



**EGLSF  
Annual General Assembly  
Papers**

Copenhagen, Denmark, March 2<sup>th</sup>-4<sup>th</sup> 2018

*Hosted by:*  
**Pan Idræt Copenhagen**

# Welcome

On behalf of Pan Idræt and the board of EGLSF, we give you a warm welcome to Copenhagen. The organisers of the Annual General Assembly 2018 have done everything possible to make sure you have a successful meeting and pleasant time in Copenhagen.

In order to facilitate an efficient meeting, we are providing you with these Annual General Assembly (AGA) papers. The AGA papers are divided into 3 parts. The first part covers all kinds of Practical Information, second is the Agenda for the meeting and third the Annexes containing documents belonging to the agenda points.

Some items/documents will be updated continuously, so please check online the latest version of this document before you leave to Copenhagen.

Check <http://panidraet.dk/en/eglsf/> for all the practical information on the organisation, the venues and hotel accommodation.

We have done our best to assure the accuracy of this document, but we apologise in advance for any errors or omissions.

Have a safe and pleasant stay in Copenhagen,

EGLSF Board 2018

## Table of Contents

1. Venues .....	4
2. Transport .....	4
3. Locations .....	5
4. Help .....	6
5. Procedures at Annual General Assembly.....	7
Friday, March 2nd, 2018 - Conference: Club Empowerment .....	10
Saturday March 3rd, 2018 - Annual General Assembly Day 1 .....	11
Sunday March 4th, 2018 - Annual General Assembly Day 2 .....	12
Annex 1. Membership Items.....	13
Annex 2. Board Report 2017 .....	13
1. General .....	13
2. Good governance organisation.....	15
3 EuroGames.....	15
4. Member Activities.....	16
5. Leading organisation for equality in sport .....	17
6. Finances .....	24
7. Reports from the committees.....	24
Annex 3 - Candidates for EGLSF board .....	25
Annex 4 - Bid for hosting 2019 AGA .....	30
Annex 5 - Bid for hosting 2021 EuroGames.....	0
Annex 6 - Minutes AGA 2017.....	1

# I. Practical Information

In this section you will find some practical information of the AGA. If you have any questions do not hesitate to contact us.

## 1. Venues

Thursday March 1	Meet & Greet on the Rainbow Square, at Oscar Bar & Café, Regnbuedpladsen 9, 1550 Copenhagen
Friday March 2	Conference Venue: Island Brygge Culture Centre, Islands Brygge 18, 2300 Copenhagen  Welcome Reception: City Hall – Københavens Rådhus, 1550 Copenhagen
Saturday March 4	Annual General Assembly Venue: Island Brygge Culture Centre, Islands Brygge 18, 2300 Copenhagen  Canal Tour – Special Rainbow edition: Right next to Danhostel City (Partner Hotel)  Social Dinner: Restaurant Riz Raz – Kompagnistræde 20, 1208 Copenhagen
Sunday March 4	Annual General Assembly Venue: Island Brygge Culture Centre, Islands Brygge 18, 2300 Copenhagen

## 2. Transport

The different venues are in walking distance from each other. So the use of the public transport system is not necessary.

Copenhagen Airport is situated very close to the city centre, and you can get from the airport to the centre in about 15 minutes by metro. There are also trains and buses.

Train: There are direct trains to and from Sweden and Germany. From Hamburg the train takes about 4 hours.

Car: As Copenhagen is on an island, there are bridge or ferry tolls if you come by car. From Hamburg the journey takes about the same time as the train.

### 3. Locations

#### Location Meet & Greet:

Thursday, March 1, Meet & Greet:

Oscar Bar & Café, Regnbuedpladsen 9, 1550 Copenhagen

#### Location Conference:

Friday, March 2: 10:00 – 16:00 Club Empowerment Conference

Island Brygge Culture Centre, Islands Brygge 18, 2300 Copenhagen

#### Location Welcome Reception with Pancakes:

Friday, March 2, 17:30 – 18:30

City Hall – Københavns Rådhus, 1550 Copenhagen

#### AGA Location:

Saturday, March 3, 09:00 – 16:00

Sunday, March 4, 09:00 – 14:00

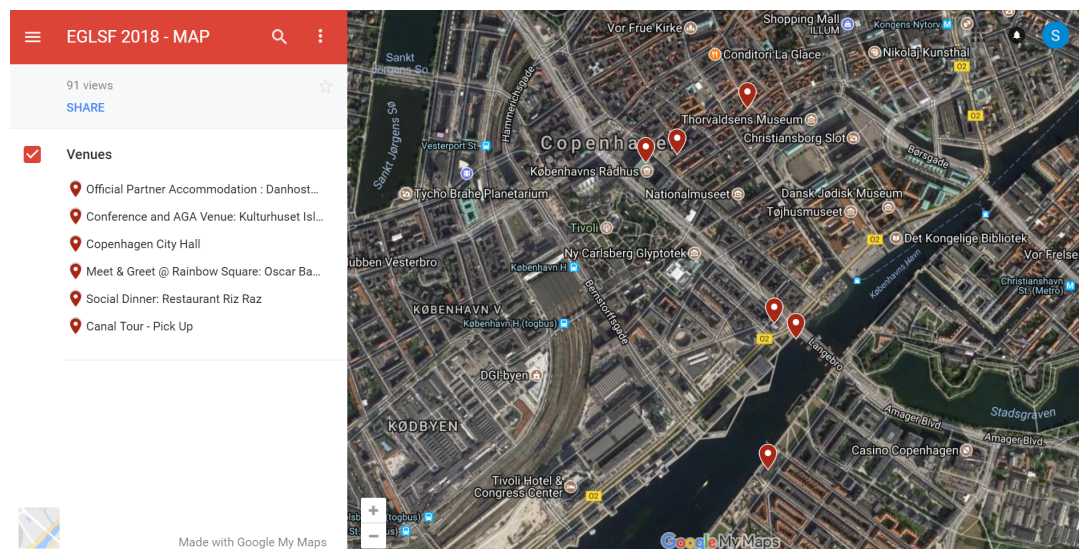
Island Brygge Culture Centre, Islands Brygge 18, 2300 Copenhagen

Saturday, March 3, 17:30 – 18:30: Canal Tour – Special Rainbow Edition

Pick-up point: Right next to Danhostel City (Partner Hotel)

Saturday, March 3, 19:30 – 22:00: Social Dinner

Restaurant Riz Raz – Kompagnistræde 20, 1208 Copenhagen



## 4. Help

### EU Sockets

In Denmark the power sockets are of type E and K. The standard voltage is 230 V and the standard frequency is 50 Hz.



Type E: This socket also works with plug C and E



Type K: This socket works with C, E and F

Your need for a power plug adapter depends on the power plugs used in your own country.

### Arranging Visas

You should check whether you need a visa to come to Denmark. If you require a visa and you need a letter from us to invite you to the conference, then you should email [aga2018@panidraet.dk](mailto:aga2018@panidraet.dk) with the details, and we will prepare a letter and get it back to you quickly.

### Contact Information

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## 5. Procedures at Annual General Assembly

### Registration: make sure you are allowed to vote!

All delegates and guests at the AGA need to be pre-registered before February 28<sup>th</sup> 2018. On-site registration takes place from March 2<sup>nd</sup> onwards; see Practical Information – Venues for addresses

<b>Ordinary members</b>	<b>number of votes</b>
1 – 24 members	1
25 – 99 members	2
100 – 299 members	3
300 – 649 members	4
650 members or more	5
<b>Associate members</b>	
- legal entities	1
- natural persons and non-European institutions	0
<b>Honorary members</b>	0

If you need information on how many votes your organisation has, please contact the board of the EGLSF: [board@eglsf.info](mailto:board@eglsf.info) .

### Delegates

If you are representing a member organisation but are not one of the voting delegates of that organisation, you are welcome to join in the discussions of the Assembly but you are not allowed to vote.

Non-voting delegates have to pay a registration fee of €15 per person in order to be present at the Assembly.

### Representation

After the decisions taken at the London Assembly (in 2000) and Glasgow (2016), a member organisation may be represented at the Assembly by another member organisation in accordance with Art. 11.3.4 of the Statutes and Art. 9.5 of the Bylaws of our Federation:

“Statutes: Art.11.3.4. 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: Art. 9.5. Representation of votes. A member, who is authorized by other members in writing, can cast through its delegates up to three votes of the authorizing member(s). The maximum number of votes a delegate can cast is five.

9.5.1. A represented vote may not be transferred to another member during the General Assembly without approval of the vote owner.

9.5.2. The maximum number of votes (own votes and proxies combined) a member may cast is 10."

### **Voting Rights**

Since the bylaws have been changed at the AGA in Duesseldorf in March 2017, this section is to clarify the procedure regarding the number of votes a member and its delegate(s) can cast at (future) General Assemblies of EGLSF is determined.

#### **Voting rights per member:**

##### Ordinary members:

According to Article 5.1 in the bylaws, all members must submit the membership form each year before the 15 January, in order to inform EGLSF about the number of the member's officially registered members ("affiliated members") on the 1<sup>st</sup> January of the current year. The number of votes an Ordinary member is entitled to depends on the number of its affiliated members:

Number of affiliated members	Entitled to:
1-24	1 vote
25-99	2 votes
100-299	3 votes
300-649	4 votes
650 or more	5 votes

##### Associate members:

Associate members who are a European legal entity are entitled to 1 (one) vote. Other Associate members (natural persons and non-European institutions) have no vote.

##### Honorary members:

Honorary members have no vote.

#### **Appointment of delegates by members:**

Each member with voting rights (Ordinary members and Associate members who are an European legal entity) is entitled to appoint one or more voting delegates to be present at a General Assembly.

