

**General Assembly No. 18 -  
online (taken place through Zoom meeting) on  
10 & 11 October 2020**

**MINUTES**

*10<sup>th</sup> October 2020*

**TOP 1      Opening / organizational questions**

Agnes Turner as the president of ANSE welcomes participants, gives the introduction to the meeting, identifies the aim and the procedures of the meeting, and the role of delegates.

Online voting procedures are introduced by Reijer Jan van 't Hul as member of the ANSE Board.

**TOP 2      Ascertainment of quorum**

There is quorum since more than 50% of full members are represented in the meeting.

ANSE has 17 full members of which there are 13 represented by their delegates at this moment:

- national supervision association of Bosnia and Herzegovina
- national supervision association of Croatia
- national supervision association of Estonia
- national supervision association of Hungary
- national supervision association of Latvia
- national supervision association of Lithuania
- national supervision association of Italy
- national supervision association of Ukraine
- national supervision association of Ireland
- national supervision association of Slovenia
- national supervision association of Norway
- national supervision association of the Netherlands
- national supervision association of Romania

The representatives of the following full members joins the meeting later:

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- national supervision association of Austria
  - national supervision association of Germany

Following full members are absent from the meeting:

- national supervision association of Switzerland
- national supervision association of Spain.

ANSE has 2 associate members of which one associate member is represented:

- national supervision association of France.

The national supervision association of Slovakia is not represented.

The national supervision association of Russia as candidate for associate member is represented.

The representative of the candidate association from Sweden is absent.

### **TOP 3** Agenda: possible suggestions

The agenda without changes is approved with 13 votes in favour. There is no one abstained, or against.

### **TOP 4** Approval of the minutes of GA 17, 2018

Question related to content of the minutes is asked:

on page 9 the text says: *'Proposition from auditors is to have a paid secretary for ANSE board.'* Has it been applied?

The answer is no.

Request for changing some errors in minutes arrived, i.e.

on page 10 – under voting on new memberships the second voting correctly:

*'Delegates vote for Romania becoming a full member in favour with 14 votes.'* instead of Ukraine.

p 14 the name of new board members (e.g. Andrea Geering) is misspelled – correct the spelling

The minutes with the above changes is approved with 13 votes in favour. There is no one abstained, or against.

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**TOP 5** Reports from NO's (5-minutes reports), reflections

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The national supervision association of Austria represented by Michaela Judy is present from this moment, so 14 full members are present.

**Russia**

Victor Menovshchikov as representative of the Russian association introduces their organisation.

Victor Menovshchikov, the founding member of Russian Association was trained as supervisor in Austria between 1997-1999 at KEAR OSTERREICH, and was in contact with ANSE, and its president from those days. With the involvement of Louis van Kessel an international supervisor training program took place between 2018-2020 in Russia. In 2020 the National Association of Supervisors of Russia was established and registered according to ANSE standards (6 full members, 12 candidates, 2 tutorial programs are represented). The contact was made to the ANSE Board to clarify and prepare application of the association to become ANSE member.

**Sweden**

Andrea Geering as contact from ANSE Board presents the application of Swedish Association of Supervision in Psychosocial Work for membership. The association has 120 members holding university degree in Social Work or equivalent, and a degree in supervision, plus approved experience in supervision. The Swedish organisation has been in contact with ANSE for several years, and handed in their application for membership last year. The representatives were interviewed for the membership by the Membership Working group of the Board, and open questions were discussed. The Membership Working group agree that conditions for membership are set, and the Board proposes full membership for them.

**Spain**

The Spanish association for supervision is not represented. Andrea Geering as contact from ANSE Board summarizes information about the contact made to them. In 2020 the Association boosted their activities, renewed their website, formed a new board, and involved in new people, and provided new activities for the members.

**Switzerland**

The Swiss association for supervision is not represented. Andrea Geering as contact from ANSE Board summarizes information about BSO. It had been a growing association involving 100 new members every year, and reached critical size. Last period turned out to be turbulent, due to increasing demand on the management and on the board. Data protection and software development questioned how to run the organisation.

