



**ASSITEJ Executive Committee Meeting:
Amman, Jordan
10-16 November 2022**

Present in Person:

Sue Giles, *President*, Australia (SG)
Louis Valente, *Secretary General*, Denmark (LV)
Bebe de Soares, *Vice President*, Chile (BS)
Seok-hong Kim, *Vice President*, South Korea (SK)
Pamela Udoka, *Vice President*, Nigeria (PU)
Yannick Boudeau, Belgium (YB)
Emilie Robert, France (ER)
Julia Dina Hesse, Germany (JH)
Christopher Blois-Brooke, *Staff Member*, UK (CBB)
Marissa Garay, *Staff Member*, Mexico (MG)

Present Online:

Ernie Nolan, *Treasurer*, USA (EN)
Jon Dafydd-Kid, UK (JDK)
Selloane Lalu Mokuku, South Africa (LM)
Cristina Cazzola, Italy (CC)
Minoovash Rahimian, Iran (MR)
Shoaib Iqbal, Pakistan (SI)
Tatiana Bobrova, Russia (TB)
Paulo Merisio, *Counselor*, Brazil (PM)

Guests present during specific meetings:

Lina Attel, *NCCA host*, Jordan (LA)
Nicola Zreineh, *Regional Workshop Leader*, Palestine (NZ)
Karim Dakroub, Lebanon (KD)
Summer Galal Moustafa, Egypt (SGM)
Marianne Salamany, Lebanon (MS)
Nicola Zreineh, Palestine (NZ)
Safi Adnan, *MedeArts*, Jordan (SA)
Roger Hilgers, *AGORA Theater*, Belgium (RH)
Mohammad Bitar, *MedeArts*, Syria (MB)
Susanna Fredén, *Bibu Team*, Sweden (SF)
Niclas Malmcrona, *Bibu Team*, Sweden (NM)
Niklas Borefors, *Bibu Team*, Sweden (NB)
Richard Sallis, *External Evaluator*, Australia (RS)



Roberto Frabetti, *Staff Member*, Italy (RF)

Note: due to the difficulties in hybrid format, the online members attended when they could and were brought in for specific meetings and working group consultations.

Agenda

- 1. Welcome from President and Host**
- 2. Access Reminders**
- 3. Apologies & Welcomes**
- 4. Review of EC Schedule in Amman**
- 5. Proposal and Approval of Agenda**
- 6. Conflicts of Interest**
- 7. General Reports**
 - 7.1.** President's Report
 - 7.2.** Secretariat Report
 - 7.3.** Treasurer Report
 - 7.3.1. Membership Update
 - 7.3.2. Financial Management Procedures
 - 7.3.3. EC Travel Policy
- 8. Working Group Reports**
 - 8.1.** ASSITEJ Online
 - 8.2.** Communications
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- 9. Reports from Committees**
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 - 9.2.** Sustainability
 - 9.3.** Research in EU Network Project
 - 9.4.** Artistic Encounters
 - 9.5.** Babel Report
- 10. Network Reports**
 - 10.1.** Young Dance Network
- 11. Reports from Regional Networks**
 - 11.1.** Asian Network
 - 11.2.** ACYTA
 - 11.3.** Nordic-Baltic
 - 11.4.** Small Countries Network
 - 11.5.** German Speaking
 - 11.6.** Iberoamerican



- 11.7. Portuguese Speaking Centres
- 12. Specific Items of Business**
 - 12.1. Regional Development in the MENA Region
 - 12.2. Sustainability and SHIFT
 - 12.3. Strategic Invitations (Bebe, Louis, Sue)
 - 12.4. Proposed Constitutional Changes & Special Meeting of the General Assembly
 - 12.5. ASSITEJ's Reaction to Political Situations, including Report from ASSITEJ Russia
 - 12.6. Bibu & ASSITEJ Artistic Gathering 2022
 - 12.7. Meeting the External Network Project Evaluator Dr. Richard Johnson Sallis, Melbourne University
- 13. Report Back from the Working Groups**
 - 13.1. Communications
 - 13.2. Networks
 - 13.3. ASSITEJ Online
 - 13.4. Policies & Protocols
 - 13.5. Other Committees Reporting Back
- 14. Next EC Meetings**
 - 14.1. Proposal from ACYTA
 - 14.2. Dates in Serbia
 - 14.3. Other Coming Meetings
- 15. Representation of ASSITEJ at Upcoming Events**
- 16. Memberships and Member Requests**
- 17. Ratifications**
 - 17.1. Online Votes
- 18. Any Other Business**
- 19. Closure & Thanks**



1. Welcome from President and Host

Official welcome from host was done later that day during a panel of the ASSITEJ Regional Workshop that was taking place simultaneously at the National Centre for Culture and Arts in Amman. SG welcomed members present in person and online.

2. Access Reminders

Microphones were provided by the host in order for better communication between online and in person participants.

3. Apologies & Welcomes

Apologies from PU who would arrive later due to a flight delay.

4. Review of EC Schedule in Amman

LV went over schedule for people present in Amman. Discussed plans with ASSITEJ Jordan/NCCA and MedeArts for the upcoming days.

5. Proposal and Approval of Agenda

LV and SG presented two versions of agenda in order to accommodate people attending different sessions online. SG went over the day-by-day agenda. LV clarified that not all networks would be presenting reports since they had done so very recently. SG clarified that only specific discussions would be recorded on Zoom, if they were necessary. CBB asked to include a conversation around the groundwork to be completed for future funding applications, since a lot of that will be around networking and preparing documents. SG suggested to include it within the work of the Policies & Protocols Working Group to have an initial conversation and later divide the work between other groups.

6. Conflicts of Interest

No conflicts of interest were brought up. SG stressed that any potential conflict of interest occurring to during the meeting can be disclosed at any time.

7. General Reports



7.1. President's Report

SG read through the [President's Report](#).

SG mentioned there is work to be done about understanding how the EC currently works. Sometimes online connections don't work well and all members should be able to contribute as best they can.

SG asked about adding the approval of the previous EC meeting minutes in the agenda and LV proposed having an online approval and vote since it is difficult to read through them. SG agreed and mentioned the minutes can be found in the EC Google Drive.

LV shared that an external evaluator had been found through a call made with help from CBB and sent to people in different countries.

CBB talked about the different financial institutions and banks, 41 total, that he researched in order to finally be approved by Soldo. Some of the issues that would not allow ASSITEJ International to apply were specific country registrations, the fact that ASSITEJ is a not-for-profit organization, and having a link to Cuba. Soldo is based in the UK and Ireland, so the bank for ASSITEJ Soldo account will be the Irish Central Bank because of its registration in the EU. The main bank of ASSITEJ will still be the current bank based in Bologna, Italy. RF adds money to the account and those EC or staff members who spend money regularly will have a physical card, but there will also be opportunity to produce digital cards for others to use. The account will be in EUR for the time being due to foreign transaction fees. Limits and a reviewing process must still be put in place.

LV shared that the current process to make a payment requires too many documents, and this may be a way to help simplify things.

CBB shared that the staff now uses a platform called ClickUp and the EC will receive a link for access to certain areas, which is password protected. This system helps keep conversations organized per topic and will serve for transparency purposes as well.

7.2. Secretariat Report

LV read through the [Secretariat Report](#).

LV explained that the contract for MG is a service level contract because it makes it more feasible, being out of Italy.

RF needs the EC Book to document important decisions of the association. This used to be a summary of the meeting minutes, but now that there is a lot of work done between meetings, LV explained that a new format was needed. The staff created an online form, and the output of this form will be visible and handy for the EC. These EC Books will be brought to EC meetings for ratifications, but in the meantime, they will also provide a way for everyone to follow the workflow and important decisions made.

In terms of co-financing, the Secretariat will work closer with EN and RF to figure out how to use and overlap budgets. Some of the activities overlap so it must be clear what is shifting from where and what is left. LV shared that the amount of co-financing was stretched to the maximum to be able to have a sizeable budget and say we are a network and deliver what we do. As a final resource, the overhead would be used for co-finance, but the idea is to keep that within ASSITEJ International for financial stability.

CBB mentioned the Nordic Culture Fund is almost the exact amount of money ASSITEJ is missing, and the association has applied in the first round so will hear back sometime in November. The co-partners for this fund were the ASSITEJ Nordic centres and they would receive about 40% of the grant between all of them, for mobility.

LV talked about the close connection being made to the Commission of the European Union and European Education and Culture Executive Agency (EACEA) and LV's attendance at the plenary Session. Coming close to the EU means the possibility to influence reports and policies since it is a very direct connection. LV expressed that we need to understand the role of the EU in educational policies and how best to advocate for the presence of the arts in the EU educational policies.

LV was also able to connect with the European Early Music Network (REMA) and Jeunesses Musicales International (JMI) and talk about possibilities for joint work on educational policies with them and take the leadership in that.

YB had previously shared a call with the Secretariat for cascading funds to Ukraine that talks to what ASSITEJ International is trying to do with fundraising, but not much has been done due to political implications and because of a lack of administrative capacity at the moment. The fund is for 2 million EUR to help children in Ukraine and outside have a mental safe space and for mental

recovery, and 30% of this money could be used in administration, but the deadline is the end of November, so it seems challenging.

CBB added that the EU wants to use networks like our own to hand out funds like this one and there will be probably more future opportunities. During the plenary, Barbara Gessler (from *Creative Europe*) said this was in response to cultural industries saying there wasn't enough money around. The Commission was clear in saying they understand it takes a big administrative effort and this is why they included 30% for that. LV asked to keep in mind that this is a frontloaded budget so more funds are allocated right now and there may be less money afterwards.

BS agreed that this model will very likely stick around and ASSITEJ International could learn from ASSITEJ Germany in how they have a structure of administering these funds. CBB added that ASSITEJ International will soon implement a CRM (Customer Relationship Management) system and as a part of that, there is a whole module we can add which is an outbound ground making funds model that would support these efforts.

LV shared that the fundraising campaign ASSITEJ International initiated in support of ASSITEJ Ukraine raised 1,000 EUR and the money will be transferred in a couple of weeks.

7.3. Treasurer Report

7.3.1. Membership Update

EN shared that RF had made some projections in terms of what revenue might be coming in. There is currently a loss of 3,000 EUR from the start of the year but that could be made up if we match membership fees by the end of the year.

SG asked if this loss was against the central ASSITEJ budget and EN clarified he was looking at the full balance sheet on the ASSITEJ budget. He said the membership fees felt quite low for this year, but some have come in late the past months and several centres communicated about their inability to pay this year.

LV asked if there was a list of members that haven't paid so that MG can follow up. It could be that some members haven't seen they need to pay, or some may be in a situation of economic distress, and we could waive their fees. EN said that it would be interesting to look at different currencies and then the scale of deciding what to pay. We should examine and compare countries with what they choose to pay.

SG said this was also tied to the conversation on constitutional changes and refiguring of membership identity.

CBB shared that Salesforce should be ready in the latter part of January or February and will work as a membership database of our centres and their members as well to capture communications and the financial elements.

SG asked EN if, in terms of being able to collect fees, that was all under control with support from his staff. EN affirmed they have sent out claims and everyone on his list has received two emails. Once RF confirms payment has been received, then EN sends a receipt.

7.3.2. Financial Management Procedures

SG asked to talk about procedures that need to be put in place in terms of when expenditures need to be approved. EN asked what the average expenditures are at the moment and if this is in terms of budgeted or private expense. For something like the magazine, which is budgeted, we wouldn't need approval, where we would need it for a surprise expense on a software for example.

LV explained that some items in the budget are lump sums for a general purpose, so these would need to be broken down. More specific budgets can be approved between offices, staff and working groups. He also said that there is currently some money to move the staff for coworking travels, but we need a way to manage that, a procedure in terms of breaking down the budget.

EN asked if the purpose of the breakdown was for bookkeeping or approval and SG said it was for bookkeeping. If there is money around a project, if we make a budget and break down per year, then we can itemize it to a certain extent before approving.

LV said there is a need for a procedure of approval in terms of policy, because it is a big decision to make.

EN asked if it was for vendor approvals and CBB said it was because it's less of a financial reporting approval and more philosophical in how and why money is being spent.

LV said one way of administering this is that there can be a proposal that the working group looks at.

7.3.3. EC Travel Policy



SG mentioned the travel policy needs refreshing because some of the grant money is being filtered into this and EN has reached out about the use of travel funds across the term.

EN explained that previously, the EC could have one travel covered and they would be responsible for the rest. He asked what the maximum number of times would be for someone to be covered if not everyone needed help with funds. SG expressed she was concerned about the equity of this since several people are having a difficult time finding funding for travel and it needs to be shared equally.

YB asked if this was itemized in the EU grant and LV said this is budget that comes from the ASSITEJ mission budget. In the EU budget we can look for money to use to support EC travel, but the challenge is that it isn't itemized. We need to know how we allocate this extra money.

YB suggested trying to itemize EC travels in the next EU grant proposal.

PU asked about the support she and LM would be receiving to go to Cameroon and represent ASSITEJ International, and if that would count within this same subject. LV said they were separate things and CBB clarified the project budget has one line called advocacy and representation and another is representing the sector. These two are lump sums that can be shared but is a very limited amount of 2,400 EUR/year.

EN also added that one thing is travel, but there is also the overall budget picture. The current deficit is covered by those not using their travel support.

LV asked the group attending the meeting to give input to EN to create a policy.

Discussion included: that it was difficult to give a hard yes or no about travel capacity because of how much the world has changed since the current members stood for the EC.

That some had already used a lot of personal money for travels, and although it is a hard subject, there needs to be transparency and honesty for this to work.

8. Working Group Reports

8.1. ASSITEJ Online

ER went over the [ASSITEJ Online Report](#).

She shared that EN and she decided that it was important to have experts who spoke at the Coffee Sessions, and this would mean giving them payment, even if an honorarium. The last session was led by two speakers in USA and one speaker in Singapore. SG agreed that having expert speakers made a big difference. ER suggested it would be interesting to talk about one same issue for one year so we can go deeper into the subject.

Regarding the ASSITEJonline.com site, this needs the most work and may be ready at some time in January when our members could have free access to material. CBB explained that this would be the member's area, separate to our main website and with a different look and feel. He mentioned he's had conversations with Anne-Sophie from the archives about uploading materials to our platform and how to digitally protect the content. There are plans for an e-library that would provide members access to published journals/books with a subscription, but for now it can be a guide or library of TYA resources.

8.2. Communications Working Group Report

SK read the [Communications Report](#).

He said it was now time to change the World Day logo but, due to a lack of budget, he has asked a designer in his company for some pro bono work and will have a draft to show the EC soon. He mentioned the online magazine call will go out in December with a March deadline.

JH suggested that maybe for the World Day message, we could try and get messages from young artists (Next Generation, Ukraine and Russia, MENA region) as a way of connecting voices.

In terms of the video, SI suggested we create something similar to the last video, asking questions to children and combining this with other materials. He said we could invite National Centres to see this as a tool of engagement. SG asked to consider the feedback from last time from those whose videos weren't included. SI said it had only been two countries that were not included, but we could still send a reduced call to have something that fulfils expectations better.

JDK also suggested empowering Centres to use the video more so that it becomes a piece of a bigger puzzle rather than an isolated piece. He also mentioned that in terms of engagement, videos have a larger value in terms of reaching people.

JH said that if we collect voices for the message, this can also serve in collecting material for the video. We can keep this opportunity of having Centres interact with children and give them specific questions to create their own videos. She also asked if we could approach Google to add World Day as a Doodle or to have it included in printed calendars. CBB suggested that in the short term we don't want too much digital attraction until our sites and social media are improved.

BS brought up the question of whether it would be good for ASSITEJ International to leave Twitter with the changes that have been happening within that platform. CBB suggested waiting until things settle to make that decision and consider that we do get tagged on Twitter often.

In terms of the magazine, LV suggested to think about how it can change into something new since it's now fully digital. Because it is no longer printed or linked to a specific event, it doesn't necessarily have to be a yearly issue. He also asked to think about the magazine in relation with the newsletter. The newsletter sometimes includes news that may be good for National Centres but not interesting for the broader public. The magazine could set topics and categories for all artists and participants to share articles and images, something like a global magazine of TYA. Maybe eventually we combine this with a bulletin for National Centres.

SI added that because we have a digital magazine, that means publications will be live and we can add content beyond the regular call for papers, like more visual content. He also added that this will happen only if we get some funding as well as support in terms of design and tech.

BS suggested another way of connecting it to the newsletter would be to ask for material for the newsletter to be related to a specific magazine article. JH said another option could be having articles from researchers in ITYARN who introduce their work.

8.3. Networks Working Group Report

JH went over the [Networks Report](#).

She said it had been great to meet with people from the ASSITEJ Networks in person in Sweden and the Next Generation session had gone well because it helped the network clarify what they are about to people. She said there would be an Umbrella Session in December for all ASSITEJ Networks for people to ask questions and work towards creating a network toolkit. JH mentioned the idea of the Umbrella Sessions to be a platform for networks, where they will be responsible for leading each session.

8.4. Policies & Protocols Working Group Report

SG gave a summary of the [Policies & Protocols Report](#).

She mentioned that having the EU grant has helped make the work of the working groups more focused, busy, and urgent. There is an increased need to address conditions and approaches of workers and participants and how we appear publicly. The most urgent things to cover at the moment are addressing constitutional changes, MOUs for Serbia and Cuba, applications for future grants, child safety policy, and the relationships between budgets and financial procedures. She shared that the employment policy had been created during *Bibu*, and that BS and YB worked on an approach to understanding the economic requirement for people applying to the Solidarity Fund.

CBB asked if the employment committee was still sitting because the staff has been looking into freelancers and what they would need to sign for their services, and it would be great to have someone from the committee to look at them. SG said employment contracts need to be a separate item, but the committee could look into that. She also reminded everyone that because the EC is the governing body of the grant, they have the ultimate responsibility.

9. Reports from Committees

9.1. Access

JDK went over the [Access Committee Report](#).

He shared that the access committee will have to work in tandem with the teams from Serbia and Cuba so things don't become repetitive and so value can be shared across both. The areas that will be discussed in terms of access are economic, technical, disability and geographical. He stressed that we currently don't have great representation to have all these conversations. JDK asked to be connected to any knowledgeable people that the EC knew in these areas. SG asked to think about how to marry this with the diversity benchmarking project.

BS brought up the issue of Zoom not being the best platform. JDK agreed there have been struggles with Cuba due to their restrictions on accessing this platform, so we must find a correct platform that allows everyone to connect from all locations. CBB added that this was also an issue in the last General Assembly and one way around it was sending Google Meet invitations and then streaming the content. CBB also reminded everyone that there is a deadline by the end of December for inclusive communications guidelines to be submitted to the EU.

JH suggested using the Umbrella Sessions to raise the call and JDK said it would be great to have a session co-hosted by the Access Committee, IIAN, Serbia, and Cuba that was focused on the four areas of access.

YB suggested also meeting with ASSITEJ France at some point before 2025 because the Babel project will have to deal with those issues as well.

9.2. Sustainability

JH went over the [Sustainability Committee Report](#).

She stressed that it would be a very good idea for ASSITEJ International to be a part of the SHIFT project and get the label. This would only be for the core international organization and not for our entire membership. JH said this is an opportunity to create a toolkit as well, use experts to tell us how to measure and manage and then we can share our learnings with our members. The cost is of 2,000 EUR/year and starts in 2023 with the first audit in 2024 and followed by yearly audits.

LV asked if this project was mainly in terms of environmental sustainability to which JH confirmed it was and concentrated on emissions. SG mentioned how this is a big challenge for our organization because mobility is a big part of ASSITEJ International. JH agreed that as an organization we will not ask people not to fly, but just to use other options whenever possible. JH explained that the first step is to agree to enter the program and then to define who is in the green team.

9.3. Research in EU Network Project

CBB shared there has been a lot of work towards this research project from PM, Tom Maguire, and himself. He said they want to initiate a research advisory board and asked the ITYARN board if they were interested but said it would be too much for them. PM and Tom will sit on the board and are seeking others to join. There is a small amount of budget for this of 16,000 EUR for the next two and a half years and some money for researchers to travel to the Artistic Gatehring in Serbia and the Congress in Cuba.

CBB said he met with a professor from Ulster University who has done EU funding research and is interested in supporting the work, sitting on the board and running a workshop in Serbia. He also met with the Royal Central School of Speech and Drama in London who are interested in dissemination, and WolfBrown who are interested in the collated evidence area. CBB gave a

lecture to students in the University of Copenhagen who may help in the future. Durham University wants to send some students to South Africa for this, and Imagine from Scotland may be able to get some funding. CBB said they have been upfront in letting everyone know we don't have resources and these institutions can get the funds to make it happen. He also said the Campbell Collaboration have been very generous, they have expertise in evidence mapping and we will use their software for an ITYARN activity in Serbia.

CBB mentioned there is a professor, Fiona Campbell, who is particularly interested in our sector and has proposed to set up a PhD studentship with herself and Tom Maguire supervising, which would last four years with a funding application that would go in next year so that it could be advertised in 2024.

CBB shared there has been some discussion among ITYARN members about the definition of TYA because academics from some countries feel that TYA is purely productions performed for children and doesn't include TIE, applied theatre, youth theatre, etc. PM added that this is not an easy debate and there is discussion around how to use it as a model in other countries, so it is good to have a methodological proposal that can be used to understand TYA. SG agreed that we do not want to present the perception that there is one way to do this, and we must acknowledge all other forms.

CBB said the overall mission and vision for this is advocacy focused research, it's not designed for academic publication but more for National Centres and practitioners to use. The idea is that all outputs will have open access, so anyone is able to copy and paste information for presentations or funding applications. He stressed that they are looking for researchers in a broad sense for partners, but there is a very small budget, so we mainly rely on ongoing incomes and salaries that institutions pay their researchers.

LM acknowledged this initiative and suggested finding a strategic way in which all these things support each other but speaking from a much more informed position. Intersectionality and the current reality speak to knowledge making and sharing. She hoped that working on the controversies and tensions around the definition will help us find a voice. She asked to consider the concept of child participation and how young people are seen to contribute in this research.

CBB agreed that they are trying to be diverse in terms of voices and being open to different methodologies like drama methods and visual arts that also produce data, not only statistics.

JH brought up the fact that we don't have methodologies in our field and this is why we bring in academics outside of TYA. She said this effort is a much larger term ambition than just two years. She added it would be interesting to think how to set up and apply a framework of evidence synthesis and mapping to this field.

PU added that it would be good for this to be a document of reference for academic purposes as well, and material that can be used to teach so there is a uniform language in terms of TYA in the world.

PM agreed that it is important to have a definition in the project because things are different around the world.

9.4. Artistic Encounters

SG shared the MOU for Serbia is being created and she wants to make sure the conditions they are proposing are right for us.

CC said the committee thought it would be better to have two separate Artistic Encounter meetings, one in person and one online, rather than a hybrid one like the one that took place in Sweden. JH added that JDK could host the online sessions since he won't be present in Serbia.

CC asked to use the meeting next year to frame the work in terms of planning and evaluation. She asked to have more sharing with previous EC members to be aware of common goals of the encounters. She mentioned the need for a structure of planning meetings online beforehand and take care of EC participation with specific roles and rules during the encounter. CC also asked to keep the global dimension in mind, trying to be aware of how to integrate the approach and global identity of the association.

SG mentioned that during the previous artistic encounter, the connection with the topic and development of ideas felt very organic due to the emotional, and physical approach taken. She shared there had been feedback about the roles and teamwork and asked for the team to look at checkpoints like accessibility and inclusivity; these have a lot to do with young artists and it is about facilitation in any of our processes.

BS brought up the importance of the space where the encounter takes place and not to have too many activities going on at the same time since this is the main event of the gatherings.

PU said it all came down to programming on the side of the EC and organizer committee. She agreed that the focus needs to be on the encounter for people to take things back to their centres from that experience.

ER shared a lesson learned from the previous encounter where they learned it was important to take a moment at the beginning to ask if anyone needed translation, so they didn't feel uncomfortable later on.

SG brought up the idea used in previous years of bringing impulses from members to have outside voices and offerings from people outside the EC. PU agreed and remembered that in Warsaw, children had been brought to discuss and share what they wanted to see, interacting with adults who listened to them.

LV mentioned that Serbia's aim is not to overlap within the program and that we need to give a lot of care and deep attention to this so that it's ready beforehand and the rest of the program can be built around it.

BS also commented that Next Generation has never been part of the Encounters due to their full agenda. SG mentioned that in Serbia, their program will take place before the festival begins so there is the possibility for them to finish with the Encounter and for delegates to begin their experience this way.

CC agreed that there shouldn't be anything overlapping and young people should be included. She shared the experience of a masterclass during her festival where they always had a minimum of three teenagers present, and the fact of having them there sharing feedback had been very valuable and changed the language throughout the festival of how artists approached things.

JDK asked if there was any indication from the Serbian organizers of how much they anticipated would happen online and how much on the ground, to which SG responded there wasn't. SG added that preparation also depends on when they create their program. They will be making a call for professional program and productions by January or a little later and hope to make decisions by mid next year; by May they will know about their financial situation.

9.5. Report from Babel – The art of Listening in TYA

YB read the [Babel Report](#).

He reminded everyone that this will be a 46 month-long project. He shared that the kick-off meeting was a little frustrating because not all of the partners were there and it was the middle of the process for the grant agreement which made it hard.

LV asked everyone to circulate the call for Next Generation Residencies for Babel Squares because these are global.

10. Network Reports

10.1. Young Dance Network Report

BS shared that after several efforts since 2017, YDN is open for members. She mentioned they gave a presentation during *Segni di Infanza* and have amplified their aims because they appeared narrow to her before, so they increased the advocacy aspect. The structure of the network is still having core members, but they will be elected as a board and have between 7 – 12 members who will be elected every three years.

She mentioned that they want to keep a sense of being a global network. For now, there will be no fee to join, and the work will be volunteer. She said they have also included a clause regarding conflicts of interest. LV added that this should be something to consider for all networks.

BS said that YDN had worked a lot on their constitution because they want to use it to apply for funding. PM said this could be something included in a network toolkit, so they understand how to begin and what is expected of them. SG agreed and said this is something that can come out of the Umbrella Sessions.

11. Reports from Regional Networks

11.1. Asian Network

SK shared that they have been meeting every two months since April. He said that Asia is very large and diverse and one of the highest barriers has been the language, so right now they are just getting to know each other and what they each do.

SI said they are not sure what to do with Centres who aren't responsive. He mentioned it would be helpful to create some sort of policy because he has spoken to people who participated in Next Generation, and they never hear

anything from their Centre. It is not fair that the Centre gets benefits from using the ASSITEJ name, but they don't really do anything.

LV said there are procedures in the Policies and Protocols Handbook to deal with cases like this, we just need to take action. The EC hasn't given enough time for membership issues and the induction of new members in recent years, but the employment of MG will provide more resources to this area and be one of her areas of work.

CBB asked what options exist in regards of the open call that will go out for involvement in research and how we can promote that around Asian Centres. SI said he spoke to a foundation in Singapore who seemed interested at first and then lost interest. He said it has been very difficult to find another resource but suggested asking China or Korea and be part of a larger study.

11.2. African Children and Youth Theatre Arena (ACYTA)

PU shared that ASSITEJ Nigeria has a dampened spirit at the moment, but hopefully will pick up again. She has been talking about the upcoming gatherings as well as the issue with visas that happened in *Bibu*. She said the platform is very active but has some issues. Malawi has joined and they are having conversations with Tanzania to apply for National Centre membership. She mentioned that some African Centres are having issues. PU said it is important for people to experience international activities because then they encourage other to engage as well.

LV brought up that Egypt does not have an official Centre, but they have expressed interest in applying as an individual member.

LV said some of the issues that PU brings could be addressed in an Umbrella Session but we need to get more African participation, maybe shaping the agenda in a way that invites them to participate.

JH asked PU for help in shaping the content for African centres during Umbrella Sessions.

ER asked if ACYTA was mainly a network of English-speaking countries or if it included French as well. She said the artists from Burkina Faso are trying to rebuild so it would be interesting for them to join and mix with others. PU said there was a part of the network who spoke French and they are connected via WhatsApp.

PM then raised the same question about Portuguese-speaking countries because Mozambique is trying to come back as well, and they have started to connect via the network created for Portuguese-speaking countries. PU agreed

it would be important to connect with them as well and they could always have an interpreter.

PU hopes the regional workshop in August at Cradle of Creativity in Johannesburg will help bring more African countries together.

11.3. Nordic-Baltic

LV said the network is very stable, are very active and meet regularly, the next meeting will take place in Oslo. The network has written an application for Nordic Culture funding, with a focus on teenagers. He mentioned the network is strong and efficient, but maybe there could be a stronger vision for the activities of the network on the back of the two Artistic Gatherings in the region (Norway in 2019 and Sweden in 2022).

11.4. Small Countries Network

SG read the [Small Countries Network Report](#).

11.5. German-Speaking Centres

JH went over the [German Speaking Countries Report](#).

JH mentioned ASSITEJ Switzerland is taking a position after homophobic reactions to some shows. SG said this relates to our status as a political/social commentary. She said these are good opportunities to react, but we have to be clear and consistent. She mentioned it would be good to repeat the conversation that happened in Birmingham on censorship, maybe through an online session.

11.6. Iberoamerican

PM went over the [Iberoamerican Network Report](#).

He said the network invited people from countries who don't have centres like Peru, Ecuador and Portugal to their online meetings. He said it was important to increase participation towards the 2024 Congress. One issue has been in terms of connections and platforms available; they have recently used Google Meets (Zoom not being accessible in Cuba without a VPN).

PM said the ITYARN Forum hadn't happened due to COVID 19, but María Inés Falconi and Manon van de Water are organizing it for next year and have asked how it can be considered an ASSITEJ Project.

SG asked if the network had been in touch with Iberescena since *Bibu* because there had been mention of having a meeting for countries with no centre, and maybe this could happen during the project in Tijuana, Mexico.

PM said they could think about this and prepare it. He also mentioned it would be important for the network to get a strategic invitation that could help negotiations with Iberescena.

BS shared that Gonzalo Moreno has good connections and is trying to find ways to finance projects related to ASSITEJ of Iberoamerica.

11.7. Portuguese-Speaking Centres

PM read the report from the [Lusophone Network](#).

He mentioned that ASSITEJ Mozambique has started to organize once more and they have been discussing possibilities of meeting in person as well as online. He said BS and himself had talked about the different projects and possibilities within ASSITEJ and have also been trying to connect Angola and artists from other countries. They have also discussed how to engage with the Iberoamerican network because it is easy to communicate between Spanish speakers and Portuguese speakers.

12. Specific Items of Business

12.1. Regional Development in the MENA Region

SG welcomed guests from the region as well as leaders from the ASSITEJ Regional Workshop.

She let them know ASSITEJ International wanted to meet with them to discuss how to support and connect the region.

NZ shared that *Al-Harah Theater* in Palestine has had at least one yearly production for children since 2005. The performances tour in Palestine and try to reach audiences throughout the West Bank. In 2015 they started a festival for children and young audiences that happens every other year, mainly due to financial issues. The festival hosts around 8-10 international performances as well as local ones and lasts 10 days. The number of companies working for children in Palestine are very few, so they try to develop the work for this sector. Last year, they had two workshops within the festival on writing and directing. Out of this workshop, five young writers wrote their first children's play and five young directors each chose a play, these were produced and will be performed in December.

KD shared that Lebanon is going through a very difficult period. Before 2019 there were many projects being organized in the field, around 20 national and international festivals had taken place and one of the main objectives was decentralization. After 2019, issues like covid and financial and social crises have brought many problems including trauma to the region. He expressed that they have started working with UNICEF on community theatre and are organizing trainers in different areas of Lebanon to use theatre for young audiences to deliver key messages for important social issues, but there are no new productions for children at the moment. MS added that she has created a small group of theatre artists whose objective is to decentralize the theatre and spread it across the country to non-privileged areas.

SGM shared that children's theatre in Egypt is upcoming and happening. It has been there since the 1960s but was forgotten and in the last 10-15 years there has been more interest from independent entities that create workshops and artists who make performances. She mentioned independent theatre was hit hard with covid and many artists lost their jobs. In the last years, there has been interest from schools in drama education and there are state performances taking place. *Hakawy International Arts Festival for Children* is very important within the theatre scene in Egypt. SGM said she had been lucky enough to know Mohamed El Ghawy, artistic director of the festival, but not everyone is able to connect easily. She expressed it is important to provide guidance and help because there is a lot of interest and many artists in children's theatre.

SA shared how MedeArts was built from a strategy of joint artistic production in Jordan, they focused on specific goals and gathered 10 different cultural managers from the region to work together for over a year and create a platform that includes 100 spaces from around the region. The main idea of this plan was to develop children's theatre, and this also happened with collaboration with artists from Denmark and NCCA. There were two programs to bring Egyptian and Jordanian artists together, with music and other live art, as well as an advocacy campaign where the focus is on digital art with a partner from The Netherlands.

