement, the EGLSF has been confronted with 2 worldwide LGBT sporting events: the GayGames and the Outgames. In 2009 and 2010 Europe is hosting both events. The consensus is that, in the years when Europe hosts the Gay- or Outgames, that no Eurogames shall be held. In a voting by mail, the board indicated on October 9, 2008, that in every year in which no big Eurogames, GayGames or Outgames are held, small Eurogames are to be held.

Motion:

Article 4.6 of the bylaws should be amended as follows: „During the years, in which no „full Eurogames“ are held, the board may determine that „limited Eurogames“ are held. At the same time, it is to be observed that in the time since the previous Eurogames, Outgames or GayGames, at least one year should transpire in which none of the previously mentioned events has taken place in Europe.”

Grounds:

The number of large international tournaments has measurably increased, partially due to the split between the GayGames and Outgames. The same applies to the number of local multi-sports tournaments held by members of the EGLSF. Unfortunately the number of potential participants has not increased though.

Only few sportsmen and even fewer sportswomen of our clubs can afford the time and the costs of participating each year in one or more of these tournaments. This applies especially to women, who generally suffer from economical discrimination.

For the organizers – the clubs and EGLSF itself – this means a constantly increasing risk factor in the number of visitors and a decrease in the number of participants with the corresponding financial consequences.

This development will implicate a smaller participation of women at Eurogames, Outgames and GayGames because for many the inflation of big tournaments will not be affordable.

The public image of these tournaments will also suffer. Through the inflation of LGBT tournaments, the public more and more loses interest in these events. The increase in frequency of the Eurogames would lead to a loss of appeal and uniqueness for this valuable asset in our alliance. We can observe already today, that the public is not anymore capable to distinguish between Gay-, Out- or Eurogames. As a comparison: The Olympic Games would loose there uniqueness as well, if they would take place every year.

Is a more in quantity congruent to a more in quality? Will a higher number of Eurogames make them better? Will more Eurogames lead to more participants? Will more Eurogames increase the share of women in the Games? We should not replace the special charme of the Eurogames by an inflationary system.

Motion by the board

Amendment of Bylaws:

Article 4, Point 4.4.1: New version:

4.4.1 EuroGames will roughly alternate between its full and limited formats depending upon proposed bids. This will be decided by the General Assembly on a case by case basis. **Also case by base, the General Assembly will decide about the celebration or not of EuroGames in a specific year, taking into account potential special circumstances.**

Points 4.4.2 and 4.4.3 of EGLSF Bylaws will be cancelled.

This changes are proposed in order to give the General Assembly and EGLSF members more room for action and flexibility concerning the celebration of EuroGames and to attend some claims made by some members, recently received by the Board, at the view of the conditions of participation of next LGBT sport global events.

Article 6, Point 6.2

6.2. At any General Assembly, two chairperson, female and male, will be elected, if possible, from the pool of EGLSF members delegates proposed by the Board.

Candidate for EGLSF Male Co-President

Name: **Pepe GARCÍA-VÁZQUEZ**
Date of birth: 18.03.1952
Gender: Male
Nationality: Spanish
Country of residence: Belgium (Brussels)
Languages: Spanish (native), English, French, Italian, German, Greek, Russian (basic)

Studies:

Ph. D. in Philosophy (Madrid University)

Career:

Writer and translator at Spanish Film Museum (1977-1984)

Translator and reviewer at European Council of Minister (1984-2009)

Sports

Swimming, running, taekwondo blue belt

Member of the board of taekwondo club "Mudukwam" (Brussels, Belgium) in charge of co organising tournaments (1994-2005)

LGBT sport

Participation as a runner at EuroGames (2000, 2001, 2003, 2004, 2005, 2007 and 2008), at Gay Games (1998, 2002, 2006) and Outgames (2006)

Co founder of Halegatos (Madrid) and Samarucs (Valencia)

Member of BGS (Brussels), Panteres Grogues (Barcelona), Samarucs (Valencia), Madpoint (Madrid), GMadrid Sports (Madrid)

EGLSF Board

Participation at AGAs (2000, 2002, 2003, 2004, 2005, 2006, 2007, 2008)

Elected as General Secretary at 2003 AGA. Re elected at 2005 AGA.