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### Austria

Michela Judy as the delegate of the Austrian association for supervision (ÖVS) presents cornerstones of 2019-2020:

- settled the issue how to get trade licence for supervision – three options now, principles based on individual qualifications (decision of local trade offices)
- COVID-19 – the locked-down brought existential threatening for free lancers. ÖVS provided guidance and training for online supervision and coaching.
- ÖVS changed the regional structure of the association since some of the groups were too small.
- worked on reforming the standards for supervisory training: the admission requirements are reformed, competence matrix of learning modules were changed.
- active in social media – FB, LinkedIn,
- national qualification.

Kerstin Lammer enters the meeting at this moment, so German member organisation is represented, altogether 15 full members of ANSE are represented.

### Estonia

Helena Ehrenbusch presents highlights of the Estonian association over the period of 2018-2020:

- Guidelines of Ethics is approved, and national Ethics Committee is set up
- National Supervision/Coaching Curricula is reviewed
- Applications and approvals for Supervisors' Quality Level (38)
- Quality Standards are reviewed; coaches without supervision education included to the Quality Standards
- Supervision is added to the Green Book (guidelines for national mental health policy)

Effects of COVID 19 for the association and community: sharing fast growing knowledge on online counselling; clarification of online confidentiality and safety; online regular co-vision to support our members during COVID times; regular cooperation with social ministry; introduction and inclusion of the term 'Professional Supervision' to different types of supervision.

### France

Jeanne-Elvire Adotevi presents PSF highlights:

- PSF is known better in France, has attracted more members (in 2018 there were 38, and it is now 58 members altogether)
- took part in organising 3 big conferences (one in partnership with EMCC, ICF, CF Coach) – in 2018 the board of ANSE was present as well
- has worked on organisational identity finding place among big associations (IIC, EMC)

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- in mid 2019 the Interprofessional Union of Helping professions, Coaching and Supervision Trades (SIMACS) was established, PSF is partnering SIMACS – and this gives PSF more visibility
  - continue the cooperation with the relevant big French speaking association (EMCC, ICF)
  - redesigned the PSF accreditation process, beginning 2021 it will be put in place

Regarding COVID 19 – PSF supports other association with giving pro bono supervision.

### Norway

Arild Stensland presents highlights of NOSCO for 2018-2020:

The number of members increased nicely, members are come from different regions, and NOSCO expects to develop further in membership. There is an enthusiastic new board, they offer interesting activities for members, and work on strengthening the identity.

- There is no licence system from authorities to become a supervisor in Norway. NOSCO now offer certification in Supervision using their own logo, as well as ANSE logo. There are different certifications: Level 1 is meeting minimum demands for practicing Supervision in Norway. Level 2 is in accordance with ANSE demands for Supervision education. Both certificates have limited durability (3 years); as NOSCO emphasizes LLL.
- NOSCO developed cooperation contracts to 2 universities, agreements for common development.
- NOSCO provided attractive workshops for LLL, and digital offers during COVID19 resulted in growing number of new members.
- The new website is ready since summer of 2020.

### Germany

Kerstin Lammer presents most important issues of DGsv for 2018-2020.

DGSV is 31-year-old supervisory association, well developed in membership (~4300 supervisors and 31 institutes), and established in standards.

The assembly has passed new statutes and new standards for supervision and coaching after 5 years of development. For the membership of training institutes, the standards are more flexible, but institutions have to be more innovative (so younger people can get into the training through different qualifications).

During the Covid-SARS-2-Pandemic, DGsv offered great services to their members, including online-support on issues such as

- protection rules for face-to-face-supervision
- safe tools and rules for online-supervision
- information on changes in health-insurance, retirement-funds, taxes and governmental help-funds for supervisors during the pandemic, etc.

In 2021 a new board will be elected, and it is a question if this brings changes or continuity in organisational policies.

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## Ireland

CarolAnn Mc Grath presents the highlights of SAI for 2018-2020.

SAI was established in 2005 and has been full member of ANSE since 2007.