LA expressed that funding for children's theatre in Jordan is very limited. There is currently one annual festival which is not enough, and private theatre companies are not able to do too much work mainly for financial reasons. Other organizations that exist are NGOs like NCCA because they shifted their work to social development to use theatre to create change (issue-based plays), and this is why they are able to acquire funding from external investors. In order to sustain theatre in Jordan, you must, generally, use an educational or social

development aspect to be recognized. If artists in Jordan want to create something simply for artistic purposes, they rely on ticket sales and private companies. Most people in Jordan live under the poverty line and ticket sales have diminished because a very small percentage of the population can afford to pay and families usually have several kids. LA shared they perform for free with help from funding but they don't want to establish this as a norm, because they want people to recognize the value in art. She expressed there is a strong belief in supporting residencies because it is mainly through exchange that we can make a difference. There are many talented artists who need support and exposure to different forms of art and they also need international artists to come to Jordan and experience local forms of art. LA said the *Babel* project was a fantastic achievement and that we should look at ways to expand this to build capacities and expose artists. She mentioned the need for further collaboration and integration, as she feels that Arabian speaking countries have been marginalized.

MR suggested the creation of a Middle East Network as an official ASSITEJ Network.

SG expressed interest in the theme of decentralization that was common among all regions present and said this was something that has become very strong in several regional workshops.

YB shared there is currently a New European program for residencies in certain eligible countries, and Palestine and Indonesia are able to apply. He asked if there is contact between different Ministers of Culture so that artists of the region could have residencies and share/exchange their art. This could be something ASSITEJ International could advocate for.

LA mentioned there is exchange through festivals but it is mostly run by the government, so you need to be connected to them to be invited. She mentioned it would be important to connect with Europe, Africa and the Americas as well.

BS shared that from personal experience, she has noticed it can be even stronger for 3-4 countries to connect and have a workshop than having a festival for international artists to connect.

MR asked if the crisis was only in TYA or also in theatre for adults, and if there was any type of education for TYA at a university level.

KD shared that Lebanon has high education in theatre, but not specifically for children's theatre. There are courses within the general theatre curriculum on TYA, but it is not a specialization. He added that there is no interest from

international funding in TYA, and children's theatre can only benefit from funding from social projects.

LM asked the guests in the meeting if they were aware of the ASSITEJ Manifesto and how many people have used it. She shared there is a Kickstarter creative project from South Africa that could be a good model for advocacy and in the ground activities. She said it would be good to explore how to work with other organizations where we can use theatre to be a part of research and how the research is shared.

JH added that the ASSITEJ Manifesto has been very helpful in Germany because it tells you who to address and that it's important to create a voice. All artists want to be recognized and show they aren't second class, but also to join forces with partners in education and social work to advocate for children.

LA said it was more complicated than simply urging the correct people or showing significance in the region, the struggle is when it comes to implementation. The main challenge is expanding to have theatre groups performing all the time, to have repertoire, because establishing theatre groups or similar centres across the region has been a problem.

SG shared that one thing ASSITEJ International has learned from the regional workshops are the different interests and practices of each region. She said ASSITEJ International will offer a proper place to find what everyone needs about advocacy.

LA mentioned research is very key in the region. Violence has been on the increase in schools and research has said young people should be exposed to creative means that provide them with critical thinking so they can make better choices. She mentioned NCCA created many productions about challenges young people were having and how they were lured into radicalized groups and provided different solutions. Based on the research, they created the work and applied for funding to tackle specific topics.

LV mentioned that sometimes a manifesto is not enough, it depends on the context and asked to think of how we can create continuity in this conversation, so it doesn't end here. ER suggested maybe having people share through ASSITEJ Coffee Sessions.

CBB suggested to place an open call for participation in research later this year, and have representation from this region. This research would be focused on the state and size of the field of TYA and available for ASSITEJ members and practitioners to pick up and use.

JH emphasized the importance of connecting through the ASSITEJ Newsletter and sharing festival residencies and other open calls. BS also suggested building a residence circuit among the region and then make a call for residencies and explain they need to come with their own funding, but you provide the space for them. This can be shared via our newsletter.

12.2. Sustainability and SHIFT

JH explained there are five chapters within the project, and each have mandatory and optional sections. Nothing says we are not able to use airplanes, we must simply define what is sustainable travel for us and we can make an exception if we need to, explaining our reasons. The guidelines will be a way to generate routine sustainable practice within the organization and make us stronger.

CBB added that there is a section about environment in our funding application that talks about what we're already doing. This could be included in the audit.

BS said it would be interesting to not only include an ecological aspect, but to include sustainability in different aspects.

JH shared that when she attended Informa, some people said it was more about the soft skills and how we need to be better informed and be coherent with what we do onstage. This is where we need to begin to raise awareness. BS asked to add what we are already doing as an association, like taking a train whenever possible and not flying if it is under 600km.

ER added it is important to think how to be sustainable in a fair way between different countries, bringing different points of view to understand contexts. YB agreed and said we cannot be European-centric and should ask people in other regions what sustainability means to them.

PU gave the example of Nigeria and how people there can't avoid using plastic, but we could talk about ways of disposing them in the best way. In terms of economic sustainability, we should also look at how we book flights, especially long ones that cost more. BS also added that many places in South America reuse plastic, rather than avoid it, and there are many people who have never even taken a plane so we must keep in mind that many countries have more visibly urgent matters in terms of survival.

JDK also reminded it's important to keep in mind how we communicate with festivals since the guidelines also talk about a selection criteria.

JH expressed how it will help to be part of the pilot project because the guidelines are being shaped and we will be able to contribute. She also mentioned it is the European continent that needs to move first, and it is fair they should have stricter rules.

SI shared that the discussion of environment is happening in different levels in Pakistan. Most people there are very religious and think what is happening with the environment is caused by God, so there needs to be a dialogue about being conscious on how we affect it. Children in schools are now receiving special lessons on weekends about environment and sustainability, and the indigenous population have always been more connected with the environment. At the end of the day, the contribution from Pakistan to climate change is very small and we are already doing a lot, we are facing consequences and are not really responsible.

SG said this should be one of the big struggles for the association because it is children who are calling for change, who will be most affected, and the environment is important to all of us.

VOTE:

Is the ASSITEJ EC in favour of engaging in SHIFT's pilot program?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, SI)

12.3. Strategic Invitations

SG reminded everyone that the principle of these invitations is to invite people who may not be able to come, who are new, who are strategically important to the association; it's about equity as much as advocacy.

LV reached out to invitees from Sweden for feedback, with questions made by JH and ER so that this can help how we approach the process moving forward. CBB shared the numbers of invitations that need to be sent per event (20 for Sweden, 30 for Serbia and 40 for Cuba). Only 18 people of the 20 attended *Bibu* due to visa challenges. He also clarified that all invitees receive accommodation and access to the event but only eight will receive travel funding for Serbia and ten for Cuba; travel grants for Serbia will be on average 500 EUR and 600 EUR for Cuba. LV mentioned the importance of choosing early enough for people to find additional funding.

YB asked about the possibilities of inviting a collective and LV said it's technically possible, but just a matter of priorities.

SG said it would be good to have a conversation about criteria and strategic direction, where the influences and benefits lie, as well as criteria for specific gatherings.

CBB asked the EC to consider inviting Tom McGuire from ITYARN as well as a couple of other academics who are interested in running research in Serbia, and because they aren't TYA focused it would be difficult for them to justify going to our events. Another suggestion was to invite Richard Sallis, our external evaluator, along with his assistant. His final ask was to consider inviting the technicians from South Africa, using a separate budget, seeing as the EC has a potential meeting there next year.

JH also said it was important to consider Indigenous people to have continuity to what was done in *Bibu*.

PU suggested sending letters to ministers of culture and having specific days to meet with them and talk about the ASSITEJ Manifesto to have a bigger impact in the work in their countries.

SK asked if children could be included in the invitations and SG said they are currently included as part of the Voices of Young People, but children under that age group haven't been considered.

BS reminded the EC that some of the previous invitees felt lost because everything had been so hectic. She recommended having someone hosting them, and to promote them so that our members know these people will be attending and ASSITEJ can give them a window to promote themselves. She also mentioned it would be important to consult the National Centres in terms of who they think could create an impact if invited.

LV agreed it could be interesting to ask Centres and Networks to nominate one person so they could start thinking of who they could bring who could make a national impact.

PU added that the idea is to make those who aren't familiar with ASSITEJ yet, understand it's not an individual venture or a country-specific one. She shared that most National Centres in Africa still have a very individualistic approach so it's a constant struggle, and if you invite a minister of culture who sees the need, he can then talk to other ministers. She said there is currently no funding she can obtain in Nigeria, but if a minister were to come and see how other

countries have funding, then they could maybe begin to support with something.

CBB added that in some cases the ministers could be invited even though they will never come, because it's still a way to put the name out there. It would be great to have a local strategic invitation program where we invite as many locals as possible and invite every embassy of those Centres coming. This would be a potential way of engaging with national governance without a big expense, and it is more likely they will attend.

SG reminded the EC about the focus around diversity and connecting emerging voices and voices of young children for the AAG in Serbia.

BS said it would fit perfectly to invite young leaders that are involved in activism. JH shared that in Germany there are now lots of upcoming youth commissions in the theatres, so young people are included in the decisions; it would be wonderful to have this in other countries and have international youth committee meetings.

CBB shared that the budget for Voices of Teenagers is for 20 teenagers in terms of accommodation.

BS said that if we choose to focus on bringing children, potentially we could have 50% of invitations for them and could concentrate this budget on travels for the children.

LV suggested another idea could be to develop a regional focus, maybe allocating a small amount to hosting people from countries in the region to help Serbia draw in neighbouring countries; this would also reduce the carbon footprint of the invitations. He also mentioned it would be good to differentiate between the AAGs and the World Congress since they both have different purposes, and so Centres don't expect they need to send someone every year. SG also asked to consider the current financial situation in Serbia and LV added that we could balance the budget and choose invitations that aren't too expensive and have more money available for Cuba. SG agreed to strategize on a more regional focus for Serbia and international for Cuba, she also said it is hard for hosts to present gatherings and we want them to draw back on costs and aim for smaller events, so they don't go into debt.

JH added that it's important to think of what is useful for the Centre hosting and if we make it more regional, we can leave something there for the future.

CBB suggested that invitees are asked to contribute with something like a workshop, for example.



LV also suggested treating both the AAG in Serbia and Congress in Cuba in one same round, asking Centres to nominate people and then prioritize one of the two so we can prepare better.

SG added that each one could have a focus; Serbia could be regional, political and cultural, maybe including one international geographic area, and Cuba could be education in the arts, community and social, and with a greater international participation.

Volunteers to keep working on this were BS, PU, SG and JH. The idea is to have the invitations finalized at least 3 months, before the program is finalized so the invitees can become part of the exchange program.

12.4. Proposed Constitutional Changes & Special Meeting of the General Assembly

SG thanked MedeArts for providing the space for today's meeting.

SG explained the purpose of this item in the agenda was for the EC to note the changes suggested and refer them back to RF to make changes to the amendments. After that, the EC must approve the timeline and she proposed to then construct a constitution committee to have a dedicated group of people that members can contact as they go through the process.

SG went over the [rationale for members](#) document.

BS asked to include the timeline and the rest of the EC agreed, LM suggested to include a process link.

CBB said, in terms of timeline, he was glad to assist in drawing it up as a visual document to make it clearer. He mentioned we should highlight the benefit of being under tax laws more and say how turning into an official third sector organization gives us special access to certain discounts (like software).

CC pointed out that there may be a possible mistake with the acronym ETS, which may in fact be ATS. She said this was the case for *Segni*, but RF should be made aware since he will know which is correct. She asked that the section about Italian law be very clear because it may sound like we are doing the change to pay less taxes and that is not correct. She asked to explain that according to how Italian funding and tax are made to support associations like ours, we want to be in this track and identity that will allow us to benefit of the tax discount.

SG said she would seek for CC's advice to make a paragraph explaining that.

LM suggested to work on FAQ (frequently asked questions) for the membership to make it easier for them to understand. She volunteered to collate anticipated questions and answers for this.

SG said that in terms of format, it needs to be translated and accessibility must be taken into consideration; maybe there can be a simplified English version. JDK suggested having some sort of glossary for terms that don't translate easily.

SG went over the [Proposed Amendments for the Constitution](#) document, and each change proposed. There was discussion around the different proposals.

Article 1-

SG explained that one of the reasons we have the change of the name is because people have been lobbying for the inclusion of performing arts. LV explained that the EC must decide if “performing arts” will be added now or until a proper General Assembly takes place. He also stressed the importance of adding the word “international”, so people always know we are talking about the international organization and not a specific centre.

PU asked why it was “performing arts” if there are also other terms like dramatic arts. SG explained this comes from the members and a desire to increase the spectrum for those working outside theatrical arts and for people not to feel excluded.

LM said this was a good example of something that could be included in the FAQ, explaining where “performing arts” came from.

SK asked why we now need to say “professional network” if the official definition of membership (article 4.2 in the ASSITEJ Constitution) refers to national centres and networks, not professional networks. SG explained how we currently use many names and changes are being made to be consistent.

VOTE:

Does the EC approve the amendment to Article 1.1 to present to the General Assembly, as written?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM, CC)

Article 7.3-

SG shared that she and LV felt this was a good improvement in transparency for members, as well as a chance to gather people annually and have them involved in major issues.

LV suggested looking into help from expertise in English legal language. SG added that because our constitution is presented as an Italian constitution, it must be in Italian, and we need someone to compare that to our English version. CC recommended double checking with a couple of lawyers who are competent in English and Italian. She mentioned she had a friend who she could ask to do this. SG also mentioned knowing someone in Australia who might be able to help. SG and CC agreed to ask these people and see if they could do it at no cost.

VOTE:

Does the EC approve the amendment to Article 7.3 to present to the General Assembly, with the proviso that the clarity required is there?
Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM, CC)

Article 9.2.1-

SG reminded everyone that at the moment we still have corresponding membership within our constitution and the EC looked into removing this at *Bibu*, for the purpose of equal rights. With this, all our members will be full members.

VOTE:

Does the EC agree to present the amendment to Article 9.2.1, with the change of removing “full”?
Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM, CC)

Article 9.3.1-

YB asked if it was a requirement to write “in person” when referring to the meetings and LV responded it is possibly a requirement, but we should try and fight against that because in an international association it is difficult not to have a different option these days. CBB suggested at least adding a sort of clause that talks about *force majeure* in case of a scenario like covid.

Article 9.3.2-

SG said it was fine to keep “online” and “in person” in this case because it’s a new way we approach communication with members. LV added that it was also required to change article 9.5.2 where it says “in person” whether that is physically in person or online. SG agreed to clarify the article to make clear

we're saying we want to have online included and make it clear it is three meetings in a term and not four: two in non-congress years and the congress meeting.

LM asked if there was anything to highlight the aspect that the choice to be in person or online could be linked to sustainability.

SG mentioned it wasn't necessary to place within the constitution, but it was a good rationale for RF and members.

SG said these previous two articles (9.3.1 & 9.3.2) needed reframing, but LV asked to vote upon the content.

VOTE:

Does the EC approve the content and principle of the amendments to the Articles 9.3.1 and 9.3.2 with the understanding that language will be clarified with RF and legal team? Does the EC approve of these with changes that make sure the clarity of online presence can be established? Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM, CC)

Article 9.4.1-

SG said this article needed more clarity to understand what it means.

LV asked if it wasn't repetitive because other places of the constitution talk about voting for members of the EC and we aren't appointing if there is already a nomination and voting.

SG proposed asking RF if this is an essential clause or it can be presented in another way. She suggested creating an addendum that lays out the powers of the General Assembly that people can reference; it references the other parts of the constitution so this can be an addendum for the members to see all powers at one glance.

VOTE:

Does the EC agree to say we prefer this list as an addendum, as these clauses are already within the document? Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM, CC)

Article 9.4.3-

SG explained that RF has made this section in a simpler language and added a final balance. She mentioned there was a need to clarify with RF what he meant by final balance, if this is about our other projects as opposed to the mission budget.



VOTE:

Does the EC agree to present this amendment to the Special General Assembly with the proviso that we clarify the meaning of “final balance”?
Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM, CC)

Article 10.1.2-

SG stressed that the EC must be appointed by the General Assembly. YB asked if it is necessary to wait for the next General Assembly and leave a vacant seat until then, since this article doesn't say an EC member must be replaced immediately in case of death. LV agreed to clarify and state it can stay vacant until the next meeting of the General Assembly. BS asked if it would follow the procedure of a regular election with the need of candidates.

ER mentioned that it could be a problem to have an EC member step up into the role of Secretary General, since that is the only traditional member funded by their centre. LV said there could always be a special meeting in that case. ER also said that if something were to happen so that the President, Secretary General and Vice-presidents decided to quit and there is no deadline to call for a special General Assembly, it could mean other members made it on purpose to get them to leave; there should be a timeline included for officers. PU asked if there was a provision of funds from ASSITEJ International to take care of the Secretary General position in the interim. LV clarified that this will depend on the economic situation of the association at the moment so it can't be written in.

VOTE:

Does the EC agree to take back Article 10.1.2 to RF for clarification?
Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM)

Article 10.1.3-

SG clarified this is a big change in the way we currently operate. This will still allow the EC to have counsellors, which can be a good addition. Co-opting has been brought in when the EC is below the 15 members. With this change, the General Assembly will have to vote on all members, but EC can maintain and increase counsellors to two.

VOTE:

Does the EC agree to add Article 10.1.3 which leaves the opportunity to have proxies without voting rights?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM)

Article 10.1.5-

SG explained this would be more of a counsellor position.

SG asked if there should be an added article about proxy. This doesn't affect quorum but is about representation. BS mentioned this is a problem when someone isn't there, it was also a matter of sending someone to actually do the work in person.

JDK asked about the make-up of the EC. The EC is made up of individuals who represent national centres and networks but, in terms of who can be replaced, it should be the individuals and not the National Centres.

BS remembered that when the previous call for EC candidates was made, they were clear in saying the EC members were the professional individuals. However, she said it could be a possible issue for some centres wanting to provide a replacement candidate if something were to happen.

SK agreed that it is always problematic in a representative system to know who we represent, especially when supported by a certain centre or network.

LM stressed that the EC comes together to serve the membership as a whole.

VOTE:

Does the EC agree to remove clauses from Articles 10.1.3 and 10.1.5?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM)

Article 10.3.11-

SG explained this article is about adding the role RF holds right now.

Article 10.3.14-

SG explained this is about ASSITEJ International being able to employ others in administrative roles. CBB asked to clarify the terms of "responsible administrator" and "professional figures".

VOTE:

Does the EC agree on the amendments as suggested in Articles 10.3.4, 10.3.11 and 10.3.14, with the proviso that the English translation is made clearer?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM)

Article 11.2-

YB asked who appoints the administrator and SG responded that it is the EC.



VOTE:

Does the EC agree on the amendment of Article 11.2?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM)

Article 11.5.9-

VOTE:

Does the EC agree to Article 11.5.9 with clarity of Italian terms to their English equivalent?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM)

Article 11.5.10-

SG said the ASSITEJ Dictionary could take the place of the definitions being removed, or there could also be a specific one for the constitution. LV said there is a need of specific definitions.

VOTE:

Does the EC approve a terms of reference document for clarity to go alongside the constitution for members?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM)

VOTE:

Does the EC approve the change of numbers of articles throughout the document?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JH, ER, JDK, LM)

LV went over the [Proposal for Timeline](#) document.

If the special meeting was held in one online meeting, it means some members would have a disadvantage in time zones. For this reason, he suggests having two meetings, although the downside is missing interaction between all members, and complications it includes to incorporate changes proposed by members between the two meetings. One meeting would be set with Australia, New Zealand, and the Americas, and the other with Australia, Africa, Europe, and Asia.

12.5. ASSITEJ's Reaction to Political Situations, including Report from ASSITEJ Russia

SG created a safe space for people to talk about this sensitive issue. She asked everyone to keep in mind this is the EC of a global association, and we are

trying to find a balance and create a policy around ASSITEJ taking more of a stance politically for our principles, in the world. In the past, ASSITEJ has been apolitical and hasn't engaged with situations around the world that we could have felt personally strong about. In *Bibu*, the EC had a discussion about this because of the presence and power of the conflict in Russia and Ukraine. The EC decided it would be a good idea to make statements that upheld the principles and value of the association in support of peace, to conflicts that affect our audience and their families. So far, the EC has created two public statements. Each of those have been put out in our public voice and it would be good to hear people's perspectives and comments heard from other members. The idea is to create the beginnings of a policy around this. It is important to have a clear and consistent approach to engaging in politics in this way.

The following minutes have been de-personalized to protect members.

There were thanks expressed for the statement made for Iranian children. Any activity against or in support of the situation in Iran is no longer a matter of politics. ASSITEJ is an association for children, and they are currently being questioned, tortured, and killed. This is about humanity and having feelings towards other humans. It was suggested that any change in policy may not be the same for every situation, so we can't have one template for everything. It was agreed that the point of humanity is very strong and is the key to how this is approached. It was suggested that we clarify ourselves between political and human rights.

There was an expression that we are entering dangerous territory with politics. This is not only about children's rights but about human rights. Last year there was a war between Armenia and Azerbaijan and Armenia asked us to make a statement, to which we said we weren't a political organization and when a bigger war started ASSITEJ decided to make a statement. We need to be very careful and delicate because the impact of our decisions as ASSITEJ to the national centres are huge. Emotional reactions from individuals will be different than when a centre receives a statement. Sometimes a centre, like Russia, is not able to publish a statement or it risks being closed. In the future we may see several wars and we need to be very delicate about the reaction.

There was tabled a [report from ASSITEJ Russia](#). The report was a response to a series of questions sent by the EC officers.

This report was a sort of statement from ASSITEJ Russia. It is important to keep a balance and keep international connections because a lot of Russians are becoming immigrants and are trying to find new ways of cooperation.

It was stressed how every situation is different and we shouldn't make rules for every situation. In the case with Iran, people have always been against the regime but obeyed them because they wanted theatre and ASSITEJ to exist. Now there is hope that the regime is changing so many people don't want to obey them anymore. ASSITEJ is an international organization and should use its voice to support. It is understandable to care about consequences, but there are other international organizations who are not related to politics and are supporting Iranian people.

It was shared that in some German meetings as well as in Helsingborg, there have been comments about how there is always two sides of a story; even though we feel very strongly and support the story we think needs to be told, you can always find people that will argue with this side. Other comments questioned why we didn't expel aggressive countries from our members or why we don't ask people from those countries to act in a certain way. On the other hand, most people are against this because everyone can understand the reason for not risking their lives. It was stressed that ASSITEJ has centres in affected countries, and we need a clear policy to approach this. It is important not to risk not being taken seriously if we become too personal.

The EC was reminded that the centres don't always support the regime; centres are about people. ASSITEJ Russia does not support the war, but it is a very delicate situation and the reaction of ASSITEJ International can be very dangerous to the existence of centres in the conflict country. Sometimes ASSITEJ needs a peace statement, but not to support specific countries. We need to think about the people organizing the centres in each country.

It was agreed that this is a very delicate subject and said that children and human rights are the right way to get the perspective on this. In Iran, what allowed us to make a statement was that children died there. One of the difficulties is that now that we started to make statements, we must keep going and it is very delicate.

It was observed that being an Iranian citizen in a moment when the country is about to change one of the scariest dictatorships in history, it is more important to help people have freedom, than theatre or anything else. It is the first revolution of women and the people in Iran need everyone to be their voice.

A story was shared from a student from Rwanda. In his country he spoke French and when he moved to South Africa, he had to learn English and suffered discrimination based on language. There was a situation where this student was escaping with his family, and they had to choose between killing the father and saving the rest of the family and his father chose to be killed. The student later chose dance to tell his story. It was shared how emotional this piece was and how there was something about touching the human race that was beyond any language. He used art to create a particular language. The EC was reminded how the work of Augusto Boal argues that theatre is political. If we say we want the best interest of children, how do we do that if we still want to work around the consciousness that created these problems; how do we drive the agenda that is needed in the interest of children? She shared how sometimes she wanted to sell problems and issues in Africa, but it became clearer with covid that there are problems we all experience. We must think how we can influence the agenda to the world that we need.

It was expressed that we need to speak from a point of emotional detachment. There will always be conflict, and we need that control for our mental health and emotional wellbeing, to be able to speak and write from a balanced point of view.

It was noted that ASSITEJ International was established by two countries with a different system. These countries wanted to create something that would connect them with two different political systems, this was a cultural connection. It was suggested that we need to support Iranian theatres not because the system of government is wrong, but we need to maintain balance and hold this culture connection between countries. It was agreed it was important to start with the history and intentions of ASSITEJ from the very beginning.

It was asked if ASSITEJ could endeavour to make statements that speak back to the impact and effects of all these things happening. It's about how we maintain the cultural link. If we were to take a stance of speaking back to issues that emanate true to these conflicts and tensions, this could be more healing and bring more peace; not join the discourse governments are creating but bring other alternatives.

A story was shared about growing up and being a citizen of Hong Kong and, although it is a very different conflict in that life or death is not at stake, in terms of freedom it is a similar conflict; there is a matter of freedom of speech



and protest. An issue was shared that took place in the digital World Congress last year with ASSITEJ China where there was a section online for Hong Kong and one for Taiwan and the National Centre was upset. It is not only about creating a statement, but many times there are also experiences for people and practical decisions that need to happen within the association.

The EC was reminded of the time when the Black Lives Matter protests were happening, and a statement was requested but was refused on the ground that we were apolitical so we couldn't do it. It was expressed that this had been a moment of shock when people with the same values wouldn't even consider doing something about it. We owe it to children and young people to use the weight of the association in the direction we think the world needs to go in.

It was suggested working on this further within a working committee. In terms of sustainability, many people are looking for a new form of understanding our life as part of the planet, trying to overcome our restrictive and human-centred way of thinking.

It was suggested we need to find a new language; ASSITEJ is full of "national" centres and the nationalism it implies is deep in our membership and this association is really about breaking down borders and barriers.

It was agreed that ASSITEJ needs to be a voice and evaluate how to create the best impact in each situation. What is the impact when ASSITEJ writes a statement for centres but also for artists, do we achieve what we want or do we close doors for people. Another important point is to be consistent and not react only to some countries and not all. There is sometimes no purpose in expelling centres because artists are even more affected by doing so.

It was proposed looking into partnering with organizations that fight for human rights, so we focus on what we have to offer. ASSITEJ needs to have a kind of manifesto of how we engage and why it takes part in the global conversation in this way. A way of expressing the difference we've all been talking about; the unique position we have.

An experience was shared of being an artist and son of a 10-year war in Syria and an opinion about international organizations when they act for human rights. Most organizations stay in the grey zone when something happens in the Middle East because relations come to conflict, and they need to be rational. However, when it came to Ukraine most organizations spoke out and this showed a double standard because it was the same type of situation and

conflict. If you want to stand for one, you should stand for all. Artists lose trust in organizations, and these are the people they are working for. As an artist living in exile, who has been through war, and is a refugee, what is needed is not for organizations to speak for an individual but to empower them to speak for themselves and give them protection. To be protected to speak about what you stand for as an artist, you need tools, platforms, skills, a way to stand up for your life, not someone talking for you. To avoid an extremist ideology, artists should have tools from organizations to express their thoughts, needs, and emotions through art.

An experience was shared where MedeArts asked what they could do for Lebanon, and they asked artists to come to their space and they were able to sell their artwork and do crowdfunding. There is a lot that art can do in the situations around the world, and we can also think more about the effect of theatre in new generations. There are extremist groups everywhere who do horrible things because they have enough power. Theatre can do a lot for people in awareness and acceptance. It was agreed that theatre can do a lot when there is a stable situation.

It was suggested that a multi-level approach was needed. We must think about what we can do as artists, educators, and people who work with children, but also on other levels, who can we partner with and how can we encourage members to get messages out.

It was added that this is also about what we can do with rather limited capacities. For example, in fundraising campaign for Ukraine, it should have been the European centres doing it. We should enable our members to do these things because we are not capable of doing it all.

SG, LM, JH, BS and ER will be part of the working committee on this topic.

12.6. Bibu and ASSITEJ Artistic Gathering 2022

SG welcomed SF, NM and NB.

The *Bibu* team shared a presentation created in Swedish (waiting for an English translation to share) with findings and statistics from the event.

NB thanked the EC for letting *Bibu* host the AAG. He shared that 1,383 people visited the festival, 354 of these were international from 57 different countries. There was a total of 261 activities, 129 of which were seminars and workshops and 142 performances. The presentation included a reflection from SG, a short introduction to what *Bibu* is and how they were able to close the AAG2022, a

description of the festival, information on a workshop that did curation work, the Swedish selected productions and motivations from the jury, and the international productions, these last ones included 60 productions produced by indigenous people of five different continents. A total of 1,074 children watched performances.

NM said they made the decision to invite productions by indigenous people partly because they were looking at the theme of not leaving anyone behind, and there had never been productions like that in past festivals. The jury and selection committee were created with all indigenous members except for NM. NM shared it had been a challenge to make the selections over Zoom among a group of people who had never previously met and across time zones. Another challenge he mentioned was language, so the committee decided to select several dance performances. NM said it had been unfortunate that most of the members of the committee were not able to attend the festival.

NB stressed that one of the best nights of the event had been the indigenous night, which showed that what we do is of importance and that these personal gatherings are necessary.

NB recognized the immigration issue that had especially affected people from Africa and the Middle East, about 30 – 50 people were not able to come because of this. NM met with authorities and will meet with the new Minister of Culture to work on this for the future.

NB mentioned there had been a lot of different theme tracks and programs and was possibly too much and confusing for delegates.

Regarding Next Generation, NM shared that it had been initially planned for 2020 so the participants would have the experience beforehand. The invitation was made to 16 artists and ASSITEJ International was in charge of the selection. Three participants were not able to attend due to COVID and visa matters. Substitutions from Europe were invited since it was more accessible for them to come with short notice. Two alumni from the program also participated, and a total of 15 people were hosted. The residency was organized by ASSITEJ Sweden, with a tight and formalized program where the participants worked about 20 hours within the theme, and attended eight performances and four seminars, as well as other activities. The performance they created focused on equality in society and talked about the visa matter. The organizing team had two online meetings for preparation and a lecture before they arrived. NM shared there had been a sort of crisis amongst participants midway through the program, but they managed to work it out.

Some of the feedback received from the participants asked for a longer period of preparation, being able to watch more performances, a better introduction to what ASSITEJ is, and not sharing rooms. Some of the participants weren't good in communicating in English and that is something to look into since that is the official working language and it caused some problems.

NM also shared there was a simultaneous Nordic-Baltic residency for younger people, and they had thought the two groups would interact but there was no connection. This could have been because of the age difference or simply difference of interests.

NB shared that CBB's team had made a fantastic job with the digital aspect of *Bibu* and they chose to emphasize their work within the report.

SF mentioned they had made several decisions to try and help the way the event was represented online. Some of these choices were the online festival platform and being more present on social media. She mentioned they are looking into podcasting to stay in the loop on years when the festival doesn't take place.

NB added that some people chose the opportunity to login and see things after they had happened, in their own time, and that people that logged in stayed for a very long time.

NB mentioned feedback from surveys was overall very positive, although people did think the program was too extensive.

SF shared there was a total of 157 responses from Swedish participants and 59 from international participants as well as responses from strategic invitees. She said the comments regarding improvement basically come down to two issues. The first one is about boundaries between the national festival (*Bibu*) and the AAG. Some people believed the entire festival was the AAG and were surprised that the AAG had some issues, which were actually on the side of the festival. If communication had been clearer in explaining there were two different programs, people would have known the Swedish side was meant for Swedish professionals. Seats in performances were blocked prioritizing delegates because of the amount of interest and the number of seats available for children had to be cut down. SF mentioned some performances already had limited seating to begin with but, because the program was so extensive, there were issues with people not being able to reach performances on time. For large venues, the performances seemed sold out but in the end were half empty.

The second issue was regarding the overall programming. The program was too extensive, and the consequences were overlaps and the failure to plan a program that made sense to people. She said several things had been

squeezed in late and there were last minute changes to the program. People noticed the changes and asked why the sales had been open when the program wasn't completely set. Visitors said that last minute changes made it difficult to plan and they ended up disappointed with cancelled activities because of a lack of participation.

Participants also brought up translations because of the extensive Swedish program. She said they have been learning about auto texting and captions but the development of this in Swedish is not good enough and it's not always clear what people are talking about. She said it would be important to have a crew of translators present for participants to better understand.

SF mentioned the two teams, *Bibu* and ASSITEJ International, should have curated the full seminar program together. In the future it would be important to synchronize and plan more together, make sure that deadlines are agreed upon and kept, making clear how everything works and who oversees what. Regarding seminar programs, she said it was important that when rules are set people need to keep and follow them so participants can always receive the same information.