Elected male Co President at 2007 AGA.

After two years as male co president, I run again with the purpose of keeping on improving EGLSF activities, now in its twenties. Many challenges are ahead of us, as are defined in the strategic plan.

During the past two years, together with the general administrative work, if I should highlight one activity, I would select my involvement developing EGLSF contacts and cooperation with the European Commission and, through this, with other sport European stakeholders, at professional and amateur level. It is important to continue this work as a potential source of visibility and funding for our federation and LGTB sport in general. EGLSF sustainability and EuroGames continuity are always at stake and we must keep on strongly working in their promotion.

If I am re elected I will continue working in this line collegially with the other Board members.

Candidate for EGLSF Male Co-President

Surname: **Moews**
Given name: **Peter**
Date of birth: September 12th, 1956
Nationality: Germany
Permanent residence: Bulgaria
Current Address: Momin Kladenets Str. 7, 1164 Sofia, Bulgaria
Current occupation: steel construction engineer (CEO, office proprietor)
Languages: German (native language)
English (advanced)
Bulgarian (basic)

Professional training

09.1978 – 09.1979 Beginning study as a Dipl. Engineer, University of Berlin
10.1979 – 06.1983 Continuing study at the University of Cologne (city change)
09.1983 – 06.1986 Economics and Law studies at WISO University Cologne,
(not finished, because I assumed a position as an engineer)

Vocational career/development

07.1986 – 04.1989 Employed as Dipl. Engineer at various engineer offices
05.1989 – 06.1994 Own engineer office in Cologne/Germany
07.1994 – 06.2002 Partnership engineer office outside Cologne as follows:
07.1994 – 04.1996 An Engineer office in Katowitze, Poland
05.1996 – 07.1997 An Engineer office in Budapest, Hungary
05.1998 – 11.1998 An Engineer office in Fethye, Turkey
02.1999 – up to now Own engineer office in Sofia, Bulgaria

Private career/development

05.1966 – 02.1977 Training as gymnast
09.1971 – 02.1977 Gymnast in the German national federation in Berlin
11.1979 One of the co-founders and co-ordinators of the Sports Club
Janus – Cologne, 1st Gay-Sport-Club in Europe, effective
March 1980 officially registered association; and also one of its first members.
05.1984 – 11.1994 President of Sports Club Janus in Cologne
1984 – 1992 Active Volleyball player in the German league
10.1984 Initiator and organizer of the 1st national Gay Volleyball tournament in Cologne (2
cities)
08.1986 Initiator and organizer of the 1st International Gay Volleyball tournament in
Europe held in Cologne (4 cities)
1988 – 1989 Initiator, coordinator, and co-founder of the European umbrella organization
EGLSF (European Gay and Lesbian Sport Federation), which had its first assembly with
nearly all gay sports clubs of Europe in Paris 1988, and was then established 1989 in The
Hague. Also contributor to the elaboration of drafting of the statute, as well as sense and
purpose of this federation.
1989 – 1993 Initiator and co-founder of the Gay-Sports-Clubs in Bonn,
Bochum, Hanover, Nuernberg, Paris, Brussels and Oslo
06.1990 Organizer and coordinator for the participants from Germany

for the Gay Games in Vancouver (approx. 60 participants), further spread of the idea of Gay Games in Europe.

04.1991 Organizer and coordinator for 2 Gay-Volleyball-Teams of the Gay-Tournaments in Atlanta, Houston and New York with transport and private accommodation everywhere.

1992 – 1997 Active Badminton player in the German League

02.1992 Organizer and coordinator for 4 Gay-Volleyball-Teams of the Gay-Tournaments in San Francisco, Sidney, San Diego, Denver, New Orleans, Atlanta and New York with transport and private accommodation everywhere.

