

Minutes of Presidents Meeting and AISBL General Assembly 2012

Maison des femmes, 352 Josaphat Street – Schaerbeek – Brussels – Belgium

Saturday 12 May 2011

New Presidents' introduction

The European Coordinator animated the new presidents' introduction to explain to new Presidents what is

- BPW Europe and BPW EC AISBL: why two structures?
- Presidents' meeting and General assembly: fulfilling legal obligations and providing a forum of exchanges. How to make the best use of it?

The third point was opened to questions and inputs.

BPW Europe - Presidents' meeting

The Presidents agreed that the following additional persons can be present at the presidents meeting:

- Miette Dechelle as Young BPW Representative and taking the minutes
- Caroline Couvreur as Board member of AISBL
- Deniz Yeker, BPW Turkey, as observer

The President meeting opened with one minute of silence and homage to Renata Blodow, first BPW Europe Coordinator, who died in May 2012.

1. Introduction of each person and highlights of the country

There was a short introduction by each participant, either introducing them directly or mentioning shortly one of their marking event over the year in their country.

Information would be provided within the attached participation list and national reports.

2. Announcing Quorum

Sylvia Dillinger, ECC member, informed about the number of participants with 41 votes reaching for the meeting a quorum of 31.

3. Adoption of the minutes of the Brussels' Presidents' meeting May 2011

Proposed & Agreed:

Not all the Presidents had received the minutes. Therefore Sabine Schmelzer sent the latest minutes to Presidents via email during the meeting, so that the presidents can vote on them later. For the future they will be uploaded together with other relevant documents to the internal Presidents area on the European website. It was agreed that the minutes of this Presidents' meeting 2012, should be sent in the coming six weeks. Then, after six other weeks if the ECC had not received any comments, the minutes will be accepted and approved.

This new procedure for the minutes to be sent within 6 weeks after the meeting shall be integrated into the new Guideline document.

The process was agreed.

4. Adoption of agenda

Proposed & Agreed:

Sabine Schmelzer asked to add three additional points to the agenda:

- First the report of Euphemia Ippolito as one of the Representatives at the Council of Europe
- Second the Coffee Break
- Third to add at the point number 9 – ECC – that the Young BPW Europe Representative should be integrated into the next ECC.

The Agenda with new mentioned points was adopted unanimously.

5. Membership list of countries

Proposed & Agreed:

It was asked that membership list of the countries should be presented at AISBL meeting in the afternoon to allow countries to pay their dues directly to the Finance Officer to be able to vote.

6. Statutory Reports

• Report of Coordinator

Sabine Schmelzer presented her action plan, including Sorrento preparation, Equal Pay Day presentation, WEPs, Mentoring, Presidents meeting and Networking day, improving inside and outside of BPW, see presentation attached.

She underlined that as BPW Europe Coordinator she is willing to come to events organised by Federation only with the condition of speaking for at least 30 minutes to 1 h time.

She also informed that she would create after the congress a BPW wiki platform to better share and exchange information and best practices between members at European level.

She notified also that Susanna Binder agreed to be a BPW member representative alternate for the European Women Lobby.

Henrike von Platen, BPW Germany President, asked about

- How to get new Federation, new clubs in Europe?
- The involvement of National Federation to European level and vice-versa
- The tasks of the ECC

In response, Sabine Schmelzer showed the chart created of ECC's tasks and responsibilities which was created at their retreat. It was asked to send the chart to Presidents after the meeting.

It was asked to the National Federations to provide more information for the eNews of BPW International to make the activities of Europe as the largest region more visible. It was also recommended to dedicate more time to the International President at National and European events for speech and/or presentation.

It was expressed that BPW European Congress in Sorrento should be the place for Presidents to have time to share information with the International President and Executive board members.

It was recommended that members should read more International and European website.

It is important that Presidents invite Presidents and members from other Federations or Clubs to their National event to have better exchanges.

France offered its support to create information on WEPs for websites as the Federation has already developed pages on the issue.

Sabine Schmelzer highlighted the creation of a BPW wiki platform after congress.

It was mentioned the importance to integrate Young BPW issue in BPW Federation and club' priorities and to offer to Young BPW to have workshops, speech, presentation, and visibility at National and local events or parallel to National events.

It was discussed to create a template for the National annual report in combination with BPW Internationals form to avoid double work.

Finally, it was underlined the importance for all Representatives to make an annual report as well as asking duties, criteria and responsibilities for the elected members.

