

E.D.E. and EAHSA merging concept 2018

DEFAULT SITUATION:

Both Associations (E.D.E. and EAHSA) gather associations and organisations providing services in the sphere of long term care for elderly.¹

Both organizations are very similar in their goals, missions and activities yet with slight differences that are indicated in the comparison tabs below.

Both organizations are facing limits and restrictions in extending their activities and services to its members. These limits come from lack of resources – financial and human resources and also a deeper establishment and connections mainly in the bodies of the EU.

In 2015 a Memorandum of understanding was signed between both organisations but its content was actually never brought to life.

This document arose on the basis of discussion in both Executive Boards and as a result of a working group that was established to suggest a possible proposal of a merging process.

Missions	E.D.E.	EAHSA
Voice and promote the interest of the providers for the ageing sector	✓	✓
Establish as an active partner in the European political scene	✓	✓
EAHSA does not stand alone in pursuing its Vision, Values and Mission. It is affiliated with IAHSA, the International Association of Homes and Services for the Ageing, which is a global network with its offices in Washington DC.	X	✓
EAHSA is also a full member of the AGE Platform and the European Housing Forum (EHF). In addition, it cooperates also with other European level and national stakeholders.	✓	✓
Education for member organizations	✓	X
Education for management /E-Qalin/	✓	X
Establish good contact with EU commission	✓	✓
Provide members with information they need to fulfill their main goals	✓	✓
Make statements on current issues + position papers	✓	✓
Influence EU decisions makers		✓

¹ E.D.E. gathers only providers of residential long term care through national Associations.

Expansion – address new members	✓	✓
Make new partnerships	✓	✓
Communication	✓	✓
Networking – provide networks among the members	✓	✓
Creating ECREAS (European Centre for Research and Education in Ageing Services)	✓	✓

Bylaws	E.D.E.	EAHSA
Types of membership	Regular Co-opted Supporting Honorary	Regular (facility-members and individual members) Honorary, affiliate, associate
Expiry of membership	Resignation Exclusion No longer representation an association Death /for individuals/	Fail to pay dues
President	Legal representative 4 years, 1 time re-election	Legal representative 4 years, can be re-appointed
Executive Board	President, 2 vicepresidents, Secretary, treasurer, 2 members 4 years period Term of office: <ul style="list-style-type: none"> - End of the term of office - Death - Voluntary resignation - Recall Meeting usually 4 time a year	President, 1 vicepresident, treasurer, at least 3 members. One has also to be member of IAHSA-board 4 years , can be re-appointed Meeting usually 2 times a year in person. 8 times a year via skype
General Assembly	Representative of association Election of EB Setting up WG Election of auditors 1 vote for 1000 national members Quorum 1/3 of regular members Meeting twice a year in different countries	Actions that are contrary to Statutes Non-payment Exclusion (2/3 of valid votes) Independent auditor Discharge director/Board Approve budget, annual accounts, rules, subscriptions membership. Meeting once a year
Vicepresidents	4 years period, 1 time re-election	4 years period, can be re-appointed
Economy	Income 2015: 60,000 € Costs 2015: 53,000 €	Income 2015: 60.162 € Costs 2015: 83.736 €

Communications	E.D.E.	EAHSA
Website	www.ede-eu.org the new version starts in 2017, will be regularly updated	www.eahsa.eu, recently renewed, occasionally updated
Newsletter	Four times a year, electronic version sent to all members, first page EDE news, second page "EU" news	On a monthly basis, digitally sent to all contacts, association news and EU policy developments
Position statements	One joint position paper with EAHSA	10, diverse issues, drafted by Board
Social media		Twitter, but rather weak
Activity report	Annually internal financial report	Annually
Banners and marketing	EDE booklet – old version EDE roll-up	Banner and leaflets

Services for members	E.D.E.	EAHSA
Representing members interests' on European level	✓	✓
Information on European issues	✓	✓
Mailing of newsletter with EC-agenda/project programme	✓	✓
Reduced fee for conferences	✓	✓
Assistance of office in establishing contacts European Commission (Lobbyist in Brussels)	✗	✓
Exclusive access to network meetings with members in Brussels	✓	✓
Possibility of mentioning as supporting organisation in project applications	✓	✓
Support of bringing issues of the ageing industry into EC-departments	✗	✓
Access to the General Assembly to influence policies and bringing up issues	✓	✓
Includes IAHSa-membership	✗	✓
Access to member-list	✓	✓

CONCEPT SUGGESTION:

This concept proposal should not create a joint possible bylaws. It's goal is to present a possible merging process that could be discussed in the Executive Boards of both organisations and after a possible modification and approval would serve as a basis or principle for making a final document that would be approved in the General Assemblies of both organisations.

Having made a basic comparison analyses of both organisations we can see that the main differences are between the members and generally membership. Other crucial thing would be the legal act and process.

MEMBERS AND MEMBERSHIP:

Both organisations gathers organisations that are involved in long term care for seniors. Some of them are even duplicate.² The working comes out form the fact that the wider representations of its members has got the stronger its role and position is. Whereas the main directions should remain the same thus long term care for seniors, the organization should be opened to all subjects that will be in accordance with its mission and goals. The fact, that its members may be associations of providers, associations of experts/managers, academic bodies or other institutions shall make the organization stronger not weaker. A clear and undisputable mission and goal must be set.