05.1992 Initiator and organizer of the 1st international Gay Sports-tournament in Cologne (5 different kinds of sport)

1992 and 1993 Initiator, co-founder, and organizer of the first two Christopher Street Day's (CSD, Gay-Pride) in Cologne. This concept is accomplished until today nearly invariably in Cologne as well as other large German cities.

02.1993 Initiator, coordinator, and co-founder of the Gay Volleyball league in Germany (with the different level classes A, B, and C with specifications) in Hanover.

04.1993 Organizer and coordinator for 2 Gay-Volleyball-Teams of the Gay-Tournaments in Austin, New Orleans, Atlanta and New York with transport and private accommodation everywhere.

05.1994 Initiator and organizer of the 1st international European-Gay-Sport-Championship in Cologne (5 differently kinds of sport, approx. 860 participants), with opening celebration, sportsman party in the largest Disco with stage, and special guests: Ertha Kitt and The Weathergirls.

Actually, these were the first EuroGames, but we did not designate them so, because we didn't offer athletics/track and field.

05.1994 1st openly gay candidate for mayor of Cologne

06.1994 Organizer and coordinator of transport, local accommodation and registration for the participants from the West German area for the Gay Games in New York (approx. 270 participants).

1994 –1996 Chairman of the board of the AIDS-Assistance in Cologne, for HIV positive and needy Gay persons.

06.1994 – 03.1997 Founder and owner of a Gay Bar for the Sports Club SC Janus Cologne and their friend. Here one could get all the information about the LGBT sport.

04.2004 Initiator, organizer, and co-founder of the 1st Gay-Sports-Club in Bulgaria (Sports Club Tangra)

Currently, president of this Sports Club

07.2007 Nominated (as 1st European male at all) to be recipient of the Tom Waddell Award at the Gay Games VII in Chicago for my commitment and lifetime achievements in the LGBT sports area.

Hobby Sports, Photography, Cinema

Prerequisites and motivation for the candidature:

1. I have been active in competitive sport for more than 40 years.
2. I have nearly 30 years experience in theoretical and practical work with the LGBT sport.
3. I am initiator, coordinator, and co-founder of the EGLSF and the EuroGames.
4. I have 15 years experience as a president of two separate LGBT sports clubs.
5. We work cooperatively with the FGG and GLISA through our membership.
6. I know how to organize and realize tournaments/events.
7. I know how to create, organize and put in practice game-schedules.
8. I am socially and politically involved.
9. Each year, I attend approx. 7 to 10 different tournaments.
10. Since years, I maintain contacts with many board members of other LGBT sports clubs.
11. I am traveling somewhere in Europe averagely once every 3 weeks.
12. I am absolutely independent
13. Enough is enough, to invest energy and labor into the EGLSF and the board from which
at the end, as good as no results originate, for this board cannot or does not want to follow the important needs of its members.

Which goals I want/(would like) to reach and what I would like to change!

To finally develop structures; set standards and sustainably modernize, through:

- To strengthen the EGLSF as an international umbrella organization in such a way, that it is perceived and accepted from the other federations as equal.

To develop and create a Handbook and Standards for the next EuroGames

- To modernize and make the EGLSF website more attractive for its association members (EGLSF members)
- To minimize and examine all expenditures and costs for authorization and extent
- To develop a concept, so that the EGLSF and the EuroGames are interesting to sponsors
- Thereafter, to actively search for sponsors. To negotiate and ratify maximally possible long-term partnership contracts (in order to hinder rising subscription fees and costs)
- To implement the concept for tournament coordination (with a majority vote/(if voted by the majority)!)
- To inform all association members of board assembly's location, time and topics min. 4 weeks in advance
- To inform the association members of the board's deeds via electronic surveys and ballots and thus, become more flexible and responsive.
- To search for and maintain cooperation with other federations
- To always be approachable and open to the needs and necessities of the association members
- To implement the wishes and decisions of the delegates which filtered from the AGA (Workshops and ballots) as fast as possible
- To arrange the AGA agenda in such a way, so that there is enough time remaining for the presentation, discussion, and vote of important topics
- To put into action the concept of fair support for the "Outreach people" without increasing membership dues (to undertake savings on some positions and supply it here)
- To find partners and build bridges to more specific support and cooperation, and better understanding of the association members' possibilities and needs, in Europe divided in the regions east/south and west/north
- To be able to give clear answers to the question:
 - o Why is one a member of the EGLSF and pays membership fees?