Last year new president, chair and vice-chair was elected, and new members at the board from across professions. There are regular online meetings of the board. SAI tries to navigate the changing times by cultivating the collective wisdom emerging as a board, from the sub-committees and the members. Created regular collaborative circles for members.

SAI continue to reach front line health care workers – nurses, therapist, doctors – helping these professionals going through the challenging times.

SAI moved its activities online: CPD events, online workshops, online journal, updated website with guidelines for working online.

Re-accreditation of members and pre-accreditation of student of supervision is an ongoing process, and will be finished by October 2020.

## Ukraine

Olha Pashko presents USCC's highlights for 2018-2020.

There are 12 full members, and 32 associate members (their education is not according to ANSE standards) of the association now. There are 20 students in an ongoing supervisory training program that is according to ANSE standards. The service quality standards are developed.

In 2019 there was a new board elected, and a new website is developed.

USCC established three cooperation agreement with governmental body and NGOs.

During COVID locked-down the association developed horizontal connections by organising online intervision and peer groups.

For the upcoming period it is planned to develop and complete national supervisory training programs based on the principles of ECVision as post-graduate program within two universities. There is a plan to organise the first national supervision conference. Further organisational development is planned based upon Sociocracy 3.0.

## the Netherlands

Gerian Dijkhuizen presents highlights of LVSC for 2018-2020.

LVSC has more than 2200 members of supervisors and coaches, and now developing 3<sup>rd</sup> branch of the association for organisational coaching.

Reacting on COVID19 'open your heart' sessions were made available free for people in health care system. Professional got to know supervision in a different way through these sessions.

LVSC created a prize for the best thesis on supervision and coaching.

The 40 years anniversary for LVSC establishment will be next year. On April 6-7 2021 a big conference will be organised partly in English, where Iceland is invited as guest. This is a nice opportunity for ANSE members to participate.

Gerian is passing the ANSE delegate's role to Marian van Ingen.

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## Hungary

Éva Nemes presents the highlights of MSZCT for 2018-2020.

The 25<sup>th</sup> anniversary will be celebrated next year. The events and activities that have been important recently:

MSZCT organises yearly conferences for members' development, it will be an online conference in 2020. There are regular workshops organised for members to share knowledge and discuss issues. In 2020 these were focusing on online supervision (techniques, ethics, methods, etc.). MSZCT also enters project partnerships (3 projects recently) for disadvantaged regions to bring supervision there, make it available for professionals there.

With COVID-19 lock downs a new 'supervisory teahouse' has been started online to keep up professional contact, and learn from one another's experiences. The association started a pro bono program for health care and social care professional to help them during demanding times.

There are challenges for professionals and for the association regarding changes of legal regulations (new law unclearly defining conditions for 'Occupations related to psychotherapy and psychology', and the changed law for adult education and competency development). It gives further tasks for MSZCT to work on supervisory identity, and contribute to create clear and safe legal and administrative environment.

## Croatia

Kristina Urbanc presents the highlights of HDSOR for 2018-2020.

A new board was elected, and Kristina Urbanc became the president in April 2020.

The supervisory community is growing, there is an ongoing education program with 32 supervision students at the moment.

In Croatia people have faced multiple challenges in 2020, besides COVID19 there was an earthquake in Zagreb causing serious damages (e.g. in the office of HDSOR).

## Bosnia & Herzegovina

Andrea Puhalic presents the highlights of ASBH for 2018-2020.

There are 20 members educated in international training program (with the universities of Goteborg and Stockholm involved) in 2009. The Swedish model of supervision characterized the training. The professionals act in a very traditional society.

Main challenges for professionals and for the association: how to get supervision recognized, what is the role of it? Since the beginning they created more visibility in professional society, strengthened cooperation with psychotherapists.

The increasing number of members has led to defining new criteria for membership, and to establish a program for supervisors at a local university. In 2019 a book on supervision was published in cooperation with Croatian experts, representative of ANSE was present at launching the book.

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### Latvia

Ilze Dreifelde presents the highlights of LAS for 2018-2020.

LAS was established in 2006, and has been full member of ANSE since 2012. At present there are 143 members.