Agreed:

The ECC reports were unanimously agreed.



7. Reports from taskforces and representatives

• Report of Young BPW Representative

To support briefly her report the Young BPW Europe Representative, Miette Dechelle, highlighted the main developments of Young BPW Europe, from building a network to actively promoting actions, events and initiatives as working together for a strategy, it was highly important that Young members and issues be integrated into Federations and clubs' priorities in Europe.

All information is available on the Young BPW report.

She also informed Presidents and delegates on the Young BPW International Congress in Sorrento and distributed flyers for information.

Agreed:

The Young BPW report was unanimously agreed.

• Report from the Lifelong learning Taskforce

It was reported that: For the PEP Personal Empowerment Program, which is very successful in Germany and some other countries. The PEP trainers of BPW Germany will offer a train-the-trainer seminar in Munich in February 2013. This will allow other countries to offer the PEP training to their members and will increase the number of PEP facilitators in Europe.

• Report from the Mentoring Taskforce

Agreed:

The Mentoring Taskforce report was unanimously agreed.

• Report from the representative at the European Women's Lobby

It was reported that:

EWL asked for funding to support the whole association because they have financial problems. The outcome of discussion would be sent to members after their General Assembly in Budapest. A public consultation on Gender Imbalance in Corporate Boards is running until 28th May and ECC would reply and inform(ed) Presidents on the results. Sabine Schmelzer will send the information she received from EWL to the Presidents.

• Report from the Representative at the Council of Europe

Presentation of Congress in Sorrento

Eufemia Ippolito, BPW Italy President and Representative at the Council of Europe, presented the agenda, dates and place of the BPW Europe Congress in Sorrento, Italy, on 28 to 30 September 2012.

She informed the Presidents of the early bird rate expiration on 31 May.

All information, programmes and registration are online on BPW Italy website www.bpw-italy.org

8. Presentation of Candidates for ECC (personal or with CV)

CVs of the candidates for the next ECC were sent before. At the meeting there was a presentation of the candidates either by the candidate herself or on her behalf.

Alexandra Preuß-Ribaric applied for the position of Finance officer of BPW Europe and treasurer of BPW EC AISBL. She was presented at the meeting by Henrike von Platen, BPW Germany President. Alexandra worked as Banker / Financial Planner (HfB) in Berlin. She was a member of BPW Berlin and very committed person. She was aware about her future travel duties to Brussels for meeting the auditors.

Giuseppa Bombaci applied for the position of ECC member and secretary of BPW EC AISBL. She worked as Collaborator for the High School of Economy – Finance Ministry in Rome. She is (was) Past National President BPW Italy and Member of the Taskforce Training and Supervisor of the Taskforce for Constitutional Reform. The BPW Italy President presented her as a person who all along monitored challenges of women at national level from law to advocacy and mentoring for women leadership.

Giuseppa Bombaci was present and made a short intervention.



The third candidate was presented as mentioned within the new added point of the agenda. That is to say the Young BPW Europe Representative to be integrated as member of the ECC. A CV and letter of interest will be sent to Presidents before the election in Sorrento.

The election of the ECC Members will take place in Sorrento.

The last subject was on membership to be updated on the roster list.

It was underlined that there was a decline of members and challenges to recruit new members. The Membership list showed a total decrease of 500 members when considering Federations only. The subsequent outcome was to share furthermore best practices for increasing number of new members as solution on how to grow and how you could influence recruitment to create new clubs. Netherlands mentioned the 'BBcard' to create friendship and raise awareness. The Presidents meeting would be an opportunity to exchange national best practices on this issue.

The ECC should make a list from the last years to see the changes of number of members accordingly to the years.

Henrike von Platen offered to send a list started from 2002 till now of membership which was made by Dagmar Bischoff former Finance officer of ECC.

It was mentioned that some clubs have problems to indicate the actual number of members beginning of January, as they write their invoices to members later during the year. Switzerland explained that they changed their internal procedure to meet the requirements of BPW International in January.

Annual General Assembly BPW EC AISBL 2012

Maison des femmes, 352 Josaphat Street – Schaerbeek – Brussels – Belgium

Saturday 12 May 2011 – (14:00 – 17:00)

Announcing Quorum

There were 45 votes and a quorum of 33.

1. Vote to accept new affiliate members

There was no new affiliate member this year.