SG acknowledged the degree of difficulty there had been in planning this with the pandemic and great ambition from both sides. ASSITEJ International had recently received the new EU grant and a lot of work needed to happen. This was also the first engagement with members in a long time. She said it is important to understand what the relationship between ASSITEJ International and the host means, because it sometimes felt like they were separate entities in planning and on the ground.

LV agreed and suggested this should go into the work of preparing MOU. There should be more time and attention dedicated to understanding the context of the Host and ASSITEJ International.

YB also added it is difficult when you were not a part of the EC who decided and began the work on the specific gathering, and this will also happen with France in 2025 so it's something to take care of.

JH agreed it was crucial to be clear about expectations and what each side wants; why the host wants the AAG and the value that ASSITEJ can bring to the festival.

BS mentioned that in this case *Bibu* had been an incredible festival, but the AAG felt like a side event, where it should be equal.

CBB shared that he has already started producing standard operating guidelines with Nicci Spalding and Dan Bailey (our digital subcontractors from

National Arts Festival and DevLaps), and they will be working simultaneously on Serbia and Cuba. In the future, the idea is that ASSITEJ Online covers both online and on the ground.

SG said it was interesting to see how the online side takes more importance. She shared Australia had a funded delegation of indigenous people that attended online, but it was difficult due to time differences and especially for performances.

LV asked if performances should be added to the online festival in the future. SF said that it would need to be written in the companies' contracts because it all comes down to performing rights.

PU asked if it was possible to invite the Next Generation candidates who weren't able to make it, to attend Serbia.

She also added that in terms of accessibility, it shouldn't be assumed that everyone attending knows what to do and is able to understand and follow a map easily. Visitors should be shown locations; there should be a sense of carrying each other around and not leaving anyone behind.

SG mentioned that YB and BS had started creating a visa policy for the future. Regarding Next Generation, she said the program shouldn't be about making a show in five days but about being part of the community. MR added that part of the problem could be that the participants were chosen by herself and BS who knew their talents, but then the program was created by *Bibu*, so more communication is needed.

NB stressed the importance of creating the program together. He clarified it was never their intention to make the AAG feel like a side festival or something smaller, it was supposed to be the crown jewel of the festival. The problem was that when the program was so late, everything else had been finalized so there would have been too many changes needed to make it run smoothly. There needs to be a same timeframe.

12.7. Meeting the External Network Project Evaluator Dr. Richard Sallis, Melbourne University

RS shared the [Baseline Report](#) that was submitted to funders in September and went over some of the salient points.

RS explained the reasoning behind this evaluation. The project is an acknowledgement by ASSITEJ that networking in the TYA sector needs

improvement and there is a need for more opportunities for TYA makers to come together to discuss their art and work together to produce and present it. While things like resilience, sustainability, access, and representation exist in the TYA community, there is room for improvement. The TPAYABCR project looks to better link and provide support to cultural and creative organizations in TYA in Europe and beyond. This project is from January 2022 to December 2024. The aim of this baseline evaluation is to establish the starting point of the project cycle. There will be a midline and endline evaluation as well. RS said his involvement is to evaluate how successful the implementation of aims and priorities are.

In terms of methodology, a Theory of Change has been developed by the ASSITEJ International project team, which involves identifying long term goals and working back to ascertain how they might be best achieved. Quantitative and qualitative data will be collected around children's access to TYA. The focus of the evaluation will be a strategic direction, development of new working modes and models, a new strand of research and data collection, a transition towards sustainability, member engagement, and creating a discernible community of practice.

Data collection for the baseline report was mainly done with documents from ASSITEJ at hand. Next reports will collect surveys from members, interviews with EC members, Secretariat, and other members, observation of key activities, attendance of meetings, document analysis, social media and website, and communication between ASSITEJ International and its members.

RS shared some initial findings of early days that show ASSITEJ International needs to know more about its members by identifying areas of focus in the sector and bringing together likeminded companies and individuals and supporting them; ensuring the membership is diverse and inclusive.

Being a non-profit and volunteer association, funding will be an ongoing issue. The income from members remains limited and relying on this will limit what ASSITEJ can achieve. Although the association has a funding strategy, funding for the arts is limited and funders tend to support national or regional initiatives over wider scale international ones.

RS gave some recommendations: maintain contact with the external evaluator, ensure the evaluator has relevant data, closely monitor the established timeline adjusting in needed, revisit aims and objectives regularly, stay open to change and modifications as required, ensure members are consulted and involved around the project with the opportunity to provide feedback, and update any changes to the documentation as well as keep members informed.

RS mentioned the next couple of years he will work with the project team to formulate a data collection plan and report, search opportunities to attend member events, conduct interviews with EC members and key stakeholders, evaluate the enactment of recommendations from the report. The nature of the project is to share information and ideas that can inform decisions. RS added that Jennifer Anderson, from the University of Melbourne, will be joining as a research assistant. She worked on a PhD on the TYA sector so she's very qualified and passionate about joining this project.

YB asked if the midline report which is set for September 2023 and was originally supposed to come after the AAG in Serbia, would change dates. RS said the deadlines were fixed, so he would rethink how to collect data from members with this change. SG mentioned the regional workshop and EC meeting happening in August in South Africa as a possibility. LV added that it may be possible to change the deadline, but it would be more valuable to have the evaluation early and apply learnings into the development of the project and the next EU application. RS agreed and said this will be an ongoing conversation anyway so he will share findings as they are uncovered.

CBB mentioned there should be some meetings between the evaluation team and the project team to get started with monitoring and evaluating practices as well as generating data. CBB added that there is potential to do some co-working early next summer in Frankfurt with RS at the archives.

13. Report Back from the Working Groups

13.1. Communications

SK shared that the full working group hasn't been able to meet during the days in Amman so there will be a follow up online meeting in the coming weeks. SK went over the updates of the [communications report](#) from these days.

13.2. Networks

JDK went over the updates of the [networks report](#) from these days.

JDK recognized a lot of the planning needs to begin soon and in terms of the strategic invitation timelines there is a backlog. The third session for 2023 is planned to take place in Serbia, with one session online and another on the ground.

13.3. ASSITEJ Online

ER informed everyone that the next coffee session would take place on December 7th and will continue the topic of diversity and inclusivity. The conversation will be around sign language. The idea of the session is to talk about sign language on stage and the promotion of deaf artists. She said the working group is thinking of going back to Shavanna Calder for more sessions in 2023 and going deeper into the topic and the possibility of working on an education program with her.

ER said the group is close to having the material selection from the World Congress for the ASSITEJ Online library resource.

SG mentioned that there needs to be a policy around speaker compensation, since it is important to offer something on this platform to experts helping us out. ER agreed and said the idea is to compensate speakers who don't belong to ASSITEJ.

VOTE:

Does the EC approve the concept of speaker compensation?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JDK, MR, ER)

13.4. Policies & Protocols

SG explained the group made a list of what was urgent and looked at constitutional changes and all the amendments and suggestions have been accepted and clarified by RF. The next step is that RF will make a new document that places all amendments against the original constitution updated in May 2021.

RF clarified it will be a document including the old constitution, the amended articles and the new complete constitution.

SG said this would become a central document to share with members. There is a timeline plan with specific dates, aiming to have the Special General Assembly in the last week of January. Once it has been held and if members approve the changes, we will make a new version in English and then translate it to Italian.

YB suggested also translating it into Spanish, French, and eventually Portuguese for members to understand what is happening. RF stressed that the legal constitution needs to be in Italian and is not needed for all stakeholders.

Regarding MOUs, SG said the group is currently focused on the one for Serbia so that it is signed before any calls go out. SG said it is also important to know if they have considered the fact that they may not get funding and what the provision is in that case. She said the report from *Bibu* is feeding into the MOU in terms of preparation and information mainly around accessibility and sustainability.

JDK asked if there was a contingency plan in case they did not receive any funding. LV said hopefully we can make a version of the festival with a minimum of activities.

SG said the goal is to sign the MOU either in December or January. She shared there had also been a conversation involving grants like Creative Europe, a cooperation grant from the EU, and other funding organizations from specific regions. She said more thought is needed around the strategy for the next five years.

BS suggested at some point looking into someone who professionally writes and applies to grants.

SG talked about a financial meeting had with RF talking about the relationship between our budgets and finding a common language for our budgeting system. EN is creating a travel policy for EC members.

BS said the solidarity fund questionnaire created by BS and YB has been finalized. YB added that he had a meeting with LM and PU and some things were corrected.

LM is working on a draft of child safety policy that will likely be ready by mid-December.

SG said she will start working on a draft on workplace health and safety, for the employment policy. She mentioned there is now a team working on criteria around political statements.

The working group talked about a logo policy because sometimes people use it even if it's not an ASSITEJ event and this needs to be separately branded. It's good to have the logo for visibility and to make the connection but maybe they can just say they are proud members of ASSITEJ.

LV added that the current policy on how to become an ASSITEJ Project appears outdated and the working group proposed to substitute it by the "proud-Member-of-ASSITEJ-logo"

SG mentioned the guiding principles for artistic recompense need to be discussed case by case.

LV informed that the call for the Special General Assembly is planned to be out December 1st, and the plan is to have the first hearing December 12th.

13.5. Other Committees Reporting Back

JDK shared there was a meeting with SF and NB to debrief about accessibility at *Bibu* and how the committee worked with them in developing access.

ER shared there was a meeting on sustainability with NM where they learned it had been a very difficult process for the *Bibu* team. They talked about ideas on how to go on with this topic because it is important to know the context of each place to have the right process. The plan is to offer Serbia to join the sustainability committee beginning next year to share and listen to them regarding their context on sustainability.

BS spoke about the Internationalize Your Practice project. The task for this is to have three meetings per year with 80 people attending through all sessions. The group did some brainstorming and identified one session could be YB's participation at *el Petite*, where he will be talking about Babel residencies. For the second session, SG will try to connect with Singapore for them to host a gathering. For the third session, we will have a conversation with SA and some of the regional networks and projects.

PU gave a report on strategic invites for countries in Africa. She mentioned they had been broken down into sub-regions and once the entire region has had a session, there will be a selection and an umbrella session to understand why we are inviting them. There will also be a session in French as well as one in Portuguese. Another session will take place in South Africa since they already have a structure in place that other regions can use. The plan is for this to be finalized by the end of March or beginning of April.

14. Next EC Meetings

14.1. Proposal from ACYTA

PU explained there had been a proposal for an EC meeting in Angola, this was impossible first because of elections in Angola in 2022 and now due to the change in dates for the AAG. The new invitation is for *Cradle of Creativity*, which

will take place in August in Johannesburg and where the regional workshop will also be taking place.

LV added that the dates for the festival are August 20-27, and the proposed dates for the EC are to arrive on August 18 and depart August 28.

LM clarified she had been in conversations with Yvette Hardie, and she assured her it would be possible to accommodate the EC and invite some productions.

RF shared that the current budget for EC members' board and accommodation was 4,000 EUR but is now finished. He explained that there is a possibility to use the Babel budget in South Africa because of the regional workshop taking place and that would mean 2,000 EUR. However, if that budget is used then it would be depleted for Cuba.

ER and YB expressed it would be complicated for them to attend this meeting. ER suggested planning an online meeting before as well since there isn't much time between August and the November AAG.

VOTE:

Does the EC agree with the proposal for the next EC meeting in August 2023 in Johannesburg?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JDK, LM, MR, ER)

BS mentioned the call to host EC meetings needed to be clearer so that festivals are aware that ASSITEJ International can provide some kind of financial help.

CBB asked the EC to consider inviting some of our tech partners to join us in the meeting in Johannesburg. Dan, the web developer, and others are based in South Africa and the digital budget could be used for this purpose. In terms of timeline, the majority of development platforms will have been completed and we could have some hands-on time with them.

SG agreed it was a good idea to invite them.

14.2. Dates in Serbia

SG informed the proposed dates for Serbia are arrival November 17 and departure November 25. LV mentioned there still needs to be some confirmation on this from Serbia because they may not have any funding available to host the EC.

LM asked that invitations be sent much earlier for visa purposes and LV also asked to encourage people to be proactive about visas and asking for invitations with enough time.

14.2. Other Coming Meetings

SG shared a proposal for a TYA-USA gathering in May, and it is the first time they've opened up for a member gathering to include a showcase of work. She said it would be a great opportunity for EC delegates who could, to go and build a North American audience for Cuba. She clarified there wouldn't be any funds to support EC-members travelling. BS said it may be possible for her to attend that, and if PM could also go then they could present something about the congress in Cuba.

LV shared the dates for the congress in Cuba will be May 24 to June 1. For the EC, the arrival date is May 21 and departure possibly June 2, depending on if people decide to stand again and are elected since there is a new EC meeting after the congress.

LV expressed he had the intention to offer people who bring a small performance or workshop to take it to other parts of Cuba after the congress. This could be meaningful in terms of sustainability and to have a bigger national impact.

MR said there was a proposal from Iraq who want to invite the EC to meet during their festival this coming March, or the following year. They have offered to pay for accommodation, food, and provide a place for meetings. They are interested in starting a national centre, so it would be good to have a meeting with them and go over details.

LV said it might be complicated to plan a full EC meeting for now, but maybe it's possible to send a delegation.

BS mentioned Georgia was also interested in hosting a meeting for national centres during the festival they have in June. Georgia is an accessible country in terms of visas, funding, and structure.

SG also mentioned a proposal from ASSITEJ Estonia who is inviting the EC to their festival in November 2024.

LV mentioned that any invitation to host an EC meeting must come through the open call procedure, so people should be encouraged to make an application.

LV shared a question for future consideration: should it be possible to stand for the EC without being in person in Cuba? JDK mentioned there is something there around accessibility if we want to continue to include all representation, because we might lose people in terms of mobility.

BS said that although online presence is convenient, the work being done is completely different and it is always better to be together in person.

This is a matter for discussion in terms of access, economics and equity.

15. Representation of ASSITEJ at Upcoming Events

CBB said it was important to distinguish between EC meetings and sending delegations to events. Within the project budget, there are limited travel funds (2,400 EUR) for the EC to represent the sector at global and regional levels and supporting advocacy and representation at a national level. During 2022 very little of this was spent, so maybe a little more could go into future travel grants. He shared a few other upcoming events that could be important: Drama Education Expo in London, February 23-24 which is free of cost, 36th ITI World Congress in UAE, February 20-25, World Alliance for Arts Education Summit in Portugal, March 1-3, 9th World Summit on Arts and Culture in Sweden, May 3-5.

BS mentioned she sent an extensive report about her and LM's recent engagement with UNESCO. She mentioned the encounter wished to present a global report reshaping policies on creativity. She said there is a lot of common between what they are doing and what ASSITEJ does and in the same framing. BS suggested this could be something for ex EC members to take on, because they know our organization so well. She added that the Cuban NGO who was present was very active, and it would be good to connect them with ASSITEJ Cuba.

LM also noted the political aspect of that because, for example, UNESCO South Africa is linked to the government so perhaps national centres can be made aware of these initiatives so they can engage. She mentioned that in terms of influencing discourse, our voices would be very important. UNESCO can also link to what the General Assembly does enabling voices of young people, because children are usually seen but not heard.

SG suggested CBB, BS and LM could put together a strategy around this, with a proposed draft from herself.

LV suggested that every time money is spent for something like this (representing ASSITEJ), there is an EC vote to follow.

PU suggested that instead of her and LM going to Cameroon, she could go to UAE for the ITI meeting.

VOTE:

Does the EC approve to have a voting process for money spent on representational budget?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JDK, LM, MR, ER)

16. Memberships and Member Requests

It was decided to process applications for new individual memberships even though the category of members will soon change.

MG introduced an application from Imaginar do Gigante, from Portugal.

The [application from Portugal](#) was read out.

LV explained this has been a long process that involved Gonzalo Moreno, from Spain, who helped encourage them into applying.

BS suggested maybe ASSITEJ Brazil could guide them through what it takes to form a national centre. She mentioned Pedro Saraiva was already in contact with the Iberoamerican network as well as the Portuguese-speaking network.

SG asked to make sure there is a desire to connect with other artists and companies to avoid one particular company representing the country.

VOTE:

Does the EC accept the individual membership application for Imaginar do Gigante from Portugal?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JDK, LM, MR, ER)

MG shared that an application for individual membership has been received from Slovakia. There is currently a national centre in that country that has been inactive for some time. MG will contact them and if the centre does not respond, we might move towards dissolving the centre so that a new centre can emerge.

A similar process might have to be applied to ASSITEJ Namibia. SG shared that Veronique Bernadine from Namibia said it would be useful for the EC to send a letter that she could use as a letter of dissolution of the previous centre, so as to be separated in identity from the past.



Another individual membership was received from Hong Kong, but since the situation can be delicate with ASSITEJ China, MG has responded to see if they consider the option of becoming members through a network.

PU shared that there is interest from Zimbabwe and Tanzania to apply for membership.

MG introduced an application from Sierra Theatre for Children and Young People, from Sierra Leone.

Their [application](#) was read out loud.

SG mentioned the application had some gaps and the EC would need more information.

PU mentioned she hadn't heard of them but would make further inquiries. She stressed that it's important to support them once we have clarification because that is the way ASSITEJ Nigeria started, and LM echoed her sentiment that many times it is one or two people who begin the centre.

LV asked to set up a meeting where PU and LM could be the drivers and explain what membership implies and have clarification on their side.

VOTE:

Does the EC agree in following this approach of an initial meeting with Sierra Theatre for Children and Young People, from Sierra Leone?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JDK, LM, MR, ER)

17. Ratifications

17.1. Online Votes

LV shared that the new procedure will be that while we work online and come to a decision, we will include it in a new system we are working on for the EC Book. When we meet for an EC meeting in person, we will present what has been added and the EC will ratify all decisions.

For this time, LV asked to ratify online votes made since *Bibu*:

- 1- Support for statement of Iranian women (12 out of 12 in the online vote)
- 2- Employment of project producer (11 out of 11 in the online vote)

VOTE:

Is the EC in favour of ratifying both online votes?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JDK, LM, MR, ER)

18. Any Other Business

18.1. Approval of Support to EC Meeting Host

LV reminded everyone the EC had voted to support their stay in Sweden because it was important to have a long in-person meeting after having been online for so long. Two nights were included in addition to what the hosts were obliged to support, and RF was able to add it to the project budget. For this meeting in Jordan, we have also contributed financially. MedeArts is contributing to our expenses (transportation, accommodation), NCCA pays for coffee breaks, four days of lunches and provide the meeting spaces. RF paid for the additional lunches of the EC (224 EUR) and some accommodation expenses (around 2,500 EUR) from our mission budget.

VOTE:

Does the EC approve the expenditure of these funds to support hosting the meeting in Jordan?

Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JDK, LM, MR, ER)

BS brought up the point that some EC members have been providing Ubers through their personal accounts to move around in Jordan. SG commented that if these are for our own pleasure then they are a personal expense but if they are for EC working purposes they should be covered by ASSITEJ. RF mentioned ASSITEJ International could reimburse these costs. SG asked if there was a simple way for people to get reimbursement of small items and RF mentioned it must be through the template he has previously provided. SG made it clear that the current process is through the form, and this is also part of our financial procedures to put in place.

18.2 Writers of Newsletter Openers

The following members were chosen for next year's newsletters:
January- SK, February- SI, March- PM, April- CC, May- TB, June- LV, July- JDK, August- PU, September- YB, October- BS, November- SG, December LM.

18.3 Inquiry from Minoovash

MR expressed the need to share more information on the situation in Iran for people who aren't aware of what is happening and don't know how they can help. She talked about the demonstrations happening inside and outside the country as well as the torturing and killing by the Iranian government.

She said that the Iranian people are looking for the world to hear them, for the international court to ask dictators to go and answer for what they have done; they are asking for everyone outside Iran to be their voice in any level they can.

MR explained that ASSITEJ Iran is part of the government because it is not an independent association, and their leader has been responsible for a lot of censorship in different art forms. She stressed that as an artist, she does not want to be in touch with the government in any level, therefore doesn't want to work with ASSITEJ Iran anymore. She expressed that she will always be there for Iranian artists and theatre-makers, but since she is distancing herself from the centre was not sure if it was possible to remain an EC member.

SG explained that MR's current position is as a candidate of ASSITEJ Iran, but it does not mean she represents them because once she has been elected as an EC member, she is a representative of ASSITEJ International.

BS asked if she could be a member of one of the networks instead.

SG mentioned the clauses in the constitution talk about becoming a member of another centre.

LV asked for background information to understand the situation: If MR had asked them to propose her as a candidate. He mentioned the national centre of Iran doesn't seem to have a membership organization and a board that votes but is run by a government agency.

MR explained she asked the centre to propose her, and they eventually supported her. She had to sign a contract with them stating she would cover her hair whenever she attended a meeting, and they would help her with flight costs. Her duty is to send back reports. She currently is the only one who shares news and calls from ASSITEJ to other artists in Iran and she has not received the promised travel support.

LV reinforced that it was clear MR had already distanced herself from ASSITEJ Iran when writing her opener in the latest ASSITEJ Newsletter and shouldn't be obliged to keep reporting back. LV expressed that it was better for MR to stay within the EC so that we could keep sharing that voice.

YB agreed that MR shouldn't have to leave the EC in order to distance herself from ASSITEJ Iran and suggested something official be written that MR is stepping out of ASSITEJ Iran so it can be included in the archives, and it is known that at some point there was a member of the association who decided to leave their centre because of the country situation, and this could be useful as an example for the future.



SK asked if MR had been removed from the centre, and if not that there should be something official saying she has resigned as a member of ASSITEJ Iran.

LM brought up the matter of ethics and relationships and what ASSITEJ International should do hearing there are injustices happening, or knowing there is a particular conflict that led someone to say they want to distance themselves. She mentioned it would be very powerful to archive the situation because in taking an official route, we are also making it known how we will engage with an organization not living up to expectations.

SG expressed support for MR's continuance on the EC as the person she is and what she brings. She asked MR that if there was a path that she felt secure about, they could talk further about next steps.

VOTE:

Does the EC agree to fully endorse Minoovash Rahimian's continuance as a member of the EC of ASSITEJ International if she leaves ASSITEJ Iran?
Unanimous vote in favour. (SG, LV, BS, SK, PU, YB, JDK, LM, ER)

18.4. Clarification of Treasurer's Report

SG expressed there was clarification needed on the treasurer's report received from EN, which was a verbal report and not written. It is important to make sure it's clear and clarification will be asked on the numbers and budget that EN shared.

19. Closure & Thanks

Addendum

ASSITEJ President's report: EC Meeting Hybrid - Jordan November 2022

Sue Giles AM: President

Observations

Lots has happened since we all met and one of the good shifts for ASSITEJ is that the systems we have been needing are gradually getting into working mode. It feels very good to have our four staff members working together and regularly meeting. A big welcome to Marissa who has joined the team. I would like to acknowledge and give credit to Louis and Chris especially as they work hard to meet the deadlines of the EU grants. It was an interesting time to as Europe entered into summer holidays after our big effort around Bibu and I felt very out of touch with our EC during this time, also realising the extra effort and concentration needed in this year when things are still rocky for many and lives have changed dramatically for some. Many thanks to all for stepping in especially for the EC members who have been part of representing ASSITEJ in international gatherings.

EC Business

- Creating agenda and approach with Secretary General , and presiding over Policy and Protocols working group
- Worked on Minutes for May and for the June online session.
- Worked with Roberto to create the legal digital identity Italian law needs to recognise ASSITEJ. This was a very frustrating bureaucratic exercise that kept Roberto and I going back and forth with documents and emails for some months, even after a tension filled online experience in the very warm offices of La Baracca straight after the Artistic Gathering. Success at last felt very satisfying. I have to say my one day in Bologna was delightful, despite mostly seeing the inside of bank offices.
- Building Collective Resilience: keeping in touch with the progression of ASSITEJ Activities; especially involved in Voices of Children and finding our External Evaluator Richard Sallis which was very satisfying.
- Meetings with ASSITEJ Serbia and Next Generation Network
- Part of the recruitment process for our Producer and Coordinator position – enormous thanks to all involved from the employment committee.

- Attendance at European Year of Youth Conference. Good meetings and conversations with other international associations and Creative Europe staff. Took part in three rotating seminar discussions.
- Asian Tigers strategy for regional development - initiative from Shoaib and Seok-hong continues with our third Asia meeting under our belts and the conversation deepening as we get to know each other. Very keen to involve our regional group in the Diversity Benchmarking project as the last conversation was around inclusion. Lots of diverse experience and approaches, as well as diverse social policy in this region.
- Meetings with ASSITEJ Jordan in the lead up to this meeting
- Meetings with Ernie about the ongoing ASSITEJ Financial web.
- Meeting with Sara Morgulis TYA/USA
- Final version of National Centre Toolkit achieved – enormous thanks to Seok-hong for pushing through the last design elements with the wonderful Selim. I also contributed the wage for someone to proof read the document and tidy it up for final layout.
- Conversations with Johanna Benz and Louis around the BCR logo - thanks to all EC members who took part in the discussion on WhatsApp. We now have a creature!
- Worked with the team on the ASSITEJ logo refresh discussions - many thanks to Shoaib for the suggestion of the designer. It was great to work with another perspective and someone who put a lot of interesting analysis into his approach.
- Working with Chris and Roberto to create international payment system - successful after many attempts, with a system called Soldo.
- Worked with Roberto and Louis to further the process around Constitutional amendments in preparation for the Jordan Meeting. Prepared message for Members in order to share the suggested amendments. Special General Assembly is mooted for January but we'll decide that this meeting. Huge thanks to Roberto who is working so hard to make our future more secure and possible by these changes – they have been a lot of work.
- Working on ASSITEJ Serbia MOU for 2023 - updating and reviewing of MOU generally is necessary to include new activities and approaches.
- Attendance at Coffee Sessions and Umbrella sessions

Speaking opportunities/invitations:

- Message of welcome for ASSITEJ Korea International Summer Festival
- PAYPA ASSITEJ New Zealand Keynote talk for Capital E TYA artists' residence



- Presentation and workshop for Regional Workshop in Indonesia as part of Pesta Boneka and Babel: the Art Of Listening
- Opening message for Bibu Report

International Networking

- UNESCO contribution draft prepared. Many thanks to Lalu for attending the UNESCO meeting.
- Europe Performs advisory group

ASSITEJ Australia

- Board member of our National Centre Theatre Network Australia.
- Head of ASSITEJ Advisory Group – a national group of practitioners either in Theatre for Young Audiences or Youth Arts
- Worked with several TYA companies to create a specific case for support for the sector to Government.
- Meeting with Tony Burke our new Arts Minister
- Further development of the first Nations TYA sector continues

President's constitutional duties

11.2 The President shall:

11.2.1 Preside over all General Assemblies, Special and Executive Committee meetings;

11.2.2 Work towards the realisation of the aims of ASSITEJ, as determined by the General Assembly, through implementing the policies of the Association, and proposing projects and practices to accomplish these;

11.2.3 Lead and manage the activities of the Association through motivating and directing the work of the Executive Committee, in alignment with the working plan as adopted by the General Assembly;

11.2.4 Work to ensure that ASSITEJ maintains and develops international and regional contacts through networking, and actively seeks out opportunities that will serve the members of the Association;

11.2.5 Work to ensure that ASSITEJ develops and maintains relationships with relevant stakeholders in theatre and the performing arts, education and children/youth affairs, for the good of the Association;

11.2.6 Propose fundraising strategies, and together with the Executive Committee, work towards the financial and organisational sustainability of the Association;



11.2.7 Communicate the vision of the Association to members, interested parties, the media and the broader public;

11.2.8 Represent the Association at regional or international meetings, or delegate an Officer or member of the Executive Committee to do so on his/her behalf;

11.2.9 Sign or countersign cheques, correspondence, applications, reports, contracts and other documents on behalf of the Association, being entitled to delegate some of these functions, totally or partially, to the Treasurer or Accountant, with explicit mandate of the Executive Committee.

11.2.10 During voting procedures, take the deciding vote in the event of a tie, when decisions cannot be taken by simple majority.



Secretariat REPORT
EC meeting in Amman, Jordan
November 2022

This report lists the most important activities in the secretariat since the EC meeting in May 2022 at Bibu.

Employment of Project Producer.

A big welcome to Marissa as staff member of ASSITEJ!

The Employment Committee (Seok-hong, Emilie, Ernie and Shoaib) with president, and Secretary General have:

- Created the job call
- Evaluated the applications (99 in total), and run two rounds of interviews (See report below)
- Created the contract together with Marissa. The contract is a service level agreement for one year with the possibility of extension. The contract was drafted by the Financial Director (Roberto) to comply with Italian law with feedback and approval from the Employment Committee

Building a team and developing management procedures

- With all four staff members employed we now have the feeling of being a team and tasks are being divided between us and knowledge shared across the team members.
- We have weekly staff meetings on Zoom all Mondays at 5 pm CET (this might change to 4 pm CET because Marissa has moved to Mexico City. All EC members are welcome to attend.
- The staff has implemented the project management platform called ClickUpp. The EC working groups will now be invited to use this platform.
- A new format of the EC-Book is being tested. The intention with this format is to adapt to a reality where many decisions are made outside EC meetings both by staff and EC working groups. It has the format of an online form (typeform) that is filled in and automatically exported as an edited word document.

The purpose of the EC book is to

- document major actions of the association in front of Italian law.
- Make major actions and decisions visible to the EC as the governing body of ASSITEJ. This document will be available for EC members to

continuously follow the activities and all actions will be ratified at the EC meetings.

- The administration and induction of new members and membership applications is now being driven by Marissa with support from LV, SG and relevant EC members.

Financial management procedures

- A series of procedures must be followed to provide accurate and sufficient reporting in front of Italian law, a potential EU audit and our membership (see the procedures at the end of the report as described by Roberto). The necessity of this has grown with the growth of the budget with the new EU funding.
- These procedures have not been fully followed in the first half of 2022 due to insufficient management systems and very short time between EU grant signature on 23 February 2022 and first activities starting on 17 May 2022 at Bibu. This has given extra work to staff members to retrospectively recover the necessary documents etc.
- Another issue has been finding a way for relevant EC members and staff to make payments and purchases. Until now it was only possible to have one credit card from our Italian bank which was in the name of Roberto as our administrator. This meant that all expenses administered by other people that Roberto required payments made by ASSITEJ Denmark (related to LV), Performing Dialogue (related to CBB) or the personal accounts of staff and president. This payment method also added an extra admin burden related to the reimbursement procedures that it implied.
- To resolve this more than 30 online payments systems were studied. Finally, the service called Soldo has been identified as a promising solution and the first 5.000 euros have been transferred to open the account and start using the service. Our bank in Italy will still hold the vat amount of our liquids - funds will only be transferred to Soldo little by little as needed for the activities.
- It is the hope that Soldo can also serve as an expense reporting platform providing us with a system to comply with the financial management procedures presented by Roberto.
- The current users in Soldo are Sue (president), Ernie (treasurer), Roberto (administrator), Louis (Secretary General) and Chris (staff member).

Co-financing

ASSITEJ International is missing a part of the co-financing for Building Collective Resilience.



- Work will be done during this EC meeting to define how much co-financing can be found within the regular ASSITEJ Mission budget.
- Chris wrote an application with input from Louis to the Nordic Culture Fund. If the application is successful, this grant would cover the missing co-financing.

Project communication with Creative Europe

- The Secretariat has uploaded the following deliverables related to Building Collective Resilience (all have been circulated to the EC after submission):
 - Voices of Teenagers year 1 (Activity at Bibu)
 - Voices of Children year 1 (Activity at Bibu)
 - Strategic Invitations year 1 (Activity at Bibu)
 - Next Generation Programme year 2022 (Activity at Bibu)
 - Interim Research Report (valuing TYA)
 - Monitoring and Evaluation Strategy
 - Social Media Strategy
 - Branding Strategy (including new logo, ASSITEJ glossary, illustrations, Images)
 - Baseline evaluation from external evaluator
 - A Pathway to Artistic Creation for Early Years (created by Small Size Network as “affiliated entity” in the project).
- A postponement of a set of deliverables has been requested due to the change of date of the Artistic Gathering in Serbia. The project officer of the Creative Europe has requested ASSITEJ to submit these changes as an amendment.

Engaging with the EU-Commission

The new role as an EU funded network implies a role as interlocuter with the EU-Commission, the Policy Units of the Commission, and the executive Agency of Creative Europe (EACEA). The Commission wishes us to give input to their cultural programmes and policies and are with that purpose calling for regular plenary meetings for all EU supported networks. On 14 October 2022 Louis attended the first plenary meeting in Brussels (Chris attended online). All networks presented themselves and specific topics were discussed.

ASSITEJ received significant attention. Specifically, there were conversations with

- the officials of the policy units about the potential for cross-over between educational and cultural programmes and policies.



- With the REMA **Early Music Network** and JMI to start conversations about a children's culture collaboration potentially related to the point above.
- Culture Action Europe inviting us to contribute to their actions related to mental health.
- With relevant officers about the current call for tender of so-called Cascading funds for Ukrainian children inside and outside Ukraine.