The maximum number of voting delegates a member may appoint is equal to the number of votes the member is entitled to.

Associate members who are not natural persons and who have no voting rights may appoint non-voting delegates.

Associate members who are natural persons, and honorary members, may not appoint a delegate to appear at a General Assembly on their behalf.

Additional persons attending an assembly who are representing a member will be classed as non-voting delegate.

#### **Transfer of votes:**



Each member with voting rights (Ordinary members and Associate members, who are an European legal entity), who is not able to attend a General Assembly, is entitled to transfer its votes to another (or several other) member(s) with voting rights. However the maximum number of votes that can be transferred is 3 (three) (see Art. 9.5 of the bylaws).

### **Casting of votes:**

The maximum number of votes (own votes and proxies combined) a member with voting rights can cast is 10 (ten).

The maximum number of votes (own votes and proxies combined) a delegate can cast is 5 (five).

### **Transferring of votes**

In order to transfer votes, the member transferring votes must send a signed vote transfer form to the general secretary, or email [aga2018@eglsf.info](mailto:aga2018@eglsf.info) in which they confirm they will not be present at the Copenhagen AGA 2018 and that they are transferring their votes to a specified member. This form can be downloaded from our website ([www.eglsf.info](http://www.eglsf.info)).

Members that are federations or umbrella organisations must take Art. 9.3. of the Bylaws into account when registering: " Ordinary members that are federations or umbrella associations and whose affiliated member clubs are represented at the General Assembly with their own delegates have to state this to the board before the beginning of the General Assembly. The number of affiliated members represented by the affiliated club will be deducted from the number of affiliated members represented by the federation/umbrella association."

### **Dealing with motions/amendments**

Before the discussion is started, questions – and only questions – will be allowed to clarify the understanding of a motion. After the proposer of the motion has answered all questions, the discussion and decision-making may start.

### **Please keep the discussion within reasonable time limits**

The discussion will be structured by the co-chairs in such a way that first three PRO arguments for the motion are heard, followed by three CON arguments. After that first round, we will determine if the assembly wants the discussion to continue. If so, the PROs and CONs 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**

A situation may occur that a point is brought up during the assembly that requires the board to consult, either among board members or with others. In this case the Board will ask the co-chairs for a short break for this to occur.

### **Presentation equipment**

At the general assembly, there will be pc/laptop equipment (with PowerPoint) available which the delegates can use during the weekend. Delegates who would like to make use of this equipment are kindly requested to contact [aga2018@eglsf.info](mailto:aga2018@eglsf.info) before the Assembly starts, to ensure an efficient use of the facilities and equipment.

## II. Conference & AGA Programme

### II. Agenda

#### Friday, March 2nd, 2018 - Conference: Club Empowerment

Location: Island Brygge Culture Centre, Islands Brygge 18, 2300 Copenhagen

#### Programme

- |       |  |
|-------|--|
| 10:00 | Opening of the Conference  |
| 10:20 | Presentation of Pan Indræt Vision for the future   |
| 10:30 | Workshops in plenum: Volunteering – What motivates the individual to volunteer?<br><br><i>Will be led by an expert facilitator from the Danish Gymnastics and Sport Association</i>  |
| 12:00 | Lunch Break  |
| 12:45 | What are the core tasks of our clubs? Discussion in groups followed by a presentation to all<br><br><i>Will be led by an expert facilitator from the Danish Gymnastics and Sport Association</i>                             |
| 13:30 | Talk/Presentation: Communicating to our members and beyond – 7 easy steps<br><br><i>Will be held by an expert in the subject from the Danish Gymnastics and Sport Association</i>  |
| 14:30 | Sharing experiences in groups and presenting them to all: How so we practice inclusion in our day to day activities?<br><br><i>Will be held by an expert in the subject from the Danish Gymnastics and Sport Association</i> |
| 15:50 | Closing of the conference  |

## **Saturday March 3rd, 2018 - Annual General Assembly Day 1**

Location: Island Brygge Culture Centre, Islands Brygge 18, 2300 Copenhagen

### **Programme**

- 08.00 – 09.00 Registration AGA
- 09.00 – 09.10 Item 1: Welcome by the host and the EGLSF co-president
- 09.10 – 09.15 Item 2: Opening by the Co-chairs appointed by the Assembly
- 09.15 – 09.20 Item 3: Fixing of the Quorum
- 09.20 – 09.25 Item 4: Appointing of Ballot Committee
- 09.25 – 09.30 Item 5: Setting of the agenda
- 09.30 – 09.40 Item 6: Minutes AGA 2017
- 09.40 – 10.40 Item 7: Year Reports 2017
- Board Report: Presentation by the EGLSF Board
- Report of the Legal Advisory Committee
- Report of the working group “Inclusion”
- 10.40 – 10.55 Coffee Break
- 10.55 – 11.30 Financial Statement of the EGLSF: Presentation from the EGLSF Treasurer
- Cash Control: Presentation by the Cash Control Committee
- Discharge of the board (Vote)
- 11.30 – 12.00 Item 8: Presentation by EuroGames Rome 2019
- 12.00 – 12.30 Item 9: Presentation by EuroGames Dusseldorf 2020
- 12.30 – 13.30 Lunch break
- 13.30 – 14.00 Item 10: Presentation of the AGA Bids 2019
- 14.00 – 14.30 Item 11: Presentation of EuroGames Bid 2021
- 14.30 – 15.00 Coffee break
- 15.00 – 15.30 Item 12: candidates for elections
- 15.30 – 16.00 Item 13: Motions ???
- 17.30 – 18.30 Canal Tour – Special Rainbow Edition
- 19.30 – 22.00 Dinner:

## **Sunday March 4th, 2018 - Annual General Assembly Day 2**

Location: Island Brygge Culture Centre, Islands Brygge 18, 2300 Copenhagen

### **Programme**

- 09:00 – 09:05 Welcoming of the delegates and guests
- 09:05 – 09:10 Item 14: Reopening by the Co-Chair
- 09:10 – 09:15 Item 15: Fixing the Quorum
- 09:15 – 9:30 Item 16: Elections
- Voting Board positions,  
Cash Control Committee 2019  
Vote for EuroGames 2021  
Vote for AGA 2019  
AGA Co-Chairs 2019
- 09:30 – 10:00 Item 17: Presentation of the Annual Plan 2018
- 10:00 – 10:30 Item 18: Presentation of the EGLSF Budget 2018
- 10:30 – 11:00 Coffee Break
- 11:00 – 11:15 Item 19 Announcement of the Election Results
- 11:15 – 11:20 Item 20: Presentation of awards
- 11:20 – 11:50 Item 21: Presentation of Paris 2018
- 11:50 – 12:15 Item 22: Presentation of member events
- 12:15 Closing AGA 2018 by the Co-Chairs
- 13:00 Lunch

## III. Annexes

### III. Annexes

#### Annex 1. Membership Items

Will follow.

#### Annex 2. Board Report 2017

1. General
2. Strategy
3. EuroGames
4. Supporting our members
5. Leading organisation for equality in sport
6. Finances
7. Reports from the committee

##### 1. General

After the election at the AGA 2017 in Dusseldorf the EGLSF Board was formed by Annette Wachter (Co-President), Paul Brummitt (Co-President), John Ryan (General Secretary), Edgar Castillo Aguilera (Treasurer), Sarah Townsend (Member at Large), Diana van den Born (Member at Large).

The board held the following board meetings 2017:

Previous board:

January 2017	Cologne (Germany)
March 2017	Dusseldorf (Germany) - <i>In parallel with the AGA 2017</i>

Current board:

May 2017	Amsterdam (Netherlands)
September 2017	Budapest (Hungary)

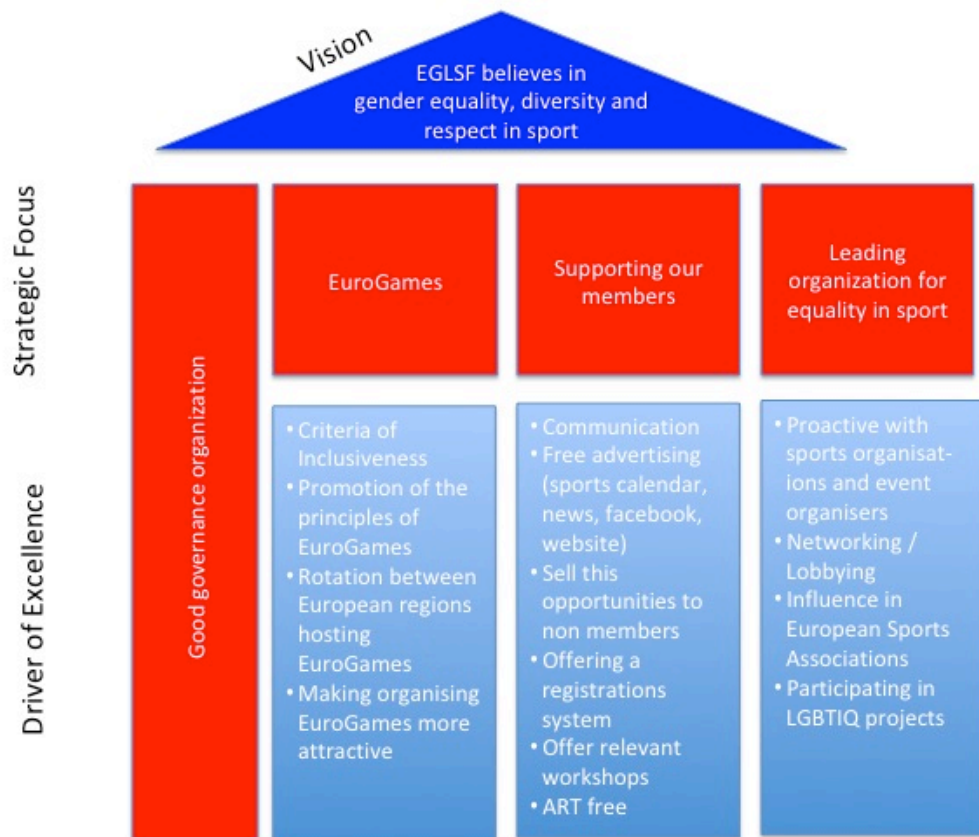
Besides these meetings we held online board meetings every two weeks using Skype.