2. Minutes of the last General Assembly 2011

As not all the presidents had received the minutes, the minutes were sent by Sabine Schmelzer by email during the meeting to be approved later.

3. Reports

- **BPW EC AISBL – Change of address, Representative, etc.**

Presidents and delegates were informed that there will be a change of address of the AISBL. The new address will be the address of Miette Dechelle, Young BPW Europe Representative, in Brussels. Caroline Couvreur would take care of the change of the Statute of BPW AISBL.

- **Report of Elected member of AISBL Executive Board**

Caroline Couvreur reported on her work.

Agreed:

The report of Caroline Couvreur was unanimously agreed.

- **Report of Finance Officer**

- **Dedicated Funds**

Enrichetta Bellini Fornera, Finance Officer and Treasurer will send to the Presidents Excel Sheets showing the movements of each one of the dedicated Funds.

Proposed:

As the Moldova BPW Europe project fund was not used for the last 5 years and no usage is foreseeable, the Presidents proposed that it should be used.

It was recommended to send an email to the clubs and Federations, which have sent money for the fund to ask them to use it for another project with the same goal. The money could be used for a humanitarian project in Donetsk in Ukraine to support prostitutes to be rehabilitated into educative and work life. This is a project that is known and supported by BPW Bern, Switzerland.

The ECC would deliver the information about the project to be replaced.

It was decided to have one more year time to take a decision

Agreed:

The proposal was unanimously approved.

The ECC would check which clubs and Federations to contact for sending the information, giving a deadline for replies.

Agreed:

The report of Enrichetta Bellini Fornera was unanimously approved.

- **Report of the auditors**

Discussion and vote on reports

Agreed:

The reports of the auditors were unanimously approved.

Proposed:

The re-election of the auditors Yoland Jennes, BPW Waregem and, Marie-Claire Leclercq, BPW Lille, for another year, to audit the 2012 accounts.

Agreed:

The re-election was unanimously approved.

4. Presentation of patrimony and 2011 accounts approval

The Finance Officer presented the patrimony and opened a discussion with Presidents asking how much we could spend in respect of it.

The shared result was that:

- a) We must have a reserve which should be around one year exercise (18000-20000 €)
- b) We do have dedicated Funds whose creation – increase and decrease have always been decided by the Presidents. ECC decided only to grant allowance within the funds according to Presidents decisions
- c) Conclusion: we have around 10.000 € we could allocate to existing Funds or to create a new motivated Fund

Resolution:

To propose a project for 2013 at ECC level to be voted at the next ECC meeting

The 2011 Accounts was unanimously approved.

5. Finalisation of internal guidelines of BPW Europe and EC AISBL

It was agreed to make a review of the guidelines, if possible before Sorrento, to be sent before Sorrento and to be discussed and voted in Sorrento.

Note:

The minutes of the two meetings would be sent out within 6 weeks, if there was no objection after six weeks the minutes would be adopted, and if there were remarks the changes would be explained at the next meeting.

Agreed:

The delegates agreed unanimously.

It was expressed that according to the existing guidelines the Presidents should be informed about coming guests in advance and vote electronically in advance (six weeks in advance).

Approval of minutes

The minutes of the **Presidents Meeting 2011** and of the **General Assembly BPW EC AISBL May 2011** were unanimously approved.

6. Resolutions

Presentation and discussion of resolutions presented to BPW EC AISBL

6.1 Increase Mentoring fund by 1500 EUR

This amount shall be taken from the reserve and be allocated to the Mentoring Taskforce for their work
There is a presentation available on mentoring for members. All tools were ready to be used immediately.
Delegates agreed unanimously on reinforcing and using all information provided on Mentoring.

Agreed unanimously



6.2 BPW Europe project funds to be used instead of “Co-financed EU project”

The title of the existing Fund will be modified into “**BPW Europe Project Fund**” – The amount of the Fund is and remains 10.000 €.

Agreed and voted unanimously.

6.3 Increase Equal Pay Day Fund by 4000 EUR

Amount to be taken from the reserve (patrimony) and not from the above mentioned fund as proposed with the Resolution presented by ECC

Like last year there should be a fund to support EPD activities. Requests for support should be sent with action plan and budget plan and report afterwards. The requests will be served first come first serve. Members were informed that the fund in 2012 went to BPW Spain, BPW Poland, BPW Estonia, and BPW Sofia and for the Equal Pay Day website..