The professional standards for supervisors is set, there are 3 master programs at universities, and other adult training programs as well.

LAS worked on its quality management system.

There was a book published by LAS on supervision in Latvia.

LAS is organising a 'supervision day' in November 2020.

LAS is the organiser for the next ANSE Summer University taking place in Latvia August 16-20, 2021.

### Lithuania

Ramune Gecaite presents LPSKA's highlights for 2018-2020.

There is a new website launched. The workgroup for 'code of ethics' met regularly online, collected experiences, and presented the draft for the new code of ethics.

In COVID times through the Ministry of Social Security and Labour and the Ministry of Health online counselling was provided (including supervision) for professionals and inhabitants. Supervisors volunteered for this program. This created publicity for supervision.

There has been some turbulence within the organisation with the start of new training course for supervisor, they are still dealing with this.

To keep up with the tradition professional annual meeting LPSKA combined physical presence and zoom meeting in 2020.

### Romania

Bogdan Sebastian Cuc presented the highlights of RAS for 2018-2020.

RAS was established in 2007, has 20 members at the moment. There are ongoing training courses so they expect 13+ members by the end of 2021.

The national Catalogue of Occupations included the occupation of 'supervision in social services' in 2016. Occupational and training standards were developed according to ANSE standards with the involvement of the members of RAS in 2017.

In 2020 a training program has been started in Bucharest for 13 new supervisors in social services. The training is in process, expecting to be finished next year.

In 2019 RAS has initiated the formal modification of statutes including changing the election of the president, and the board. The process has slowed down due to COVID19.

RAS and its members face challenges by COVID19 since supervision sessions has moved online. Also the new law on social services does not include supervision any longer as a requirement for service providers for disabled people.

### Slovenia

Petra Videmsek presents highlights of DS for 2018-2020.

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DS turned last year 20 years old, having not more than 30 members now, it is for cross-professional supervisors. In Slovenia a large association for supervisors under the social chamber exists.

Starting before the COVID-19 DS organised two seminars for members on how supervisors can put supervision online, discussing main challenges, how to do it, ethical standards, etc.

DS publishes 2-3 newsletter per year for members, and community, provides meta-supervision for practicing supervisors, and develops special accreditation for supervision education.

It is a challenge and an objective how to enlarge association, involve new members.

### Italy

Micki Gruber presents the highlights of BSC for 2018-2020.

The association covers the region of South-Tirol within Italy. There are 29 active members. There is a quality system in operation.

The main event was to take over and organise ANSE Summer University 2019 in Bolzano. It is considered a great experience, and success.

The present challenge is related to how to deal with COVID19 situation. BSC went online with intervision, and provided seminars on competences needed for online supervision & coaching.

In 2021 the 25<sup>th</sup> anniversary of BSC will be celebrated by organising a conference.

### Slovakia

ASSP is not represented at the assembly. Reijer Jan van 't Hul as the contact in ANSE Board presents most important issues.

ASSP is an associate member for supervision in social work in Slovakia. Last year a new board was elected. They provide counselling programs for families going through crises, prisoners and their families. Also ASSP runs accredited supervision training course since 2000.

After the presentation of National Organisations we break into small group discussions reflecting on NO's reports.

## **TOP 6** Report of the ANSE Board, reflections

The ANSE Board give the two-year report about the structure and approach of operation, the most important actions and cooperations. (Please see details of the report annexed.) Topics covered:

- operation of board: characterised by teamwork, tasks distributed through working groups,
- regular board meetings, board members participating in international and national events, meeting with member and sister organisations,