## Summary strategic plan 2015-2020

### Vision

EGLSF believes in gender equality, diversity and respect in sport.

### Strategy



## Main Activities

Developing procedures for most of our activities	<ul style="list-style-type: none"> <li>• Sports and organization guidelines for EuroGames (booklet)</li> <li>• Encourage / stimulate rotation between European regions</li> <li>• Promotion of the principles of the EuroGames</li> <li>• Forming partnerships with sanctioning bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Creating benefits for our members</li> <li>• Diversify membership:             <ul style="list-style-type: none"> <li>– Individual membership</li> <li>– Other organizations, clubs, associations, minorities</li> </ul> </li> <li>• Secure communication / information transfer</li> <li>• Coordination of the sports calendar</li> <li>• Creating of a knowledge database</li> </ul>	<ul style="list-style-type: none"> <li>• Dissemination of our knowledge (conferences, magazines, website...)</li> <li>• Continuation of memberships i.e. EPAS / ILGA / ENGSO</li> <li>• Collaboration / MoU with external organizations</li> <li>• Developing a toolkit "How to..." (outcome of the conference at the AGA)</li> <li>• Toolkit on „Inclusion, Fight against Homophobia in Sport ...“</li> </ul>
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*Strategy of the EGLSF*

## 2. Good governance organisation

In the past we started documenting procedures for our activities. In 2018 we will continue this documentation process.

## 3 EuroGames

### Contractual negotiations with EuroGames Rome 2019

After initial communication problems with the organising team, we are now confident that Rome is on the right path to producing a successful EuroGames in 2019. The contract is now signed.

The board visited Rome for discussions in July during the Italian Gaymes to inspect the sport venues and the Gay Village. Most of the venues are in very good condition. The Gay Village is very attractive with a huge cultural program very day. During the weekend three DJs were putting the heat on the spectators on three floors.

This year we will visit the organising team in Rome once more to check their progress.

## **Contractual negotiations with EuroGames Dusseldorf 2020**

The contractual negotiations with Dusseldorf started right after the AGA 2017. Some points had to be discussed and changes of the draft were made. Some more sports will be offered at the EuroGames in Dusseldorf. And the team assures us they are able to organise these additional sports. The contract will be signed at the AGA 2018.

## **4. Member Activities**

### **Member Activities**

EGLSF works as a platform for our members to promote their activities. In this sense, our networks are our members' ones too. Clubs send their information and events to be published in our newsletters, Facebook page and twitter account. The board, as well as in quality of athletes, tries to be present in our members' events although it is materially almost impossible.

For the future we want to have more feedback about member activities so that we can promote them via Facebook and member newsletters.

We have negotiated a contract with Paris for a small discount for the Gay Games X for our members.

The EGLSF is eager to continue its path to inclusion and with this goal in mind we are working on a project with Leap Sport.

To continue our outreach to attracting more women to the EGLSF we are working on a joint project with women from FGG. In April 2018 we will host a "Women in Sport" conference in Cologne to go further with the work we started at the European Lesbian Conference with a workshop in October last year.

### **Member Renewal / Reactivation**

We have now successfully integrated the new membership software which enable us to track the membership more efficiently. And enables you as member to view your club details at any moment.

### **Creating the Knowledge**

Board members have experienced a lack of legacy transfer when joining the board. In our strategic plan 2015-2020, the board included this legacy topic so new members could be more and better informed about positions and duties when joining the board.

A few procedures and policies have been written up. Creating a comprehensive document is ongoing.

### **Outreach policy**



EGLSF and most of our members offer grants for participants from the outreach countries. In the case of AGA, every year an average of 6 delegates have had the opportunity to participate in the event, always following some issues regarding economic situation of the country, but also Human Rights conditions. In the last years, the board has also granted participants from non- outreach countries that, however, due to personal situation could not afford the attendance to AGA.

The board has updated the Outreach policy and it is available on the website.

### **Sports calendar**

Our international sports calendar is now the reference of sports for our community (not only tournaments but also events) in Europe. We also received information from sports related bodies who want their events to be published but we still miss information from our members' tournaments, conferences, workshops, etc. acquisition with members. The calendar is now fully functional since last September 2016.

## **5. Leading organisation for equality in sport**

### **Erasmus+ projects**

We are partner in the following projects:

- VIDC (Vienna Institute for International Dialogue and Cooperation): Queering Football – Tackling Homophobia and Promotion Anti-Discrimination around Major Sport Events. We also added new banners for the German exhibition “Against the rules – Gay and Lesbian in Sport”.

During the WOMEN UEFA EURO 2017 we organised Euro Pride House in Utrecht. There was also a meeting of the queer fan clubs from all over Europe as well to share experience and network.

We presented a Queering Football National Training to women sport educators in October 2017, focusing on awareness of homophobic attitudes and issues, awareness of LGBTIQ sport role models, experience handling homophobic situations via interactive situations.

This project finished with a networking conference in Ljubljana with participants from all over Europe focussing on anti-discrimination at major sport events like the past UEFA EURO 2016 and the outlook to the FIFA World Cup 2018 in Russia. At this conference we presented a workshop on “Campaigning for Change”, which highlighted our experiences and lessons learned from our participation in the Queering Football project.

- Heroes of Football (Led by the John Blankenstein Foundation, Netherlands): Main purpose of the project is to start a European movement called “Heroes of Football”. The main objective is to create awareness with individual soccer players of all ages and their environment of their own share in the equal treatment of people (LGBTIQ

oriented) through sports workshops and a tournament day. The developed toolkit was updated in 2017.

- VOICE: Prevention of sexualised violence in Sports impulses for an open, secure and sound sporting environment in Europe with the following targets: Creation of a transnational network of experts and organisation on the topic of prevention of sexualised violence in sport; analysis of status quo in several European countries; compile a catalogue of good practice.

## **Relations with NGOs, sport organisations and advocacy within European Institutions**

### **ENGSO (European Non-Governmental Sports Organisation)**

#### ***24th General Assembly and Seminar, Paris 9-10th June 2017***

In 2015, the EGLSF signed a Memorandum of Understanding with European Non-Governmental Sports Organisation (ENGSO), the objective of which is to strengthen the partnership between the two organizations, and work together in activities and projects promoting grassroots sport in Europe, with a special focus on tackling discrimination based on sexual orientation and gender identity.

The EGLSF, invited by ENGSO to attend its General Assembly in Paris at the Comité National Olympique Sportif Français headquarters, took the opportunity to learn more about the latest developments of the EU Sports Policy, and ENGSO EU Work Priorities as well as participate in the EU Seminar on “The Olympics and Para-Olympics as a catalyst for the promotion of participation in grassroots sport and social inclusion”.

We were invited to address the assembly to explain briefly the work of the EGLSF and highlight how we are helping to advance diversity in sport via our three Erasmus+ projects.

#### ***Social inclusion and volunteering in sports clubs in Europe***

The EGLSF was present at the European SIVSCE – Conference which was held in Brussels on the 28th of September 2017. The conference discussed the structure, organisation and management of European Sports clubs. The EU work plan for sport 2017-2020 has 3 priorities:

1. Integrity of sport
2. Economic dimensions of sport
3. Sport and society

A presentation on voluntary work in sport clubs, and the important connection with sports events revealed that recognition and support are the 2 most important factors in volunteering satisfaction, and organisations should always be aware of the conditions that volunteers are working in. The importance of having one person responsible for volunteer management also impacted on the success of the event, and to use migrant volunteers to make them feel more included in society. The findings showed a clear correlation between integration and volunteering.

The conference concluded with an open discussion on the future of social integration and volunteering.

The lively debate focused on the importance of volunteering, the current humanitarian situation across Europe and the call for projects that shine a spotlight on refugees and radicalisation prevention. Information about the #beInclusive awards was also presented.

Sadly, from a EGLSF point of view, the project included many minorities but the LGBTIQ community was not included. When asked the question, the response was that “it simply was missed”.

The conference was part of the European Week of Sports #beactive, and all information and documents from the project can be located here: <http://www.sdu.dk/SIVSCE>

## **EPAS (Enlarged Partial Agreement on Sport)**

The consultative committee and the consultative bureau of EPAS had last year four meetings. The EGLSF is a member of both organisations.

The consultative bureau and the consultative committee of EPAS concentrated on the following points:

- **Good governance**

The Consultative Committee of EPAS (the CC) encourages governments to define minimum standards of good governance in cooperation with the sports organisations and other relevant stakeholders, such as athlete organisations, and condition public subsidies on the proven ability of the organisations to live up to those basic standards.

While welcoming the own efforts of sports organisations to develop, implement and monitor own measures of good governance as a necessary part of achieving better performance on their goals, the consultative committee believe that self-assessment and self-evaluation are not sufficient tools.

- **Autonomy of sport/association freedom:**

In order to ensure legal safety for sport, protect freedom of association and enhance democracy and the rule of law, the CC call upon the member states of the Council of Europe to equip EPAS with a mandate and sufficient resources to set up a framework for negotiating an international agreement that can define the respective rights and responsibilities of governments and NGO's in sport.