The majority of the delegates agreed for the resolution with one abstention

7. Financial issues

• Presentation of draft budget 2013

It was asked to try to reduce cost of the BPW Europe website.

The Young BPW budget for 2012 was equal at 0 because there was no representative before June 2011.

For 2012 YOUNG BPW Responsible we will have at disposal 1000 € from the existing fund as per decision taken by ECC.

• European Project Fund

It was expressed to allocate a certain amount of money to a European project within a budget and to give an idea about the money used to express the goal.

a) Vote on 2013 budget

The 2013 draft budget was presented and approved with one abstention.

8. Miscellaneous

9. Closing of General Assembly AISBL

Sunday 22 May 2011

BPW Europe - Presidents' meeting (9:00-13:00)

I. Presentation by Presidents of Federations and Clubs of main issues of the past year
(max.5 minutes per country)

National reports, when provided, would be available.

BPW Turkey: The President presented the latest BPW Turkey project on "Women leadership in South Eastern Europe with ONU in 2012, Ankara" – see presentation (annexes).

BPW France: The President underlined the increase of members from 120 members 2 years ago to almost 300 members now; the law enforcement on women on board and equal pay; the increase of the networks and the opportunity of public funding; with (a) an increasing essential work on lobbying and media visibility

BPW UK: The President spread the words to members on what is BPW; raised money; produced brochure; met the Minister and Prime Minister; joined 5 other associations called '6 top groups' to discuss directly to civil servants and government; linked with mentoring UK government scheme to help new women starters and one BPW member started the programme; focused on relocating children which have lost financial support and on violence against women and sex trafficking increase due to mobile and temporally new labour market for the Olympic games.

BPW Cyprus: The President highlighted the need of dissemination of WEPs and the Conference in April with the participation of 200 participants including the BPW International President, MPs, NGOs, BPW Athens, BPW UK, BPW Taiwan and the workshop of the BPW European Coordinator on the leadership development of women ; the use of role model, EU programme Erasmus for Young Entrepreneurs. BPW Cyprus was invited by BPW Cyprus Chamber link with EU council Balkan countries for BPW to be more visible, survey on labour market giving the tools to promote women equality and equal pay; eradicated discrimination to women on work place in close cooperation with labour organisation and minister; promoted women in politics and in media

BPW Spain: The Delegate informed about the Equal Pay Day 2012 – salary equality matters and make citizen aware on equality of salary, opened 4 new clubs, and in contact with new regions to open new clubs , mentoring programme implementing, new election, next meeting on WEPs and how to work on them.

BPW Finland: The President mentioned the International Congress with 650 participants from 60 countries and 100 Finnish volunteers. In 1970 matches were made for the National congress now BPW Finland is concentrating on the Federation's survival and focusing on BPW values, creating a questionnaire the reason for members why they have joined and their expectations. The dramatic decrease of clubs and membership has created this concern and work and the reflexion was on what they want as the target to come back to 2100 members of 1970 in the coming year. For the Equal Pay Day, 2 clubs this year had activities, nomination of the Young BPW National which will be linked with the Young BPW Europe representatives, mentoring programme that could help, lobbying could bring visibility to the clubs and federation, club has to have BPW activities

BPW Sweden: The Delegate on behalf of the President called for bringing back to home best practices. There was a Congress in April with election, was invited the first Swedish women to have walked through the Antarctic with men. In 2014 would take place the Nordic Forum for women with Finland, Denmark, Norway, and Iceland. A reflexion would be on mentoring, Equal Pay Day and on getting women on Board.

BPW Pula, Croatia: The President highlighted the incredible work done on Danube net, as important business meetings. The President explained the method of sponsoring used for the event: 'Lobbying for shopping be properly valued' like a mini cluster of women entrepreneurs who save their money in marketing, humanitarian actions, business information, education and lobbying and free of charge and they have sponsorship and for them it is a market.



BPW Sofia, Bulgaria: The President worked with government and helped women to achieve what they want, with the Bulgarian chambers BPW Sofia created an adventure camp for children also for children of BPW members. The activities are open for children from 11 to 19 years old, to increase membership in another way and to create some entertainments for BPW members and their family.

Sabine Schmelzer raised the possibility to have a BPW summer academy meeting in the same location.