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- maintaining and developing membership (regular contact to national organisations (NOs), services to members of NOs, networking outside ANSE, handling applications from new NOs, etc.),
  - monitoring, sharing experiences, and encouraging establishment of new International Intervention Groups (IIG),
  - summer universities (SU) – last SU successfully organized in Bolzano in 2019 by the Italian NO; conclusions has been drawn, manual for future organisers developed, next SU planned in August 2021 organized by Latvian NO
  - ANSE journal – European Journal for Supervision and Coaching, regular issues are available online freely for all members of NOs, editorial board set up, chief editor appointed,
  - research – target is to carry on with research on supervision and coaching, award for best thesis at European level is suggested, a conference is planned for June 2022 organised by Austrian NO,
  - ensuring and improving quality of supervision – discussing how quality management is done at NO level, quality discussions at ANSE level, identifying role of ANSE, working further on mutual recognition
  - education – working group for education is negotiated, clarification and re-wording of ANSE standards relevant for supervision education
  - diversity - first project of ANSE was about diversity, diversity workshop has been developed as an output, plans to go on with online workshop
  - cooperation with sister organisations – EMCC, EASC – networking, intentions to go on cooperation with present sisters and contact new possible partners
  - communication – secure and renewed website, active social media presence, newsletters, official communication to all member organisations.

Suggestion came that the ANSE board shall write an article about plans and news on ANSE in the ANSE journal. This suggestion is not in line with the plans of the editorial board of the journal. There is another communication channel for this purpose, that is the regular ANSE Newsletter.

## **TOP 7** Annual financial statements of 2018-2019

President Agnes Turner presented main items of the financial reports for years of 2018 and 2019 in order to explain income and spending of ANSE, and their relevance to approved budget plans. Annual Financial Statements for 2018 and 2019 were made available for delegates prior to the meeting.

ANSE present financial situation - which can be considered stable for the moment - was also shared with delegates. There are savings that could cover ANSE operations for about a year,

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and this is in line with the decisions made at GA16 (when membership fee was increased) and GA17 (when last budget was accepted).

## **TOP 8** Auditors report

Kerstin Lammer (who was elected together with Sigita Simkiene as auditor for ANSE at GA17) presented the auditors' report to the Assembly. The Financial Auditing Report 2018/2019 was sent to delegates prior to the meeting.

The auditors main findings are as follows:

- ✓ *The accounting is being done in a regular way, the two-person rule is being followed.*
- ✓ *The funds are used according to the ANSE statutes, in an efficient, effective and economical way.*
- ✓ *The financial management is sound.*
- ✓ *The expenses for the Board are slightly higher, in 2018 and 2019 than in 2017, due to increasing the number of board members by one. This seems adequate to us.*
- ✓ *The financial position of the ANSE is stable in the light of the data provided.'*

One concern identified by auditors: *'some member organizations have not payed their membership fee, yet. We would like to encourage them to do so, as soon as possible.'*

The auditors formed a proposal for the budget as well: *'We have found that a sufficiently small amount of money is being spent on projects and researches. Perhaps this would be a call for the initiation and support of projects and researches implemented by ANSE or national organizations, which is directly linked to the development of supervision across Europe.'*

This proposal is in line with the future budget plan.

Delegates vote for discharge of treasurer and board for year 2018 and 2019. Result of voting: 14 votes in favour of discharging, no one abstained, no one against.

## **TOP 9** Election of auditors for 2020 & 2021

Sigita Simkiene and Kerstin Lammer are asked and ready to carry forward the task of auditing for the next two years.

Delegates vote for the present auditors taking forward auditors' task. Result of voting: 14 votes in favour of discharging, no one abstained, no one against.

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**TOP 10** Voting on new memberships

The procedure for becoming ANSE member is explained to delegates. The organisation (formed by professional supervision community of a country) applying for membership hands in their application to ANSE Board. The members of ANSE Board look through it and check the conformity with ANSE standards. Representatives of ANSE Board discuss any open questions with the board of the applying organisation. The members of ANSE Board are the one proposing for membership, and preparing the official decision making for the general assembly of ANSE.

Piret Bristol ANSE Board member reports about the process of reviewing Swedish application, and proposing full membership status for the Swedish Association for Supervision in Psychosocial Work.

Delegates vote for the Swedish Association for Supervision in Psychosocial Work becoming a full member of ANSE in favour with 14 votes, no one is abstained, no one is against.

Inese Stankus Visa ANSE Board member reports about the process of reviewing Russian application, and proposing associate membership status for the National Association of Supervisors, Russia.