- **Protection of athletes**

All athletes must be better protected against systematic doping, especially when organised by the state or other powerful groups and individuals that wield influence over the athletes' life and career. States must never put their quest for sporting success over their obligation to protect the health, integrity and civic rights of any athlete that forms part of national elite sport structures.

- **Match-fixing:**

The Consultative Committee would like to kindly express its impatience with the lack of progress with regard to governments' signing and ratifying the International Convention against the Manipulation of Sport Competitions.

- **National strategic visions for sport**

The Consultative Committee wishes to remind the ministers of the obligations they assumed when adopting one year ago, in November 2015 in Paris, the International Charter of Physical Education, Physical Activity and Sport. The charter includes a number of measures governments should take to ensure access to sport and physical activity “without discrimination of any kind, such as to race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.”

The Consultative Committee invites EPAS to analyse on which areas it can best contribute to realise the intentions of the Charter.

### **FARE Network**

As in 2016, in 2017 worked with FARE to promote their two annual events: Football v Homophobia in February, and Action weeks in October, by disseminating information, creating publicity by reposting on Facebook and Twitter, and aiding members clubs with grant processes.

We also received a small grant as part of the October Action Weeks to help fund our participation in the first European Lesbian Conference in October 2017 in Vienna. This grant enables us to present a workshop: “Fields of sport: empowering or oppressive spaces for minorities - Lesbian in sport – the State of Play”.

### **FGG (Federation of Gay Games) General Assembly**

In 2017 the general assembly of the FGG took place in Paris. Over 100 delegates attended this assembly. Pepe Garcia-Vasquez represented EGLSF.

The members selected the three final bidders for Gay Games 2022 presented their bid and their cities. And all of them had to attend a questions and answers session. At the end Hong Kong was selected as the host for the Gay Games 2022.

Joani Evans was once more elected as the female Co-president. New in the board are Jan Schneider (Officer of Sport), Julie Williams (Human Resource Officer), Daniel Holland (Officer of Development) and Gene Dermody (Officer of membership).

### **ILGA (International Lesbian, Gay, Bisexual, Trans and Intersex Association)**

This year we did not participate in the ILGA conference in Warsaw. So we missed the following content:

So at this conference, the members wanted to ask themselves how they put the needs and strengths of their own community at the centre of our work. They should look at how they can further strengthen local LGBTI communities so that they can come together, organise and demand for their needs to be addressed, in solidarity with others. The members wanted to continue talking about how they do this together with allies that connect their action to a larger mission for an inclusive and just society. Together, the members wanted to explore how they can contribute to reversing populism by working on common objectives and making democracy

An outcome of the ILGA conference last year was to organise a European Lesbian Conference, which was held in October in Vienna.

### **European Lesbian Conference**

At the first European Lesbian Conference in Vienna we held a workshop about the participation of Fields of sport: empowering or oppressive spaces for minorities - Lesbian in sport – the State of Play. We focused on grassroots sports via three axes:

- The EGLSF – a short introduction and where we are with diversity, parity,
- Lesbian in grassroots sports: regular clubs, founding gay and lesbian sport clubs, lesbian sport clubs, outside the club experience
- Lesbian in leadership roles: refereeing, coaching and decision making

As the only sport representatives present, we had a good amount of time to present the current state of play with the EGLSF, the EuroGames, club membership, and open a discussion with the attendees on lesbian participation in sport at a grassroots level.

Our workshop discussions raised important issues and brought home the diversity of our community. As well as being sportswomen we are also older lesbians, lesbians struggling to live in countries where our mere existence is threatened with the death penalty, feminists, lesbians of color and more. Sport is our way of expressing ourselves but our sport, our sports partners, our sports organisations and our sports leaders need to accept the diversity of our community and recognize that it is our strength. We are not there yet. But we are willing to take on the challenge, to try and move things forward and create a fully inclusive and safe environment for us all in which to enjoy our sports. We recognize there is no

A host of other workshops were on offer and we managed to attend several. What came out of all of them is that in sport, in media, in politics, in our health and education systems, and in our workplaces, lesbians and the “L” word are, once again, becoming invisible. By being invisible it is impossible to achieve our goals and improve our life situations. Our existing structures are struggling to keep up with, and for the most part, are no longer entirely valid as solutions for the complexities of our modern day living situations. There is “no one-size-fits-all” solution in sport or in other organisations, and we need to recognize, accept and work with this.

As sportswomen, sport is an integral part of our lives, and vital to our physical and mental well-being and we need to make sure that our sports organisations, at the grassroots, national and international level, reflect and our diversity and accept our differences.

### **EU Sports Forum 2017**

The EGLSF was represented at the 2017 EU Sports Forum in St Julian's, Malta on the 8th 9th March. The EU Sports Forum is a gathering of EU sport stakeholders that is organized by the European Commission every year. There were interesting exchanges and debates on a number of pertinent topics for sport. These discussions were more relevant as the second EU Work Plan for Sport will be closing shortly.

The time was used to take stock and evaluate, adjust and progress in defending the integrity of sport, promoting sporting values, social inclusion and health. The opportunities from the Digital Single Market was also on the table, and an interesting talk from the eSport

professional player for AFC AJAX, Koen Weijland, showed how sports clubs are strengthening ties with their younger fans. This might be an interesting opportunity for our community to embrace the eSport culture, and maybe have it as an event for the EuroGames in Rome in 2019.

The integrity of sport has been severely damaged, and there is a call for all institutions to work together at all levels to restore it and build public trust. The EGLSF have 3 Erasmus+ projects running at the moment, The Voice, Heroes of Football and Queering Football, and the Forum proved to be a great launching pad to inform the rest of Europe the work we are involved with. The end of the conference was marked with a high-level discussion on good governance practices in European sport, and grass roots sports.

There is clearly still a large amount of work to be done around our core values of acceptance, diversity and inclusion, but now the EGLSF is known as the specialists in this area, and already there are requests for information and how other institutions and federations can benefit from our knowledge.

### **Pride House International – Women’s Euro Pride House 2017**

The EGLSF organised Women’s Euro Pride House 2017, the first Euro Pride House to be held during a women’s European Football Championship, in Utrecht from July 16th – 25th. Activities included an awareness campaign around the Euros with the use of the Quiz based on the one created for the Euro 2016. The Pride House was opened by Karin Blankenstein, president of the John Blankenstein Foundation, and there were representatives from the Dutch Olympic Council, the international press and volunteers from the local women’s football team. Each evening a game was held in the stadium in Utrecht, there was a live transmission in the Bodytalk bar followed by an informal discussion on various topics, such as women in sport, the role of volunteers, football for all abilities and transgender football supporters.

The Against The Rules Exhibition was also on display throughout the duration of the competition.

### **Heroes of Football**

The EGLSF was present at the #CALLITOUT – Conference which was held in Manchester on the 24th of June 2017. The National Football Museum hosted the symposium; marking the rise of the LGBT fan movement and offering an opportunity to debate issues surrounding homophobia in the sport.

Panel discussions addressed the alienation of LGBT fans at the forthcoming FIFA World Cup tournaments in Russia and Qatar, and how the police, other authorities and anti-discrimination organisations are tackling incidents of homophobia and hate speech which seek to exclude LGBT people from football.

The UK’s LGBT fan movement has grown rapidly, with 27 professional clubs in England, Wales and Scotland now officially recognising their own LGBT supporters groups, and more currently in development.

Pride in Football chair Di Cunningham, of the Norwich City fans' group Proud Canaries, says increased visibility in the stands and on social media is having a tangible impact. The main key discussions from the day consisted of;

- Homophobic Hate Crime and Hate Speech in Football
- Russia World Cup (the topic was Workshopped and a Panel discussion)
- LGBT+ Fan Groups
- #Call It Out – Challenging LGBT+ abuse
- Pride In Football - the alliance of LGBT Fan Groups.

The full report from the conference can be located at :

<http://prideinfootball.co.uk/index.php/2018/01/13/callitout-report/>

## **VOICES for truth and dignity**

### **Main aims of the Project VOICE:**

1. Generate crucial research data on sexual violence in sport
2. Produce a knowledge-exchange and educational resources

The partners of this Erasmus+ project are looking for survivors of sexual violence in sport within Europe.

### **Voice – Partners are:**

- Universities
- Associations and Federations

### **Project design with the working packages**

WP2:	WP3:	WP4	WP5:	WP6:
Researching voices of those affected	Hearing the voices of those affected	Exchange of good practice	producing educational material	knowledge transfer

WP1: steering management and coordination

In September we had a one-week workshop about working package 3 and working package 4. At the moment the researcher did up to 100 interviews in Europe. In Belgium the project leader had the opportunity to present this project in a TV discussion. After the discussion many sports men and –women contacted her and wanted to tell their experience. During the workshop the material for 7 short films were prepared as well.

In May 2018 the final conference with a plan of dissemination of the educational material will be held in Bensberg near Cologne.

### **Exhibition “Against the Rules – Gay and Lesbian in Sport”**

- English Version:
  - Antwerp Region
  - Closing conference of the VIDC project in Ljubljana

- German Version:
  - Sport Department of the University of Darmstadt
  - Pride in Darmstadt
  - Respect Games in Berlin
- French Version:
  - University of Marseille
  - VIDC national training in Marseille

## **6. Finances**

The financial report will be available soon.

## **7. Reports from the committees**

### **Legal Advisory Committee**

Dear board members, Dear members,

The Annual General Assembly has voted for a Legal Council on the AGA 2014 in Ljubljana. The Legal Counsel consists of]:

- Florian Kloth, from SV Startschuss Hamburg.
- Johan van de Ven, honorary member of the EGLSF.
- Edwin Westenberg, Ketelbinkie Rotterdam

The Legal Council has prepared its work via e-mail.

#### 1. Statutes changes

No changes were prepared this year. After several years with several documents, this year no official paperwork.