This is a large pack of work, with very ambitious goals, which I will only achieve,

1. If I get a large support from the EGLSF members
2. If even more new people eventually appear in the board who want to take part in the implementation (of the decisions) and the success
3. If also the remaining members of the board actively support these goals

A creative and flexible human being can achieve everything within his/her power, if his/her aspirations and will are strong enough.

And

What one regrets most at older age, are not the mistakes done, but the things left undone!

I pledge my word!

Candidate for EGLSF General Secretary

Lou Manders, Nat Utrecht, The Netherlands.

Date of birth: 14th of September 1966
Education: Polytechnical University of Facility Management
Current occupation: Facility Manager Healthcare
Sport: Swimming

Resumé

Languages: Dutch	native language
French	advanced speaking, reading and writing skills
English	fluent speaker; advanced reading and writing skills
German	advanced reading, intermediate speaking and writing skills

Education:

Bachelor Degree in Facility Management
Advanced courses in business administration of health care
Advanced commercial courses
Diplôme de Langue Française

Professional background:

From 2001 up till now I am a Facility Manager and member of the board of a large organization in Health care for elderly People in the Haarlem region. I manage a business unit with about 300 people working in various buildings and professions with an annual turnover of €16 mio.

Before that I worked mainly as consultant and interim manager in facility management for various organizations like laboratories, hospitals, office buildings and ministerial organizations.

In 1992 I worked for the Dutch Olympic Committee (NOC/NSF) and was responsible for the famous Holland House during the Olympic Games in Barcelona.

Motivation:

From 2000 onwards I have been board member of Nat Utrecht. From 2001 till February 2007 I was chairman of the same club. In 2004 and 2005 I was initiator and president of the EuroGames Utrecht foundation that successfully organized the 10th EuroGames in 2005. In these years I've come to know the EGLSF as a powerful organization in the world of LGBT sports. As board member of EGLSF I focused on the sports issues like EuroGames and the ideas of supporting our memberclubs far more than before. I believe my experience as initiator and president of EuroGames Utrecht (as the only one in the board) is of a great help in the communication with future EuroGames organizers.

I strongly believe I have had my share doing board work and although I see it takes a lot of effort besides my own regular job, I believe continuing my work within the board will result in:

1. a strong brand "EuroGames" as main sport event of EGLSF;
2. a high level of technical and organizational quality of sport events like EuroGames organized by EGLSF members;

In order to reach this goal I will continue my work (amongst others) with:

1. Future EuroGames organizers and third parties to develop sports-, registration- and tournamentsoftware;
2. Hezelburcht Governance in order to obtain structural and incidental subsidies and funding for EGLSF and projects initiated by GLSF;
3. Future EuroGames organizers and commercial enterprises to make strategic alliances in order to get structural sponsoring for EGLSF and EuroGames.
4. John Blankenstein Foundation and professional writers to write a book about top athletes from all over Europe about their homosexuality;

As impatient as I am, I would have seen things growing faster as they did. However I believe in the path the board has set out and the steps we have taken. I would love to continue working within this board for the next two years.

Candidate for EGLSF General Secretary

Sandro Pfau, Bonner Hupfdohlen, Germany

Personal information

Name: Sandro Pfau
Address: Peterstr. 25, 53111 Bonn, Germany
Memberclub: Bonner Hupfdohlen
Sports: Volleyball
Nationality: German
Languages: German – native language
English – fluent speaker, reading & writing skills
Spanish – advanced speaker, reading & writing skills
Advantage: president of the EGLSF in the 90's, oldest still living honorable member of the EGLSF

Professional background

After my studies in economics I worked for a marketing research institute in the field of economic research, urban development and personnel management. I was responsible for building up a stock cooperation and supervising the controlling and finance department for more than eight years.