The delegates of the Ukrainian national organisations make the remark regarding the application of the Russian association as follows:

*'We have joined the ANSE for sharing the European standards and values of this international organization at the organizational and personal level and we strive to work with people over borders. Now we ask ourselves and ANSE: how does the declaration of a candidate (Russia) for membership relate to these values and standards?*

*In a 5-min professional presentation has marked area of National organization by two points (among other possibilities): one of which is Sakhalin is disputed territory since 1956 and second illegal annexed Sevastopol according to international law. What message is?*

*Such a politically aggravated declaration motivates us to abstain from voting.'*

The topic is discussed among delegates of member organisations. Among others Kristina Urbanc expressed that during the Yugoslav Wars the countries were boiling cattle, but it was important for professionals to stay connected.

Supervision can be a model of how to deal with different views, feelings even in conflicts. The context does matter, but dealing with differences is the core of the supervision profession.

Delegates vote for the Russian National Association of Supervisors becoming an associate member of ANSE in favour with 12 votes, 2 are abstained, no one is against.

## **TOP 11** Report from the 7th President meeting

Agnes Turner and Inese Stankus Visa give the report of President Meeting held on 09.10.2020.

1) Effects of COVID-19 on person, on national organization, on Supervision as a profession.

Beside all the health and economical effect and crisis, many changes were named, such as creating new tools for members – virtual GA – online webinar, workshop. It's possible to reach more people and it gives more flexibility in terms of time and place and make business/money.

Experience on offering free supervision in the crisis, e.g. 'open your heart'.

Supervision can go beyond boarder – it's easy to have clients in other countries.

Supervision on Supervision is easier to organize.

2) What does this mean in future for ANSE:

Research: Effects, advantages and disadvantages on online Supervision. There shall be more research. – ANSE proposes to do more in terms of Research – this could be a new priority.

Education: What does it mean in terms of standards. New competences – important for education and practice.

Profession development: ethics and value – 'good enough practice'. Law and standards for the profession is changing – mutual recognition is now really needed and practiced – ANSE needs to go with this topic!

Quality standards: and Guidelines for online supervision.

Safety: data security, risk for being hacked, Create safety

Shifts the confidentiality-> recording: this needs to be added in a contract, f.e.

Think of a contract also if you work online

ANSE goes into new digital formats!

Supervision is a big need and can give in times of uncertainty a container and hold.

## **TOP 12** Policy and Activity Plan 2021-2022

(Delegates of Irish, Bosnian, and Slovenian member organisations are not present at this discussion. There are 12 member organisations represented.)

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Agnes Turner presents the POLICY DOCUMENT 2020–2024 and ACTION PLAN 2020-2022 that is the strategic document identifying goals, and proposing approaches and activities for future development of supervision at European level.

Decision about the document will be made after discussing future development for ANSE. Please see results at TOP13.

### **TOP 13** Discussion on future developments for ANSE

Discussions and recommendations for the future developments of ANSE:

Kerstin Lammer about attracting more members, and online supervision education course:

Rethink the issue of standards of education at ANSE level. They are very demanding standards. The objective is to win more members for ANSE, e.g. psychologists who try to get into supervisory praxis. An idea of an international training program for supervision is shared. The program could be offered online for qualified and experienced members of helping professions to get trained in supervision (qualify people who are already certified in helping professions – Estonia was one of the examples for this). This can create a shortcut for getting the qualification. Establishing ANSE workgroup on this is advised.

Gerian Dijkhuizen on mentoring:

Organise mentoring program that is open to ANSE community members, colleagues, and students of supervisions. ANSE's website may serve to provide experienced person in certain fields helping supervisors with their own expertise for free.

Andrea Puhalic on digitalization and research:

Digitalization is not a matter of choice any longer – some themes that are important to explore: building up relationship, how supervision make invisible visible. It is important to create methodological framework for digital supervision, put together what worked, not worked, under what circumstances. Qualitative research on digital supervision is important to conduct.

Regarding the idea of master thesis award it is important to think about what could be a benefit for others. Since the master thesis documents are already created by students of supervision, ANSE can give a platform to publicity and exchange. English summary of the thesis can be shared by creating a library with the contact to authors.