Communication with Bibu

Sue and Louis have been communicating with the Bibu team about

- The narrative report for Bibu and AAG2022
- The narrative report for Voices of Children
- The in-person participation in the present EC-meeting.

Support to working group activities

- Staff has supported promotion and hosting the Coffee Session on diversity taking place on 7 and 8 November 2022
- Communicating about the Umbrella Session focused on the Next Generation Network on 30 October 2022.
- Collaborated with the Communications Working Group about the logo refreshment and document templates.
- During this Umbrella Session the refreshed ASSITEJ logo, the ASSITEJ Glossary, the new illustrations and the National Centre Toolkit was shared and sent to all National Centres and ASSITEJ Networks.

Fundraising campaign

The secretariat has followed up and communicated about the fundraising campaign for members and children in Ukraine. It has been promoted in the October newsletter and in an email to all European Centres.

The campaign has per today raised around 1.000 Euros that will be sent to ASSITEJ Ukraine.

The campaign has raised questions to be discussed later in the agenda.

Communication and Translation

- Newsletters and corresponding posts on the website have been sent in July, October, November, and a special mailing about the Coffee Session in November.
- Social media (incorporating new branding identity, responding on messages, starting to create posts).



- Work on Website including sitemap (See more in working group report)
- Translations to Spanish of the National Centre Toolkit, newsletter/website items, openers with help from Marie Inés (ASSITEJ Argentina) and Gonzalo Moreno (ASSITEJ Spain)
- Translations to French of the newsletter openers by Emilie Robert and Yannick Boudeau.

Regional workshops & the Babel project

The secretariat and the Babel project team has

- made a coordinating meeting with all hosts of the regional workshop funded by the Babel project. The workshops take place in Indonesia, Uzbekistan, Jordan, South Africa, Brazil and Cuba.
- Coordinated payments, reporting and the vision of a regional workshop with the local organizers in Indonesia (October) and Jordan (November) (see more in the Babel project report by YB).
- Support by ASSITEJ staff to the Babel coordinator (Tabitha Burke employed by Teatercentrum) in producing the project glossary and social media strategy for Babel, as well as general support in navigating ASSITEJ and the EU portal.

Meetings

- **European Year of Youth plenary Meeting**

Place: Zoom

Date: 2 June 2022

Louis Valente & Julia Dina Hesse

- **New European Bauhaus festival - informal meeting EU-Networks and EACEA**

Place: Brussels

Date 9 June 2022

Informal sharing/networking

Present from ASSITEJ: Yannick Boudeau

- **Perform Europe Impact event**

Place: Brussels

Date: 13 June 2022

Present from ASSITEJ: Louis Valente (Advisory board), Bebe de Soares (IIAN, project partner) and Nishna Mehna (IIAN, Project coordinator).

- **National Centre Meeting, ASSITEJ USA**

Place: Zoom

Date: 29 June 2022

Present: Sue Giles (ASSITEJ Int), Sara Morgulis (ASSITEJ USA).



- **National Centre Meeting, ASSITEJ Netherlands**
Place: Zoom
Date: 30 June 2022
Present:: Sue Giles, Louis Valente (ASSITEJ Int), Jan Banstra & Ellen Bloom (ASSITEJ Netherlands).
- **African Regional Focus**
Place: Zoom
Date: 1 July 2022
Present: Pamela Udoka (ASSITEJ Int. & ASSITEJ Nigeria), Seloane Mokuku (ASSITEJ Int. & ASSITEJ South Africa) Etoundi Zeyang (ASSITEJ Cameroon), Louis Valente (ASSITEJ Int.),
Short summary: An online Acyta meeting with translation was agreed to identify the dates for an EC meeting in an african country between February and August 2023. EC members were invited to The national Theatre Festival of Cameroon in Douala, Cameroon 8-13 December 2022. Etoundi presented a project idea where 4 festivals in different parts of Africa receive support to mobility of companies or artists and 1 EC member. A project to run over 2 years.
- **Culture Meeting Mors / Kulturmødet Mors**
Place: Nykøbing Mors, Denmark
Date: 27 August
Speakers: Ditte Felding, Teaterhuset Filuren / Louis Valente, generalsekretær ASSITEJ DANMARK & ASSITEJ International / Marion Vick, teaterleder Teater Apropos / Saxe Lomholt, Head of Creative Europe Desk Danmark. All from Denmark
Short summary:
A public panel about presenting Building Collective Ressilience and departing how the project can create synergies in the national performing arts community in Denmark.
- **Meeting with Young Dance Network**
Place: Zoom
Date: 29 August
Participants: Sue Giles (ASSITEJ), Louis Valente (ASSITEJ),
Short summary:
 - Sharing information about Building Collective Resilience and how this can support YDN
 - Info about AAG 2023.
 - The relationship between YDN and Assitej International:
 - we are trying to figure out how to deal with communication with in the most efficient way, specifically for the AI events. Is there a best way you would like us to communicate with you?
 - Support to internal conflict resolving
 - Relation to between networks and National Centres.
 - YDN opening up process
- **Meeting with ASSITEJ Sweden & Bibu**
Place: Zoom
Date: 6 September 2022



Present: Louis Valente (ASSITEJ Int.), Niklas Borefors (Bibu), Irene Grenn (Bibu), Niclas Malmcrona (ASSITEJ Sweden)

Short summary: Conversation about the legacy and reporting of AAG2022&Bibu. Preparation for the reporting at the EC meeting in Jordan.

- **Meeting with Next Generation Network**

Place: Zoom

Date: 9 September 2022

Present: Aamir Nawaz, Nina Hajjiyanni, Sonja Petrovic, Diana Kržanić Tepavac (From NG Network), Sue Giles, Julia Hesse, Minowash Rahimian, Louis Valente and Shoaib Iqbal (From ASSITEJ Int). Short summary: Conversation about aims and objectives for the NG network, mechanism for cooperation and the coming Umbrella Sessions.

- **Meeting with ASSITEJ Sweden & Next Generation Network**

Place: Zoom

Date: 13 September 2022

Present: Aamir Nawaz (NG Network), Linnea Lidberg (ASSITEJ Sweden), Minoovash Rahimian (ASSITEJ Int & NG Network), Louis Valente (ASSITEJ Int). Short summary: Collecting and discussing learnings from the Next Generation programme at Bibu & AAG2022

- **Small Countries Network Meeting**

Place: Zoom

Date: 19 September 2022

Present: Selloane Mokuko as moderator (from ASSITEJ Int),

- **Meeting with ASSITEJ Norway & Finland**

Place: Zoom

Date: 11 October 2022

Present: Tanja Turpeinen, Ingvild Lien & Theis Irgens, Louis Valente

- **Meeting between ASSITEJ and project officer for Building Collective**

Ressilience

Place: Brussels

Date: 14 October 2022

Present: Louis Valente (ASSITEJ) & Iwona MICHALKIEWICZ, Deputy Head of Unit (substituted Danijela Jovic).

- **Plenary Session #1 - Creative Europe Networks**

Place: Brussels

Date: 14 October 2022

Present: Louis Valente (in person), Chris Blois-Brooke Online, Creative Europe funded networks, representatives from EACEA, representatives from the EU-Commission (policy unit & Creative Europe unit).

- **Meeting with host of regional workshop in Brazil**

Place: online

Date: 17 October 2022



Present: Louis Valente, Roberto Frabetti, Yannick Beudeau, Agalia Push, Margot XX,

- **Meeting with the Chair of the Danish Arts Foundation, Gitta Malling.**

Place: Copenhagen

Date: 7 Nov 2022

Present: Gitta Malling (Danish Arts Foundation - cofunder of ASSITEJ International), Louis Valente (ASSITEJ).

Short summary: Presenting the research working package of Building Collective Resilience & talking about national synergies to be gained from the international momentum - especially related to diversity, Small Scale Creative Europe funding and artistic development of TYA in Denmark.

Impact on ASSITEJ Denmark

- The new EU Status has helped ASSITEJ Denmark to regain funding from the Danish Arts Foundation. ASSITEJ Denmark had been without funding for two seasons.
- The new situation has also generally generated attention in the national performing arts field, added to our skills on the office and opened doors to new cooperations.
- Our success has maybe contributed to a new policy of the Danish Arts Foundation in the areas of the performing arts to initiate a procedure for automatic co-funding of Creative Europe projects.

Louis Valente, Marissa Garay & Chris Blois-Brook
9 Nov 2022

ECONOMIC FINANCIAL MANAGEMENT PROCEDURE (drafted by Roberto Frabetti)

Rationale:

To ensure that administrative management has all the information it needs to deal with contractors, suppliers, grantees and others quickly and efficiently and at the same time be able to prepare clear, complete, relevant, legally correct documentation (both from a fiscal and labour law point of view) for anyone who wants to see it, be they ASSITEJ members, the various authorities (fiscal, labour, third sector), auditors or the European Community.

Every transaction must be traceable and one can no longer move in a dimension in which the context in which transactions take place is not made clear, because this

prevents transactions from being carried out correctly, particularly with regard to VAT.

1) Once a contract has been made (by Louis or Chris or Marissa or me), or a selection made by an ASSITEJ committee, it is advisable to collect the data necessary for the subsequent steps (payment and archiving), perhaps by drawing up a simple sheet that contains

- Name of supplier or service provider
- Nationality
- Subject of the service
- Amount VAT included
- Do it issue an invoice?
- When will the invoice be issued (end of the service)
- Time of payment
- Possible cost chapter (if easy to remember)
- An e-mail address and a contact person to proceed 2) If there is a Call, it should be checked in advance to avoid conflicts with Italian labour law.

3) If there is a contract with a natural person, check that it complies with Italian labour law.

If it is with a company (even a personal one) you can proceed directly.

Remember to send the administration a copy of any contract signed by the parties (!)

4) Notify the supplier or service provider of the documents and data to be sent for payment:

If Company:

- Tax residence certificate (once every calendar year)
- Form D - Legal persons (once every calendar year)
- Bank details (only the first time, if not changed)

If Natural Person:

- Tax residence certificate (once every calendar year)
- Form D - Natural Person (once every calendar year)
- Bank details (first time only, if not changed)
- Copy of Passport

4) Payment will only be made once all necessary documents and data have been received.

5) Once Costs and Payments have been accounted for, it will be possible to update the Budget and check its progress. The method of accounting (chart of accounts) and the timing for monitoring progress should be agreed upon.

6) For small expenses, we can of course proceed directly

- with one's own credit card and subsequent request for reimbursement.

- with a company credit card (if we can get them)

In this case the procedure is limited to sending

- copy of invoice or receipt
- copy of the payment incurred (statement) whether made by company card or own credit card

7) For payments relating to services, it is always best to make the payment by bank transfer and therefore require

- invoice or receipt
- tax residence certificate and Form D
- copy of passport (if natural person)
- bank details

8) Reimbursements. It would be appropriate to use the form provided, attaching a copy of the invoice/receipt and the payments made (this element is very important to justify that it is a reimbursement and not a hidden fee)

9) Header of Invoices

- Costs incurred on behalf of ASSITEJ: must bear the header of ASSITEJ (registered office), they may not bear that of an individual or others, such as Assitej Denmark.
- Costs incurred on behalf of others (see cooperation with IIAN): must bear the header of the final payer and if possible for information that of ASSITEJ. Incorrect header will lead to VAT charges.

10) In the case of collaborations (e.g. that of IIAN), in which one incurs costs for the other, it is advisable to formalise (simple contract) the contents and modalities of the economic exchange.

11) It should be borne in mind that the Administration finds it difficult to operate in financial relations of which it only becomes aware once the interchange has already begun. Unless, of course, they are very simple or routine operations.

12) In the case of AAGs when a great deal of expenditure is concentrated, it is advisable to proceed calmly, coordinating expenditure within the budget and the formalities, avoiding a repetition of what happened for AAG 2022, which leads to the production of documents that are sometimes completely unjustifiable. Therefore, it is advisable to use the bank transaction as much as possible after receiving a note or invoice showing the correct header and taking care of the quality of the expense documents, even in the presence of credit cards.

13) It is also advisable that anyone who skips the confrontation with the administration, using their own card or the instrument of reimbursement as may be the case for AAGs, takes responsibility for the specific budget.

14) Equal care must also be taken in the provision of information for each type of revenue.

ASSITEJ ONLINE WORKING GROUP: UPDATE REPORT

Online May - October 2022

Working group Name	ASSITEJ online
Group	Ernie Nolan, Emilie Robert, Chris Blois-Brooke

ITEM	Description	Notes	Person Resp	Due Date
Coffee Sessions	background	It is now (as) clear (as possible) that the Coffee Session must offer good practices, resources and even knowledge to the artists and practitioners worldwide. They are organised by our working group but the content may mostly be delivered by experts or people simply engaged in the issue. These people may get some money for that. This must be confirmed by the EC in Jordan. Regarding the content, we think it would be interesting to have one issue per season or to have two on a 2 years-round.	Ernie, Emilie	
	next CS	The next C S will stand on the 8th of November. It will be about Diversity, Equity, and Inclusion in artistic collaboration. How can we foster the best environments for intellectual inquiry and artistic expression? Speakers will be Shavanna Calder, Michael Bobitt and Elisha Beston They may be speakers for the next CS, to go on with the issue, especially as we had very few time	Ernie, Emilie, Louis, Marissa	Nov

		to prepare this one with them (speakers were decided late).		
	next step?	The last CS of the year will be on the 7th of December. It should be a 2nd round on the same issue as the previous Coffee Session		Dec
Assitejonline.com	preparation work	Chris put in the drive, after discussing with the National Arts Festival, all the materials from the Congress, and later Bibu's. The group decided to watch all and make a selection to be offered free to the members at first, in autumn. Later some fee should be paid (to be discussed with the EC). Congress materials have been divided in 3, so that Ernie, Chris and Emilie share the selection. End of October, 60% has been done: it needs a lot of time, as hours of meetings, workshops, talks, etc have been recorded.	Ernie, Chris & Emilie	Nov
	platform	Chris discussed with many software application providers. It is also the right place for archives and academy. It must look very different from the event platform, so that the offer is to clear to our members. Work will be done in autumn regarding CRM. Uploading archives is also an issue.	Chris	Nov

Communications WORKING GROUP: REPORT

November 2022 / EC Meeting in Jordan

Working group Name	Communications
Group member	Tatiana, Shoaib, Paulo, Seok-hong, Marissa

ITEM	Description	Notes	Person Resp	Due Date
WDT Campaign	Logo Renewal	Not much budget for hiring a new designer. Using personal connections? A designer of a team member's organisation was approached, and we got a positive answer on a <i>pro bono</i> base. We hopefully can get a draft at the end of November.	SH	31 Jan. 2023
	Message	Getting messages from so-called <i>celebrities</i> is always problematic. As an alternative, messages from young people had been suggested and last year (2021) we had messages from 4 young people. Should we keep this?	All	Feb 2023
	Video	This year (2022) we collected young people's voices, and Shoaib combined these with the previous video materials and created WDT film successfully. The team should discuss how to make the film for 2023 again.	All	Feb 2023
Magazine Online	Call	(Suggesting proposal) Announcement : December Newsletter	Paulo/ SH	31 Nov.

		Deadline : March 2023 Theme: Regenerating_Connecting Voices		
	Publishing	Monthly regularly from June to November 2023 (*We have to think about accessible ways of publishing)		June 2023
	(Etc)	Another new call for Congress 2024 might be in August 2023???		
ASSITEJ Logo	Renewal	As you all know, Shoaib has introduced a wonderful Pakistani designer, and now we have the nicely revised logo and other materials.		Septem ber 2022
Communic ation Strategy	Template	We created the communication strategy template through a survey to the ECs and members. However, a lot of details should be added.	All	
Homepage Renewal				



Report Network working group_ November 2022

(Julia, Jon, Cristina, Minoovash)

_ The First on the ground umbrella session in Helsingborg.

_several meetings with the NG network for preparation for their umbrella session, and discussed about how they could grow more and connect more with Assitej and NG programs.

_Hold umbrella session on Oct 30th. In two time zones and had about 40 guests in general.

_meeting with Linnea, Louis, Aamir. Discussed the strength and weak parts of the NG program in Bibu. We decided on making a template for the coming programs. Festival organizer and EC should be more connect to make this program together.

_Working on preparing the next umbrella session in December. It will be about all Assitej Networks.

_Wrote the opening of the Assitej newsletter Oct.

POLICIES, PROTOCOLS AND FUNDRAISING WORKING GROUP:

Summary:

The impact of the EU grants has made the work of the policies and protocols group more focused and perhaps more urgent in particular areas.

There is an increased need of policies and protocols to address the conditions and approaches of workers and participants, as well as our public face

Urgent this week

Constitutional changes -all

[MOU for Serbia and Cuba draft](#) - Sue

Applications for grants

Relationship between budgets and financial procedures – also who is doing what. When Roberto is here

Checking the ASSITEJ glossary – Bebe and Yannick

UNESCO – bebe and Lalu reports - we didn't talk about this - add into representation of ASSITEJ item.

Policies.

Working group Name	Policies, Protocols and Fundraising
Group	Louis Valente; Sue Giles; Bebe de Soares; Yannick Boudeau; Lalu Mokuku; Ernie Nolan

ITEM	Description	Notes	Person Responsible and date
ASSITEJ Gatherings/ Congress	Serbia FAS	MOU update BCR addendum	Sue to draft, November 2022 send to EC
	Cuba	MOU Draft for Cuba	
Fundraising	Campaign - Take a Child to the Theatre	Build the campaign into the world day tool kit - early communication to national centres and festivals - audience donating 1 Euro/1 dollar whatever works for the	LM and BDS Comms working group - discussion End of Jordan

		<p>context of the centre. region specific currency Focus on festivals to engage them into the campaign across world theatre week Create a personality around the campaign Do we have a link with UNESCO? For promotion Re-name? Take a child to the theatre taking theatre to the child</p>	
	Fundraising future	<p>Research into new grants – ongoing</p> <p>New application to Creative Europe Network grants - timeline?</p> <p>EU cooperation – possibly further down the line</p>	<p>YB and LV BDS</p> <p>ALL</p> <p>possible consultant outside our org? Pro rata – or Yannick</p>
Friends of ASSITEJ	Donors	<p>Re-invigorate – re-launch! If we think it works</p> <p>Update the website to reflect current dates. Remove bronze & silver Friends from the website if they have not donated in the last year (bronze) or three years (silver).</p>	

		<p>Keep the lists to be able to track and follow up with previous Friends of ASSITEJ.</p> <p>Can we create more dynamic Facebook campaigns for individual giving – national centre run for specific purposes? Local not global?</p> <p>Make a proposal to EC to close this and identify a new donation program perhaps? Or re-launch</p> <p>Discussion on our culture of member financial engagement in ASSITEJ</p>	
Manifesto		<p>ASSITEJ Manifesto: making it real – action around this plus how we use it in other ways eg: examples from members, placement in speeches, printed version for handout to ministries. Also review and refresh language and context</p> <p>Audit on how people use it</p>	January 2023 - with Comms
Sub-themes proposed at 2021 Congress	Inclusivity and Access	<p>BCR grant activities.</p> <p>Access committee (and relationship to IIAN)</p> <p>IIAN relationship - what is this?</p> <p>Coffee Sessions</p>	

	Equity	Strategy for task-based action around increasing equity : Equity action plan Equity economic strategy – the form and have we implemented it? Send to lalu	BDS Yannick or bebe to send to lalu
	Participation of children and young people	Child participation group proposals have been collected and shared with EC Best practice, resources collected - added to across time - where does this get kept? Child safety policy created and toolkit on how to work with this policy. BCR – Voices of children Voices of young people Babel project International influence from ASSITEJ	SG
	Language and Translation	Review where we're at Language networks...? There is action here through translation AI translation – Chris is working on it More comms with members about what we are doing	SG YB
	Sustainability	Sustainability committee _draft an ASSITEJ toolkit.	

Finances	systems	Communication system between Roberto (Administrator) and Ernie financial policies: reimbursements, invoicing etc membership EC expenses incl. travel	
ASSITEJ awards	Artistic Excellence Award	Focus early on awards for world congress. Criteria and process for artistic excellence – re-name? need to work with Eek family New awards: the Valeria Frabetti Award for Early Years theatre - discuss	Lalu chair Timeline: need call document to be ready June 2023
Advocacy	Developing a clear Advocacy position for ASSITEJ	See Drive for document on Advocacy Website: Design the Why page? Impact for Children/ Impact for Artists Role of artists in society - part of resilience building and recovery Making all our members confident advocates Identify different targets for advocacy Research work through Building collective resilience	SG Communications

		<p>More news of where assitej is influencing and our actions – internal advocacy</p> <p>Looking at social media - especially for young people</p> <p>Childrens culture alliance – make connections around advocacy</p> <p>JMI, early years music</p>	Louis – analysis around connections with EU funds
Handbooks and Toolkits	National Centre Toolkit	National Centre Toolkit: Finished. Will need updates after constitutional changes	SG SK
	Policies and Protocols Handbook	The new MOUs would need to be added to the handbook. It needs to be designed. Updates after Constitutional changes EC policies handbook	SG
	Sustainability	Connect with Sustainability committee	deadline 2024 cuba
	Networks toolkit	Start with Umbrella session – networks discussion Draft of toolkit from EC	SG + Ginni, Paulo, Nishna, Minoovash
	Access and inclusion	Draft for toolkit then hand over to IIAN and Access committee to feedback	June 2023 - Sue
National Centre Engagement	Reports	Re-shape form for annual report from National Centres. What is it we need to find out? How	YH

		<p>short can we make the form?</p> <p>Integration with Salesforce - Chris</p> <p>Analysis of tools we can provide national centres - towards new application</p> <p>One on one membership meetings</p>	New eu application
ASSITEJ as an international organisation	2021 - onwards	<p>Report on the difference BCR has made.</p> <p>Representation of EC at international gatherings</p> <p>UNESCO engagement</p> <p>Babel project influence through regional workshops</p> <p>Annual meetings update from ASSITEJ EC</p>	
Constitutional amendments	2021 - 2024	<p>Constitutional changes for entry into Third Sector - approval by EC and calling of a special general assembly</p> <p>Rationale for members and sharing of changes well in advance</p> <p>Constitutional committee to address questions</p> <p>Sharing with some individuals or regions to get a pre-response?</p>	<p>EC vote Jordan SGA January</p> <p>Send members notification, changes and rationale Dec</p> <p>Timeline urgent - done</p>

Financial arrangements with Networks	IIAN, ITYARN, YDN etc	<p>ASSITEJ can house the mechanism on our website to make it easier for networks to receive membership fees. Update on the status of this?</p> <p>This is a slow burn – we need to address these requests as they come.</p>	LV/ EN
Membership fees / Solidarity fund	All	<p>Look at fee changes - scales of capacity</p> <p>Simpler expression of solidarity fund</p>	
Funding for EC members		<p>Equity for EC members to participate - how can we raise funds for their participation?</p> <p>Look at the effect so far of grant funds and how we spend them -new economy around the world.</p> <p>Ernie creating new travel policy</p> <p>Hybrid engagement into the future.</p>	LV to make proposal
New Policies/procedures		<p>Child safety, cultural safety</p> <p>Work place health and safety</p> <p>Criteria for creating Political or principle</p>	<p>Lalu sue send stuff to Lalu - done</p> <p>Sue</p> <p>EC</p>

		<p>statements on behalf of the Association</p> <p>Logo/branding policy – use of logo eg: proud member of ASSITEJ . A new logo for use of members who are not doing an assitej project</p> <p>Get rid of current policy and create new guidelines</p> <p>Compensation policy for speakers at coffee sessions. Currently 150 USD per speaker (plus Vat our side)</p> <p>Guiding principles for artistic recompense for workshops - case by case and equity considerations</p> <p>Visa policy in folder</p> <p>What is the policy on proxies - constitutional changes</p>	<p>Bebe, shoaib and chris</p> <p>Bebe</p> <p>Bebe Yannick and LV to send information</p> <p>Yannick Bebe</p>
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ACCESS COMMITTEE – Jordan Report November 2022

Towards Serbia (& Cuba)

The Serbian Artistic Gathering will take place in November 2023, which is closer to the World Congress in Cuba. The Access Committee will need to work in tandem, with shared focus on both festivals. This means timing and digital platforms must work for both countries to be of value, and not ask committee members to have repetitive meetings.

Access rider drafted and ready for use.

Actions

Enriching representation

- Open call from the Executive Committee of ASSITEJ through all members and networks for new members who have lived experience and/or significant experience within one of the Committees four focus areas.
 - Do we need a process where people apply to be selected? Or a meeting where people can come and hear more about it and then apply?
- All current Committee members explore their networks and create recommendations of potential new members.
- All members to complete an access rider. This a document detailing any access needs, ensuring members can participate fully.
- Create a simple induction pack including;
 - a short profile of each member
 - their access rider
 - how and why the access committee operate, and
 - expectation/commitment of members.
- What is our ideal representation within each focus area? 2-4 people?
- With the Serbia Artistic Gathering now at the end of 2023, there is scope for the Committee to spend a small amount of time developing how we capture evaluation and disseminate learnings wider. Who would be part of this working group?
- Schedule all meetings with a single, recurring meeting link – Confirm day/time with both host nations.

Timelines

December 2022

- Call out for representation. What is the appropriate format with this?
- Schedule meetings in agreement with Serbia & Cuba for Jan, Mar, May, Jul, Sep and Oct at times that work for Serbia & Cuba.



(continues with Debrief in Dec, and Cuba only meetings in Jan. Mar, Apr).

- Send Access Riders and Info sheets out to completed, and then shared with the group.

January 2023

- First meeting (to include discussions of how learning is captured and disseminated).
 - Could the Access Committee, IIAN, Serbia & Cuba host Umbrella sessions on access in Int fest? An exploration of what we're missing (breakout rooms are each of the 4 focus areas).
- Also France 2025?

Sustainability Report

Emilie, Yannick, Julia

- As the Artistic Encounters were centered on several aspects on the relation between sustainable transformation and TYA we ended the last session by asking for goals and objectives for our International Assitej members they would like to address in the future
- We also announced the creation of a sustainability committee in the last encounter as well in as in the June 22 newsletter
- We already agreed on having Kirtana Kumar from Bangalore, India and Moussa Thiam from Dakar, Senegal onto this committee. Moussa was on ground in Helsingborg and Kirtana wrote an article for Assitej magazine and. held an online workshop on „green theatre pedagogy“ (called a theatre pedagogy of my own) at her farm near Bangalore
- These people got in touch with me announcing their interest in being part of this committee: Stavros Stavrou (Cypress), Kirstin Hess (Germany), Tanja Turpeinen (Finland) , Shaili Sathyu (Artistic Director Gillo Repertory Theatre, India), Robert Chirima (Zimbabwe)
- I answered all of them welcoming them into the team and announced getting in touch, which I am planning to do directly from Jordan as soon as we talked about our next steps in this area
- SHIFT eco-label: We have the opportunity as international Assitej to become part of the pilote project and phase of a new European sustainability program that came out of the SHIFT project and is a collaboration between the SHIFT steering group with experts from Carbon Scotland and Green Leisure Group from the Netherlands.
- I attended the session on 20th October to see if we are fitting into this program which is basically a training and formation of International (european) organisations that want to go for more sustainability in their work and get trained and certified with an official eco-label.



- I am very much in favor for Assitej International to become part of this pioneer group that will start action in the beginning of 2023 to get audited for the label in spring 2024. I would very much appreciate to be responsible as Assitej's „green person“ to form also a green team (which should be or be in touch with the sustainability committee) and take part in this SHIFT processes.
- I emailed to the steering group to ask some important questions we had regarding our global commitment not being reduced to european perspectives and also the chance to take our final decision during this meeting in Jordan and got some quite encouraging answers, too.
- For better understanding you can check out the SHIFT eco-guidelines https://shift-culture.eu/wp-content/uploads/2022/02/SHIFT_Eco-Guidelines_Environmental-Sustainability.pdf
- or go though my notes I took during the kick-off session:

Shift kick-off meeting EU

Notes by JDH, 20.10.22

- Shift: consists of nine international and European cultural networks and platforms that have come together to take Climate Action. The goal of the networks' cooperation is to develop and implement a framework consisting of **environmental guidelines for cultural networks**
- Letter of intent: the undersigned European and international cultural networks recognise the ecological footprint associated with operating a cultural network. They contribute to follow the SGDs, especially 11-17.
- Guidelines maintain opportunities for action in these areas:
- Business travel - accommodation -events (including venues, catering etc.) - office use - organizational carbon footprint budgeting - social contributions and measures to create awareness - sharing this work with wider cultural community



- Shift partners agree to become ambassadors of the project and will work together to achieve the goals in the guidelines. They might form a green team within their organisation
- Certification/Ecolabel: scheme will entail a data-driven, biannual external audit and annual refresher training sessions. (Ideally by local auditors), Certification can only be carried by organizations that successfully submit to the audit process and refresher workshops
- Every participant has to finance their process and audits with annual fee approx. 2000€
- Shift works with Green Leisure Group, Netherlands and Creative Carbon Scotland.
- Focussing on International organizations, later national or local possible
- Guidelines for networks are just in time as they are asked for a lot, also by funders recently
- First networks are already implementing the guidelines which will be regularly updated by SHIFT
- <https://shift-culture.eu/achieve-environmental-sustainability-in-your-work/shift-eco-guidelines-for-networks/>
- Full commitment: Co-develop of certification for networks, implement guidelines, participate in trainings and audit, receive certificate, contribute with your own financial and human resources
- What if we cannot commit fully to the process?
- You can join the certification later: implement guidelines, participate in trainings and audit later, not yet
- But you won't be able to shape the certificate from the beginning in your needs
- Or: only implement the guidelines, no shaping, no training, no certification, no financial contribution



- Outside once own participation: circulate the guidelines and material of SHIFT with your members and partners, everyone is free to adapt and use them in their own way
- Raise awareness for Climate Action and encourage members and partners to use accordingly:
- Bibliography: <https://shift-culture.eu/achieve-environmental-sustainability-in-your-work/environmental-sustainability-annotated-bibliography/>

WHY engage and get certificate NOW

- Certification forces you to act, there is no way out
- Regulate future learning, development and awareness
- It's good for your standing, representation and „publicity“ in media and towards funders like the EU and other sponsors to be a pioneer and leader in this field

Summary of Proposal

You don't have to be in any Sustainable process yet. All can (and has to be done) during the process. The reason for being Part of the very first group seems to be that you can take some influence on the shaping of the guidelines for the audit and that you will be cool and brave and a pioneer and (hopefully) get some attention e.g. by the EU and other future funders and sponsors as you are ahead of the sector. Shift eco-label has been already been presented to EU and they are very keen of it and in favor to consider it in future fundings and sustainability policies.

KEY ASPECTS

Creative Carbon Scotland: supports cultural sector in Scotland and beyond in addressing the climate emergency

Green Leisure Group Netherlands: accreditation auditing partner

Both were involved already with development of SHIFT eco-guidelines.

Collaborative approach - creating a community

Participative governance



Cultivate peer learning

Continually develop guidelines (together)

Biennial audits

DELIVERABLES

Ecolabel and supporting tools and resources

Workshop for ecolabel participants

Auditing process for ecolabel

Process

First step: assessment and self-review, find peer-mentor

Start preparation for audit

Audit can be online or in-person (probably more online)

Timetable:

Jan-March 23: Ecolabel scoping, funding and set-up

Ecolabel implementation March 23 to Feb24, next audit Feb25

Review and refine (annually)

1.800Euro/per year might be differentiated according size

Deadlines for participations:

Creating means creating the governance.

If we are not starting now we could start beginning 25

Questions to be sent til 28th October, fill out form for full commitment till 4th

November, but if you have a good reason why you would need a few more days for your decision (EC Meeting) you can write to the steering group asap and ask for a later deadline.



Questions raised about how it is going to happen and how much time it will consume for the „green person/team“. Answers:

There is a Steering group, but this is not mandatory for everyone, the Most is the Trainings for the audit and some meetings with your partner-organization.

The Meetings will take like 2 Hours in the beginning, vielleicht nach Erhalt des Ceritifikats mal treffen

The first group that gets the label should consist of at least 9 participants. There were 33 in the meeting, so that seems doable although many seem to feel a bit reluctant to jump into it (a bit like us?!)



BABEL REPORT – By Yannick Boudeau 08/11/2022

The Babel project officially started on March 7th 2022. It will end 6th January 2026.

The kickoff meeting was held in Bibu in May 2022 (AAG) with the presence of most of the partners, and a meeting online with the two artistic facilitators was organised.

As a reminder, Babel involves 14 EU partners (from countries eligible to EU funds under COOP PROJETS) including ASSITEJ International, of which 9 are organisers of the festivals where the main activities (artistic and research) will unfold. These are called the Babel festivals or the Babel Squares.

3 other partners organizing the AAG in 2022, 2023 and 2025 will take care of the important issues of ecological footprint, accessibility and inclusivity.