My skills in leadership I enlarged after moving to a company that produced and performed various musicals and plays. Here I was responsible for the acquisition of venues and clients as well as for the organization in two theaters with round about 150 employees.

I started my own business in 2002 and have a staff of three members in the field of graphic design, programming and communication. I advise small and middle sized companies in optimization of costs and processes, building up corporate identity and branding as well as in taxes and general business affairs.

Motivation

Due to personal reasons I stayed a long time away from the EGLSF and its general assemblies. Somehow I started in 2007, in Madrid, to join EGLSF again.

I noticed that EGLSF grew and all boards since my last contact to the EGLSF did a great job. I also noticed that EGLSF is trapped in structures that were useful 20 years ago, but not now.

Europe is growing and today we have to face challenges of which none of us thought 20 years ago. And especially as a political body – what EGLSF became – it is more than important to change and adapt political and economic changes/developments.

As my heart still belongs to the basic spirit of EGLSF I directly had the feeling of improvements and changes. So I put forward two motions in cooperation with Wolfgang from Vienna: one on the structural future of the EGLSF and one on the issue of finance and sponsoring.

I joined the financial committee and in our meetings topics like

- EGLSF needs a strong branding and corporate identity
- Eurogames as THE branding of EGLSF needs a structure and sponsoring
- EGLSF and the Eurogames have to be build up more professional

were talked on and put forward in the AGA in Rome. As I wasn't satisfied with the made results I designed a sponsor letter and an action plan which was never done and even the idea of an EGLSF welcome package got lost.

What do you have to expect when I get elected?

The request of the Bonner Hupfdohlen to nominate me for the board of the EGLSF is for me a great honor . Not only of the trust they have in my abilities. Even their strong believe that in cooperation with Peter Möws from Tangra, Sofia we can do it: bring the spirit of the EGLSF to all its sportswomen and sportsmen, to public and to bring EGLSF into the 21st century.

I personally see in this nomination the great chance for myself, to realize all the small things I started before and to re-structure EGLSF together with its members to adapt political and economic challenges.

Therefore my main topics will be...

1. Binding handbook for the creation and organization of Eurogames from the point of view of a venue artist and potential sponsors.
2. Developing branding for the EGLSF which contains the wishes of its members, the aim EGLSF is aiming too and which makes clear that within sports and the field of anti-discrimination EGLSF is the leading force within Europe.
3. Finding long term sponsorship for the EGLSF, for the Eurogames and Outreach-Program
4. Action plan for EGLSF to control the realization of Eurogames and improvements in the benefit for member clubs participating in Eurogames as well as to secure an equal level of quality in all coming Eurogames
5. Development of a structure for the EGLSF of the future with a well thought promotion plan.

Of course this is means hard work and results can only be achieved in communication and with the support of all members. For me this means a permanent exchange of wished, needs and visions as well as an honest feedback in order of improve structures to everyones benefit.

Together we can do it. We can bring EGLSF in the 21st century and yes, we can make EGLSF "the" representation of gay, lesbians, transgenders and bisexuelles in sports and in politics. Let's do it.

Candidate for EGLSF Treasurer

Name: **Juha Meronen**
Address; Kertojantie 20,00730 HELSINKI, FINLAND, juha@eglsf.info
Date of birth: 15.7.1969
Gender: Male
Nationality: Finnish
Languages: Finnish (native), English (fluent understanding and speaking, average writing), Swedish (average), German (basics)

Education:

Bachelor of Business Administration

Profession

I´m the owner-manager of Accounting Firm which employs two other person. We provide bookkeeping and other business administration services for ca. 70 companies.