BPW Belgium: The President explained the 7 present clubs; the focus on how to meet each other more than friendship, emphasis on more Young members. To have more Young BPW members, an initiative was launched once a year for every member to invite her daughter, daughter in law, female neighbour, colleague and pay for her for a meeting to discover BPW. BPW Belgium is developing mentoring. For the first time Equal Pay Day was this year without the Union. For the event the President of the Senat, Sabine de Béthune, was speaking on parity explaining her own experience and Belgian policy and politics on this issue.

BPW Switzerland: The Delegate on behalf of the President informed of the number of 2400 members within the Swiss Federation as well as the difficulty to attract new members. The Federation was well known in the big players and got some competition; therefore the initiative was strongly positioned on economic issues. An event was organised by the USA Embassy to meet women of minister to work together on the future, position as great player on the economy and to be on board of directors. Women in general were scare because they thing they do not have time or skills. In 2013 a leadership forum is planned open to women and men working with US, to attract top leaders worldwide business, find sponsors, think big, female organisation to work with men.

BPW Arad, Romania: The President informed that the club has 20 members with 15 active. Members are meeting twice per month. The club celebrated the candle lights ceremony, equal pay day with the participation of journalists, Representatives from University and Ministers. The club had further contacts with other clubs, cooperation with other associations with common activities as well as training activities. An initiative was the women of the year celebration. For the equal pay day the club produced a bag. The event film was shown at the meeting.

BPW Germany: The President was working for a vision in Germany. BPW Germany wanted to be number one in Germany; the head office of Equal Pay Day Office was BPW Germany; a questioning on less administration for the club as a different management for the federation with the idea of NGOs to be managed as a company; the cooperation with 2 Universities where BPW gain their MBA was highlighted as the cooperation with mentoring programme with University. In September started the Equal Pay Day Forums and trainings to start to think differently and they had men and women as speakers. One goal is to gain new members and corporate members as well as to do a project with corporate members to give visibility to the outside. The need for more marketing was underlined as women to be part with the possibility for club to have more lobbying actions. The importance for BPW Federation and clubs had been raised for good PR actions and better visibility.

BPW Austria: The President has a new team and intense brain storming; one of the key topics was to have more Young in the business and not only in BPW; look on the professions of these women; when to be at this stage to be professional, working for large companies; using skills to motivate internally and externally to communicate BPW all over Austria; thinking to cooperate with University and creation for internal newsletter; caring for all needs to their members bring ideas into the Board; bottom up and top down communication.

BPW Italy: The Delegate on behalf of the President informed participants on all BPW Italy activities from the influence to the Italian Parliament on gender equality, training members, the participation of more Italians present at International level, the focus on Young, a numerous number of 287 clubs, the promotion of international themes such as the WEPs, the President Eufemia Ippolito talked to BPW at Women days, finally BPW Italy initiated a law, which action was congratulated by the Italian Minister for their work. A request from all participants was made to have more time for discussion next year.

II. Presentation of the survey results

Sabine Schmelzer informed about the online survey outcome with 13 replies as well as the importance of the survey data to be used for lobbying and future sponsors.

The survey should be sent to members for their contribution every year.

Presidents asked for a better coordination of all online surveys between International and European level to avoid any redundancy and gain time.



III. International Campaigns

- **Resource sheets**

Resource sheets from BPW International are available for Equal Pay Day, Women Entrepreneurs, WEPs, International Trade Centre, to be used as source of information.

A proposal was made to translate the document in languages of BPW members, which could be made by National representation.

Sabine Schmelzer would distribute the whole information to all Presidents and put it on the website on internal and public sections.

The Equal Pay Day website is accessible to everyone and is a real opportunity for members to inform a large public on Equal Pay Day national and local level at www.equal-pay-day.com

The Presidents should send to the European Coordinator a short text and pictures of their Equal Pay Day activities to be uploaded on the website (picture not bigger to one than 1 MB).

The European Commission would put relevant information and links on the Gender Equal website.

The Equal Pay Day presentation can be adapted to members own countries and cultures.

IV. Breakout sessions:

The function of the Breakout sessions was to discuss and share experience and knowledge.