There are 2 associated partners: The University of Hildersheim (DE - Wolfgang Schneider) that will take care of the research, and Performing dialogue (UK - Chris Blois-Brooke) who is taking care of the assessment reports, and part of the communication process.

6 other non EU partners are also involved in the project as part of organisers of the Assitej Regional Workshops: Pesta Boneka (Indonesia 2022), Medea (Jordan 2022), Cradle of Creativity (South Africa 2023), Paideia (Brazil 2023), Uzbekistan (dates tbc), and Cuba (World Congress 2024).

There has been a change in the direction: the Babel project is led by Teater Centrum in Denmark. Henrik Khoeler is no longer director of Teater Centrum, and we are waiting for the next one (probably in January). So far the main producer of the project is Tabitha Burke, who's been doing an excellent job.

The material for partners is shared in a dedicated sharepoint drive, where anyone can see the progression of the project.

So far, the deliverables that have been submitted to the EU – and from which depend the payment of the grant are:



Cooperation agreement

Handbook regarding financing rules

Report from Bibu (ASSITEJ Sweden)– about cross cutting issues

Visual identity including Website and social media strategy

The baseline report (Theory of change)

A Cooperation agreement with Performing Dialogue has also been produced.

Activities so far as per 1st November 2022

Apart from Bibu, and 2 RW, the core artistic and research activities of Babel have not yet begun.

However there have been lots of online and on the ground meetings (Brussels in April, and Bologna in June), either between the managers of the project or with partners (notably during the excellent Theory of change sessions organised by Chris, but also with associated partners outside EU for the organization of Regional Workshops, and partners organizing the Babel Squares in 2023).

As a reminder, the management team of the project is composed of Tabitha Burke (Teater Centrum – lead), Roberto Frabetti (La Baracca), Louis Valente (ASSITEJ International) and me (for la Montagne magique). As previously said, Tabitha is the producer of the project, and we do hope she will be able to work soon with a new director. Roberto takes care of the budget and clarify some points regarding the project and administration (as a well experienced EU leader project); Louis takes care of all activities where ASSITEJ is involved, and I take care of the deliverables (content) and coordination of the project.

The very first round of the creative workshops will start in 2023 starting with the Kitoks Festival in Vilnius (Lithuania-January), followed by the Brik Festival in Breda (Netherlands -June), International Theater Fest in Saint Vith (Belgium- October) and ElPetit in Sabadell (Spain - November).

The next AAG in Serbia in November 2023 will also host Babel, as Assitej Serbia is one of the partners. We hope to be able to organize a common meeting with all partners the days following the AAG – in order to be fully available for the AAG and EC meetings (for Louis, Emilie, Diana, me and Roberto at some point), and to save on flights and fuel.

Partners are directly selecting their performers to attend the creative workshops.

2 Calls have been released :



For NG residencies during the Babel Squares – bursary of 500€/participant (2 participants per festival)

For NG performers to participate in the creative workshops

Assitej Networks (IIAN, YDN, Small Size) have been invited to select artists within their own network.

So far 2 ASSITEJ Regional Workshops have happened:

Pesta Boneka (Indonesia) - beginning of October where Sue participated.

The one right now happening in Jordan, thus combining EC meetings and RW

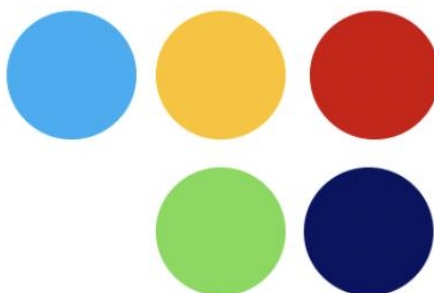
The RW are financed by the project via a producer (being one of the partners). Namely Baboro festival for Pesta Boneka and Agora Theater for Jordan (Roger Hilgers from Agora is actually present In Jordan).

I have been myself to the Lutke Festival in September 2023, as Lutke is a partner. I have been invited to present the project to around 20 professionals (not only TYA). After Amman, I will go to Sabadell to present it to professionals attending the festival, although this is not within the project's activities for this year (EIPetit will be involved in 2023 and 2024).

I sense through this project (of course combined with the EU network project) that ASSITEJ and TYA in general can gain in recognition towards partners that are not necessarily members of an Assitej national centre (in their own country), or quite distant from it (for any reason). Not only a recognition towards professionnals, but also towards policy makers. We will as much as we can work on that together with the partners. Reading the article in the Jordan Times the other day has confirmed me the importance of these two projects in terms of recognition.

Completed in Madrid on my way to Amman





ASSITEJ

SMALL COUNTRIES NETWORK

REPORT – OCTOBER 2022

Members:

1. ASSITEJ Luxembourg
2. ASSITEJ Cyprus
3. ASSITEJ Liechtenstein
4. ASSITEJ Iceland
5. Bradipoteatar (San Marino)
6. Zigu Zajg Festival (Malta)

The network, which was founded in April 2021, continued its work during the current year. The success of the first edition of our online event “It’s a small world” (2021) made us take the decision to repeat the event in September 2022. It took place on 17 September 2022 and its aim was to bring together the TYA communities of the six countries involved in the network. During the event, which was kindly moderated by EC member Selloane Mokuku, each one of the six members had 5-7 minutes to present the work that had been done since the previous “It’s a small world” event. Following the six presentations, the audience had the opportunity to ask questions and a discussion followed.

The Small Countries Network would like to thank ASSITEJ International Secretary General, Louis Valente, as well as EC member Selloane Mokuku for their valuable help.



Another project that was implemented by the Network during the last months was the launch of a video, which premiered on the World Peace Day (21 September). In the video, artists and young people from the Network's member-countries give one word each about what theatre means to them. The video, which was released on the social media pages of all members, could be downloaded here:

<https://we.tl/t-rb4Nw4t3OG>



ASSITEJ
LUXEMBOURG



Members have identified the lack of physical meetings as the biggest challenge faced by the Network at the moment. For this reason, it was decided that the Network's next project should involve physical presence in one way or another. Everyone agreed on the launch of a project which will bring TYA professionals from the six countries together to discuss and create. It was decided that the first meeting will take place in Liechtenstein, since ASSITEJ Liechtenstein has secured funds from the country's government. More details about the project and its potential participants will be discussed in the Network's next meeting.

Furthermore, it was agreed that a meeting with physical presence will take place during the ASSITEJ Artistic Gathering in Serbia, in 2023.

Stavros Stavrou
ASSITEJ Cyprus President

Regional Report: German speaking ASSITEJ

Meeting of German speaking Assitej in Zurich, Switzerland 9.-11.6.2022 and in Vienna, Australia 7.-8.10.2022

TOPICS

- General exchange about: current working situations in each Center, Moments of Crises in our societies, and the ongoing effects of pandemic on our art and theatre in General, our audience coming back to the theaters in opposite to the older age groups that in German speaking countries still are very reluctant to go to the theatre again
- Common topics are „Generations/Inter-Generational“ and „Change-Processes“ which are similar in all countries, as working conditions have changed massively in the past years and a first resume is needed

AAG 2023 and World Congress 2024

- Participation of the centres in the ASSITEJ Artistic Gathering in Serbia in November. How can we support the festival and the conference with our content? Tatjana Kulić, board member of ASSITEJ Serbia, presented the plans for the meeting in Novi Sad and Belgrade.
- For the Gathering with its focus on "Generation Dialogue", the Centers are planning to design a range of thematic and country impulses, initiate dialogues in table discussions and thus generate questions about the failures and dreams in generation dialogue,



which we are then to answer in a format at the World Congress in Cuba 2024. In this way, the Germanspeaking Centers intend to play their part in linking the two events and building a bridge from Europe to America

WORLD DAY 2023 - a common activity of all German Speaking Centres:

Together with their members, the five German-speaking ASSITEJ centres (Germany, Liechtenstein, Luxembourg, Austria, Switzerland) want to launch a major online social media campaign.

On the World Day of Theatre for Young Audiences, 20.03.2023, as many member theatres, groups, individuals as possible should publish a maximum 1-minute online film on their websites, social media channels, video screens in the theatre, In these films, children and young people should send a video message, targeting (cultural) politics on the one hand and the entire German-speaking web on the other.

We want to generate as many messages as possible, create higher algorithms through the joint #ASSITEJwelttag and thus draw more attention to the right of children and young people to art on this day.

The videos are to be posted by the groups and institutions independently on their channels (website, social media, projections at the theatre, ...) on 20.03. All videos should carry the same #ASSITEJwelttag (can of course also use other hashtags).

The videos should be no longer than 1 minute, they start with a camera shot on the first paper (Dear politicians!) and end with a second paper (See you soon.). Both papers are attached here, it is best to print them out and give them to the children and young people, fix the focus at the beginning or end and then fade in on the video message of the protagonists.

We would like the children and young people (you choose how many, what age, what background - in front of the theatre or in class or somewhere else) to send us a message. Here are possible questions for generating the message:

Why is theatre important?

What do you like about theatre? Is there anything you miss here?

What would you do if you owned the theatre?

What would you do if you were a cultural politician?



The ASSITEJ manifesto can also be a starting point.

Please note that you will need to get video permission from your parent or guardian to record with people under 18, the rules are different in every country.

- **Assitej Germany:** International Directors in TYA will take place June 2023 in Marburg, we had a huge number of applications and are currently in the selection process
- Meike Fechner will leave Assitej Germany end of 2022, Assitej Germany is currently looking for a new secretary general

TYA artists and hosts in **Switzerland** have recently been effected by homophobic aggression towards queer and cross-gender productions.
<https://www.tanzhaus-zuerich.ch/aktuell/details/statement-zur-störung-der-drag-story-time-vom-16-oktober>



The Iberoamerican Network of Performing Arts for Children and Youth, created in 2005, is integrated by the Iberoamerican National Centers and Members of ASSITEJ. At present, Spain, Brazil, Mexico, Cuba, Peru, Venezuela, Chile, Uruguay, Ecuador, Haiti, Portugal and Argentina are represented in the Network. The Network works to promote the development of the performing arts for children and youth in our region, not geographically but culturally, based on common languages (Spanish and Portuguese), history, traditions, customs and realities.

The Network was created in 2005 with the objective of establishing a fluid communication between professionals of the Performing Arts for Children and Youth of Iberoamerica, to carry out actions that promote their development, to stimulate the creation and diffusion of playwriting for children and youth in Spanish and Portuguese and to position the Iberoamerican performing arts in the international context, as well as to actively participate in the organization and projects of ASSITEJ International.

To achieve its objectives, during these years, the network has organized conferences, workshops, research, publications and meetings of professionals in the field and participated in the international activity and in the ASSITEJ Executive Committee with representatives from different countries. ASSITEJ is the International Association of Theatre for Children and Youth that gathers more than 100 countries from all continents.

PROJECT 2022/2024

In the year 2024, the Congress and Assembly of ASSITEJ International, which is held every 3 years, will take place in the city of Havana, Cuba. For this reason, and in order to highlight the Iberoamerican presence during the Congress, taking into account that it is held in the American continent, the members of the Network plan a series of meetings and activities that will culminate with the presentation at the Congress, while continuing the permanent activities.

CONTENTS

During this period, the Iberoamerican Network will be devoted to the investigation and analysis of the situation of the Performing Arts in each of our countries and the place they occupy at international level, taking into account the Public Policies that regulate and/or support their development at national or regional level.

The analysis and discussion on public policies will focus on five thematic axes:

- 1- Festivals, Fairs and Circuits;
- 2- Training and improvement of professionals;

- 3- Art and education (including the link with educational institutions and work for and with children and youth);
- 4- Grants for mobility (tours and participation in national and international Festivals and Meetings);
- 5- Acknowledgements for quality granted by states or private institutions.

PROJECTS

This theme will be presented in two main stages:

1- Reflection Days in Tijuana during which the 2nd Iberoamerican Meeting of Performing Arts for Children and Youth will take place, during which the different representatives will present a diagnosis of the situation in their countries and will open the debate in person and virtually with colleagues from other countries (Tijuana- Mexico- October 2023).

2- ASSITEJ Congress and Assembly. During the Congress the Iberoamerican Network will make a presentation of proposals of the needs of the region and the possible policies that, in its criteria, would help to solve them. This material will be presented in person, virtually and will also be published for its diffusion (Havana - May 2024).

3- Complementary Activities

The Iberoamerican Network will propose complementary projects that will collaborate with this line of action:

- Publication of the Colección Dramática Iberoamericana para la infancia y la juventud-Digital (from 2020).
- Organization of at least one meeting of the NEXT GENERATION project in Iberoamerica (residency project for young people).
- International Forum of Researchers and Critics of the Performing Arts for Children and Youth (VI Edition) "The tensions between what should, what can, and what is wanted in the performing arts for children and young people: what is imposed, what is allowed and what is creative today". (Buenos Aires, September 2023)



ASSITEJ's Lusophone Network of Performing Arts for Children and Youth

On October 19th and 20th, as part of the program of the 1st Othwela Children and Youth Performance Festival, in Mozambique, two meetings took place that launched the foundations for the new ASSITEJ Lusophone Network.

Although the desire was to hold face-to-face meetings, they were made impossible by economic constraints in the countries involved. Even so, several representatives of the two national centers and guests from partner networks and festivals participated in the meetings. Also invited were representatives from ASSITEJ Angola and artists and producers from the other Portuguese-speaking countries (Portugal, Cape Verde, São Tomé and Príncipe, Guinea Bissau, Equatorial Guinea and East Timor).

The meeting on the 19th set the agenda for the following day's discussions, when, representing the ASSITEJ Executive Committee, Bebê de Soares (Vice President of ASSITEJ) and Paulo Merisio (Counselor of the Executive Committee), joined the discussions. In both meetings, were present representatives of ASSITEJ Mozambique: Yuck Miranda (Vice-President) and Rogério Manjate (Secretary); from CBTIJ/ASSITEJ Brazil: Cleiton Echeveste (President), Aglaia Pusch (member of the Board of Directors/Regional Center São Paulo/Cia Paideia), Marconi Arap (member of the Board of Directors/Regional Center Salvador/TECA Teatro), Dra. Cristiane Muñoz (IIAN - International Inclusive Arts Network - representative in Brazil), Dra. Viviane Juguero (Núcleo Regional Porto Alegre/Bando de Brincantes); and also from Brazil: Karen Acioly (FIBRA Network and International Language Exchange Festival representative) and Fábio Fortes (Niterói em Cena Festival representative).

Among the topics discussed in the two meetings:

- the distinct national contexts;
- geopolitical issues of the block, mostly part of the Global South;
- the objectives and challenges of the new Network, especially the creation and maintenance of national ASSITEJ centers;
- existing public policies in each country;
- the need to strengthen already existing exchange initiatives;
- the creation of corridors for the circulation of artistic proposals;
- the generation of concrete actions towards the Artistic Meeting in Serbia (2023) and the World Congress in Cuba (2024).

Soon meetings will be scheduled between representatives of ASSITEJ's national Lusophone centers to forward the proposals raised during the 1st Othwela Festival. Soon will also be created communication channels of the new Network, either by e-mail or through social networks.



Constitutional amendments: rationale and background

Dear Members,

The Executive Committee of ASSITEJ International is in need of your vote around some minor and some significant changes to our constitution. This is in order to operate as a Not For Profit organisation so that we can work in a manner befitting our aims and within the Italian tax and financial laws where ASSITEJ is legally registered. On these grounds, the Executive Committee is calling for a Special Meeting of the General Assembly according to article 9.3.3 in the ASSITEJ International Constitution which states:

A Special Meeting of the General Assembly may be called by the Secretary General three weeks in advance on the written and justified request of two-thirds of the members or at the discretion of the Executive Committee, in the case of an emergency or extraordinary circumstance.

We are currently experiencing extraordinary circumstances.

As you know ASSITEJ is in the position of receiving significant funding for the first time. We have two major grants that are positively affecting our work now and for the future. These funds have been granted by the European Union. The projects are

- Theatre & Performing Arts for Young Audiences: Building Collective Resilience. Granted under Creative Europe, [Networks of Cultural & Creative Organisations](#).
- BABEL or The Art of Listening in Theatre for Young Audiences. Granted under [European Cooperation Projects](#).

The information about these two projects can be found at the links below:

- <https://www.assitej-international.org/en/building-collective-resilience-project-activities/>
- www.babel-tya.com

These grants have enabled a huge increase in our work and reach, not just in Europe but across our entire membership.

The EC is aiming to continue to apply for and receive grants. Being successful in receiving funds means that we have far greater influence and a stronger voice, greater representation in the international community and more opportunities to make our work visible and far reaching.



ASSITEJ's financial seat has been in Italy since 2014 and thus we abide by the legislation of that country. In order to increase our ability to apply for grants into the future, and to operate in a manner that fits our aims and values as an international advocacy association, we need to become a **not-for-profit organisation**, or **Third Sector Entity** (ETS: Ente Terzo Settore) as the Italian Law defines it. To do this we must make some particular changes to our constitution.

We would like to stress here that to make these particular changes to the constitution is a **mandatory step** in Italian law, in order to achieve not for profit or Third Sector status. To emphasise, if we wish to continue to grow and develop, making the most of our resources and increasing our action and influence across the world, these changes will be necessary for the Association.

Some of these changes are minor, and some are significant.

An example of a minor change might be that some wording needs to shift to the legal Italian financial wording. For instance, our official title on documents must include the acronym ETS at the end for legal recognition.

An example of a significant change is that there are suggested changes to membership construction. In Italian law all members must have equal rights, ie: our Individual Members cannot legally be called members as they don't have full voting rights.

We are sharing a document with you for your close consideration. This document has 4 columns:

- **Column 1:** The current Constitution as moved by the General Assembly in 2021
- **Column 2:** Suggested amendments. This contains all the proposed amendments and the articles they sit within.
- **Column 3:** The Amendments as they sit within the whole Constitution. This shows the amendments and which articles they affect across the whole constitution. You will find quite a few articles changed: the reason for that is that sometimes the same provision is linked to several articles.
- **Column 4:** the reasons for the changes

There will be both formal and informal ways to engage with the EC about these suggested changes to the ASSITEJ Constitution.

Procedure and timeline from now:

December 2022: Call for Special Meeting of the General Assembly



December: 2022: 2 hours online hearing (meeting 1) open to all. One session at 11 CET (9pm Melbourne, 7 am Buenos Aires). Can be extended to two sessions in different time zones if necessary. This is to answer member questions and concerns.

December: Meeting with the voting commission. Talking through the procedures and getting feedback.

22 December: remind members to register.

9 January: remind members to register. Hand over the election running to the voting commission with updated voters.

16 January 2 hours online hearing (meeting 1) open to all. One session at 11 CET (9pm Melbourne, 7 am Buenos Aires). Can be extended to two sessions in different time zones if necessary. This is to answer member questions and concerns.

23 January 2023: Special Meeting of the General Assembly.

(120 min in two time zones [09.00 am AEDT](#) and [19.00 AEDT](#).)

24 January 2023: Make changes if we need to accommodate member input and send the updated version to members.

25th January 2023: Vote open for 48 hours

27th January 2023: Voting Commission hands over the final result and informs the membership.

Proposed Timeline

- 19 December [\(8am Cuban time / 2pm for Niclas, 3pm for Birute and 10 am for Cleiton\)](#): Meeting with the voting commission. Talking through the procedures and getting feedback.
- 20 December 2022: Call for Special Meeting of the General Assembly
 - Page on the website and mailerlite email to be made with in English, Spanish, French and voice recording.
 - Dates and times, registration
 - Rationale
 - Documents
 - Voting details (Who can vote, how many from each centre, voting period an method (Ellectionrunner)
 - Technical details (Zoom information)
 - Details for hearing
 - Announce the voting commission (e.g. Birute, Niclas/Phillip and Cleiton).
- 9 January: remind members to register.
- 10 January 2023: 2 hours online hearing (meeting 1) Open to all members. 09.00-11.00 am AEDT
- 11 January 2023: 2 hours online hearing (meeting 2) Open to all members. [19.00 AEDT](#)
- 11 Jan: Meeting with current individual members. Date TBC
- 12 Jan: Meeting with current corresponding members. Date TBC
- 16 January 2 hours online hearing (Session 1) open to all but with directed invitation to key persons. One session at 11 CET. Can be extended to two sessions in different time zones if necessary.
- 23/24 January 2023: Special Meeting of the General Assembly.
 - 120 min in two time zones [09.00 am AEDT](#) and [19.00 AEDT](#).
- 25th January: Make changes if we need to accommodate member input and send updated version to members.
- Meeting with Individual members on Friday 13th 7 pm AEDT.
- Meeting with corresponding members on Friday 13th 8 pm AEDT.
- 26th the Voting Comission sends the ballots with ellectionrunner.com and the vote is open.
- The vote is open until the 31st 23.00 AEDT.
- 1st of February the Voting Commission meets hands, evaluate the final vote, finalize the voting comission report ad hands it over to the Secretary General that informs the members.

Report from Russia

Dear friends and colleagues of ASSITEJ,

Dear Sue and Louis,

Thank you for your email and your kind words of support which are especially valuable today at the time of crisis and humanitarian catastrophe.

It is very difficult now to estimate the future of the Russian center of ASSITEJ. We keep working on maintaining international relations and assisting artists as much as possible within the current circumstances. In September the final part of the joint project with the French Institute in Moscow and ASSITEJ France "Imagining the future" was held, even though it required the change of the territory (the workshop was held in Armenia). We continue to participate in the online meetings and bring artists together. However, during the last months many artists, playwrights, directors working in TYA, and especially young professionals who associate their future with open borders, artistic exchange and internalization of the career, left the country. The future of international theater festivals has changed, partly due to the fact that international cultural institutions are not eligible anymore to carry out and support the same range of activities on the territory of Russia as before, and many employees of the cultural institutions have left the country. Some international festivals have made the hard decision to be closed as it is almost impossible to organize international tours, residencies and exchanges now. International cooperation has virtually ceased, also due to the fact that flight options are limited, plane ticket prices are very high, and the process of obtaining visas has become long, expensive and complicated. Budgets for culture are reduced, theaters can no longer stage plays by foreign authors due to the inability to pay the author's rights. And we can say that artists, theatre professionals, and the performing art sector as a whole are shocked and unable to make plans for the future.

We can't say exactly what consequences the fundraising campaign, peace announcement of ASSITEJ and the fact that ASSITEJ is funded by the EU may have on us and our members as there are no specific rules in regards to this. However, regulations change every day, and if we receive notifications about any restrictive measures, we will surely get in touch with you.



We would be grateful to ASSITEJ International for any possible support to artists and theatre professionals in TYA who have left Russia and are in search of work, professional connections and artistic residencies. And it is extremely important for us to keep and sustain the existing international connections with our friends and partners in ASSITEJ, so that the political situation does not affect our faith in humanism, art and human relations.

Sincerely yours,

ASSITEJ Russia

Communications Working Group- Report November 16 2022 /EC Meeting in Jordan

We didn't have a meeting all together during this EC meeting in Jordan. We need an online meeting soon after the EC meeting. Possibly next week, or at least within November.

WDT Campaign

Logo: New logo is work in progress. (Seok-hong)

Messages (Tatiana, Seok-hong)

1. Getting messages from the children of Ukraine and Iran: We have to contact the national centres, and people who have a connection with the countries.
2. Getting a message from the Queen consort of Jordan. When we make an official letter of the request, Safi from the Medearts can help to reach her. If we get a message from her, this may hugely impact the Middle East region.

Video (Shoaib)

One idea is we can go with the same approach as we did for the previous video. We pose small questions and ask the centres to make a video for the answers from the children, and we can make a video using these with the old and new footage.

Pros: ① It is good as all national centres can engage in creating something, we are in communication with them, and then have a product that represents all of ASSITEJ and is done as a combined effort. ② We have a know-how on how to make it as we don't have much time.

Cons: ① Similar style to the previous one ② When we can't use all the submitted videos, how can we deal with that?

* We need to consider again the effect of the video regarding the number of the viewing and budget, etc.

** And we should talk more about what could be included more in the package to help the national centres promote the day well.

*** As future tasks for the WDT campaign, we should collect the activities or results from the centres afterwards.

Magazine (Paulo, Seok-hong)

- A drafted call for new articles is now prepared
- The call can be on the December Newsletter which will be aired on the week of 5th December.



* We should closely work with ITYARN for the articles and also should think about including plays from WLPG.

** The Magazine online can be evolved extensively in future

Homepage Renewal (all, Marissa)

- We reviewed several websites to understand the kind of layout we want our website to follow.
- Sitemap (finalise titles and content of each)
- Continue with template research
- We want to come up with a tagline that we can include on our homepage, something like: *"we unite everyone making theatre for children and young people"*
- We are now able to have money for Google Ads, we need to learn if we can do it ourselves.

Social Media (Tatiana, Marissa)

- Ask National Centres to change their social media handles to @assitej-country and change ours to @assitej on all platforms.
- We will disable/unlist our YouTube channel because we only have 27 followers, but our videos will still live inside the platform.
- We ask ECs to send content for social media when they attend events throughout the year that can be relevant to our members.

Communication Strategy (all)

- To be more inclusive, the EC should start including the use of pronouns in their signatures, EC openers, etc.
- Have a conversation with the Iberoamerican Network on how to approach the issue of inclusive language in gender-based languages (they/them, could be *elles* in Spanish?).

WORKING GROUP: UPDATE REPORT

12th November 2022

Working group Name	Networks
Group	

ITEM	Description	Notes	Person Resp	Due Date
Umbrella Session #3 2022	Session Info	The Networks & ASSITEJ TBC: December 15 th (9am CET) & 20 th (3pm CET) (Lalu, Julia & Cristina) 3 representatives from each Networks (same each time)	Networks, SG, LV & WG	
	Planning	Draft invitations for Marissa to send. (inc. documents) (Session 1) Platform for question asking – is it available? Does it cost? (Session 2) Respond to questions openly to build an answer to; - How do Networks exist? - What is the relationship of the Networks & ASSITEJ?	JDK JD	13/11/ 15/11
Umbrella Session #1 2023	Session Info	Who we are: Using the Tools to build your National Centre (Strategic Invitations) TBC: 23 rd March (9am & 3pm CET) 30 Serbia (8 travel) & 40 Cuba		
	Planning	Using the manifesto to connect with Advocates, Politicians and Decision Makers.		
Umbrella Session #2 2023	Session Info	Diversity Benchmarking?? TBC: 29 th June (9am & 3pm CET)		
	Planning			
	Session Info	Using the Manifesto to build your National Centre (Strategic Invitations)		

Umbrella Session #3 2023		TBC: November (1 on the group & 1 online [JDK])		
	Planning			
Networks Draft Toolkit		2 x Dec 2022 sessions used to introduce the idea of Network Toolkit & framework as a set of questions which are agreed answers from both ASSITEJ Int & the Networks.		

ASSITEJ

Application for Membership 3: Individual Membership

Individual Membership is open to theatre companies, organizations, networks or persons who are not able to join ASSITEJ through other means, either as part of a National Centre or as part of a Professional Network.

(Please fill in this form to be forwarded to the General Secretariat).

Name of Individual Member (theatre company, organization, network or person)	Imaginar do Gigante Pedro Saraiva
Address of Individual Member, including Country of Origin	Pavilhão das Coletividades Sala 3 Rua dos Castanheiros 3885-665 Esmoriz
Contact details of Individual Member Phone: E-mail:	+351 916499370 imaginardogigante@gmail.com
Name of Contact person (if Individual member is Theatre company, organization or network) Private address:	Pedro Saraiva Rua João de Santarém, 86 – 2º C 3885-587 Esmoriz

<p>Date and year of Constitutional meeting</p> <p>(if Individual member is Theatre company, organization or network)</p>	<p>02/03/2013</p> <p>CAE 90010</p> <p>Imaginar do Gigante Unipessoal, LDA</p>
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<p>Description if Individual Member is a Theatre company, organization or network</p>	<p>Theater Company</p> <p>Pedro Saraiva – President and Artistic Director of Imaginar do Gigante</p> <p>Tânia Pinto – Fiscal Council, Production Director and Dancer of Imaginar do Gigante</p> <p>Elsa Martinho – Educational Services Director of Imaginar do Gigante</p>
<p>Brief CV/resume if Individual Member is a person</p>	<p>Pedro Saraiva, Postgraduate in Contemporary Art and Degree in Theater—Interpretation and Directing by ESAP - Escola Superior Artística do Porto. He studied at the Balletatro Escola Profissional do Porto and at the T.U.P. -University Theater of Porto. He attended the Animation Film Initiation course, Cooperativa Árvore, coordinated by Abí Feijó. He worked as a performer at the ACTO Instituto de Arte Dramática and worked in several theater companies in Portugal and abroad, namely at the Living Theater in Naples and the El Cortigo Teatro in Cordoba. Was part of several shows as a director/actor at international festivals and in training actions: in Portugal, Mali, Cape Verde, Guinea Bissau, Mozambique, São Tomé, Canada, France, Belgium, and Spain, among other countries. Also participated in the IV, V and VI Art Biennial of São Tomé and Príncipe. He was the founder of several professional, school, and university theater groups. Festival Organizer: Performing Arts Festival “Corte no Marasmo”;</p>

	<p>Trebilhadouro - International Festival of Traditional Arts and Cultures; Beijamins – International Theater Festival for Children and Youth, in V.N.Gaia and São Tomé e Príncipe. National Theater Festival in São Tomé and Príncipe. He edited the book “O Pássaro da Primavera” for Campo das Letras with illustrations by Roberto Chichorro; wrote weekly for the national newspaper of São Tomé and Príncipe, Correio da Semana, and for Televisão de São Tomé, several children's stories; edited the books, “E Secret”, “Plouf” and “Areias” by Imagina do Gigante. Also worked as a teacher at Escola Portuguesa, Aliança Francesa and Liceu Nacional de São Tomé and Príncipe. And worked with UNICEF, in sensitization theater, training children at risk in several countries. Theater/dance director and trainer at the Portuguese Cultural Center of São Tomé and Príncipe. Currently, he is the director of the creative company Imaginar do Gigante and artistic director of the Tan Tan Tann contemporary performing arts festival in Esmoriz.</p> <p>Tânia Pinto is a Contemporary Dancer, born in Vila Nova de Gaia in 1995. In 2014, she completed the Contemporary Dance Interpreter course at Balletatro, after which she moved to Leeds, England, where she finished the Foundation Course at the Northern School of Contemporary Dance. It was at that same university that she completed her degree as a Professional Dancer in 2018. Back in Portugal, she started the Master's course in Dance Teaching at Escola Superior de Dança, which she concluded in 2020. Since then she has been a Dance Teacher and Dancer in various projects, namely with the company Imaginar do Gigante.</p> <p>Elsa Martinho completed a professional internship in sociocultural animation at the NGO "Casal Infantil del Raval", in Barcelona. She studied at the University of Minho, completing the Pre-Bologna Degree "Biology and Geology via teaching". Professional Experience: Agent for Portuguese cooperation in São Tomé and Príncipe, working as a biology teacher in secondary education and as a trainer (teacher training), as part of the Escola + educational project; Education technician, project coordinator and monitor at Fundação da Criança e da Juventude, S. Tomé e Príncipe, and at Fundação da Criança, Portugal; Environmental Education Monitor at Zoomarine's Education Department; Sales technician and environmental education monitor at Quinta da Ana Velha, an organic farm; Teacher of Biology and Geology and Natural Sciences in several Portuguese public schools. During the last five years she produced and provided educational services at Imaginar do Gigante events.</p>
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Reasons for Application for Individual Membership	We intend to get closer to international Assitej and in the future be able to create an National Centre of Assitej in Portugal.
If applying from a country with no National Centre of ASSITEJ please describe the vision and timeline for creating a national centre in your country.	<p>Produce and present professional performances in diverse places in the national territory, as well as abroad;</p> <p>Contribute to the improvement of the artistic education system and professional training in the dancing, theatrical and artistic field;</p> <p>Create, train, and organize contemporary artistic content, in the dancing, theatrical and artistic field for children and young people. Each production is supported by an original book by the company “Imaginar do Gigante”.</p> <p>Value the region, make the existing infrastructure more profitable and reinforce the cultural offer gap for the youngest in the area;</p> <p>In the field of artistic research for children, explore artistic contents of professional performing arts, foster and consolidate the entity in order to support the definition and the development of our activities. Our goal and mission are to comply with the fundamental principles and rights of the child.</p>
What do you hope to gain from being a member of ASSITEJ?	We hope to bring children and young people closer to the performing arts in Portugal and to allow an exchange with international Assitej centers for the participation and dissemination of performances
Main activities in Theatre for Young Audiences this year	<p>Mia – Artistic Interactive Mediation</p> <p>Gigantes Invisíveis - Literary Meeting</p> <p>Tan Tan Tann - International Festival of Contemporary Performing Arts</p> <p>Premiere of new creations: “O Grande Lago”</p> <p>“Isto é Tudo Inventado”</p>

ASSITEJ

Application for Membership 1: National Centre

(Please fill in this form to be forwarded to the General Secretariat).