Gaysport activities

I was founding HOT Helsinki in 1997 and since that I have been in the board, mostly as a treasurer or the president. This year I´m only a vice-member of the board. I have participated in Amsterdam Gaygames 1998 (volleyball), Zurich Eurogames 2000 (volleyball, gold in B-), Hannover Eurogames 2001 (volleyball, silver in B), Sydney Gaygames 2002 (volleyball), Copenhagen Eurogames 2003 (volleyball), Munich Eurogames 2004 (badminton, pronze in C), Utrecht Eurogames 2005 (volleyball, pronze in B-) and Montreal Outgames 2006 (volleyball), Antewerpen Eurogames 2007(badminton c+ and volleyball b-), and Barcelona 2008 (volleyball, pronze in C+). Also participated in several smaller tournaments (gay and straight). My other sports are floorball and golf (hcp 27)

Other lgbt activities

1998-2002 a board member of HeSeta, a lgbt-organisation in Helsinki area.

2000-2004 a board member of Seta-foundation, a foundation which owns the biggest gay disco DTM in Helsinki, and grants scholarships to lgbt-studies.

Motivation:

During the last two years I have been carried out treasurers tasks, mostly paying bills and making bookkeeping. Also members database and contacts in moneymatters with NCS and FARE has been on my task. In December 2008 we established a new online membersdatabase, in order to automatise the process of membershipissues, and cut down the cost of administration.

Also, because of my backround with gaysport, I have been involved with technical issues of sports in Eurogames. That job has just begun, and there a lots of jobs to be done. Participating to that job among normal treasurers job, will be one of mine task next year. According the statues and bylaws of EGLSF, under special circumtances candidate can ask that he/she will be elected for shorter period than two years, I´m now asking for that.

There are two reasons: I do not want to tie my hands for longer period than one year. I'm a private entrepreneur, and I never know what will happen in the week after. There might be too much work in my company, that I just can't be involved with EGLSF anymore. The time I spend with EGLSF issues is always away of my time of the company and of my personal prosperity. Secondly, last year in AGA Rome, only two boardmembers were elected. For the ensure of rotation and continuancy of work of the board, I feel it is better that about half of the board members will be elected every year. So if I will be elected this year for a period of one year, in AGA 2010 will be elected atleast three board members. The decision I have taken now, doesn't necessary mean that I won't be candidate in next year, It just gives me more time to think about my future involvement in EGLSF.

The time I have been in board, has been very interesting, but also very stressful and busy. Sometimes I think that I haven't fulfilled my tasks totally, there have been times, that I have not done it properly, and times that I have felt frustrated, because of no visible results cannot always be found. But the good spirit in the board and common interest will make me to continue work in the board.

Candidate for EGLSF board member

Lou Englefield



I have worked in LGBT sports development for the past five years, firstly as the Director of a gay health charity, and, more recently as Director of Pride Sports, the UK's only LGBT sports development organisation, which I established two years ago with my business partner Trevor Burchick. In just two years, Pride Sports has played host to the first UK LGBT Sports Summit, established the UK's first National LGBT Sports Network, delivered Pride Games, the UK's largest LGBT multi sports festival (which includes a Youth Games), supported the development and growth of a number of LGBT sports groups and established an annual programme of sports activities for HIV+ gay men – Positively Healthy. I am also a community football coach, working in mainstream community football with children and young people. I have a passion for recreational sport, and, at the age of 41, am currently learning to play basketball with a group of LBT women who have never played before - the Slam Dunkin' Divas. I would welcome the opportunity to be part of the EGLSF Board and would hope to encourage greater participation from UK sports groups as part of this role.

Candidate for EGLSF board member

Gabriella Körmendi, Hungary.