#### 2. Bylaws update

As under 1.

#### 3. Plans 2017 and 2018

No plans for preparation of legal documents were made for 2017. Neither plans for papers for 2018 are foreseen.

#### 4. Other items.

No other items were brought forward to the committee in 2017.

The committee will stay in sleep modus unless new items will appear.



## Annex 3 - Candidates for EGLSF board

### Sarah E. Townsend

Freelance Senior Technical Writer / Editor / Translator

#### Summary

While working for major corporations I have acquired specialized skills to:

- work effectively with subject matter experts,
- find and analyze information, paying meticulous attention to detail,
- produce quality work that is accomplished on time.

I have a solid foundation in the use of industry-standard tools and methodologies.

#### Writing Experience

##### *Independent contractor*

*May 2011 – present*

Technical and marketing publications expertise, French-to-English technical and marketing translations, and English language training.

Clients include STMicroelectronics, IKEA, Cityway, Gemalto, Traxens, M.A.T & Co., 3dRudder.

**STMicroelectronics** – Rousset, France - Technical Writer, Consultant **Feb. 2011 – Dec.2012**

Wrote datasheets, application notes and user manuals to support SPEAr products.

**Gemplus/Gemalto** – La Ciotat, France - Technical Writer/ Trainer, Consultant **Jan. 2005 - Dec. 2011**  
**June 2000 - June 2002**

Provided writing and usability services for Telecom and Multimedia products. Wrote user, reference and programming documentation to support smart card-based online payment and mobile messaging applications.

Developed training material and presented training sessions for smart card-based online payment and mobile messaging applications.

**Atmel** – Rousset, France - Technical Writer, Consultant **Nov. 1999 - June 2000**

Provided writing services for semiconductor products. Designed and wrote technical specification documentation to support the AT91 semiconductor product range.

**Hewlett-Packard** – Grenoble, France - Technical Writer, Consultant **Feb. 1996 - October 1999**

PC Division

Marketing and Communications writer. Designed template and wrote content for technical training modules. Produced white papers and backgrounders for new PC introduction.

Technical Writer. Developed online help, Web pages and paper documentation for HP small business and corporate PCs. Produced promotional literature and technical marketing white papers for HP networking products and PCs.

Telecommunications Infrastructure Division

Project lead for documentation on new SS7 signaling unit hardware. Wrote user and support documentation for HP SS7 OpenCall platforms, with focus on installation, configuration, and troubleshooting procedures. Emphasis on MTP levels 1,2,3.

Restructuring of SS7 documentation set for enhanced usability and modularity, ready for conversion to online distribution.

**Gemplus** – Gémenos, France - Technical Writer

**Dec. 1993 - Feb. 1996**

Designed and wrote user, reference and programming documentation to support smart card applications and peripherals, including GSM.

**Radionics** – Salinas, CA, USA - Technical Communicator

**Nov. 1989 - April 1992**

Designed and wrote user, reference and programming documentation to support digital alarm control/communicators and their peripherals

## Business Experience

### **SuDoc SARL**

**May 2011 – June 2015**

Managing director of technical communications company providing technical and marketing publications expertise, and French-to-English technical and marketing translations.

Clients include STMicroelectronics, IKEA, Cityway, Gemalto, Traxens, 3DRudder.

### **Import/Export Company Co-owner**

**June 2002 - Jan. 2005**

Set up, co-owned and ran a company importing Chinese and Indonesian handicrafts.

Travel to China and Indonesia to design and order the handicrafts from local artisans, and buy traditional handicrafts.

Organized and managed transport and importation of handicrafts into France.

Established sales outlets and exposition sites for handicrafts in France.

## Communications Experience

**E.F.L Teacher** Eastbourne, U.K, Orizaba, Mexico

**April 1992 - October 1993**

English language instruction from basic to TOEFL level.

**Communication Skills Tutor** S.U.New York at Brockport, U.S.A

**Sept. 1987 - June 1989**

Instruction in various writing methods, stages and styles to freshman college students.

## Career Training

- |            |   |  |
|------------|---|--|
| Courses in | • Agrèment Semiconducteur (Semiconductor training)  |  |
|            | • Information Mapping   | Information Mapping, Inc.                      |
|            | • Advanced Editing; Writing Procedures for Manuals; Defining and Achieving Quality Publications; Designing Task-Oriented Products; Developing a Document Plan; Estimating, Scheduling and Tracking Documentation Projects | University of California at Santa Cruz, U.S.A. |
|            | • DC/AC Fundamentals  | Hartnell College, CA., U.S.A                   |
|            | • Long Range Radio  | Radionics, Inc., CA., U.S.A                    |
|            | • R.S.A Preparatory Certificate for the Teaching of English to Adults   | International House, U.K.                      |

## Qualifications

*Certificat Européen de Langue Française* C.C.I Marseille, France

Mention - très bien

*M.A. in English*

S.U.N.Y Brockport, U.S.A Competitive scholarship awarded

*B.A. (Hons.) in English*

Loughborough University, U.K.

2:1 attained

*International Baccalaureate*

St. Clare's Hall, Oxford, U.K

## Other Experience

- Fluent French; working knowledge of Spanish. Widely traveled.

- Rowing trainer (level 1) – Fédération Française d'Aviron
- Trainee rowing judge with Provence Rowing League

Dear EGLSF Board,

Please accept this letter and supporting CV in support of my candidature to the post of General Secretary for the EGLSF.

Having been an Officer-at-Large for 2 years now, I have seen how the EGLSF works and come to understand some of the workings of the LGBTIQ sports community in Europe. I have worked on Erasmus+ Sports projects for the EGLSF in a support role and realise that, working with others, we can change a little bit of the world, making it a better, safer and happier place for our LGBTIQ community.

And I think I am ready to take on a larger role in making this happen.

I see the role of General Secretary as one of communication. We have tools that enable this communication with Facebook, the Website, the newsletter and the sports calendar and I would like to build on using these tools to create a real communication flow between our members. We have talked of creating a summary of the newsletter, translated, that can be integrated easily into member clubs' newsletters so information can be more readily disseminated; we have talked of finding ways to reach out to member clubs to incite you to participate actively in the newsletter content and I would like to work on realising these goals.

Communication is better when we know what we are supposed to do and how to do it and to achieve this we need policies and procedures. Again, a great start has been made in this area and I would like to continue with it.

As an active member of the lesbian community in Marseille for the last 20 years, and board member of the lesbian feminist association the CEL, I will also continue working on reaching out to the lesbian communities and find ways to make sport and organised sport events attractive to them. Again, this work has been started by the EGLSF and my goal would be to reinforce and build on the groundwork.

And finally, communication is built on trust. And I would like to build on the work that the EGLSF is already doing – working to win your trust by developing this organisation to its full potential as a recognised leader in LGBTIQ issues in sport, creating an inclusive environment for all its current and future members, and benefitting from this atmosphere to present successful and peaceful EuroGames events.

## **BOARD MEMBER AT LARGE**

**Erika Patrikainen**

eranpat@gmail.com

### **PROFILE**

I'm a 38 year old citizen of Helsinki, Finland. I have worked as a BI-consultant for over 10 years now. I have excellent learning, planning, ICT and English language skills. My hobbies are floorball and volunteer work for sports organizations.

### **MOTIVATION**

Taking part in EGLSF AGA and the EuroGames have been the highlights of the year for me, for several years now. Organizing EuroGames in Helsinki of course gave me even more insight what the event means to thousands of people. Understanding the value of the games makes me want to share my experience with the organizers of the future games and support them as best as I can.

I also enjoy working in an multicultural environment and of course working on things that really matter. So I'm very much looking forward to get into the work that EGLSF does for human rights issues.

### **EXPERIENCE**

#### Education

- 2005, Turku University - Master's degree in statistics

#### Work experience

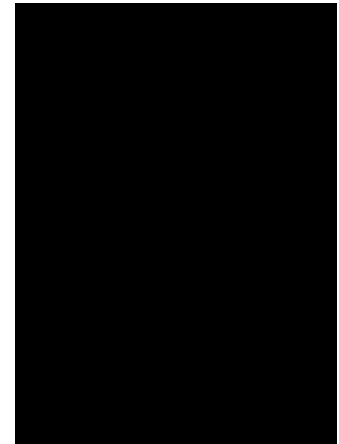
- 2006 - , Aureolis Oy, Espoo - Business intelligence consultant: data analytics, reporting, data warehousing, agile project work
- 2004 - 2005, Turku University - Assistant in the department of Statistics

#### Volunteer work

- 2014 - , HOT ry (multisport LGBTIQ sports organization) - Chairman of the board
- 2013 - 2016, EuroGames Helsinki - Co-president of the organization
- 2009 - Ylhäs ry (floorball club) - Chairman of the board, treasurer, secretary, webmaster etc.
- 2006 - 2014, HOT ry - Secretary, webmaster etc.

#### Language skills

- Finnish - Mother tongue
- English - Very good
- Swedish - Good
- Danish - Moderate





Dear all,

When I attended last year's AGA for my first time, I was told that I either would belong to the participants who only show up and would not turn back again or, to those who come back year after year.

Apparently, the former fact applies in my case, and I even decided to run for one of the vacant positions of board member at large.

So far, I have been active member of our local gay sport club (Gay and Lesbian Sport Bern, Switzerland) since 2006. From 2010 on, I took the responsibilities of being treasurer of our sports club and handed those tasks over in May 2017. During this time, we were able to settle up our first tournaments, Queergames Bern 2011 and 2014 (whereas the 2017 edition had to be entirely cancelled), where I was also in charge in financial aspects.