Proposed Name of National Centre	SIERRA THEATRE FOR CHILDREN AND YOUNG PEOPLE
Address of National Centre	19 HANNAH BENKA COKER STREET
Contact details of National Centre Phone Fax Telex E-mail Skype	SIERRA LEONE / FREETOWN 0023230080028 / 0023279570701 sierratheatrecyp@gmail.com
Contact person Private address	IBRAHIM KHALIL
Private phone	030080028 / 0022279570701
Date and year of Constitutional meeting	1 st January
Are you applying for Full or Corresponding Membership?	Full membership



Members of the Board of the National Centre and Designations

IBRAHIM KHALIL
MEMUNATU KHALIL
ALHAJI KANU
BAI-BAI SITTA SESAY

Membership of the National Centre:

Full membership -
Minimum 3 professional
members OR 2
professional and 3 non-
professional

**Corresponding
Membership – 3
members**

- a. Professional companies
- b. Non-professional companies
- c. Institutions, organizations, etc.

IBRAHIM KHALIL, MEMUNATU KHALIL, ALHAJI KANU



d. Individual members	<p>HARUN KAMARA</p> <p>AMARA BANGURA</p> <p>ALBERT MANARAY</p> <p>MICHAEL LAHAI</p> <p>JOHN KAMARA</p> <p>STEVEN KAMARA</p>
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(You can fill in the form or enclose a list of members)

<p>Give brief descriptions of FIVE of the members listed above, and provide a website, contact email or phone number for each:</p> <p>e.g. Magnet Theatre, a professional theatre company of 25 years standing; specializes in physical theatre, works for and with young people, based in Cape Town, www.magnettheatre.co.za</p>	<p>All of the above members listed they are full members and very Co-operative.</p>
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Main Objectives for your National Centre over the next 3 years

To provide a platform to promote and encourage the performing arts field to present and promote African music traditions and global music traditions, inspiring empathy through exposure to cultures outside of one's own.

- To work for the recognition and acknowledgement of theatre and the performing arts for children and young people.

Main activities this year

Encouragement of circulation and exchange of plays, texts, and other literature pertaining to theatre and the performing arts for children and young people.

Main activities next year (planned)

Introduction and support of proposals made by centres and networks in order to advance the work of theatre and the performing arts for children and young people to appropriate national and international authorities and agencies.



Will you charge a membership fee? If so, what are you proposing to charge?	NO
What are your criteria for membership of the National Centre?	Free

ASSITEJ is mainly sustained by the fees from its members.
These are the proposed amounts per year for National Center:
 - Full membership (\$150 min. - \$750 max.)
 - Corresponding membership (\$75)
 *Fixed USD-EUR rate 1:1

IBRAHIM KHALIL

Form filled in by:

30th - 08 - 2022

Form completed on:



ASSITEJ
Constitution

Registered Constitution - March, 30 th , 2021	Amendments	New Constitution version with Amendments, if approved.	Explanations
<p>Article 1 –Preamble Article 1.1. Name Since the theatrical art is a universal expression of humanity and possesses the influence and power to link large groups of the world’s people and considering the role that theatre and the performing arts can play in arts education of young generations, an autonomous international organisation has been formed which bears the name of the International Association of Theatre for Children and Young People. The Association shall be known by the acronym ASSITEJ (Association International du Theatre pour l’ Enfance et la Jeunesse).</p>	<p>Article 1 –Preamble Article 1.1. Name Since the theatrical art is a universal expression of humanity and possesses the influence and power to link large groups of the world’s people and considering the role that theatre and the performing arts can play in arts education of young generations, an autonomous international organisation has been formed which bears the name "ASSITEJ International - International Association of Theatre and Performing Arts for Children and Young People - ETS" abbreviated to "ASSITEJ International - ETS". The name ASSITEJ derives from the original historical acronym of "Association International du Théâtre pour l'Enfance et la Jeunesse". Hereinafter in these Articles of Association, "ASSITEJ International ETS" will be referred to as ASSITEJ for further brevity.</p>	<p>Article 1 –Preamble Article 1.1. Name Since the theatrical art is a universal expression of humanity and possesses the influence and power to link large groups of the world’s people and considering the role that theatre and the performing arts can play in arts education of young generations, an autonomous international organisation has been formed which bears the name "ASSITEJ International - International Association of Theatre and Performing Arts for Children and Young People - ETS" abbreviated to "ASSITEJ International - ETS". The name ASSITEJ derives from the original historical acronym of "Association International du Théâtre pour l'Enfance et la Jeunesse". Hereinafter in these Articles of Association, "ASSITEJ International ETS" will be referred to as ASSITEJ for further brevity.</p>	<p>Article 12 of the Third Sector Code states: <i>The company name, however formed, must contain the indication of the entity of the Third Sector or the acronym ETS. (ENTE TERZO SETTORE)</i> This is for various reasons including being immediately recognisable as a company with specific tax advantages.</p> <p>We also changed the name by adding International and Performing Arts, and for this we removed the use of the word acronym because ASSITEJ is no longer a complete acronym.</p> <p>To keep in the statute why it is called ASSITEJ and to avoid changing ASSITEJ in all articles to the full short name.</p>
<p>Article 1.2 - Mission 1.2.1 ASSITEJ recognizes the essential right of all children and young people to enrichment through the arts and their own cultural traditions, especially theatre culture.</p>		<p>Article 1.2 – Mission 1.2.1 ASSITEJ recognizes the essential right of all children and young people to enrichment through the arts and their own cultural traditions, especially theatre culture.</p>	

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<p>Theatre in particular, and the performing arts in general, respect its young audiences by presenting their hopes, dreams, and fears; it develops and deepens experience, intelligence, emotion, and imagination; it inspires ethical choices; it increases awareness of social relationships; it encourages self-esteem, tolerance, confidence, and the free expression of opinions.</p> <p>Above all, it helps future generations find their place and voice in society. To this end, ASSITEJ endorses Article 31 of the 1989 United Nations’ Convention of the Rights of the Child that affirms the right of children to leisure time and the enjoyment of arts and cultural activities. It shares common values with UNESCO’s Cultural Policy, calling for the rights of children and young people to cultural participation and activity. It holds with the belief of the 2005 UNESCO Convention about Cultural Diversity, that children and young people must be allowed a cultural identity and to be visible everywhere in society. ASSITEJ is an advocate for the promotion of theatre and performing arts for young audiences in principle and practice. It calls on all national and international organisations</p>	<p>To this end, ASSITEJ endorses Article 31 and 13 of the 1989 United Nations’ Convention of the Rights of the Child that affirms the right of children to leisure time and the enjoyment of arts and cultural activities and the right to freedom of expression.</p>	<p>Theatre in particular, and the performing arts in general, respect its young audiences by presenting their hopes, dreams, and fears; it develops and deepens experience, intelligence, emotion, and imagination; it inspires ethical choices; it increases awareness of social relationships; it encourages self-esteem, tolerance, confidence, and the free expression of opinions.</p> <p>Above all, it helps future generations find their place and voice in society. To this end, ASSITEJ endorses Article 31 and 13 of the 1989 United Nations’ Convention of the Rights of the Child that affirms the right of children to leisure time and the enjoyment of arts and cultural activities and the right to freedom of expression. It shares common values with UNESCO’s Cultural Policy, calling for the rights of children and young people to cultural participation and activity. It holds with the belief of the 2005 UNESCO Convention about Cultural Diversity, that children and young people must be allowed a cultural identity and to be visible everywhere in society. ASSITEJ is an advocate for the promotion of theatre and performing arts for young audiences in principle and practice. It calls on all national and international organisations that recognize</p>	<p>Adding in Article 13 as it directly reflects our Manifesto and the emphasis on the participation of young people</p>

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that recognize the potential of children and young people and their capacity to contribute to the development of society to recognize and support this constitution.		the potential of children and young people and their capacity to contribute to the development of society to recognize and support this constitution.	
1.2.2 ASSITEJ proposes to unite theatres, organisations and individuals throughout the world dedicated to theatre for children and young people.		1.2.2 ASSITEJ proposes to unite organisations and individuals throughout the world dedicated to theatre and the performing arts for children and young people.	
1.2.3 ASSITEJ is dedicated to artistic, cultural, political and educational efforts and no act of the Association and its members may discriminate on the basis of age, gender, ethnicity, disability or ability, economic standing, sexual orientation, cultural identity, national origin, political or religious conviction or any other reason		1.2.3 ASSITEJ is dedicated to artistic, cultural, political and educational efforts and no act of the Association and its members may discriminate on the basis of age, gender, ethnicity, disability or ability, economic standing, sexual orientation, gender identity and gender expression, cultural identity, national origin, political or religious conviction or any other reason	
1.2.4 Child safety and child rights. ASSITEJ is committed to promoting the safety, participation and empowerment of all children and will support no action that intentionally harms children physically, sexually, emotionally, psychologically or culturally in any context.		1.2.4 Child safety and child rights. ASSITEJ is committed to promoting the safety, participation and empowerment of all children and will support no action that intentionally harms children physically, sexually, emotionally, psychologically or culturally in any context.	

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Constitution**

Registered Constitution - March, 30th , 2021	Amendments	New Constitution version with Amendments, if approved.	Explanations
1.2.5 ASSITEJ advocates the representativity and inclusivity of membership for itself and all its members, working with transparency and using democratic principles to ensure that gatekeeping practices (controlling access to the association) are avoided internally and within its members.		1.2.5 ASSITEJ advocates the representativity and inclusivity of membership for itself and all its members, working with transparency and using democratic principles to ensure that gatekeeping practices (controlling access to the association) are avoided internally and within its members.	
1.2.6 ASSITEJ promotes international exchange of knowledge and practice in theatre in order to increase creative co-operation and to deepen mutual understanding between all persons involved in the performing arts for young audiences.		1.2.6 ASSITEJ promotes international exchange of knowledge and practice in theatre and the performing arts in order to increase creative co-operation and to deepen mutual understanding between all persons involved in the performing arts for young audiences.	
1.2.7 ASSITEJ has non-profit and non-commercial aims.		1.2.7 ASSITEJ has non-profit and non-commercial aims.	
Article 2 – Seat 2.1 The Seat of ASSITEJ is in Bologna, Italy.		Article 2 – Seat 2.1 The Seat of ASSITEJ is in Bologna, Italy.	
2.2 The current law of the state in which the Association is resident or situated will apply in all instances not expressly provided for by the present statute, and the private law of that state will bind the Association.		2.2 The current law of the state in which the Association is resident or situated will apply in all instances not expressly provided for by the present statute, and the private law of that state will bind the Association.	
2.3 The General Assembly is entitled to modify the seat of the Association, amending the Constitution as necessary in order for it to comply with the laws of the Country in which ASSITEJ has its seat.		2.3 The General Assembly is entitled to modify the seat of the Association, amending the Constitution as necessary in order for it to comply with the laws of the Country in which ASSITEJ has its seat.	

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Registered Constitution - March, 30 th , 2021	Amendments	New Constitution version with Amendments, if approved.	Explanations
2.4 The account and corporate books of the Association shall have to be filed with the seat of the Association.		2.4 The account and corporate books of the Association shall have to be filed with the seat of the Association.	
	2.5 The Association is constituted in the form of a 'Third Sector' Organization (ETS) and therefore as a Non-Profit Organisation, in accordance with Italian Law Code of the Third Sector - Legislative Decree 117/2017, paragraphs 1d and 1i of art. 5).	2.5 The Association is constituted in the form of a 'Third Sector' Organization (ETS) and therefore as a Non-Profit Organisation, in accordance with Italian Law Code of the Third Sector - Legislative Decree 117/2017, paragraphs 1d and 1i of art. 5).	The Articles from 2.5 to 2.6.3 are To meet better the requirements of the Italian Law Code of the Third Sector.
	2.6 Specifically, it meets the requirements of the Italian Law Code of the Third Sector:	2.6 Specifically, it meets the requirements of the Italian Law Code of the Third Sector:	
	2.6.1 The Association, in pursuit of the above purposes, carries out exclusively or principally activities of general interest referred to in the Italian Law (Code of the Third Sector - Legislative Decree 117/2017, paragraphs 1d and 1i of art. 5) and specified in the art.3.	2.6.1 The Association, in pursuit of the above purposes, carries out exclusively or principally activities of general interest referred to in the Italian Law (Code of the Third Sector - Legislative Decree 117/2017, paragraphs 1d and 1i of art. 5) and specified in the art.3.	
	2.6.2 The financial statements must be prepared in accordance with Italian Law, in particular Article 13 of Legislative Decree 117/2017 and its subsequent amendments.	2.6.2 The financial statements must be prepared in accordance with Italian Law, in particular Article 13 of Legislative Decree 117/2017 and its subsequent amendments.	
	2.6.3 The Executive Committee will also be called upon to draw up the "Social Balance sheet" in the cases provided for in Article 14 of Legislative Decree 117/2017.	2.6.3 The Executive Committee will also be called upon to draw up the "Social Balance sheet" in the cases provided for in Article 14 of Legislative Decree 117/2017.	

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Article 3 – Object 3.1 - Aims Recognizing that children and young people make up a large part of the world’s population and that they represent the future, the aims of the Association are:		Article 3 – Object 3.1 - Aims Recognizing that children and young people make up a large part of the world’s population and that they represent the future, the aims of the Association are:	
3.1.1 To work for the rights of children and young people to artistic experiences especially designed and created for them.		3.1.1 To work for the rights of children and young people to artistic experiences especially designed and created for them.	
3.1.2 To work for the recognition and acknowledgement of theatre and the performing arts for children and young people.		3.1.2 To work for the recognition and acknowledgement of theatre and the performing arts for children and young people.	
3.1.3 To work for the improvement of the conditions of theatre and the performing arts for children and young people all over the world.		3.1.3 To work for the improvement of the conditions of theatre and the performing arts for children and young people all over the world.	
3.1.4 To improve the common knowledge of theatre and the performing arts for children and young people worldwide, thus drawing the attention of international and national authorities to the importance of taking children and young people and the artistic work created for them seriously.		3.1.4 To improve the common knowledge of theatre and the performing arts for children and young people worldwide, thus drawing the attention of international and national authorities to the importance of taking children and young people and the artistic work created for them seriously.	
3.1.5 To give people working with theatre and the performing arts for children and young people the opportunity to learn about the work of colleagues from other countries and		3.1.5 To give people working with theatre and the performing arts for children and young people the opportunity to learn about the work of colleagues from other countries and	

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cultures, thus enabling them to enrich theatre for children and young people in their own country.		cultures, thus enabling them to enrich theatre for children and young people in their own country.	
3.1.6 To help to form in all countries, ASSITEJ centres and networks which function in accordance with the mission, constitution and policies of the Association. These centres and networks shall unite all theatres, organisations, and persons interested in theatre for children and young people.		3.1.6 To help to form in all countries, ASSITEJ centres and networks which function in accordance with the mission, constitution and policies of the Association. These centres and networks shall unite all theatres, organisations, and persons interested in theatre and the performing arts for children and young people.	
3.1.7 To help to establish international artistic networks to explore different aspects of artistic work for children and young people, to increase the artistic competence of artists and to benefit them.		3.1.7 To help to establish international artistic networks to explore different aspects of artistic work for children and young people, to increase the artistic competence of artists and to benefit them.	
3.2 - Means and activities The means of achieving these aims will be: 3.2.1. Organisation, promotion and support of national, regional, and international programmes, congresses, conferences, festivals, study tours, exhibitions, and other activities.		3.2 - Means and activities The means of achieving these aims will be: 3.2.1. Organisation, promotion and support of national, regional, and international programmes, congresses, conferences, festivals, study tours, exhibitions, and other activities.	
3.2.2. Promotion and support of exchange of experiences between artists from all countries.		3.2.2. Promotion and support of exchange of experiences between artists from all countries.	
3.2.3. Encouragement of circulation and exchange of plays, texts, and other literature		3.2.3. Encouragement of circulation and exchange of plays, texts, and other literature	

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pertaining to theatre for children and young people.		pertaining to theatre and the performing arts for children and young people.	
3.2.4. Collection of material and documentation on theatre and the performing arts for children and young people.		3.2.4. Collection of material and documentation on theatre and the performing arts for children and young people.	
3.2.5. Promotion of theatre and the performing arts for children and young people through all media.		3.2.5. Promotion of theatre and the performing arts for children and young people through all media.	
3.2.6. Cooperation with other international organisations with related interests		3.2.6. Cooperation with other international organisations with related interests	
3.2.7. Introduction and support of proposals made by centres and networks in order to advance the work of theatre and the performing arts for children and young people to appropriate national and international authorities and agencies		3.2.7. Introduction and support of proposals made by centres and networks in order to advance the work of theatre and the performing arts for children and young people to appropriate national and international authorities and agencies	
	3.2.8. Participation in National and International projects and calls for proposals, promoted by national or international, public and private, entities.	3.2.8. Participation in National and International projects and calls for proposals, promoted by national or international, public and private, entities.	This was a shortcoming of our Statute, so it is explicit that we can participate in Calls for Proposals (as the Networks Project and Babel)
Article 4 – Members ASSITEJ is created to facilitate the development of theatre in particular, and the performing arts in general, for children and young people at the highest artistic level. No theatre, organisation or individual can be refused admittance to membership of ASSITEJ		Article 4 – Members ASSITEJ is created to facilitate the development of theatre in particular, and the performing arts in general, for children and young people at the highest artistic level. No theatre, organisation or individual can be refused admittance to membership of ASSITEJ	

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on the basis of age, gender, ethnicity, disability or ability, economic standing, sexual orientation, cultural identity, national origin, or political or religious conviction.		on the basis of age, gender, ethnicity, disability or ability, economic standing, sexual orientation, cultural identity, national origin, or political or religious conviction.	
4.1 Members of the Association are: 1. national centres representative of theatre for children and young people in their own countries; 2. professional, international networks of theatres, organisations and persons who share a common artistic need or interest that serves the growth of theatre for children and young people; 3. individual members (theatre companies, organisations, or persons) dedicated to theatre for children and young people, who are not able to participate in other forms of ASSITEJ membership.	4.1 Members of the Association are: 1. National Centres representative of theatre and the performing arts for children and young people in their own countries. 2. International Professional Networks of theatres, organisations and persons who share a common artistic need or interest that serves the growth of theatre and the performing arts for children and young people.	4.1 Members of the Association are: 1. National Centres representative of theatre and the performing arts for children and young people in their own countries. 2. International Professional Networks of theatres, organisations and persons who share a common artistic need or interest that serves the growth of theatre and the performing arts for children and young people.	Article 4, that of the Categories of members, is the one in which the most substantial changes have been made. The law demands that the "Members" of an Entity of the Third Sector (ETS) have absolute equality of duties and rights, in particular the right to vote. Therefore, the old condition of the Corresponding Member, who had only 1 vote and could not be present in the Executive Committee, is not possible. And there cannot be Individual Members who do not have the right to vote. The definition update of International Networks is to differentiate Member networks from other forms of networking
4.2 Categories of membership: 1. Full membership National centres and networks 2. Corresponding membership Those National Centres and Networks that are unable to meet the full criteria for	4.2 Categories of membership and Affiliation: 1. Members National Centres and International Professional Networks.	4.2 Categories of Membership and Affiliation: 1. Members National Centres and International Professional Networks.	As affiliates are not members, we need to distinguish between the possibilities for association. That is why in this proposal there are no more Corresponding Members and

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<p>membership, but can meet less stringent criteria as defined in Article 4.3.</p> <p>A member can also choose the corresponding membership if its economic conditions do not allow it to fulfil the full membership.</p> <p>3. Non-voting membership</p> <p>Individual members (theatre companies, organisations, or persons) dedicated to theatre and the performing arts for children and young people, who are not able to participate in other forms of ASSITEJ membership.</p>	<p>2. ASSITEJ Affiliates</p> <p>Those public or private subjects (such as theatre or performing arts companies, organisations, or individuals) that are dedicated to theatre for children and youth and that do not meet the requirements for membership (as per Article 4.3. below).</p>	<p>2. ASSITEJ Affiliates</p> <p>Those public or private subjects (such as theatre companies, organisations, or individuals) that are dedicated to theatre and the performing arts for children and youth and that do not meet the requirements for membership (as per Article 4.3. below).</p>	<p>Individuals are now non-voting ASSITEJ Affiliates.</p> <p>The Corresponding Membership was created to allow a sliding scale of membership fee as well as rights. Under the third sector law , this is not legal. ASSITEJ will still review the scale of fees, so as to encourage access for new membership.</p> <p>We have developed the category of Affiliates in order to ensure that anyone, not able to meet the criteria of membership, is still able to participate in the work of the association.</p>
<p>4.3 Definitions of members:</p> <p>4.3.1 National Centres:</p> <p>1. National centres are networks of the theatre companies, organisations and persons working in that country in the field of theatre for children and young people.</p> <p>2. Categories of membership within national centres are:</p> <p>2.1 Professional theatre companies or artists performing for children and young people.</p> <p>2.2 Non-professional theatre companies or artists performing for children and young people.</p>	<p>4.3 Definition of Members (National Centres and International Professional Networks)</p> <p>4.3.1 National Centres:</p> <p>1. National Centres are formally recognised networks of the companies, organisations and persons working in that country in the field of theatre and the performing arts for children and young people.</p> <p>2. Categories of membership within National Centres are:</p>	<p>4.3 Definition of Members (National Centres and International Professional Networks)</p> <p>4.3.1 National Centres:</p> <p>1. National Centres are formally recognised networks of the companies, organisations and persons working in that country in the field of theatre and the performing arts for children and young people.</p> <p>2. Categories of membership within National Centres are:</p>	

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<p>2.3 Organisations, institutions, associations or persons actively engaged in the work of theatre for children and young people.</p> <p>2.4 Supporting organisations, institutions, associations, or persons interested in theatre for children and young people.</p> <p>3. Criteria for full or corresponding membership:</p> <p>3.1 To qualify for full membership in the Association, a national centre must be a network comprising of at least three (3) professional members (2.1), or five (5) members with at least two (2) professional members (2.1) and three (3) non-professional members (2.2).</p> <p>3.2 To qualify for corresponding membership, a national centre must be a network of theatre companies, organisations and persons, which does not achieve the above criteria.</p>	<p>2.1 Professional theatre and performing arts companies or artists performing for children and young people.</p> <p>2.2 Non-professional theatre and performing arts companies or artists performing for children and young people.</p> <p>2.3 Organisations, institutions, associations or persons actively engaged in the work of theatre and the performing arts for children and young people.</p> <p>2.4 Supporting organisations, institutions, associations, or persons interested in theatre and the performing arts for children and young people.</p> <p>3. Criteria for membership:</p> <p>To qualify for membership in the Association, a National Centre must comprise of at least three (3) professional members (2.1), or five (5) members with at least two (2) professional members (2.1) and three (3) non-professional members (2.2).</p>	<p>2.1 Professional theatre and performing arts companies or artists performing for children and young people.</p> <p>2.2 Non-professional theatre and performing arts companies or artists performing for children and young people.</p> <p>2.3 Organisations, institutions, associations or persons actively engaged in the work of theatre and the performing arts for children and young people.</p> <p>2.4 Supporting organisations, institutions, associations, or persons interested in theatre and the performing arts for children and young people.</p> <p>3. Criteria for membership:</p> <p>To qualify for membership in the Association, a National Centre must comprise of at least three (3) professional members (2.1), or five (5) members with at least two (2) professional members (2.1) and three (3) non-professional members (2.2).</p>	
<p>4.3.2 Professional Networks</p> <p>1. Professional networks are formal, international networks of theatre companies, organisations, and/or persons working in and</p>	<p>4.3.2 International Professional Networks</p> <p>1. International Professional Networks are formally recognised networks of theatre and performing arts companies, organisations, and/or persons working in and supporting the</p>	<p>4.3.2 International Professional Networks</p> <p>1. International Professional Networks are formally recognised networks of theatre and performing arts companies, organisations, and/or persons working in and supporting the</p>	

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<p>supporting the field of theatre for children and young people.</p> <p>2. Professional networks can be formed on the basis of common interests or needs related to the work of theatre for children and young people.</p> <p>3. Criteria for full or corresponding membership:</p> <p>3.1 To qualify for full membership in the Association, a professional network should be a global network which includes members from at least seven (7) countries from two (2) or more continents.</p> <p>3.2 Those professional networks which do not meet the above criteria, but include members from a minimum of five (5) countries, may apply for corresponding membership.</p>	<p>field of theatre and the performing arts for children and young people.</p> <p>2. International Professional Networks can be formed on the basis of common interests or needs related to the work of theatre and the performing arts for children and young people.</p> <p>3. Criteria for membership: To qualify for membership in the Association, an International Professional Network should be a global network which includes members from at least seven (7) countries from two (2) or more continents.</p>	<p>field of theatre and performing arts for children and young people.</p> <p>2. International Professional Networks can be formed on the basis of common interests or needs related to the work of theatre and the performing arts for children and young people.</p> <p>3. Criteria for membership: To qualify for membership in the Association, an International Professional Network should be a global network which includes members from at least seven (7) countries from two (2) or more continents.</p>	
<p>4.3.3 Individual members:</p> <p>1. Individual members are theatre companies, organisations or persons dedicated to theatre and the performing arts for young audiences, who are not able to participate in other forms of ASSITEJ membership.</p> <p>2. Individual membership is a non-voting membership and needs to be renewed after</p>	<p>4.3.3 Definition of ASSITEJ Affiliates</p> <p>4.3.3.1 ASSITEJ Affiliates are theatre and performing arts companies, organisations or persons dedicated to theatre and the performing arts for young audiences, who are not able to participate in other forms of ASSITEJ membership.</p>	<p>4.3.3 Definition of ASSITEJ Affiliates</p> <p>4.3.3.1 ASSITEJ Affiliates are theatre and performing arts companies, organisations or persons dedicated to theatre and the performing arts for young audiences, who are not able to participate in other forms of ASSITEJ membership.</p>	<p>See the explanation above about the change relating to Individual members.</p> <p>In addition, there will be no membership fees for ASSITEJ Affiliates, as they cannot be members unless they have equal voting rights. Affiliates will be encouraged to make</p>

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<p>every three year period.</p> <p>3. Individual members are encouraged to work over time towards a change of status that will allow them voting rights in another capacity of membership.</p> <p>4. Individual members are strongly encouraged to actively cooperate with other members of ASSITEJ to embark on projects or programmes which advance the aims of the Association.</p>	<p>4.3.3.2 Criteria for Affiliation:</p> <p>Affiliation with ASSITEJ is possible when there is not already a National Centre in the applicant's own country. An application should be made to the Executive Committee to become an Affiliate. Affiliates are encouraged to make a donation to ASSITEJ in order to support the work of the Association.</p>	<p>4.3.3.2 Criteria for Affiliation:</p> <p>Affiliation with ASSITEJ is possible when there is not already a National Centre in the applicant's own country. An application should be made to the Executive Committee to become an Affiliate. Affiliates are encouraged to make a donation to ASSITEJ in order to support the work of the Association.</p>	<p>a donation to the Association to support the work of the Association.</p>
	<p>4.3.3.3 ASSITEJ Affiliates are encouraged to work to change their status to that of a voting member within two years of joining the association. If this is not possible, they will automatically, without renewal of the application, continue to retain ASSITEJ Affiliate status. ASSITEJ will follow the progress of the Affiliate and the ASSITEJ Affiliate may at any time change their status to a voting member, if the conditions of membership are met.</p>	<p>4.3.3.3 ASSITEJ Affiliates are encouraged to work to change their status to that of a voting member within two years of joining the association. If this is not possible, they will automatically, without renewal of the application, continue to retain ASSITEJ Affiliate status. ASSITEJ will follow the progress of the Affiliate and the ASSITEJ Affiliate may at any time change their status to a voting member, if the conditions of membership are met.</p>	<p>It is a proposal to encourage the ASSITEJ Affiliates to achieve the conditions to become voting members. Also to clarify that their position is provisional.</p>
	<p>4.3.3.4 ASSITEJ Affiliates are strongly encouraged to actively cooperate with other members of ASSITEJ to embark on projects or programs which advance the aims of the Association.</p>	<p>4.3.3.4 ASSITEJ Affiliates are strongly encouraged to actively cooperate with other members of ASSITEJ to embark on projects or programs which advance the aims of the Association</p>	
<p>4.3.4 National Centres, particular conditions</p>		<p>4.3.4 National Centres, particular conditions</p>	

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of membership		of membership	
4.3.4.1 Additional memberships Theatres or artists, living and operating in a particular country, may be members of more than one National Centre, provided they are first members of the National Centre of their country of residence, and that they meet the requirements of membership of both organisations.		4.3.4.1 Additional memberships Organisations or artists, living and operating in a particular country, may be members of more than one National Centre, provided they are first members of the National Centre of their country of residence, and that they meet the requirements of membership of both organisations.	
4.3.4.2 Neighbour membership Theatres or artists operating in countries without National Centres and where there are no real possibilities to develop a National Centre in their country at this time, can apply to join a geographically nearby National Centre, who may accept them under a clear set of criteria to be determined by that National Centre.		4.3.4.2 Neighbour membership Organisations or artists operating in countries without National Centres and where there are no real possibilities to develop a National Centre in their country at this time, can apply to join a geographically nearby National Centre, who may accept them under a clear set of criteria to be determined by that National Centre.	
4.3.5 Common criteria for membership: No category of membership may participate provisionally in ASSITEJ.		4.3.5 Common criteria for membership: No category of membership may participate provisionally in ASSITEJ.	
Article 5 - Rights and Obligations	Article 5 - Rights and Obligations	Article 5 - Rights and Obligations	
5.1 Full members have the right to make proposals at constitutional meetings, to be elected to the Executive Committee, and to vote according to the rules detailed in Article 9.	5.1 Rights of Members Members have the right to make proposals at constitutional meetings, to offer a candidate for election to the Executive Committee and to	5.1 Rights of Members Members have the right to make proposals at constitutional meetings, to offer a candidate for election to the Executive Committee and	Article 5 is completely remodelled to respond to the new categories of participation: Members and Affiliates.