Name: Gabriella Körmendi
Date of birth: 22.05.60
Nationality: Hungarian
Languages: Hungarian, English, basic German and French
Sport: Ballroom dancing

Education

- Travel business course, KIT Business and Tourism Postgraduate Center, Budapest, 2008-2009
- Cultural manager postgraduate course, ELTE Budapest, 2002-2003
- Master of Theology, Princeton, 1985-1986

Occupation (latest)

- "lgbt.tours" – starting my personal guided tour business in and around Budapest, Hungary, 2009 -
- Translator – different dubbing studios, non-fiction and documentaries, 1995 -
- Coordinator, Hungarian Jewish Museum and Archives, Budapest, 1997 - 2008

LGBT activities

- 1997 - member and help line operator at Háttér Support Group for LGBT people in Hungary
- 1998 - founding member of Labrisz lesbian organization, the first of its kind in Hungary
- 1999 - founder of Eklektika Dance School, the first same sex dance school in Hungary
- 2004 - founding member of Atlasz LGBT SC
- 2005 - 2008 board member of Atlasz LGBT SC

LGBT sport activities

- 2003 – Blue Danube Cup, Vienna
- 2004 – Munich EuroGames
- 2005 – Pink Jukebox trophy London
- 2005 – German Open Same Sex Dance Championship
- 2006 – CsárdásCup, First Hungarian Open Same Sex Dance Championship, organizer
- 2007 – Atlasz Budapest Kupa, 2nd Hungarian same sex dance championship, organizer

Motivation

As soon as I - finally - realized I am a lesbian, I jumped right into political, social and educational LGBTIQ activities. I joined the then one and only LGBT organization as a helpline operator after extensive training, and later became a founding member/founder of other LGBTIQ groups.

I founded **Eklektika** Dance School, the first same sex dance school/club in Budapest with a few friends of mine. We began in 1999, with no funding, no international connections - and by now the Hungarian same sex dancers are very successful within the international same sex ballroom dance sport scene.

I also became a founding member and later board member of **Atlasz**. Since its inception Atlasz has become the largest LGBTQ organization in Hungary with the biggest participation at its competitions and events. Atlasz has been organizing sport and sport-related events for the wider – not just LGBTIQ - public since its beginnings and has been promoting human rights, carried out AIDS info projects and joined the fight against homophobia in Hungary.

Learning from my own personal experiences, I do know how LGBTIQ sports' opportunities provide a way to self-understanding, self-improvement and socialization, even change lives. On top of that, these two organizations and the organization of these two allowed me to get a better view of the special needs of LGBTIQ sports people within my home country and abroad, and what this specific geographical area can offer the international LGBTIQ sport scene.

So far I have served two years on the EGLSF board since 2007. With my Central-European background I considered it a natural choice to join the "outreach" portfolio. I soon became the only one assigned to that area of work. It was a real challenge since I have only been involved in international LGBTQ sport life for a relatively short time, although my fellow board members assisted me in every possible way - on top of completing their own, rather difficult tasks.

During these two years, I gained valuable experience in working on the European LGBTIQ sports level, familiarized myself with "outreach" - and tried to re-think EGLSF's approach to "outreach" in more of a "diversity" way with the board.

Concerning actual work, since the beginning of my board membership our board advised 2 Eurogames organizers in their outreach policies and is continuously cooperating with Outgames and GayGames outreach teams on the best possible solutions to involve the most diverse group of participants in all these games. A significant result of "outreach" activities is the forthcoming double bid that would make "Western" participants more aware of the LGBTIQ situation in Eastern/Central Europe, might boost Eastern/Central European participation and facilitate each other's understanding and possibly cooperation.

With my fellow board members I am also proud to have been able to contribute to the work of EGLSF and hope to be able to move forward with all the plans and projects we launched during these last years towards the renewal of EGLSF.

Candidate for EGLSF board member

GIAMPIERO MANCINELLI - Omphalos Sport Umbria - Italy

Year of Birth: 1966
Education: Ph.D. in High Energy Physics
Current Occupation: Researcher for the CNRS at the Centre de Physique des Particules de Marseille (France), for the LHCb experiment at the LHC, CERN (Geneva).
Sports: Track and Field, Running, Soccer

Candidature Statement:

I am an experienced organizer and networker/promoter of LGBTQ sport groups and events, as well as an active competitor in these and in mainstream sport happenings. I have a large and active network of international LGBTQ sport and media contacts, including often less represented south of Europe, and numerous connections with track and field athletes, gay and straight. I believe that a more distributive representation of countries on the EGLSF Board is essential, and my background and experience would be helpful.