Through my academic studies in Economics, European Studies & Law, I have had the privilege of travelling and learning beyond my native Switzerland to such places Norway, Italy and (virtually) to Belgium. Combined with my multi—lingual fluency in several languages (including English, French, German, Italian, Swedish, as well as some Spanish) I feel I am extremely well placed to utilise these skills in this role.

Beyond my academic and career experience, I am also personally committed to my work. My passion for the field of LGBT sports was reinforced in late 2017 when I volunteered at the Peace and Sport International Forum in Monaco, where I gained valuable insight into the positive effect sport can have on a society, and especially within in the LGBT community.

As a consequence of these aforementioned experiences, I am committed to remaining active in the field of LGBT sports and would welcome a new challenge. I believe that as a board member at large for the EGLSF I can bring a wealthy of knowledge and commitment and hope to contribute within these new duties.

Yours sincerely  
David Hofstetter

**Annex 4 - Bid for hosting 2019 AGA**



# ABSEITZ STUTTGART

DER SPORTVEREIN FÜR SCHWULE, LESBEN & FREUND\*INNEN

European  
gay & lesbian sport federation

Annual  
General Assembly  
2019

ACCEPTANCE      DIVERSITY      INCLUSION

## BID FOR THE 2019 EGLSF AGA

# INTRO



## Dear EGLSF board members, dear EGLSF members all over Europe!

Abseitz Stuttgart, the sports club for gays, lesbians and friends in the Stuttgart region, would like to welcome you to the next AGA to be held in Stuttgart in March 2019. For many years Abseitz Stuttgart, one of the largest LGBT\* sports club in Germany, has not only played an active role in various EGLSF tournaments happenings, but has also participated in several AGAs in recent years, for example in Manchester, Frankfurt and Düsseldorf.

2018 marks our 25<sup>th</sup> anniversary and Abseitz now offers 20 different types of sport to more than 750 members. Over the past 5 years we have focused on creating an infrastructure that allows us to handle all the enquires and challenges generated by this amount of members and departments. In 2015 we set up an office run by two part-time employees and in 2016 we moved into an office space we share with our local LGBT\* partners. All members of the community work hand-in-hand and reap the benefits of this synergy.

As a result, our club organization is solid as is our position within our local community, and we are ready to take on bigger tasks. It feels like this is a good time to try, and to give something back after all the support we have received from you over the years.

The weekend will be hard work, but we feel certain that the experiences you will have in an open minded environment will be worth it – all our members and our friends from the local LGBT\* community are really looking forward to welcoming you here in Stuttgart.

We hope you will accept our invitation, and please do not hesitate to contact us if you have any questions. Let's join forces and have a great time in Stuttgart!

Kerstin Bosse

Chairwoman of Abseitz Stuttgart e.V.



## Abseitz Stuttgart e.V. - 25 Years of Diversity in Motion

Abseitz Stuttgart e.V., the sports club for gays, lesbians and friends in the Stuttgart region, will be celebrating its 25th anniversary in 2018.

Founded in 1993 by a group of gay men who wanted to establish a volleyball team, Abseitz was well supported by the local LGBT\* community right from the start. The name "Abseitz" was derived from the Cafe Jenseitz, a popular LGBT\* bar at that time. A badminton group and a women's football team soon followed and Abseitz went from being an all-male Volleyball team to a mixed multi-sport club.

Abseitz has experienced a significant surge in popularity since the early 2000s. A new sport has been added almost every year – swimming, dancing, tennis, yoga, fitness, squash to name but a few. During this period Abseitz has also added a number of international LGBT\* tournaments and local charity events to its repertoire. Our very own Wild Wild South tournament evolved from annual volleyball and badminton competitions to a biennial three-day multisport event with more than 500 participants. Each year in September, Abseitz organizes the "Stuttgarter LebenSlauf", a charity run to support the AIDS-Hilfe Stuttgart.

Such developments require structural adjustments and professional administration. In recent years, the club

has taken a number of steps to ensure that it remains future-oriented: renting office space, hiring additional employees, delegating tasks to volunteers and contracting companies for professional services such as accounting, graphics or web design companies.

In 2018, the number of sports has risen to 20, and the club has around 750 members. Regular trainings take place six days a week, and there are many more extracurricular activities, such as workshops, excursions or hikes throughout the year.

The club's comprises a management board of five people, approximately 20 department heads and two employees. The Wild Wild South tournament and the LebenSlauf are organized by committees. The club also has its own magazine, which is edited by professional editors and published three or four times a year.

Abseitz has a solid financial basis with a budget of about €80,000 annually, usually closing with a slight plus. It also has enough assets to maintain its liquidity.

A large number of the club's members are willing to carry out volunteer work to varying extents. Stuttgart is a very international place, so we have native speakers of English, French, Spanish, Italian and many other languages.

# WELCOME TO STUTTGART!



## Events. Culture. Nature. Sports.

Stuttgart, home to booming automotive and high tech industries, is more than just Daimler, Bosch and Porsche. Picturesquely located in the “Kessel”, a valley between wooded hills, the city boasts a wealth of museums and theatres, five castles, a beautiful zoological and botanical garden, vast forests and vineyards all around the city, extensive park areas stretching right into its heart, like the Rosensteinpark and the Schloßgarten, but also world class architecture and a long engineering tradition.

Stuttgart has a huge pedestrian zone and a vivid nightlife in the Baden-Württemberg region. There are many reasons to visit Stuttgart, one of the most underestimated cities in Germany. There are plenty of top tourist spots located along the so-called “Halbhöhenlage”, the more affluent

regions that are located on the hillsides and overlook city in the valley below, with no shortage of stunning views across downtown Stuttgart.

Whether you want to go and see an opera or a musical, a football match, go shopping on the Königstraße, clubbing on Theodor-Heuss-Straße, visiting one of the city’s great history or art museums, enjoying some relaxing hours in Stuttgart’s mineral baths and spas, or attending one of the many festivals like the Volksfest or Germany’ biggest Christmas market – there is something for everyone.

The weather conditions in the south of Germany are often the best in the country, with the most hours of sunlight annually – there might not be as much sun in March as in July, but nevertheless, the climate is great for getting outside as much as possible.

# WELCOME TO STUTT GART

## LGBT\* Life in Stuttgart

Stuttgart is not exactly famous for being an LGBT\* hotspot like Cologne or Berlin, but the community in Stuttgart is still a considerable size, and it is well connected. There is a good number of LGBT\* bars, cafés, clubs and one of the last two specialized bookshops in Germany. Germany's oldest LGBT\* disco, the Kings Club, is also located here. Its owner, Laura Halding-Hoppenheit, has been fighting for equality and against discrimination for more than 40 years. She is a national heroine of the LGBT\* movement and – it goes without saying – she has supported Abseitz from its very beginning.

Stuttgart Pride takes place each year in July, with two weeks of events and activities. In terms of numbers, its pride parade is the third biggest in Germany, beaten only by Cologne and Berlin. This political demonstration regularly garners nationwide media attention for its mottos, patronage or statements. The parade itself largely comprises many regional community clubs, groups and companies, as well as less commercial participants than in other pride parades. Abseitz is usually right in the middle of the parade with 50 – 100 members, many of whom join in on the go. At the CSD street festival, we feature some colourful fun sports right on the street each year.



There are five main protagonists in the local community with a close collaboration between them all: IG CSD (Stuttgart Pride), Zentrum Weissenburg (local LGBT\* Centre), Landesnetzwerk LSBTTIQ (regional network of LGBT\* groups and the regional government in Baden-Württemberg), AHS (AIDS-Hilfe Stuttgart) and – of course Abseitz.

We share rooms in collectively rented office space with the first three. For the 2020s, it is planned that this cooperation will evolve into a full central Rainbow House for Stuttgart's community that will include offices, event locations and conference rooms, assisted living for LGBT\* seniors, guest rooms and possibly a day-care centre under one roof.

The community is well connected to the local and regional administration and government, so there is a great support for LGBT\* causes among politicians both in the Stuttgart city hall and in the Landtag, Baden-Württemberg' parliament.

### More information on Stuttgart:

[www.stuttgart-tourist.de/en/stuttgart-in-1-2-3-days](http://www.stuttgart-tourist.de/en/stuttgart-in-1-2-3-days)

[www.csd-stuttgart.de](http://www.csd-stuttgart.de)

[www.stuttgart-ist-bunt.de](http://www.stuttgart-ist-bunt.de)

# AGA 2019: PRACTICAL INFORMATION

## Getting to and around Stuttgart

Stuttgart is right in the heart of Europe. There are non-stop flights from most European countries to the international airport and high speed train connections from all directions. Getting around in the city is easy. There is a well-developed public transport system consisting of light rail and buses. There are two metro lines linking the airport to the city centre in about 25 minutes. For individual travelers there are several free floating car, bike or scooter sharing systems in Stuttgart.

## Website and registration system

Abseitz has a modern, smartphone-friendly website that was re-launched in 2016. It is based on the CMS "Contao", and about 30 Abseitz members are trained editors or administrators.

All necessary information for the AGA 2019 could be put on one or more separate sites, and several people could make changes and modifications within a few hours.

For the AGA registration, we would probably be able to use our own registration system, set up for the Stuttgarter LebenSlauf. Payment methods are bank transfer, direct debit and PayPal. If credit card payments are a requirement it might be necessary to use a commercial registration system, for example the one that was used for the 2017 Wild Wild South tournament.

## Outreach

Abseitz fully backs the outreach concept and the idea of offering support to those who need it, either financially or on a quid pro quo basis. In our club we usually follow the principle "benefit through effort" and so we are having a good number of volunteers for our internal events.

Our Outreach support could consist of priority assignment to private lodgings, a reduced conference fee or subsidised travel expenses. We will also be asking some of our sponsors about possible funding.