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	<p>vote in accordance with the rules set out in Article 9.</p> <p>Members have the right to take note of the agenda of the Assemblies, to examine the balance sheet and to consult the minutes.</p>	<p>to vote in accordance with the rules set out in Article 9.</p> <p>Members have the right to take note of the agenda of the Assemblies, to examine the balance sheet and to consult the minutes.</p>	Required details
<p>5.2 Corresponding members</p> <p>have the right to make proposals at constitutional meetings and to vote according to the rules detailed in Article 9.</p> <p>Corresponding members do not have the right to be elected to the Executive Committee.</p>	<p>5.2 Rights of ASSITEJ Affiliates</p> <p>Affiliates have the right to participate in the work of the Association, including the advancement of proposals to the Assemblies provided for in the Bylaws, but they do not have the right to vote, pursuant to the provisions of Article 9. In addition, ASSITEJ Affiliates do not have the right to be elected to the Executive Committee.</p>	<p>5.2 Rights of ASSITEJ Affiliates</p> <p>Affiliates have the right to participate in the work of the Association, including the advancement of proposals to the Assemblies provided for in the Bylaws, but they do not have the right to vote, pursuant to the provisions of Article 9. In addition, ASSITEJ Affiliates do not have the right to be elected to the Executive Committee.</p>	See notes above about the change away from Corresponding Members
<p>5.3 Non-voting members</p> <p>have the right to participate in the work of the Association, including giving proposals at constitutional meetings, but do not have the right to vote according to the rules detailed in Article 9. Additionally, non-voting members do not have the right to be elected to the Executive Committee.</p>	<p>5.3 Obligations of Members and ASSITEJ Affiliates</p> <p>Both members and ASSITEJ Affiliates have the following obligations:</p> <ul style="list-style-type: none"> * to share in the aims and purposes of the Association, * to work to achieve the aims defined by the Association, * to accept and support the Association's Constitution and any internal regulations, * to maintain its statutes, 	<p>5.3 Obligations of Members and ASSITEJ Affiliates</p> <p>Both members and ASSITEJ Affiliates have the following obligations:</p> <ul style="list-style-type: none"> * to share in the aims and purposes of the Association, * to work to achieve the aims defined by the Association, * to accept and support the Association's Constitution and any internal regulations, * to maintain its statutes, 	

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	<ul style="list-style-type: none"> * to act upon the decisions made by the Association, * to keep the Secretary General informed of their activities on a regular basis, * to appoint a correspondent, * to provide a permanent address, 	<ul style="list-style-type: none"> * to act upon the decisions made by the Association, * to keep the Secretary General informed of their activities on a regular basis, * to appoint a correspondent, * to provide a permanent address, 	
<p>5.4 All members, full, corresponding and non-voting</p> <p>have the following obligations:</p> <ul style="list-style-type: none"> * to work to achieve the aims defined by the Association, * to maintain its statutes, * to act upon the decisions made by the Association, * to pay their membership fees, * to keep the Secretary General informed of their activities on a regular basis, * to appoint a correspondent, * to provide a permanent address, * and to communicate to their members the information sent from the Secretary General's office. 	<p>5.4 Obligations and constraints of Members only</p> <p>1) All members shall:</p> <ul style="list-style-type: none"> * pay the membership fee, * use the acronym "ASSITEJ" in the name of the Centre or Network or in the subtitle. * communicate to their members the information sent from the Secretary General's office. <p>2) Membership may not be temporary.</p> <p>3) The National Centres and International Professional Networks participate through their representatives.</p>	<p>5.4 Obligations and constraints of Members only</p> <p>1) All members shall:</p> <ul style="list-style-type: none"> * pay the membership fee, * use the acronym "ASSITEJ" in the name of the Centre or Network or in the subtitle. * communicate to their members the information sent from the Secretary General's office. <p>2) Membership may not be temporary.</p> <p>3) The National Centres and International Professional Networks participate through their representatives.</p>	<p>Point 2) and 3) are required details</p>
<p>5.5 All full and corresponding members</p> <p>must use the acronym "ASSITEJ" either in the name of the centre or network, or in the description in the subtitle.</p>			<p>Transformed and Included in 5.4</p> <p>NO reference to Corresponding members now, as this is not legal for third Sector regulations.</p>

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Article 6 - Application, Resignation, Suspension, Expulsion	Article 6 - Application, Resignation, Suspension, Expulsion, Closure.	Article 6 - Application, Resignation, Suspension, Expulsion, Closure.	
6.1. Written applications for membership shall be addressed to the Secretary General. These applications will be considered, approved, or denied by the Executive Committee. In the case of a denial by the Executive Committee, the applicant may appeal to the next General Assembly.		6.1. Written applications for membership shall be addressed to the Secretary General. These applications will be considered, approved, or denied by the Executive Committee. In the case of a denial by the Executive Committee, the applicant may appeal to the next General Assembly.	
6.2. Membership will become effective and will be recorded in the "Members Book" after the payment of the annual fee. Only after this effective admission, will the name of the member be included on any public listing of members.		6.2. Membership will become effective and will be recorded in the "Members Book" after the payment of the annual fee. Only after this effective admission, will the name of the member be included on any public listing of members.	
6.3. If a prospective member knows that they are unable to pay the annual member fee for proven and objective conditions of economic difficulty, they must specify this in their application. They can request the Executive Committee to support their membership for the first year, in the spirit of solidarity, to be revised on an annual basis. In the absence of		6.3. If a prospective member knows that they are unable to pay the annual member fee for proven and objective conditions of economic difficulty, they must specify this in their application. They can request the Executive Committee to support their membership for the first year, in the spirit of solidarity, to be revised on an annual basis. In the absence of	

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this explicit request, non-payment will result in the non-activation of the membership.		this explicit request, non-payment will result in the non-activation of the membership.	
6.4 Independently of the fact that the new member has paid their membership fee or has requested the solidarity support from the Executive Committee, at the end of the first year of membership, ASSITEJ and the new member commit themselves to verify the state of the associative relationship and of the functioning of the National Centre or the Network, thus allowing the activation of all those procedures that are necessary to support the member in its activities and in its social mission and to help it, at the same time, in fully meeting its obligations to the Association as provided for by the Constitution.		6.4 Independently of the fact that the new member has paid their membership fee or has requested the solidarity support from the Executive Committee, at the end of the first year of membership, ASSITEJ and the new member commit themselves to verify the state of the associative relationship and of the functioning of the National Centre or the Network, thus allowing the activation of all those procedures that are necessary to support the member in its activities and in its social mission and to help it, at the same time, in fully meeting its obligations to the Association as provided for by the Constitution.	
6.5 Any member that wishes to resign from the Association should inform the Secretary General in writing. The resignation will take effect from 1st January in the following year.		6.5 Any member that wishes to resign from the Association should inform the Secretary General in writing. The resignation will take effect from 1st January in the following year.	
6.6 The Executive Committee may decide, by a majority of two-thirds, on the rejection, suspension, or expulsion of any member whose work conflicts with the fundamental aims of this Association, or who has failed several times in one of the obligations mentioned in Article 5.4. Any centre which	6.6 The Executive Committee may decide, by a majority of two-thirds, on the rejection, suspension, closure or expulsion of any member whose work conflicts with the fundamental aims of this Association, or who has failed several times in one of the obligations mentioned in Article 5.4	6.6 The Executive Committee may decide, by a majority of two-thirds, on the rejection, suspension, closure or expulsion of any member whose work conflicts with the fundamental aims of this Association, or who has failed several times in one of the obligations mentioned in Article 5.4	

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has been rejected, suspended, or expelled loses the right to use the name of “ASSITEJ”.	Everyone whose membership relationship has been rejected, suspended, closed or expelled loses the right to use the name of “ASSITEJ”.	Everyone whose membership relationship has been rejected, suspended, closed or expelled loses the right to use the name of “ASSITEJ”.	
6.7. Any rejected, suspended, or expelled member may appeal to the next General Assembly.		6.7. Any rejected, suspended, closed or expelled member may appeal to the next General Assembly.	
6.8 The membership fees cannot be transferred, in any case		6.8 The membership fees cannot be transferred, in any case	
Article 7 – Income, Funds, Financial Year and Budget	Article 7 – Income, Funds, Financial Year and Budget	Article 7 – Income, Funds, Financial Year and Budget	
7.1. This Association is financed from membership fees, as well as from subsidies or grants accepted by the Executive Committee, given its non-profit status.	7.1. The economic revenues of the association shall consist of: a) membership fees; b) public contributions; c) private contributions; d) contributions from the European Union and international organisations, the State, public bodies or institutions, aimed at supporting specific and documented activities or projects; e) donations and testamentary legacies not intended to increase the assets; f) income from assets; g) funds received from public collections carried out occasionally, even by offering goods of modest value and services;	7.1. The economic revenues of the association shall consist of: a) membership fees; b) public contributions; c) private contributions; d) contributions from the European Union and international organisations, the State, public bodies or institutions, aimed at supporting specific and documented activities or projects; e) donations and testamentary legacies not intended to increase the assets; f) income from assets; g) funds received from public collections carried out occasionally, even by offering goods of modest value and services;	Revenues are listed in detail. The Public grants (as the EU Grants), are inserted.

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	<p>h) income deriving from the performance of activities of general interest</p> <p>i) other revenues expressly provided for by law;</p> <p>l) any income from various activities in compliance with the limits imposed by law or regulations.</p>	<p>h) income deriving from the performance of activities of general interest</p> <p>i) other revenues expressly provided for by law;</p> <p>l) any income from various activities in compliance with the limits imposed by law or regulations.</p>	
7.2 This Association can also be financed with incomes derived by commercial activities of limited extent, addressed to members or third parties.	7.2 The Association may also be financed by revenues for services rendered to members or third parties, without this ever constituting a continuous commercial activity.	7.2 The Association may also be financed by revenues for services rendered to members or third parties, without this ever constituting a continuous commercial activity.	Improved reformulation
<p>7.3 The financial year shall run from 1st January to 31st December every year. Within 4 months after the end of the financial year, the Treasurer shall prepare the “financial statements” to be submitted for approval to the Executive Committee. The financial statements need to be approved by the Executive Committee before the month of December of the year after the end of the accounting period.</p> <p>Every time it meets, the General Assembly shall ratify the accounts for the period between one General Assembly and the next against the mission budget set at the previous General Assembly.</p>	<p>7.3. The financial year runs from 1 January to 31 December of each year. Within 4 months of the end of the financial year, the Executive Committee shall prepare the "Financial Statements" to be submitted for the annual approval of the General Assembly - which is responsible for the assets - by 31 May of the year following the end of the financial year, so that by 30 June it can be deposited, drawn up in compliance with Italian Law, as provided for by Article 13 of Legislative Decree 117/2017 and its subsequent amendments.</p> <p>The Executive Committee will also be called upon to draw up the "Social Balance sheet" in</p>	<p>7.3. The financial year runs from 1 January to 31 December of each year. Within 4 months of the end of the financial year, the Executive Committee shall prepare the "Financial Statements" to be submitted for the annual approval of the General Assembly - which is responsible for the assets - by 31 May of the year following the end of the financial year, so that by 30 June it can be deposited, drawn up in compliance with Italian Law, as provided for by Article 13 of Legislative Decree 117/2017 and its subsequent amendments.</p> <p>The Executive Committee will also be called upon to draw up the "Social Balance sheet" in</p>	<p>The term of 4 months is required by the Law.</p> <p>To approve the Financial Statement is a mandatory competence of the Assembly (Art.25 Third Sector Code) It is therefore no longer possible for the Executive Committee to approve the Annual Financial Statement</p>

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<p>The mission budget set has a guiding function and is not binding. Therefore, the Executive Committee, if it deems it appropriate, may modify it in order to facilitate the achievement of the objectives proposed by the Working Plan adopted by the General Assembly.</p>	<p>the cases provided for in Article 14 of Legislative Decree 117/2017 or when it deems it appropriate. The Social Balance sheet, drafted in accordance with Italian law, will also have to be approved by the General Assembly.</p> <p>In addition to the Balance Sheet, Mission Budgets for the period between one Congress and the next and any related Final Accounts, on which the General Assembly will express an indicative and non-binding evaluation, may also be brought to the attention of the General Assembly at the World Congress.</p>	<p>the cases provided for in Article 14 of Legislative Decree 117/2017 or when it deem it appropriate. The Social Balance sheet, drafted in accordance with Italian law, will also have to be approved by the General Assembly.</p> <p>In addition to the Balance Sheet, Mission Budgets for the period between one Congress and the next and any related Final Accounts, on which the General Assembly will express an indicative and non-binding evaluation, may also be brought to the attention of the General Assembly at the World Congress.</p>	<p>Required detail. The Social Balance sheet is compulsory when revenues, income or receipts however denominated, exceed 1 million euro. The Social Balance sheet can be defined as an instrument for reporting on the social, environmental and economic responsibilities, behaviours and results of an organisation's activities.</p>
<p>7.4 Membership fees, which are determined by the General Assembly, are due on 1st January of each year and must be sent to the Treasurer. Members who have not paid fees for the year in which the General Assembly is meeting, lose the right to vote in the General Assembly. (May 2017)</p>		<p>7.4 Membership fees, which are determined by the General Assembly, are due on 1st January of each year and must be sent to the Treasurer. Members who have not paid fees for the year in which the General Assembly is meeting, lose the right to vote in the General Assembly. (May 2017)</p>	
<p>7.5 The Executive Committee can waive or reduce the annual fee for those members who might find themselves in heavy and documented economic distress. The Executive Committee may also identify and use other instruments such as Solidarity</p>		<p>7.5 The Executive Committee can waive or reduce the annual fee for those members who might find themselves in heavy and documented economic distress. The Executive Committee may also identify and use other instruments such as Solidarity</p>	

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funds or Mutual fees to sustain the membership.		funds or Mutual fees to sustain the membership.	
7.6 The net year profit and any additional funds shall comprise the Common Fund of the Association.		7.6 The net year profit and any additional funds shall comprise the Common Fund of the Association.	
7.7 The Common Fund shall not be distributed among the Members, while the Association is still in place. Upon termination of the Association, the Common Fund shall be distributed as stated in Art. 13. While the Association is still valid, it is forbidden to distribute, even indirectly, profits, extra management funds, unless the destination and the distribution are established by law.		7.7 The Common Fund shall not be distributed among the Members, while the Association is still in place. Upon termination of the Association, the Common Fund shall be distributed as stated in Art. 13. While the Association is still valid, it is forbidden to distribute, even indirectly, profits, extra management funds, unless the destination and the distribution are established by law.	
Article 8 - Structure The governing body of this Association consists of: 1. The General Assembly 2. The Executive Committee	Article 8 - Structure The governing body of this Association consists of: 1. The General Assembly 2. The Executive Committee The members of the Executive Committee are listed in Article 11. 3. Body of Legal Control and Audit Only when the requirements of the Law are met or, failing that, when it deems it appropriate.	Article 8 - Structure The governing body of this Association consists of: 1. The General Assembly 2. The Executive Committee The members of the Executive Committee are listed in Article 11. 3. Body of Legal Control and Audit Only when the requirements of the Law are met or, failing that, when it deems it appropriate.	Required change (art.30-31) . To appoint a Control body, including a single-member body, is mandatory when two of the following limits are

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			exceeded in two consecutive financial years a) total assets in the balance sheet = 110,000.00 euro; b) revenue, income, receipts however denominated = 220,000.00 euro; c) average number of employees during the financial year = 5.
Article 9 - The General Assembly 9.1 Composition of the General Assembly The General Assembly consists of delegations of all full and corresponding members.	The General Assembly consists of delegations of Members. Affiliates may be invited.	Article 9 - The General Assembly 9.1 Composition of the General Assembly The General Assembly consists of delegations of Members. Affiliates may be invited.	
9.2 Voting Rights of the General Assembly 9.2.1 A delegation from a centre or network with full membership has three (3) votes. A delegation from a centre or network with corresponding membership has one (1) vote.	9.2.1 A delegation of a Member has three (3) votes.	9.2 Voting Rights of the General Assembly 9.2.1 A delegation of a Member has three (3) votes.	Change following the new definition of Members
9.2.2. All voting (whether in person or online) requires a voting commission to audit the vote and check its reliability. This commission will be appointed ahead of the General Assembly meeting and will operate according to a voting regulation as decided by them together with the Executive Committee.		9.2.2. All voting (whether in person or online) requires a voting commission to audit the vote and check its reliability. This commission will be appointed ahead of the General Assembly meeting and will operate according to a voting regulation as decided by them together with the Executive Committee.	
9.2.3 Online voting can happen in two ways: for simple decision making (for example, the	9.2.3 Online voting is permitted. Online voting will be conducted through methods that allow	9.2.3 Online voting is permitted. Online voting will be conducted through methods that allow	Improved reformulation to respect the rights of the members would be

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<p>acceptance of an agenda), the voting can take place by a simple online poll; for more complex decisions, the online voting process will be permitted over a sufficient period of time to allow for participation in all time zones (i.e. not less than 24 hours). Online voting should use mechanisms where the security of the vote, the anonymity of the vote and the integrity of the vote cannot be called into question.</p>	<p>for recognition of the person entitled to vote. The online voting process will be permitted for a period of time sufficient to allow participation in all time zones (i.e., not less than 24 hours). Online voting will be conducted using mechanisms in which the security of the vote, the anonymity of the vote, and the integrity of the vote cannot be questioned.</p> <p>If for procedural reasons functional to the work of the Assembly (such as, for example, the acceptance of the agenda or the appointment of the Electoral Commission), the President requests a real-time vote, the Members who were not present for time zone reasons must be enabled to verify and ratify the resulting resolutions.</p>	<p>for recognition of the person entitled to vote. The online voting process will be permitted for a period of time sufficient to allow participation in all time zones (i.e., not less than 24 hours). Online voting will be conducted using mechanisms in which the security of the vote, the anonymity of the vote, and the integrity of the vote cannot be questioned.</p> <p>If for procedural reasons functional to the work of the Assembly (such as, for example, the acceptance of the agenda or the appointment of the Electoral Commission), the President requests a real-time vote, the Members who were not present for time zone reasons must be enabled to verify and ratify the resulting resolutions.</p>	<p>respected (following the criteria of the Third Sector law)</p>
<p>9.2.4 Voting by proxy is permitted, where this is required. A Centre or network wishing to transfer its proxy must do so in writing. A delegation from a national Centre or a network can hold a proxy for only one other member (whether national Centre or network). A full member (whether national Centre or network) can hold a proxy for any full or corresponding member (whether national Centre or</p>	<p>9.2.4 Voting by proxy is permitted, where this is required.</p> <p>A National Centre or International Network wishing to transfer its proxy must do so in writing.</p> <p>A delegation from a National Centre or an International Network can hold a proxy for only one other member (whether National Centre or Network).</p>	<p>9.2.4 Voting by proxy is permitted, where this is required.</p> <p>A National Centre or International Network wishing to transfer its proxy must do so in writing.</p> <p>A delegation from a National Centre or an International Network can hold a proxy for only one other member (whether National Centre or Network).</p>	

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network). A corresponding member (whether national Centre or network) can hold a proxy only for another corresponding member (whether national Centre or network).	A member (whether National Centre or International Network) can hold a proxy for any other member (whether National Centre or International Network).	A member (whether a National Centre or International Network) can hold a proxy for any other member (whether National Centre or International Network).	
9.2.5 Non-voting members are invited to participate in the work of the General Assembly. These members are encouraged to find ways to formally associate with others to become part of the voting membership of ASSITEJ.	9.2.5 Affiliates are invited to participate in the work of the General Assembly. This category of association is encouraged to find ways to formally associate with others to become part of the voting membership of ASSITEJ.	9.2.5 Affiliates are invited to participate in the work of the General Assembly. This category of association is encouraged to find ways to formally associate with others to become part of the voting membership of ASSITEJ.	
9.3 Meetings of the General Assembly	9.3 Meetings of the General Assembly	9.3 Meetings of the General Assembly	
9.3.1 The Association shall meet in General Assembly at the World Congress at least once in every three calendar years, with the formal announcement of this meeting made at least six months in advance by the Secretary General upon instruction of the President. The General Assembly will decide on the location of the next General Assembly and World Congress, but if it should be unable to make a decision on this matter, or if a change of location should prove necessary, this decision will be left to the Executive Committee.	9.3.1 The Association shall meet in General Assembly in person at the World Congress at least once every three calendar years, with the formal announcement of this meeting made at least six months in advance by the Secretary General upon instruction of the President. The General Assembly will decide on the location of the next General Assembly and World Congress, but if it should be unable to make a decision on this matter, or if a change of location should prove necessary, this decision will be left to the Executive Committee. Each year, the Association will meet online at the General Assembly for the approval of the	9.3.1 The Association shall meet in General Assembly in person at the World Congress at least once every three calendar years, with the formal announcement of this meeting made at least six months in advance by the Secretary General upon instruction of the President. The General Assembly will decide on the location of the next General Assembly and World Congress, but if it should be unable to make a decision on this matter, or if a change of location should prove necessary, this decision will be left to the Executive Committee. Each year, the Association will meet online at the General Assembly for the approval of the	

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	annual accounts and any other matters pertaining to it.	annual accounts and any other matters pertaining to it.	
9.3.2 The Association may meet between two World Congresses. Members may propose an already existing event of international or regional significance for selection as an ASSITEJ Artistic Gathering. These event/s will be selected by the General Assembly.	9.3.2 In addition to online meetings, the Association may also meet in person between two World Congresses. Members may propose an already existing event of international or regional significance for selection as an ASSITEJ Artistic Gathering. These event/s will be selected by the General Assembly.	9.3.2 In addition to online meetings, the Association may also meet in person between two World Congresses. Members may propose an already existing event of international or regional significance for selection as an ASSITEJ Artistic Gathering. These event/s will be selected by the General Assembly	
9.3.3 A Special Meeting of the General Assembly may be called by the Secretary General three weeks in advance on the written and justified request of two-thirds of the members or at the discretion of the Executive Committee, in the case of an emergency or extraordinary circumstance.		9.3.3 A Special Meeting of the General Assembly may be called by the Secretary General three weeks in advance on the written and justified request of two-thirds of the members or at the discretion of the Executive Committee, in the case of an emergency or extraordinary circumstance.	
9.3.4 While the physical meeting of the General Assembly is to be prioritised, access to meetings via technology should be made available for those unable to travel. All Meetings of the General Assembly may take place partially online (blended format) or fully online, using video conferencing, online voting and similar technology. The seat of the Assembly shall be the one where the President is.		9.3.4 While the physical meeting of the General Assembly is to be prioritised, access to meetings via technology should be made available for those unable to travel. All Meetings of the General Assembly may take place partially online (blended format) or fully online, using video conferencing, online voting and similar technology. The seat of the Assembly shall be the one where the President is.	

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<p>9.4 Functions of the General Assembly</p> <p>9.4.1 The General Assembly has final control over the Constitution, and decides on any changes or amendments, thus including the ones about the seat of the Association (Art. 2.3) and connected provisions. Any member wishing to amend the Constitution must give notice in writing to the Secretary General at least three (3) months before the date of the meeting of the General Assembly. Any decision to amend the Constitution shall require a two-thirds majority.</p>	<p>9.4 Functions of the General Assembly</p> <p>9.4.1 The General Assembly has final control over the Constitution, and decides on any changes or amendments, thus including the ones about the seat of the Association (Art. 2.3) and connected provisions. Any member wishing to amend the Constitution must give notice in writing to the Secretary General at least three (3) months before the date of the meeting of the General Assembly. Any decision to amend the Constitution shall require a two-thirds majority.</p> <p>The following are the mandatory functions and powers of the Assembly:</p> <ul style="list-style-type: none"> -a) to appoint or revoke the members of the Executive Committee; -b) to appoint or revoke the President, the Secretary General and the other Officers; -c) to appoint or revoke, when provided for, the person in charge of the legal audit of the accounts; -d) to approve the budget; -e) to pass resolutions on the liability of members of corporate bodies and bring liability actions against them; 	<p>9.4 Functions of the General Assembly</p> <p>9.4.1 The General Assembly has final control over the Constitution, and decides on any changes or amendments, thus including the ones about the seat of the Association (Art. 2.3) and connected provisions. Any member wishing to amend the Constitution must give notice in writing to the Secretary General at least three (3) months before the date of the meeting of the General Assembly. Any decision to amend the Constitution shall require a two-thirds majority.</p> <p>The following are the mandatory functions and powers of the Assembly:</p> <ul style="list-style-type: none"> a) to appoint or revoke the members of the Executive Committee; b) to appoint or revoke the President, the Secretary General and the other Officers; c) to appoint or revoke, when provided for, the person in charge of the legal audit of the accounts; d) to approve the budget; e) to pass resolutions on the liability of members of corporate bodies and bring liability actions against them; 	<p>We think it is useful to summarise the powers of the Assembly already present in the Statute or mandatory by law such as points a) d)</p>

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	<p>-f) to pass resolutions on amendments to the memorandum and articles of association; -g) to approve any regulations for the proceedings of the general meeting; -h) to decide on the dissolution, transformation, merger or demerger of the association; -i) to deliberate on other matters assigned by law, the memorandum of association or the statutes, according to its duty.</p> <p>Transitory rule In order to bring the Constitution of the Association in line with Italian Law (Third Sector Code - Legislative Decree No. 117 of 3 July 2017 and the consequent registration in the R.U.N.T.S. (Unique National Register of the Third Sector), the General Assembly delegates the Executive Committee to amend the Constitution of the Association in the articles in conflict with the regulations of the Third Sector. Proxy is limited to this purpose only and for the limited time necessary to accomplish it. Once registration has been obtained, it will no longer be possible for the Executive Committee to modify the Constitution.</p>	<p>f) to pass resolutions on amendments to the memorandum and articles of association; g) to approve any regulations for the proceedings of the general meeting; h) to decide on the dissolution, transformation, merger or demerger of the association; i) to deliberate on other matters assigned by law, the memorandum of association or the statutes, according to its duty.</p> <p>Transitory rule In order to bring the Constitution of the Association in line with Italian Law (Third Sector Code - Legislative Decree No. 117 of 3 July 2017 and the consequent registration in the R.U.N.T.S. (Unique National Register of the Third Sector), the General Assembly delegates the Executive Committee to amend the Constitution of the Association in the articles in conflict with the regulations of the Third Sector. Proxy is limited to this purpose only and for the limited time necessary to accomplish it. Once registration has been obtained, it will no longer be possible for the Executive Committee to modify the Constitution.</p>	<p>This a Transitory rule because it is possible that some amendments are requested so that the Statute is fully compliant with the Law. In such a case, the Executive Committee assumes the responsibility of making changes, obviously evaluating whether or not this would be acceptable to the Assembly.</p>

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	Any member wishing to amend the Constitution must give notice in writing to the Secretary General at least three (3) months before the date of the meeting of the General Assembly. Any decision to amend the Constitution shall require a two-thirds majority.	Any member wishing to amend the Constitution must give notice in writing to the Secretary General at least three (3) months before the date of the meeting of the General Assembly. Any decision to amend the Constitution shall require a two-thirds majority.	
9.4.2. The General Assembly establishes the broad outlines of the Association's policy.		9.4.2. The General Assembly establishes the broad outlines of the Association's policy.	
9.4.3 The General Assembly shall ratify the “mission budget”, in which the financial statements and the financial reports of the solar years between one General Assembly and the next are merged. They are presented and approved annually by the Executive Committee.	9.4.3 In addition to approving the annual budgets, the General Assembly shall make an indicative and non-binding assessment of the Mission Budgets for the period between one World Congress and the next and the final balance.	9.4.3 In addition to approving the annual budgets, the General Assembly shall make an indicative and non-binding assessment of the Mission Budgets for the period between one World Congress and the next and the final balance.	Rewritten to clarify
9.4.4 The General Assembly determines the membership fees and other charges to be levied on the members of the Association.		9.4.4 The General Assembly determines the membership fees and other charges to be levied on the members of the Association.	
9.5 Functioning of the General Assembly 9.5.1 The President of this Association is by right President of the General Assembly. In the event of his or her absence, he or she will be replaced by a Vice-President, selected by vote of the Executive Committee, or, in the		9.5 Functioning of the General Assembly 9.5.1 The President of this Association is by right President of the General Assembly. In the event of his or her absence, he or she will be replaced by a Vice-President, selected by vote of the Executive Committee, or, in the	

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absence of all the Vice-Presidents, by a member of the Executive Committee elected for this purpose by the General Assembly.		absence of all the Vice-Presidents, by a member of the Executive Committee elected for this purpose by the General Assembly.	
9.5.2 All decisions, unless otherwise stated, are taken by simple majority vote. In the case of a tie, the President will cast the deciding vote. If two centres apply to host the next Congress, the host shall be the centre that receives the most votes. If more than two centres apply for hosting, and neither receives a majority, a second vote shall be taken between the two leading candidates, and the host shall be the centre that receives the most votes.		9.5.2 All decisions, unless otherwise stated, are taken by simple majority vote. In the case of a tie, the President will cast the deciding vote. If two centres apply to host the next Congress, the host shall be the centre that receives the most votes. If more than two centres apply for hosting, and neither receives a majority, a second vote shall be taken between the two leading candidates, and the host shall be the centre that receives the most votes.	
9.5.3 A meeting of the General Assembly can only be held if the delegates of at least one-third (1/3) of the full and corresponding members state in writing to the Secretary General their determination to be present and to participate, either in person (whether physically or online) or by proxy. This notification of attendance must be sent to the Secretary General three (3) months in advance of the meeting.	the delegates of at least one-third (1/3) of the Members	9.5.3 A meeting of the General Assembly can only be held if the delegates of at least one-third (1/3) of the Members state in writing to the Secretary General their determination to be present and to participate, either in person (whether physically or online) or by proxy. This notification of attendance must be sent to the Secretary General three (3) months in advance of the meeting.	
9.5.4 Quorum: The General Assembly can only make decisions if one-third (1/3) of the members participate either in person or by proxy.		9.5.4 Quorum: The General Assembly can only make decisions if one-third (1/3) of the members participate either in person or by proxy.	

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9.6 Selections of bids 9.6.1 All bids for hosting ASSITEJ Artistic Gatherings and World Congresses should be presented to the Secretary General three (3) months prior to the next General Assembly, for assessment by the Executive Committee. The Secretary General will receive bids for up to and including the next four (4) year period to ensure that there will be sufficient time for preparation of the ASSITEJ Artistic Gathering in the year following the next World Congress.		9.6 Selections of bids 9.6.1 All bids for hosting ASSITEJ Artistic Gatherings and World Congresses should be presented to the Secretary General three (3) months prior to the next General Assembly, for assessment by the Executive Committee. The Secretary General will receive bids for up to and including the next four (4) year period to ensure that there will be sufficient time for preparation of the ASSITEJ Artistic Gathering in the year following the next World Congress.	
9.6.2 If no applications for the 4th year are received and voted upon by the General Assembly at the World Congress, the Executive Committee reserves the right to call for early applications one year prior to the World Congress which will be selected by the General Assembly through a special meeting using online voting or video conferencing. Should a Quorum for this meeting not be achieved, then the General Assembly gives the right to the Executive Committee to decide on the host for this ASSITEJ Artistic Gathering.		9.6.2 If no applications for the 4th year are received and voted upon by the General Assembly at the World Congress, the Executive Committee reserves the right to call for early applications one year prior to the World Congress which will be selected by the General Assembly through a special meeting using online voting or video conferencing. Should a Quorum for this meeting not be achieved, then the General Assembly gives the right to the Executive Committee to decide on the host for this ASSITEJ Artistic Gathering.	
9.7 Honorary titles The General Assembly, on the recommendation of the Executive Committee, can give the titles of Honorary President and		9.7 Honorary titles The General Assembly, on the recommendation of the Executive Committee, can give the titles of Honorary President and	

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Honorary Member for exceptional service to the Association. Both categories shall have a consultative voice, but no right to vote, and they cannot represent their country.		Honorary Member for exceptional service to the Association. Both categories shall have a consultative voice, but no right to vote, and they cannot represent their country.	
9.8 Elections for the Executive Committee 9.8.1 Elections for the Executive Committee of the Association are held at a meeting of the General Assembly at least once in every three (3) calendar years.		9.8 Elections for the Executive Committee 9.8.1 Elections for the Executive Committee of the Association are held at a meeting of the General Assembly at least once in every three (3) calendar years.	
9.8.2 The General Assembly shall elect the President and Secretary General from those standing for the Executive Committee, in this order: the President is elected first and presides over the election of the Secretary General and representatives to the Executive Committee. Candidates for the offices of the President and Secretary General should be sent in writing to the Secretary General, three months before the date of the General Assembly in order to circulate nominations to the members of ASSITEJ.		9.8.2 The General Assembly shall elect the President and Secretary General from those standing for the Executive Committee, in this order: the President is elected first and presides over the election of the Secretary General and representatives to the Executive Committee. Candidates for the offices of the President and Secretary General should be sent in writing to the Secretary General, three months before the date of the General Assembly in order to circulate nominations to the members of ASSITEJ.	
9.8.3 If no centre or network has presented candidates for these offices, the Executive Committee at its last meeting before the General Assembly shall recommend a candidate for each of the offices and inform all members of this recommendation.		9.8.3 If no centre or network has presented candidates for these offices, the Executive Committee at its last meeting before the General Assembly shall recommend a candidate for each of the offices and inform all members of this recommendation.	
9.8.4 The General Assembly shall elect the		9.8.4 The General Assembly shall elect the	

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members of the Executive Committee as representatives of the centres or networks with full membership. Each centre or network with full membership may have only one representative on the Executive Committee. Each full member, on its own behalf, should send to the Secretary General, in writing, the name of its candidate three months before the date of the meeting of the General Assembly in order to circulate nominations to the members of ASSITEJ.	of the National Centres or International Professional Networks. Each National Centre or International Professional Network has only one representative on the Executive Committee. Each Member	members of the Executive Committee as representatives of the National Centres or International Professional Networks. Each National Centre or International Professional Network may have only one representative on the Executive Committee. Each Member, on its own behalf, should send to the Secretary General, in writing, the name of its candidate three months before the date of the meeting of the General Assembly in order to circulate nominations to the members of ASSITEJ.	Amendments of words – taking out the word FULL as there are only Members now.
9.8.5 Each elected Executive Committee member must come from a different country, with the exception of <u>two</u> members only, provided that one has been proposed by a national centre and one by a network.		9.8.5 Each elected Executive Committee member must come from a different country, with the exception of <u>two</u> members only, provided that one has been proposed by a national centre and one by a network.	
9.8.6 In this case two candidates from the same country may be admitted, provided that both make the minimum number of votes (50% of the votes).		9.8.6 In this case two candidates from the same country may be admitted, provided that both make the minimum number of votes (50% of the votes).	
9.8.7. The number of network positions in the Executive Committee cannot exceed the number calculated as a proportional number of network members votes as opposed to national centre members votes.		9.8.7. The number of International Professional Network positions in the Executive Committee cannot exceed the number calculated as a proportional number of International Professional Network members votes as opposed to National Centre members votes.	

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9.8.8 From amongst the members of the Executive Committee, the General Assembly shall elect the Vice-Presidents and Treasurer, who shall be nominated in a meeting of the new Executive Committee. They shall be elected in their personal capacity.		9.8.8 From amongst the members of the Executive Committee, the General Assembly shall elect the Vice-Presidents and Treasurer, who shall be nominated in a meeting of the new Executive Committee. They shall be elected in their personal capacity.	
9.8.9 The officers and members of the Executive Committee shall be chosen to represent as fairly as possible the interests of the organisation and the diversity of all the centres and networks, taking into account such factors as geography, ethnic origin, gender, aesthetics and cultural identity. They should also reflect strengths that serve the concerns and priorities of the working plan for the elected term.		9.8.9 The officers and members of the Executive Committee shall be chosen to represent as fairly as possible the interests of the organisation and the diversity of all the National Centres and International Professional Networks, taking into account such factors as geography, ethnic origin, gender, aesthetics and cultural identity. They should also reflect strengths that serve the concerns and priorities of the working plan for the elected term.	
9.9 The agenda for the General Assembly 9.9.1 The agenda, with its enclosures, and candidates for the President, the Secretary General, the Executive Committee, and all bids (as in article 9.6) for the next four(4) year period, should be sent from the General Secretariat to all centres no later than two (2) months in advance of the General Assembly.		9.9 The agenda for the General Assembly 9.9.1 The agenda, with its enclosures, and candidates for the President, the Secretary General, the Executive Committee, and all bids (as in article 9.6) for the next four(4) year period, should be sent from the General Secretariat to all members no later than two (2) months in advance of the General Assembly.	