My prime focuses on the EGLSF board would be improving the openness of the organization via better understanding/approaching the differences of regional ways of working, socializing, promoting and even communicating. I am interested in more directly connecting athletes to the activities and processes of LGBTQ sport development and decisions making. I also find that issues linked to financial management and decisions need to be revised and optimized for efficiency (especially important for large events like the EuroGames). Furthermore new algorithms need to be established to enable more participation and inclusion. Having lived, worked, competed, and organized in three very different countries/contexts (Italy, USA, and France), I think I can help enable a more diverse LGBTQ representation in the EGLSF. I speak fluent English, chiaramente l'Italiano, assez bien Français, y un poquito de Español.

Past/Present Involvements:

Track an Field/Running: a member of the San Francisco Track and Field Club, club founded by Tom Waddell, since 1999 (on the board of directors since its inception and still today) and of Frontrunners Marseille (since last year), I was on the organizing committee of the first LGBTQ Track and Field (T&F) Meet in San Francisco (Pride T&F Meet), a very successful full scale and sanctioned event, in charge of the athletes, from registration to accommodations, during which a world record was also beaten. My goal for this year is to teach T&F events to the members of Frontrunners Marseille and create a local core group of T&F athletes. I set up last year and manage a yahoogroup of T&F LGBTQ athletes (currently with almost 200 members). In T&F competitions I have represented San Francisco and Italy in different occasions. I have participated as a T&F athlete to the Gay Games in Sydney and Chicago (total of 8 medals, 4 gold), the Outgames in Montreal (5 medals, 1gold), and the EuroGames in Utrecht and Barcelona (total of 11 medals, 6 gold). I have strong contacts with the straight T&F community, as I have participated last year to the Italian and the World Masters' Championships, as well as the Retrorunning World Championship.

Soccer: a member of the San Francisco Spikes from 1996 to 2007 (I was also on the Board and vice-president of the club), I am currently looking to put together a team in Marseille, a very hard task unfortunately. I have participated as a soccer player in my first Gay Games in Amsterdam (our team won the gold medal in our division) and in 7 IGLFA World Championships, the first one in 1996, the last one in 2008, with one victory in the second division in 1997. I have played in tournaments with many teams besides the San Francisco Spikes: the Philadelphia Falcons (USA), the Los Angeles Eclipse (USA), Hotlanta (USA), DC Feds (USA), Genova (Italy), Munster (Germany) and London Titans (UK).

Omphalos Sport Umbria: I spearheaded at the beginning of last year the formation of a small multisport group in my region of origin in Italy, in the hope for it to become a fulcrum for LGBTQ athletes from nearby regions, where there are no such sport groups. We sent a total of 6 athletes and about 10 fans in Barcelona last year (bringing home a total of 17 medals, 8 gold).

Candidate for EGLSF board member

Andrej Pisl, Out in Slovenia, Slovenia.

Year of Birth: 1979
Education: Teacher
Current occupation: Executive Secretary
Sport: Bowling, hiking

Motivation for candidature

I have been elected into the EGLSF board in 2007, and took over the communication and promotion portfolio. In the current two-year period serving as a board member, I gained valuable experience working on European LGBTIQ sports level.

During the current term, with the joint work of fellow board members and some other individuals, the basic communication tools have been upgraded (mainly our three websites and EGLSF Newsletter). EGLSF has started systematically using the visual image in letters, presentations, business cards, flags, banners and elsewhere. Efforts are being made to improve other information channels with our members, other organisations, media and interested public. There is still a lot to be done in this field. Some tasks have been already planned but need additional time to be implemented.

I am proud to have been able to contribute to the work of EGLSF, especially since this is the time of the 20th anniversary of the organisation. I hope to be re-elected and to be given the opportunity to continue with the work and projects started in this term.

Bid for hosting the AGA 2010

Information not yet available