With more types of the organisations that would be gathered we have to solve the questions of membership fees and voting rights. The voting rights or power should reflect the size of the member organisation.³ Considering this fact and size of the organizations could be reflected in the level of membership fees and the level of membership fees could further reflect in defining the voting rights. A concrete suggestion could be as follows:

Current state

E.D.E.	EAHSA
Membership fee fixed fee € 262,- € 2,77 / each member organization	Care providers Budget <€ 50 Mio/year € 750,- Budget >€ 1.500,- 50 Mio/year National/regional association € 3.000,- Business € 3.000,- Individual professionals € 250,- Public Sector (administration, agencies, etc.) Local organisation € 1.000,- National or regional organisation € 3.000,- Academic Institution € 1.000,-

² CURA VIVA Schweiz, APSS ČR, SSZ Slovenia.

³ If it's just a single organization or in case of an association how many members it represents.

Suggested model

Basic membership fee per care provider:

Budget <€ 50 Mio/year	€ 750,-
Budget >€ 50 Mio/year	€ 1.500,-

Umbrella associations: 300,- € fix plus 2,5 euro per membership organization

Academic institutions: 500,- €

Individual professionals⁴: 190,- €

Voting rights

Basic membership fee per care provider:

Budget <€ 50 Mio/year	1 vote
Budget >€ 50 Mio/year	2 votes

Umbrella associations: 2 votes plus 1 votes per every 500 members

Academic institutions: 1 vote

Individual professionals⁴: no vote

Possible merging process

Legal entity:

From the few possibilities (merging to EDE, merging to EAHSA, creating a new entity) the best solution would be merging EAHSA into E.D.E. because of the E.D.E. shares in EDE education and E-Qalin GmbH.

EAHSA members would thus become E.D.E. members, new bylaws of the E.D.E. would have to be approved before this step. EDE would have to become EAHSA member

Name:

There are four ways – E.D.E., EAHSA, E.D.E. and EAHSA, new name. The best way would be to use joint name which will be clearer and after some period (3 years) a new name would choose that would also correspond with the change of EAHSA.

Bodies:

- General Assembly – all members' meeting
- Executive Board – president, 3 vice-presidents, treasurer, two other members
- Supervisory Board – 3 members

⁴ Except for employees of care providers, umbrella associations and academic institutions

The process:

All changes must be approved by one decision of the General Assembly of both organizations including the structure of the Executive Board. The particular steps and changes are linked and conditional to each other and approving only part of the proposed changes would not lead to meeting the final goal.

The executive Board would be elected only for the period of one year. Afterwards the new General Assembly would appoint the new EB. The structure of the Executive Board could be as follows:

First organisation – president, one vice-president, one member

Second organisation – two vice-presidents, treasurer, one member

E.D.E. members

Bundesverband der Alten- und Pflegeheime Österreichs, ADMR, URSS, LEDERFORUM, ESJN, MBSL, Vanhustyön johtajat ja asiantuntijat ry, AD-PA, F.N.A.D.E.P.A., DVLAB e. V., ANSDIPP, BFA/ADSA, Latvijas sociālās aprūpes un rehabilitācijas institūciju direktoru asociācija, Asociacija Rupesinga Globa, GRIPA, OGOLNOPOLSKIE STOWARZYSZENIE ORGANIZATOROW I MENEDZEROW POMOCY SPOLECZNEJ I OCHRONY ZDROWIA, Polskie Towarzystwo Opieki Długoterminowej, ASOCIAȚIA DIRECTORILOR INSTITUȚIILOR pentru VÂRSTNICI UDRUŽENJE POSLODAVACA USTANOVA SOCIJALNE ZAŠTITE REPUBLIKE SRBIJE, Swedish Association for Directors and Providers of Long-Term Care Services for the Elderly, Berufsverband Sozial-Management bvsm.ch, ARODEMS, CURAVIVA.CH, APSS ČR, Skupnost socialnih zavodov Slovenije

EAHSA members

Eden in Denmark (= Eden Europe), Sozialwerk Stg. Georg (= Brüsseler Kreis), Sodexo, AadKosterConsult, Brussels Confederation of Construction, Brüsseler Kreis, Wohlfahrtswerk Fur Baden-Wuerttemberg, CareMalta, SINTEF Technology and Society, Dpt. Medical Technology, Micasa Fastigheter I Stockholm AB, Eden Europe, Spectren AG Consulting, Uniqoncepts, Clift Stevenson and Associates P/L, Association of Housing for the Elderly in Denmark, Amvest Management BV, National Care Forum, Movinex BV, City of Göteborg – Lokalförvaltningen, Zorgnet Vlaanderen, Pozzoni LLP, Royal Institute of Technology, Eden Denmark, Aase Porsmose and Karin Dahl, Eden Netherlands and Benelux, Diana Melis, Maison Marie Immaculée ASBL, FNAQPA, Care Research Network, Knight Frank LLP, OCMW Visies – VVOS, TNO DuCHA, Azbuka Zhizni, ActiZ, ADEF, CURAVIVA.CH, APSS ČR, Skupnost socialnih zavodov Slovenije