## Accommodation for AGA Participants

Based on our experience with several big events staged by our club and our members in the past, we are confident that we will be able to provide hosted accommodation for 30-40 persons.

In addition we also have special arrangements with some hotels in Stuttgart that will reserve a certain amount of rooms specifically for our AGA event. Double rooms will cost around 80-100 € and single rooms around 60-70 €. As Stuttgart is the capital city of the region and is home to a wide range of industrial and commercial sectors, there are hotels for all budgets. We also are in contact with hostels, for instance one that belongs to one of our members, called Alex 30-hostel or the A + O Hostel, that offers cheaper rates. We will hand in a more detailed list of accommodation options later.



# AGA 2019: VENUES & SCHEDULE

## Short distances in central Stuttgart

AGA 2019 guests will most probably be able to reach everything by foot. All hotels, venues and event locations will be within walking distance from the central station or three or four metro stops away from it.

On Thursday we will kick off with the EGLSF board meeting in the well-equipped premises of our friends at the AIDS-Hilfe Stuttgart in the beautiful Stuttgart Westend.



More information on the venues:

[www.spardawelt.de](http://www.spardawelt.de)

[www.aidshilfe-stuttgart.de](http://www.aidshilfe-stuttgart.de)

We are considering the “SpardaWelt” event center as the main venue for the whole weekend to host the Conference on Friday and the subsequent AGA. It is located right next to the central station in the heart of Stuttgart. The venue is equipped with all standard facilities and technical equipment, such as screens, microphones, free Wi-Fi, and it can be used for the main events as well as for workshops or any other parallel meetings.

As we have no obligation to use the centre’s catering facilities, we can choose our own caterer for the three days of the conference and AGA meeting to match our budget and preferences.

A good handful of Abseitz volunteers will be helping the main organizers to ensure that this three-day event runs smoothly, so that you can enjoy your time in Stuttgart.

Schedule			
Thursday, February 28	10:00 – 18:00	EGLSF Board Meeting	AIDS-Hilfe Stuttgart
	20.00 – Open End	Board Dinner	TBA
Friday, March 1	10:00 – 16:00	EGLSF Conference	SpardaWelt
	18:00 – Open End	Meet & Greet & Eat	Joe Peña’s, Bar & Cocktails
Saturday, March 2	10:00 – 16:00	AGA Part 1	SpardaWelt
	17:00 – 19:00	Welcome-to-Stuttgart- Reception	City Hall
	20:00 – 23:00	Social Dinner	Restaurant Alte Kanzlei Stuttgart Schlossplatz
	23:00 – Open End	Party	Kings Club
Sunday, March 3	10:00 – 13:00	AGA Part 2	SpardaWelt

# AGA 2019: SOCIAL EVENTS

## Board Dinner

On Thursday evening, Abseitz invites the EGLSF board to one of our favourite restaurant. We are keen to meet the people who keep the EGLSF up and running, so we'll be happy to treat you to a tasty dinner in nice company.

## Meet & Greet & Eat

Our members are curious about all the international guests coming to Stuttgart, so on Friday evening there's a perfect chance to bring them together. The Joe Peña's bar and restaurant is close to the AGA hotels and the main station, so it's easy to get there upon arrival. It offers good food for every budget, cool drinks and enough space to get to know each other. Come and meet the locals!

## Welcome to Stuttgart Reception

After a probably long first AGA day it's time to head for the city centre. The Stuttgart city hall is an open house for locals and guests, and we're happy to be able to have a glass or two in there and hear some welcoming words from some of the city's and the LGBT\* community's officials. No worries – we will keep that part short.

## Social Dinner

Right after the Reception we will head down the street to the Alte Kanzlei. This restaurant is in one of the oldest buildings in Stuttgart, right next to the Old and the New Castle. It's very Abseitz friendly, and we're looking forward to a delicious three course set meal with a regional touch and local beer and wine.

## Party

The Kings Club is the main place in town when it comes to LGBT\* nightlife, and it has been so for the past 40 years. It's the oldest still running LGBT\* club in Germany. We're close friends with owner Laura Halding-Hoppenheit, who has been fighting for equal rights and acceptance just as long and who has always been there for any LGBT\* person in need. For those AGA guests who are up for a dance and some partying: there's a good chance that she will hand out free drinks to you herself.

## Guided Tours

If our guests wish to get to see Stuttgart, and if there's a time window left – for instance on Friday or Sunday afternoon - we will be happy to show you around! We have quite a few members who can either guide you through the city and up and down its hills, or who can take you to certain places of interest, like the world's first and most beautiful TV tower or the fancy Mercedes or Porsche museums.



# BIDDING FORM

GENERAL		
Hosting City:	Stuttgart	
Name of the Organization:	Abseitz Stuttgart e.V.	
Name of the person responsible for the eventual AGA:	Kerstin Bosse	
AGA Organizing Team:	Kerstin Bosse, Frank Tomazzoni, Gerrit Bopp	
AGA INFORMATION		
Date:	March 2 – March 3, 2019	
Venue Proposal:	SpardaWelt, Am Hauptbahnhof 3, 70173 Stuttgart	
Capacity:	130 people (classroom arrangement)	
ACCOMODATION		
Hotels:	Aloft Hotel / Ibis Hotel	Hostel Alex30 / A + O Hostel
Max. fare for rooms:	79 € / room (double or single)	25 € / bed (five bed dorm) 32 – 37 € p.p. (double room)
Special deal?	Reduced rates	Breakfast included
Hosted housing guaranteed:	40 spots	
OUTREACH		
Minimum of grants:	appr. 2.000 €, in cooperation with the EGLSF and local sponsors	
MEALS		
Maximum costs for meals during the AGA	15 € lunch / 30 € dinner. Rates may be reduced depending on the caterer and possible sponsors. Abseitz will provide snacks and drinks for all events	
SOCIAL EVENTS		
Eat & Meet & Greet	Informal reception with drinks and food and many Abseitz members	
Welcome-to-Stuttgart-Reception	Official welcome reception with members of the local community and administration in the Stuttgart city hall	
Social Dinner	Three course set meal in a central restaurant with regional cuisine and in nice company	
Party	Free entrance for all AGA participants to the Kings Club, Germany's oldest LGBT* club	

# BUDGET PROPOSAL

The following budget proposal is based on 100 participants and the maximal costs we are expecting for any of those items.

	Costs EGLSF	Costs per person
Rental of venue, WIFI & technical equipment	2.000 €	
Coffee breaks, drinks & snacks	free	
Lunch Saturday		15 €
Lunch Sunday		15 €
Registration desk, technical helpers, minute takers	free	
AGA documentation and Guide, Welcome Package	100 €	
Website and registration system	free	
Social dinner		30 €
Welcome-to-Stuttgart reception	free	
EGLSF Board Meeting (room, lunch, dinner)	free	
Social events	free	
<b>TOTAL BUDGET</b>	<b>2.100 €</b>	<b>60 €</b>

Abseitz will be happy to provide all guests with free drinks and snacks during any of the meetings throughout the weekend – the board meeting, the EGLSF conference and the AGA. The Welcome-to-Stuttgart reception and any additional social event will be fully funded by Abseitz, too.

Costs for lunches during the AGA and the social dinner depend on the restaurant and the catering service, and we are optimistic that they may cost even less.

We're expecting a total turnover of up to 10.600 € for all events related to the AGA, out of which 6.000 € would be covered by the participants themselves, not more than 2.000 € by the EGLSF, and the rest of 2.600 € is covered by Abseitz. There's a good chance that we will receive financial aid by the city administration and some sponsors, so all expenses for both the EGLSF, all AGA participants and Abseitz may be reduced further.



# NAMES & ADDRESSES

## ABSEITZ STUTT GART

### Abseitz Stuttgart e.V.

Weissenburgstr. 28a  
70180 Stuttgart  
www.abseitz.de  
info@abseitz.de

#### Chairwoman:

#### Kerstin Bosse

Abseitz board member  
PR & Sponsoring  
vorsitz@abseitz.de

#### Frank Tomazzoni

Abseitz board member  
Events  
veranstaltungen@abseitz.de

#### Gerrit Bopp

Abseitz deputy  
International relations  
international@abseitz.de

## EVENT LOCATIONS

### EGLSF Conference & AGA:

SpardaWelt  
Am Hauptbahnhof 3  
70173 Stuttgart  
www.spardawelt.de

### EGLSF Board Meeting:

AIDS-Hilfe Stuttgart  
Johannesstr. 19  
70176 Stuttgart  
www.aidshilfe-stuttgart.de

#### Social Dinner

TBA

#### Welcome-to-Stuttgart Reception

**Stuttgart City Hall**  
Marktplatz 1  
70173 Stuttgart

#### Meet & Greet & Eat

**Joe Peña's**  
Kriegsbergstraße 15,  
70174 Stuttgart

#### Party:

**Kings Club**  
Calwer Str. 21  
70173 Stuttgart

**Annex 5 - Bid for hosting 2021 EuroGames**

Copenhagen

## **Annex 6 - Minutes AGA 2017**

**EGLSF Annual General Assembly, Dusseldorf, Germany, 4<sup>th</sup> – 5<sup>th</sup> March 2017**

**Welcome by the host Dirk Bremer & Paul Brummitt**

**Opening by the co-chairs appointed by the Assembly**

- Tatjana Eggerling
- Philip Houtermans

**Roll Call of Members**

**Fixing of the Quorum by the Treasurer**

- Total number of votes of EGLSF members is 126, quorum = 25% of all possible votes +1 vote which is 57 1/2 votes.
- There are 119 Votes in the room. So the quorum is met.
- After the start of the committee votes raised to 129 votes. The majority is now 65 votes.