There were workgroups on the following topics:

- Women Empowerment Principles
- Equal Pay Day
- WEPs
- Lobbying
- Young BPW
- BPW European Project
- Needs of Federations

Each group presented their results after a brainstorming of 45 min (see also separate Powerpoint presentation)

European Project

should be more promoted by BPW club on website, social events' calendar, website's news, every month what socially involved, to become a big BPW family, news and offers on the website, to promote BPW to invite more people to have enough information, what will be useful from BPW to receive some information

- Use Business webpages and internal Forum on BPW International website

Lobbying

BPW by essence was a lobbying group to increase the lobbying capacity BPW International should define a clear message e. g. if BPW was in favour or not of quota for women on board. How do we do this? Use best practices on lobbying on how to approach a government, look at members' good practice, start of recruiting women working for government and, or find a lobbyist to contact politicians, media, largest association of business and professional women a mile-stone of lobbying (an oldest)

- Idea: hire a lobbyist to work for the association

WEPs

Use best practices to give a good understanding and to explain principles. The WEPs, UN Global Compact, promotional material, promote WEP in your country, to find the right target, check how many companies have signed in your countries and how on global level. Question raise was for BPW to have a model of letter with CEO on guidance document. The European Coordinator would send this letter to members, where companies should report and each federation should have a guidance document to know where to report, important to have trade unions together, chance to get more consideration, use WEPs toolkit.



Equal Pay Day

Analysis of the present situation and diagnose what would and could happen. Present what actions had the greatest impact and set up a European document to be more visible and get to members - Maybe Young BPW could do this. The European Coordinator mentioned, that she will have a meeting with the Director of the Unit on Gender Equality,

Needs of the federations

Europe and all federation, support all federations; need to grow and how to grow with best practices centralised on the website – to collect all best practices, federations could go on the website and see what has been done with a more centralised tool. In Sorrento, Presidents should have one hour discussion with International President to be more productive.

It would be good to have a positive message on equal pay to balance on the negative image. Create on BPW Europe website, BPW VIP member gallery as role models who have helped members of BPW to grow and explain about their experience and BPW story

- Standardize the model of VIP
- Manual for presidents
- Leadership summit

Young BPW: Problem of recruitment

At club level: usually one meeting per month

- Think to use marketing method to touch this specific target as selling a product
- Make BPW attractive
- Compete with other Associations and activities
- Use of Social media – send link on facebook – send information
- Use more Media and Press
- Target sectors where women are alone in the sectors, contact women who are interested
- Recruitment of student who are working and are sensitive to the issue
- Inviting friends, colleagues, ...
- Ask them to come by group
- Put Young BPW together
- Survey on expectations if they were fulfilled
- Reply to expectation & needs of Young women
- Target specifically on Young issues
- Target a specific place to have meetings for Young which can attract them
- Working on specific issues on relooking, balance you private and professional life, working on your stress, making your CV, how changing your job,
- Asking Young to talk and be more visible within the association, to be on Board, to grow up into the association
- Explain about networking with guidance documents and tips
- First exchange with Young
- Social implication
- Code of behaviour
- Promote recognition to give confidence to Young
- Platform to developing skills
- Being part of a project
- Linked family life and work
- Combine between work and entertainment for Young
- Highlight BPW networking and mentoring
- Exchange with different ages – interactive message
- Offer role model
- Question of money and membership
- Invite for free Young at first meeting
- Reduce prize for membership fees
- Ask Young to come to meetings at DA to learn
- Focus on what you can get of it – concretely with concrete figures



BPW Europe
Business and Professional Women

- Ask for Young BPW issue to be a priority within club and Federation and to have the issue mentioned at meetings, conferences and other events.
- Support Young to go to National Delegate Assembly, European and International Congress
- Young – make them to grow and learn from members

All participants said a **one sentence feedback** expressing their first impression on the two days meeting:

- Hope to talk about Young as a priority in all Federation and clubs
- BPW International and Europe should work together to learn about Workshop, lobbying presentation and more tools from International
- Learning and being together
- Learned more about lobbying and WEPs
- More Workshop, importance of friendship and being together
- Trip to commission and lobbying and presentations, and networking
- First and last day most interesting
- New and fresh ideas
- Young topic on leadership, lot of common issues
- Be together
- Interesting Presentations and tips,
- Networking, being together, workshops, Young BPW
- Sharing the BPW same policies
- Schedule action plan in the document
- Getting to know better, exchange of interesting area
- Share of problem and best practices, lobbying and discussion on Young as a growing potential
- Presentation of the countries
- Great networking
- Awareness of a common goal

In conclusion the European Coordinator thanks participants and her team for their work, the interesting presentations and importance of sharing ideas together, the workshops' results and the goal to have one voice at European Union level.

"Together everyone can achieve more and can more bring at home"

V. Open Discussion on issues from you

The coordinator expressed that ideas and input were much appreciated.

Closing of Presidents Meeting