Financial grants for researching is available at EU level, ANSE may consider how to access some funds.

Delegates vote in favour of the POLICY DOCUMENT 2020–2024 and ACTION PLAN 2020-2022 with additions of what was said. Result of voting: 12 votes in favour, no one is abstained, no one is against.

11<sup>th</sup> October 2020

## **TOP 14** Adjustment for Budget 2020

There are 23 participants present, delegates representing 11 full member organisations, 2 associate members, and the board of ANSE.

Agnes Turner presents the budget adaptation plan for 2020 which is mainly due to the effects of COVID-19 on operation of ANSE. There are no face-to-face meetings, and operation has gone online. This significantly lowered the costs for travel, lodging & catering, whereas stable online platforms are required.

Question about Eva Nemes:

The budget line for ANSE Networking is kept not changed for 2020. Does it mean that some networking has taken place already this year?

Answer: there has not been costs for this line, but it leaves room for action, and money can be taken as reserves.

## **TOP 15** Budget 2021-2022

Agnes Turner presents the budget proposal for 2021-2022.

Gunn Brigitte Danielsen raises question:

Has it been decided that ANSE should go always plus so high?

Since the project application for Erasmus+ programme has not been funded. Is it possible to use up some money for implementing some of the planned activities?

Answer: this is in line with the plans of ANSE board.

Michaela Judy expresses that she agrees to put money to research and development. But little money is too little. ANSE should build up some further income. Please think in that direction! How to link quality development to increase more income?

Answer: This would be a shift in paradigm for ANSE as an organisation. It is necessary to have an economic expert to build up other business and income.

Eva Nemes agrees that there is unexpectedly little money spent in year 2020, and suggests to put more from the reserves to implement the plans of project for Erasmus+ programme.

Gerian Dijkhuizen asks about the finding of auditors' report. Some national organisation has not paid their membership fee yet. Do they pay too late, or not pay at all? If they don't pay the fee, are they still voting here?

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Answer: usually they are smaller organisation with lacking capacities. The Treasurer of ANSE is in contact with them, repeated notes are sent to them. Experiences show that all members pay the fees even if they are late.

Michaela Judy ask to create clear procedure how to deal with late or missing payment of membership fees.

Agnes Turner agrees to clarify procedures and communicate clearly the procedures for members.

Gunn Brigitte Danielsen suggests that applying for projects like Erasmus+ may increase the number of members as well. This can be attractive for professionals to participate.

Arild Stensland expresses if ANSE do something to get more attention and more visibility it is important to strengthen the relationship towards the universities that provide supervision programs.

Eva Nemes agrees that this is the policy she would like to follow.

Michaela Judy adds that it is important to build constant contact to Brussels, EU. There are European authorities in Brussels that are important for our profession.

The delegates vote in favour of adapting the budget for 2020 and the proposed budget for 2021 and 2022. The result of voting is 11 votes for, no one is abstained, no one is against.

## **TOP 16**    Any other business

Andrea Puhalic suggests to explore about COST program for *international research*, it is a possibility to apply with project plans like Erasmus+ project.

Agnes Turner expresses that the board of ANSE recognizes importance of research.

Gerian Dijkhuizen asks about creating *'the day of supervisor'*. That was a suggestion 4 years ago. Why not to have such a day?

Piret Bristol answers that there was some research done on this topic and it is not so easy to make it accepted, and thanks for the reminder.

Inese Stankus Visa introduces participants with *open questions regarding ANSE membership*.

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According to statutes there are no status of ‘network members’. In the past ANSE has used this terminology, since there are organisations that contact to ANSE, and are in the process of applying for membership. To be consistent with the statutes of ANSE the board has changed the term for ‘network partners’. The board also discussed the balance between rights and duties of associate members: they pay full fee, can participate in ANSE events, but have no rights to take decisions.

The open questions related membership are discussed in small groups, i.e.

Regarding network partner:

- do we want to bring Network Partner status into ANSE Statues?
- should it be a legal entity in their country or could it be a group of persons who want to establish the association?
- conditions for participation at ANSE events, GA, PM, etc?
- full fee or reduced fee for the events?
- could network partner use ANSE logo or not?