**Appointing of the Ballot Committee**

- Barbara Strewinski
- Jan Schneider

**Setting of the Agenda**

**Minutes AGA/EGA 2016 Glasgow/Helsinki (Annex 7&8)**

*The treasurer pointed out:* The minutes about the statutes changes have to be signed and approved following approval of the EGA minutes at this AGA, as the Notary who confirms the statutes changes insists on seeing approved minutes of the meeting where the statute changes were passed.

***Approved***

**Year Reports**

**Board Report: Presentation by the EGLSF Board**

**Good governance organisation**

- Announcement of the Newsletter

**Inclusive EuroGames**

- EuroGames Helsinki 2016
- Contractual negotiations with Rome

**Large number of members representing diversity**

- Welcome new members
- Outreach policy

### **Leading organisation for equality**

- Attracting women, transgender, heterosexual clubs.(discussion)

### **Report of the Diversity Committee**

- Open letter (Email by Conny-Hendrik Kempe-Schällicke) criticising diversity within EGLSF
- *Add:* Motions submitted by other members
- The only remaining member of the committee is Zejlko Blace (not present at the AGA).

### **Report of the EuroGames Committee**

- Strategy report
- Recommendations to the AGA
- Strategy on EuroGames (new bidding manual)
- All members of the committee announced that they stand down, as they regard their work as complete.
- The co-chairs asked if anyone wanted to join the committee. No one came forward, so the committee no longer has any members.

### **Reports of the Legal Advisory Committee**

- Refining the status to reflect the current status of written texts.

### **Finance Report**

- Explaining the loss in the total balance by: less income and higher costs.

### **Report of the Cash Control Committee**

- Report of the meeting in Essen
- Report is given in verbal form:
  - o No irregularities have been observed
  - o Recommendations were given.
- Results of Erasmus+ Projects
  - o Questions were answered.
- Travelling
  - o Recommendations are given to enhance the efficiency of committing the booking process.
- Final Recommendation
  - o Transparent board
  - o Recommendation to discharge the board from the financial perspective for 2016

### **Vote on discharge of the board**

PRO	CON	ABSTAIN
116	0	3

### **Presentation of AGA Bid 2018**

- Presenting the intended conference agenda

- Presenting the venue and location

### **Presentation of EuroGames Bid 2020**

- Given by Götz, Sike and Dirk
- Questions
  - o About Hockey and similar types of sports.
  - o Break even of participants.
  - o More than 3,100 participants are regarded as ambitious.
  - o 25 sports will be available.
  - o Triathlon as an event, how will it be assured that it will work out
    - Explaining how to assure it.
  - o Skiing might be a risk.
    - Explaining the contract.
  - o Triathlon, swimming in a pool is criticised.
  - o Please concentrate on participant numbers for financial planning.
  - o The Düssel-Cup will not take place in 2020.
  - o Table tennis; both single and double.
  - o Special arrangement for transgender people?
    - Question if forwarded to the EGLSF and their committees
  - o Non-physical tournaments like card games, chess etc.?
  - o Include heterosexual clubs in EuroGames?
  - o Collecting money for Euro Games in central/east Europe? Question goes to Rome as well as to Düsseldorf.

**Change in the votes in room to 127, the majority is 64.**

### **Motions**

**Motion 1:** Membership of Committees submitted by the Diversity Committee

Changing the By-laws: Membership of committees,

**Motion 2:** Committees,  
submitted by the board.

Replace Section 16 of the by-laws regarding committees with a new text.

The co-chairs directed that the motions were similar and should be discussed together.

Following discussions, the Board requested a break for reconciliation in order to confer with the authors of Motion 1.

On reconvening the AGA, both motions were withdrawn.

### **Statements:**

Committees will be dissolved next year and new regulations will be agreed in 2018. Committees will be a minimum of three persons. Bylaws changes in 2018.

Bylaws on Page 46 will be continued until the next AGA in 2018.

Committee forming will be discussed on Sunday 5th March.

**Motions 3:** Re-establish the Diversity Committee by Board

**Motion 4:** Re-establish the legal advisory committee by board.

**Motion 5:** Re-establish the EuroGames Committee by board

***Motions 3,4 and 5 were withdrawn by the Board as they were dependent on Motion 2 passing and are therefore no longer relevant.***

### **Sunday 5th March 2017**

Votes available 117

**Motion 6:** To add articles 9.9 to Section 9 and 18.8 to section 18 of the by-laws regarding voting rights (both additions are identical)

#### **Voting rights only apply if a member has paid its membership fee according to article 6.1.1 of the Bylaws**

Following input from delegates the Board amended the motion to:

Voting rights only apply if a member has paid its membership fee, *or made an agreement with the treasurer to pay later*, by the deadline in article 6.1.1 of the Bylaws

Reminders will be sent out 2 weeks before the beginning of the 28 days.

PRO	CON	ABSTAIN
115	0	0

#### **Motion 6 accepted and amended**

**Motion 7:** proposed changes to the bylaws following the statute changes made at the Extraordinary General Meeting in Helsinki in 2016 - submitted by the Legal Advisory Committee

Votes available 118 as of 10 am on 5th March 2017

PRO	CON	ABSTAIN
101	0	17

#### **Motion 7 passed**

**Item12:** Report by the EuroGames Helsinki.

Recommendations:

- Varying registration fees for different sports; cheaper visitor passes.
- Registration should close one month before the start of the event.
- More cooperation with mainstream or LGBTIQ CLUBS.
- More cooperation with Russians.

**Item13:** Presentation by EuroGames Rome 2019.

EuroGames Rome will be held from 11.7 - 14.7 2019.

9 sports offered.

Registration Fees: EGLSF member clubs: early €65, late €85.

Non members: early €90 and late €110

Registration will begin in January 2018 - early registration with reduced fees.

April 2018 volunteer applications will be started.

A ceremonial signing contract for EuroGames Rome 2019 was held; the final signature will be added in due course in Rome.

**Item 14:** Vote for Copenhagen as host for AGA 2018

PRO	CON	ABSTAIN
122	0	0

**Vote carried.**

**Vote for Düsseldorf as host of EuroGames 2020**

PRO	CON	ABSTAIN
125	0	0

**Vote carried.**

Düsseldorf 2020 gives thanks for the vote.

**Item 15:** Presentation of candidates for elections

**Annette Wachter:** applying to be re-elected as Co-president of EGLSF. The bylaws stipulate that the two co-presidents must be of different gender identities; candidates for this position must therefore be not male, as the other co-president, whose term lasts two more years, is male.

Votes available 123

PRO	CON	ABSTAIN
89	23	11

**Annette Wachter is successfully elected as co-president of EGLSF for three years**

**Edgar Castillo Aguilera:** candidate for Treasurer of EGLSF.

Votes available 123

PRO	CON	ABSTAIN
122	0	1

**Edgar Castillo Aguilera successfully voted in as Treasurer of EGLSF for three years**

**EuroGames committee:** no candidates came forward.

**Diversity committee:** no candidates came forward.

**Cash Control Committee.**

Michael Wachowak and Marcel Kreissig together stand for re-election to the Cash Control Committee

PRO	CON	ABSTAIN
117	0	0

**Both are elected.**

**Tatjana and Philip: re-elected as Co-chairs by acclamation.**

**PROPOSAL by Active Company, Upstream Amsterdam, Out in Slovenia , Q-Sports Romania, Pan Idraet Copenhagen, Pan Idraet Fredriksberg, Hot Helsinki, Russian LGBTIQ Sport Federation.**

To create a working group tasked with developing a vision as to where EGLSF as an inclusive organisation should stand by the year 2020, as well as a road map to be drawn up to realise this vision.

**The board accepted the Proposal.**



## **Presentation of World OutGames Miami 2017**

## **Presentation of Gay Games Paris 2018**

### **Members Events 2017:**

Düsseldorf Cup 2017

Tennis Tournament 2017 Belgium

Xmas Tournament Frankfurt Rainbow Run2017 – Registration begins June 2017

Paris International Tournament

Football Tournament Netherlands

European Women's Football Summer 2017. Rotterdam, Utrecht

### **Presentation of the Board Strategies**

Focusing on:

- EuroGames 2019
- Erasmus Project- agreements signed
- Working closer with Organisations EPAS, ILGA, FARE.
- Preparation for AGA 2018.

### **Presentation of the EGLSF Budget 2017**

Estimated loss in the region of 1,500€ for 2017.

64,000€ cash reserve in Bank as of 1st Jan2017

Entry in cash flow report of 4€ is a nominal reminder for future events/travel costs to be added as costs.

Proposal is to enter an amount, e.g. 1,000€ to show a more realistic balance for the year

Membership fees - new members?

**Board Strategy 2017:** accepted by applause from delegates.

Vote on Budget 2017

PRO	CON	ABSTAIN
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106	0	14
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**Vote carried.**

### **Item30**

#### **Discussion 1QE**

To what extent does EGLSF want to communicate to GLISA and FGG.

EGLSF receives financial support from GLISA as compensation for not holding a EuroGames in 2017.

It is important to continue communication with these organisations. Work on getting a One World Event in 2026.

#### **Miscellaneous**

- Presentation Film of Heroes of Football
- Volunteers for Committees should apply to the board via Email.

### **Item 31**

#### **Closing speech from Düsseldorf 2020.**

#### **Formal Closing of AGA by Philip and Tatjana**

# EGLSF

## **European Gay & Lesbian Sport Federation**

c/o NCS

Meeuwenlaan 41

1021 HS Amsterdam

The Netherlands

**[www.eglsf.info](http://www.eglsf.info)**

[eglsf@eglsf.info](mailto:eglsf@eglsf.info)

The EGLSF enjoys participatory status at the Council of Europe and is member of the Consultative Committee of the Enlarged Partial Agreement of Sport ([EPAS](#)) of the Council of Europe.