Balance of rights and duties of associate members?

Opening up opportunities to have more than one member organisations from a country (e.g. regional organisations)?

The term of ‘sponsoring member’ exists in the statutes. It has never been used. What to do with this?

Some feedback from small group discussions

The participants like the name ‘network partner’. It is suggested to develop procedures so that a cooperation agreement is signed with them that clarifies who can get & give benefit from & to ANSE. A national organisation could bring in a pool of universities for the network (universities can benefit of this status too) that creates resources for ANSE and for the universities.

For Network Partnership following benefits can be offered

- Attending and supporting conferences
- Suggesting topics
- Attending GA without vote
- Paying an annual fee
- Focus on students
- Getting cooperation contracts

Network partner status can also be a waiting room for national organisations before receiving member status. If they pay an annual fee, they could attend events. Universities can become

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network partners. Focus on students those who are becoming supervision- reduced fees for ANSE events to empower their professional identity.

Network partners and cooperation partners should be differentiated. preparatory steps for network partners to have a time frame to work towards to be a member. Cooperation partners are more free roles. Still a question who to represent in ANSE map?

Use of ANSE logo: national network partners if they are not members yet, in some cases may use the logo to indicate they are cooperating

Network partners can come from countries where there are no national association that members yet. It would be nice to have a contact to network partners from outside of Europe.

With external partners it would be valuable to keep a dialogue, and it could be an idea to have a platform in which partners are visible.

With membership it is a question what legal entities from a country do we accept as members? First come first served rule, or is it related to size?

It is important not to create concurrence within a country among professional association.

Clear up what network partners were mentioned: one group who wants to be a member, in other groups there are universities, third is the groups outside Europe.

If we change statutes and create network member status, this has to be prepared, motion should come from members, and GA shall vote on changes.

Sponsoring membership shall be clarified as well. But ANSE should stay independent in decision making when we involve sponsoring membership.

The delegates ask the board to carry forward discussions about membership, and preparing suggestions for new statutes and operational procedures.

### ***Summer University 2021***

Ilze Dreifelde in the name of the Latvian national organisation presents the news regarding next summer university.

The title is '*Power Dynamics and Human Empowerment of Elevated Uncertainty*'. Organisers hope to see people in Riga if possible. The planned place is the national library. If not possible to meet in person the plan is to provide online sessions, or combination of face to face and online forms.

The application for leading workshops at SU is ready to open soon.

Fees for participation is not yet calculated.

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Participants asked for reduced fee for ANSE members, informing members about fee before end of year, and considering a reduced fee for online participation.

The national organisations are asked to use their channels for providing information about SU2021 for members.

Michaela Judy as representative of the Austrian national association presents the plan for the next *ANSE research and education conference*:

- ÖVS found a partner for organising the conference. It is a private university in Krems, the University of 'Karl Landsteiner' (training health professionals mainly),
- planned date: June or July 2022,
- working group has been set up to prepare and organise the conference.

The conference targets the researchers and educators in the field of supervision and coaching. Updates will follow.

## **TOP 17** Closing

In the closing participants give their reflection about the meeting with pictures.

Afterwards feedback of them are asked about online General Assembly, what it brings to them, what they liked, and what they missed.

## **List of Annexes**

- List of Participants of ANSE GA18
- Invitation and Agenda of ANSE GA18 in 2020
- Minutes of ANSE GA17 modified
- ANSE Balance Sheets for years 2018 and 2019
- ANSE Planned Budget and Actual Costs for 2018 and 2019
- ANSE Financial Auditors Report for years 2018 and 2019
- ANSE Policy Document 2020-2024 and Action Plan 2020-2022
- ANSE Budget Plan for 2020 and Preview, Proposed Budget for 2021 and 2022
- ANSE Board Reporting on its activities 2018-2020

Further supporting documents about member organisations', summaries of ANSE activities, videos about digital International Intervention Group and about ANSE journal, pictures of digital implementation of GA18 are available for delegates through the website of ANSE.