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9.9.2 Only those items which are set down on the agenda may be voted upon in the General Assembly.		9.9.2 Only those items which are set down on the agenda may be voted upon in the General Assembly.	
Article 10 – The Executive Committee 10.1. Composition of the Executive Committee 10.1.1 The Executive Committee is composed of a maximum of fifteen (15) members having the right to vote, including the President, three (3) Vice-Presidents, the Secretary General and the Treasurer.		Article 10 – The Executive Committee 10.1. Composition of the Executive Committee 10.1.1 The Executive Committee is composed of a maximum of fifteen (15) members having the right to vote, including the President, three (3) Vice-Presidents, the Secretary General and the Treasurer.	
10.1.2 In the event of the death or resignation of a member of the Executive Committee, the Executive Committee shall authorise the centre or network which nominated the member to appoint a deputy for the remaining period of the term of office. The exceptions are: in the case of the President, where the replacement shall be from amongst the Vice-Presidents; and in the case of one of the Vice Presidents, where the Executive Committee is authorised either to leave the office vacant or, if it judges it necessary, to elect a replacement from amongst its own members. In the case of the death or resignation of the Secretary General, the Executive Committee will appoint a suitable	10.1.2. In the event of the death or resignation of a member of the Executive Committee, including the Officers, the General Assembly shall be called upon to appoint a replacement, or the position is left vacant until the next General Assembly. In the event of the death or resignation of the Officers, the following procedure shall be followed to perform their functions until the General Assembly appoints the replacement: - for the President, the functions will be executed by one of the Vice-Presidents, - for a Vice-President the office will remain vacant,	10.1.2. In the event of the death or resignation of a member of the Executive Committee, including the Officers, the General Assembly shall be called upon to appoint a replacement, or the position is left vacant until the next General Assembly. In the event of the death or resignation of the Officers, the following procedure shall be followed to perform their functions until the General Assembly appoints the replacement: - for the President, the functions will be executed by one of the Vice-Presidents, - for a Vice-President the office will remain vacant,	Art.10.1.2 is modified for Art.25(Third sector code) which says that a member cannot be replaced without an assembly vote.

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person to the office in an acting capacity, until the next General Assembly.	- for the Secretary General and the Treasurer the functions shall be performed by an appointed member of the Executive Committee.	- for the Secretary General and the Treasurer the functions shall be performed by an appointed member of the Executive Committee.	
10.1.3 The Executive Committee has the right to co-opt persons as members of the Executive Committee. These persons will have full voting rights.	Cancelled		Art.10.1.3 must also be cut because of Art.25 (point a) which delegates to the Assembly the appointment of all committee members and therefore does not allow co-option. All members must be elected by the Assembly.
10.1 4 The Executive Committee also has the right to appoint Counsellors for the period of its mandate, who may attend, without voting rights, meetings of the Executive Committee during their time in office. Counsellors may come from a country already represented on the Executive Committee.		10.1.3 The Executive Committee also has the right to appoint Counsellors for the period of its mandate, who may attend, without voting rights, meetings of the Executive Committee during their time in office. Counsellors may come from a country already represented on the Executive Committee.	The number changes because of the removal of the above clause.
10.1.5 Any member who cannot attend a meeting of the Executive Committee can be replaced only by a permanent deputy nominated by his or her centre or network for the duration of his or her term of office. The Secretary General must be notified of the deputy's name as soon as possible after the General Assembly. This permanent deputy is	10.1.4 An elected Executive Committee member who cannot be at the meeting can give their vote to another Executive member as proxy and can also appoint a deputy to attend the meeting if he or she cannot, but without voting rights.	10.1.4 An elected Executive Committee member who cannot be at the meeting can give their vote to another Executive member as proxy and can also appoint a deputy to attend the meeting if he or she cannot, but without voting rights.	This article must also be modified because it collides with Art.25 (point a).

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able to exercise a proxy vote on behalf of the existing Executive Committee member for the duration of the meeting, in order to let him or her participate fully.			
10.2. Meetings of the Executive Committee 10.2.1 A meeting of the Executive Committee may be held only if at least half (1/2) of the members express to the Secretary General their determination to be present and participate, either in person or represented by a deputy. The presence of half (1/2) of the members shall constitute a quorum.		10.2. Meetings of the Executive Committee 10.2.1 A meeting of the Executive Committee may be held only if at least half (1/2) of the members express to the Secretary General their determination to be present and participate, either in person or represented by a deputy. The presence of half (1/2) of the members shall constitute a quorum.	
10.2.2 The Executive Committee will meet at least once each calendar year; the Committee will decide by majority vote if it is necessary to hold additional meetings, and will choose the places and dates of such meetings. The committee must be notified three (3) months in advance for physical meetings and two (2) weeks in advance for online meetings. Meetings will be called by the Secretary General at the request of the President.		10.2.2 The Executive Committee will meet at least once each calendar year; the Committee will decide by majority vote if it is necessary to hold additional meetings, and will choose the places and dates of such meetings. The committee must be notified three (3) months in advance for physical meetings and two (2) weeks in advance for online meetings. Meetings will be called by the Secretary General at the request of the President.	
10.2.3 Due to the international nature of the Association, the members of the Executive Committee are allowed to participate in the meetings by the means of video-conferencing or similar technology. The seat of the meeting shall be the one where the President is.		10.2.3 Due to the international nature of the Association, the members of the Executive Committee are allowed to participate in the meetings by the means of video-conferencing or similar technology. The seat of the meeting shall be the one where the President is.	

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10.2.4 In addition to full meetings of the Executive Committee, smaller working group meetings may be called, either physically where this is convenient, or online.		10.2.4 In addition to full meetings of the Executive Committee, smaller working group meetings may be called, either physically where this is convenient, or online.	
10.3 Functioning of the Executive Committee 10.3.1 The Executive Committee may decide upon urgent matters by correspondence if it proves impossible to hold a special meeting. In this case the Secretary General, by agreement with the President, shall send to each member of the Executive Committee a questionnaire, to which each member will reply in writing. Decisions will be made by a two-thirds (2/3) majority vote. The decisions will come before the Executive Committee at their next meeting for ratification. The replies will be placed in the records of the Association where they will be available for examination by members of the General Assembly.		10.3 Functioning of the Executive Committee 10.3.1 The Executive Committee may decide upon urgent matters by correspondence if it proves impossible to hold a special meeting. In this case the Secretary General, by agreement with the President, shall send to each member of the Executive Committee a questionnaire, to which each member will reply in writing. Decisions will be made by a two-thirds (2/3) majority vote. The decisions will come before the Executive Committee at their next meeting for ratification. The replies will be placed in the records of the Association where they will be available for examination by members of the General Assembly.	
10.3.2 Each member of the Executive Committee possesses one vote, which he or she may use in person, unless delegated to his or her permanent deputy.	This vote cannot be delegated to his or her deputy.	10.3.2 Each member of the Executive Committee possesses one vote, which he or she may use in person. This vote cannot be delegated to his or her deputy.	Only EC members elected by the General Assembly can vote.
10.3.3 The President of the Association is also Chairperson of the meetings of the Executive Committee. In the event of the President's absence, he or she will be replaced by a Vice-		10.3.3 The President of the Association is also Chairperson of the meetings of the Executive Committee. In the event of the President's absence, he or she will be replaced by a Vice-	

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President, selected by vote of the Executive Committee, or if all the Vice-Presidents are absent, by a member elected for this purpose by the Executive Committee to chair the meeting.		President, selected by vote of the Executive Committee, or if all the Vice-Presidents are absent, by a member elected for this purpose by the Executive Committee to chair the meeting.	
10.3.4 All motions are carried by a simple majority vote, except decisions taken by correspondence or regarding Article 6.3.	10.3.4 All motions are carried by a simple majority vote, except decisions taken by correspondence or regarding Article 6.6.	10.3.4 All motions are carried by a simple majority vote, except decisions taken by correspondence or regarding Article 6.6.	The number has changed
10.3.5 The Chairperson of the meeting has the right to vote as a member of the committee. If a majority decision cannot be established by this means, the Chairperson may cast a second, deciding vote.		10.3.5 The Chairperson of the meeting has the right to vote as a member of the committee. If a majority decision cannot be established by this means, the Chairperson may cast a second, deciding vote.	
10.3.6 The Executive Committee will submit a working plan of activities to the General Assembly. It manages the affairs of the Association between the meetings of the General Assembly and carries out the decisions of the General Assembly. The Executive Committee will remain in office for the period between one General Assembly and the next, which will be three years or thereabouts, at which time its members shall be eligible for re-election.		10.3.6 The Executive Committee will submit a working plan of activities to the General Assembly. It manages the affairs of the Association between the meetings of the General Assembly and carries out the decisions of the General Assembly. The Executive Committee will remain in office for the period between one General Assembly and the next, which will be three years or thereabouts, at which time its members shall be eligible for re-election.	
10.3.7 The Executive Committee will accept or reject new applications for membership made to the Secretary General. A rejection may be	for membership or affiliation	10.3.7 The Executive Committee will accept or reject new applications for membership or affiliation made to the Secretary General. A	

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appealed by the applicant at the next General Assembly.		rejection may be appealed by the applicant at the next General Assembly.	
10.3.8 The Executive Committee will give guidance to parties submitting bids for ASSITEJ Artistic Gatherings/the World Congress, in order to give them the opportunity to strengthen their bids prior to the next General Assembly. The Executive Committee has the right to not take into consideration any proposals which do not meet the requirements described in the bid document.		10.3.8 The Executive Committee will give guidance to parties submitting bids for ASSITEJ Artistic Gatherings/the World Congress, in order to give them the opportunity to strengthen their bids prior to the next General Assembly. The Executive Committee has the right to not take into consideration any proposals which do not meet the requirements described in the bid document.	
10.3.9 The budget is administered by the Executive Committee according to a working plan established by the General Assembly.		10.3.9 The budget is administered by the Executive Committee according to a working plan established by the General Assembly.	
10.3.10 In accordance with the Executive Committee's decision, the Treasurer has responsibility over the budget and the administration of the Association.		10.3.10 In accordance with the Executive Committee's decision, the Treasurer has responsibility over the budget and the administration of the Association.	
10.3.11 In order to comply with the laws of the Country where the Association has its seat, the management of accounting and corporate books shall be carried out by the Treasurer only in the case where they are residing in the Town where ASSITEJ has its seat; otherwise, the Executive Committee shall nominate an Accountant (person or company) residing in the Town where ASSITEJ	10.3.11 In order to comply with the laws of the Country where the Association has its seat, the management of accounting and corporate books shall be carried out by the Treasurer only in the case where they are residing in the town where ASSITEJ has its seat; otherwise, the Executive Committee shall nominate an Responsible Administrator (company or person) residing in the town	10.3.11 In order to comply with the laws of the Country where the Association has its seat, the management of accounting and corporate books shall be carried out by the Treasurer only in the case where they are residing in the town where ASSITEJ has its seat; otherwise, the Executive Committee shall nominate an Responsible Administrator (company or person) residing in the town	Rewritten to clarify

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has its seat and determine duties, powers and any reimbursement. The Treasurer shall be responsible for reviewing the conduct of the Accountant in order to check that all deeds fully comply with the interests of the Association (see also Art. 11.5.9).	where ASSITEJ has its seat and determine duties, powers and any fees. The Treasurer shall be responsible for reviewing the conduct of the Responsible Administrator in order to check that all deeds fully comply with the interests of the Association (see also Art. 11.5.9). If the Responsible Administrator is a company, an individual Administrator must also be identified within the company.	where ASSITEJ has its seat and determine duties, powers and any fees. The Treasurer shall be responsible for reviewing the conduct of the Responsible Administrator in order to check that all deeds fully comply with the interests of the Association (see also Art. 11.5.9). If the Responsible Administrator is a company, an individual Administrator must also be identified within the company.	
10.3.12 The Executive Committee is required to audit the accountings of the Association. This can take place through an Internal audit from a recognized member of the Association. The Executive Committee is also entitled to request an external Audit of the accountings of the Association should this be required.		10.3.12 The Executive Committee is required to audit the accountings of the Association. This can take place through an internal audit from a recognized member of the Association. The Executive Committee is also entitled to request an external Audit of the accountings of the Association should this be required.	
10.3.13. The Executive Committee may take initiative in matters not anticipated by the General Assembly, provided that these matters are in keeping with the mission and aims of this Association, and provided that the Executive Committee takes the first opportunity to report on these matters to the members.		10.3.13. The Executive Committee may take initiative in matters not anticipated by the General Assembly, provided that these matters are in keeping with the mission and aims of this Association, and provided that the Executive Committee takes the first opportunity to report on these matters to the members.	
	10.3.14 The Executive Committee may appoint, determining their duties, powers and any fees, professional individuals or	10.3.14 The Executive Committee may appoint, determining their duties, powers and any fees, professional figures useful for the	Added to make explicit that the Executive Committee appoints

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Registered Constitution - March, 30 th , 2021	Amendments	New Constitution version with Amendments, if approved.	Explanations
	companies for the development of the Association and its projects	development of the Association and its projects	professional figures as in the case of the Network Project
Article 11 - The Officers The Officers of this Association are as follows: -The President -Three Vice-Presidents -The Secretary General -The Treasurer.		Article 11 - The Officers The Officers of this Association are as follows: -The President -Three Vice-Presidents -The Secretary General -The Treasurer.	
11.1. The Officers are charged with specific functions in carrying out the Association's program and submitting reports to the Executive Committee.		11.1. The Officers are charged with specific functions in carrying out the Association's program and submitting reports to the Executive Committee.	
11.2 The President shall: 11.2.1 Preside over all General Assemblies, Special and Executive Committee meetings;		11.2 The President shall: 11.2.1 Preside over all General Assemblies, Special and Executive Committee meetings;	
11.2.2 Work towards the realisation of the aims of ASSITEJ, as determined by the General Assembly, through implementing the policies of the Association, and proposing projects and practices to accomplish these;		11.2.2 Work towards the realisation of the aims of ASSITEJ, as determined by the General Assembly, through implementing the policies of the Association, and proposing projects and practices to accomplish these;	
11.2.3 Lead and manage the activities of the Association through motivating and directing the work of the Executive Committee, in alignment with the working plan as adopted by the General Assembly;		11.2.3 Lead and manage the activities of the Association through motivating and directing the work of the Executive Committee, in alignment with the working plan as adopted by the General Assembly;	
11.2.4 Work to ensure that ASSITEJ maintains and develops international and regional contacts through networking, and actively		11.2.4 Work to ensure that ASSITEJ maintains and develops international and regional contacts through networking, and actively	

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seeks out opportunities that will serve the members of the Association;		seeks out opportunities that will serve the members of the Association;	
11.2.5 Work to ensure that ASSITEJ develops and maintains relationships with relevant stakeholders in theatre, education and children/youth affairs, for the good of the Association;		11.2.5 Work to ensure that ASSITEJ develops and maintains relationships with relevant stakeholders in theatre and performing arts, education and children/youth affairs, for the good of the Association;	
11.2.6 Propose fundraising strategies, and together with the Executive Committee, work towards the financial and organisational sustainability of the Association;		11.2.6 Propose fundraising strategies, and together with the Executive Committee, work towards the financial and organisational sustainability of the Association;	
11.2.7 Communicate the vision of the Association to members, interested parties, the media and the broader public;		11.2.7 Communicate the vision of the Association to members, interested parties, the media and the broader public;	
11.2.8 Represent the Association at regional or international meetings, or delegate an Officer or member of the Executive Committee to do so on his/her behalf;		11.2.8 Represent the Association at regional or international meetings, or delegate an Officer or member of the Executive Committee to do so on his/her behalf;	
11.2.9. Sign or countersign cheques, correspondence, applications, reports, contracts and other documents on behalf of the Association, being entitled to delegate some of these functions, totally or partially, to the Treasurer or Accountant, with explicit mandate of the Executive Committee.	11.2.9 The President has powers of ordinary and extraordinary administration and may sign cheques, correspondence, applications, reports, contracts and other documents on behalf of the Association. The President is entitled to delegate some of these functions, totally or partially, to the Treasurer or to an appointed Administrator or to the Secretary General or to a member of the Executive	11.2.9 The President has powers of ordinary and extraordinary administration and may sign cheques, correspondence, applications, reports, contracts and other documents on behalf of the Association. The President is entitled to delegate some of these functions, totally or partially, to the Treasurer or to an appointed Administrator or to the Secretary General or to a member of the Executive	<p>To enable the President to act directly without always having the deliberation of the Executive Committee. It is essential to be able to deal with banks and also the public administration.</p> <p>For the sake of homogeneity with Art. 10.3.14 (EC appoints professional figures) and because in Art. 10.3.11</p>

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	Committee, with explicit mandate of the Executive Committee.	Committee, with explicit mandate of the Executive Committee.	the person in charge may be a company
11.2.10 During voting procedures, take the deciding vote in the event of a tie, when decisions cannot be taken by simple majority.		11.2.10 During voting procedures, take the deciding vote in the event of a tie, when decisions cannot be taken by simple majority.	
11.3 The Vice Presidents shall: 11.3.1 Assume, separately, the duties of the President, if the latter is not available or act on his/her behalf as a representative of the Association at his/her request;		11.3 The Vice Presidents shall: 11.3.1 Assume, separately, the duties of the President, if the latter is not available or act on his/her behalf as a representative of the Association at his/her request;	
11.3.2 Actively assist the President in realising the aims of the Association through concrete planning and actions;		11.3.2 Actively assist the President in realising the aims of the Association through concrete planning and actions;	
11.3.3 Serve as Chairs of Working groups within the Executive Committee, when required to do so;		11.3.3 Serve as Chairs of Working groups within the Executive Committee, when required to do so;	
11.3.4 Lead projects on behalf of the Association;		11.3.4 Lead projects on behalf of the Association;	
11.3.5 Represent the Association at international or regional meetings or events;		11.3.5 Represent the Association at international or regional meetings or events;	
11.3.6 Advocate for the realisation of the Mission and Aims of the Association in their own regional contexts, and internationally, where appropriate.		11.3.6 Advocate for the realisation of the Mission and Aims of the Association in their own regional contexts, and internationally, where appropriate.	
11. 4 The Secretary-General shall 11.4.1 Administer all procedures around membership of the Association including applications, resignations, suspensions or		11. 4 The Secretary-General shall 11.4.1 Administer all procedures around membership of the Association including applications, resignations, suspensions or	

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expulsions, as determined by the Executive Committee;		expulsions, as determined by the Executive Committee;	
11.4.2 Actively recruit new members to the Association;		11.4.2 Actively recruit new members to the Association;	
11.4.3 Call meetings of the Association (including General Assemblies and Executive Committee meetings) in consultation with the President;		11.4.3 Call meetings of the Association (including General Assemblies and Executive Committee meetings) in consultation with the President;	
11.4.4 Ensure that a sufficient quorum of members is present at all meetings for purposes of decisions taken being carried;		11.4.4 Ensure that a sufficient quorum of members is present at all meetings for purposes of decisions taken being carried;	
11.4.5 Compile an agenda for each meeting in consultation with the President, and organise the distribution thereof, and of the minutes of previous meetings to the members for approval;		11.4.5 Compile an agenda for each meeting in consultation with the President, and organise the distribution thereof, and of the minutes of previous meetings to the members for approval;	
11.4.6 Organise the events within the meeting, together with the Hosts of the event, to ensure that there is smooth running of these;		11.4.6 Organise the events within the meeting, together with the Hosts of the event, to ensure that there is smooth running of these;	
11.4.7 Record all proceedings (especially, decisions) of the meetings of ASSITEJ and ensure that they are appropriately stored and made available to members of the Association;		11.4.7 Record all proceedings (especially, decisions) of the meetings of ASSITEJ and ensure that they are appropriately stored and made available to members of the Association;	
11.4.8 Submit reports on the activities and work of ASSITEJ at all Executive Committee meetings, as well as at the General Assembly;		11.4.8 Submit reports on the activities and work of ASSITEJ at all Executive Committee meetings, as well as at the General Assembly;	

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11.4.9 Represent the Association locally, regionally and internationally, when able and/or required to do so;		11.4.9 Represent the Association locally, regionally and internationally, when able and/or required to do so;	
11.4.10 Communicate with the members of ASSITEJ on a regular basis about the news of the Association and its members, as well as about ASSITEJ projects, meetings, festivals and events;		11.4.10 Communicate with the members of ASSITEJ on a regular basis about the news of the Association and its members, as well as about ASSITEJ projects, meetings, festivals and events;	
11.4.11 Administer the communication tools of the Association, including but not limited to, the website, the database, the newsletter and all social media;		11.4.11 Administer the communication tools of the Association, including but not limited to, the website, the database, the newsletter and all social media;	
11.4.12 Organise and monitor the activities and projects coming out of the working plan, together with the President and Working Group Chairs;		11.4.12 Organise and monitor the activities and projects coming out of the working plan, together with the President and Working Group Chairs;	
11.4.13 Supply the ASSITEJ International Archives with all examples of ASSITEJ publications, materials and relevant objects of significance;		11.4.13 Supply the ASSITEJ International Archives with all examples of ASSITEJ publications, materials and relevant objects of significance;	
11.4.14 Market the publications of ASSITEJ to the broader community, including the members and interested stakeholders;		11.4.14 Market the publications of ASSITEJ to the broader community, including the members and interested stakeholders;	
11.4.15 Submit to the General Assembly on behalf of the Executive Committee, the working plan which is suggested for the next three year term of office.		11.4.15 Submit to the General Assembly on behalf of the Executive Committee, the working plan which is suggested for the next three year term of office.	
11.5 The Treasurer shall		11.5 The Treasurer shall	

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11.5.1 Oversee the administration of the ASSITEJ finances and bank accounts, including all income and expenditure;		11.5.1 Oversee the administration of the ASSITEJ finances and bank accounts, including all income and expenditure;	
11.5.2 Communicate with those either making payment (through sending invoices and receipts) or receiving payment from ASSITEJ;		11.5.2 Communicate with those either making payment (through sending invoices and receipts) or receiving payment from ASSITEJ;	
11.5.3 Keep members updated as to their status within the Association, as this relates to their payment of their annual membership fees;		11.5.3 Keep members updated as to their status within the Association, as this relates to their payment of their annual membership fees;	
11.5.4 Prepare the annual financial statements, to be submitted to the Executive Committee for approval, and the mission budget for the General Assembly, also preparing any interim financial reports, if required to do so;		11.5.4 Prepare the annual financial statements, to be submitted to the Executive Committee for approval, and the mission budget for the General Assembly, also preparing any interim financial reports, if required to do so;	
11.5.5 With the President, sign off on all audits of financial account;		11.5.5 With the President, sign off on all audits of financial account;	
11.5.6 Advise the Executive Committee on budgeting and financial strategy;		11.5.6 Advise the Executive Committee on budgeting and financial strategy;	
11.5.7 Prepare financial reports of ASSITEJ projects for funders or stakeholders, when applicable;		11.5.7 Prepare financial reports of ASSITEJ projects for funders or stakeholders, when applicable;	
11.5.8 Protect the Association's financial assets;		11.5.8 Protect the Association's financial assets;	
11.5.9 Should some of the functions be delegated, in whole or in part, to the Accountant with explicit mandate of the	11.5.9 Should some of the functions be delegated, in whole or in part, to the Responsible Administrator with explicit	11.5.9 Should some of the functions be delegated, in whole or in part, to the Responsible Administrator with explicit	Rewritten to conform to previous changes

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Executive Committee, the Treasurer shall have the obligation and the responsibility to review the work of the Accountant in order to ensure that each act is fully compliant with the interests of the Association, also having the right to request an external audit.	mandate of the Executive Committee, the Treasurer shall have the obligation and the responsibility to review their work in order to ensure that each act is fully compliant with the interests of the Association, also having the right to request an external audit.	mandate of the Executive Committee, the Treasurer shall have the obligation and the responsibility to review their work in order to ensure that each act is fully compliant with the interests of the Association, also having the right to request an external audit.	
Urgent matters		Urgent matters	
11.6 In case of any urgent matters not foreseen by the Executive Committee, the Officers are given the right to act at their discretion and will take the first opportunity to report on these matters to the Executive Committee.		11.6 In case of any urgent matters not foreseen by the Executive Committee, the Officers are given the right to act at their discretion and will take the first opportunity to report on these matters to the Executive Committee.	
	11.7 Body of Legal Control and Audit	11.7 Body of Legal Control and Audit	
	11.7.1 The General Assembly appoints the Control Body, also as a single member, when the requirements set out by the Law are met or, in the absence of these, when it deems it appropriate.	11.7.1 The General Assembly appoints the Control Body, also as a single member, when the requirements set out by the Law are met or, in the absence of these, when it deems it appropriate.	Required change (art.30-31) . To appoint a Body of Legal Control (art. 30), including a single-member body, is mandatory when two of the following limits are exceeded in two consecutive financial years a) total assets in the balance sheet: 110,000.00 euro; b) revenue, income, receipts however denominated: 220,000.00 euro; c) average number of employees during the financial year: 5. To appoint of a Legal Audit (art 31)is mandatory if when wey exceed for two consecutive financial years, two of the following limits are exceeded

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			a) total assets in the balance sheet: €1,100,000.00; b) revenue, income, receipts however denominated EUR 2,200,000.00; c) average number of employees during the financial year: 12.
	11.7.2. The members of the Control Body, to whom Art. 2399 of the Italian Civil Code applies, must be chosen among the categories of subjects listed in paragraph 2, Art. 2397 of the Italian Civil Code. In case of a collegial body, these requirements must be possessed by at least one of its members.	11.7.2. The members of the Control Body, to whom Art. 2399 of the Italian Civil Code applies, must be chosen among the categories of subjects listed in paragraph 2, Art. 2397 of the Italian Civil Code. In case of a collegial body, these requirements must be possessed by at least one of its members.	
	11.7.3. The Control Body supervises compliance with the Law and the Articles of Association, as well as respect for the principles of proper administration, also with reference to the provisions of Legislative Decree no. 231 of 8 June 2001, if applicable, and the adequacy of the organisational, administrative and accounting structure and its actual functioning.	11.7.3. The Control Body supervises compliance with the Law and the Articles of Association, as well as respect for the principles of proper administration, also with reference to the provisions of Legislative Decree no. 231 of 8 June 2001, if applicable, and the adequacy of the organisational, administrative and accounting structure and its actual functioning.	
	11.7.4. The Control body also monitors compliance with civic, solidarity and socially useful purposes, and certifies that any Social	11.7.4. The Control body also monitors compliance with civic, solidarity and socially useful purposes, and certifies that any Social	

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	Balance sheet has been drawn up in compliance with ministerial guidelines. The Social Balance sheet acknowledges the results of the monitoring carried out by the Auditors. The meetings of the Body of Legal Control and Audit are validly constituted when the majority of its members are present and resolutions are taken by the majority of those present.	Balance sheet has been drawn up in compliance with ministerial guidelines. The Social Balance sheet acknowledges the results of the monitoring carried out by the Auditors. The meetings of the Body of Legal Control and Audit are validly constituted when the majority of its members are present and resolutions are taken by the majority of those present.	
	11.7.5. The members of the Control Body may at any time proceed, even individually, to acts of inspection and control, and to this end, they may ask the directors for information on the progress of the company's operations or on specific affairs.	11.7.5. The members of the Control Body may at any time proceed, even individually, to acts of inspection and control, and to this end, they may ask the directors for information on the progress of the company's operations or on specific affairs.	
	11.7.6. If the limits set forth in art. 31 of the Third Sector Code are exceeded, the Legal auditing of the accounts is assigned to the controlling body which, in this case, must be made up of legal auditors registered in the appropriate register, except in the case where the Assembly resolves to appoint a legal auditor or an auditing company registered in the appropriate register.	11.7.6. If the limits set forth in art. 31 of the Third Sector Code are exceeded, the Legal auditing of the accounts is assigned to the controlling body which, in this case, must be made up of legal auditors registered in the appropriate register, except in the case where the Assembly resolves to appoint a legal auditor or an auditing company registered in the appropriate register.	
11.7 Liabilities		11.8 Liabilities	Number Changes
11.7.1 The members of the Executive Committee and other office bearers or		11.8.1 The members of the Executive Committee and other office bearers or	Number Changes

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members mandated by the Association in writing shall be indemnified by the Association shall be indemnified by the Association for all acts done by them in good faith on its behalf. It shall be the duty of the Association to pay all costs and expenses which any such person incurs or becomes liable for as a result of any contract or act done by him or her in his or her said capacity in the discharge in good faith of his or her duties on behalf of the Association.		members mandated by the Association in writing shall be indemnified by the Association shall be indemnified by the Association for all acts done by them in good faith on its behalf. It shall be the duty of the Association to pay all costs and expenses which any such person incurs or becomes liable for as a result of any contract or act done by him or her in his or her said capacity in the discharge in good faith of his or her duties on behalf of the Association.	
1.7.2 No member of the Executive Committee and other office bearer shall be liable for the acts, neglects or defaults of any other member or office bearer, or for any loss, damage or expense suffered by the Association which occurs in the execution of the duties of his or her office, unless it arises as a result of his or her dishonesty or wilful misconduct or gross negligence.		11.8.2 No member of the Executive Committee and other office bearer shall be liable for the acts, neglects or defaults of any other member or office bearer, or for any loss, damage or expense suffered by the Association which occurs in the execution of the duties of his or her office, unless it arises as a result of his or her dishonesty or wilful misconduct or gross negligence.	Number Changes
Article 12 - Languages 12.1. Working languages at the General Assembly will be the language of the host country, English, and at least one other language as determined by the Executive Committee according to the needs of the meeting. On the occasion of international events, the working languages will be the		Article 12 - Languages 12.1. Working languages at the General Assembly will be the language of the host country, English, and at least one other language as determined by the Executive Committee according to the needs of the meeting. On the occasion of international events, the working languages will be the	

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language of the host country and English, with the option of one more language according to need. When the host country is English-speaking, it must provide at least two other languages for the General Assembly. For other international events, at least one other language must be provided, if so determined by the Executive Committee, according to the needs of the event.		language of the host country and English, with the option of one more language according to need. When the host country is English-speaking, it must provide at least two other languages for the General Assembly. For other international events, at least one other language must be provided, if so determined by the Executive Committee, according to the needs of the event.	
12.2 The working language of the Association for written communication will be English.		12.2 The working language of the Association for written communication will be English.	
12.3 If the seat of the association is held in a country where English is not the language of communication, all essential official documentation will be translated into the language of the seat, as required by the laws of that country.		12.3 If the seat of the association is held in a country where English is not the language of communication, all essential official documentation will be translated into the language of the seat, as required by the laws of that country.	
12.4 The Association will make every effort to be inclusive of non-English speakers in all communication and activities, wherever possible.	inclusive of all those for whom English is not their home language,	12.4 The Association will make every effort to be inclusive of all those for whom English is not their home language, in all communication and activities, wherever possible.	
Article 13 - Duration 13.1. This Association is created for an unlimited period.		Article 13 - Duration 13.1. This Association is created for an unlimited period.	
13.2. This Association shall cease to function when, for any reason, three-fourths (3/4) of		13.2. This Association shall cease to function when, for any reason, three-fourths (3/4) of	

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the members, on the basis of their number of votes, shall express in writing to the Secretary General the desire to dissolve the Association. In this event, the Executive Committee shall be authorised to declare the Association dissolved, and any funds remaining in the Association's accounts will be given to international organisations pursuing similar aims or made available for public benefit according to the laws of the Country in which the Association has its seat.		the members, on the basis of their number of votes, shall express in writing to the Secretary General the desire to dissolve the Association. In this event, the Executive Committee shall be authorised to declare the Association dissolved, and any funds remaining in the Association's accounts will be given to international organisations pursuing similar aims or made available for public benefit according to the laws of the Country in which the Association has its seat.	
Article 14 - Constitutional amendments All amendments or changes to the constitution shall come into force at the moment of their approval by a General Assembly.			
Definitions, etc.: - General Assembly (GA) consists of attending delegations of all members from centres and networks, as well as non-voting individual members, and gathers every three years at a World Congress - Art. 8 & 9 - Executive Committee (EC) elected directly by General Assembly - Art. 8 and Art. 9.8.1 - President (officer) elected directly by General Assembly - Art. 9.8.2	TO CANCEL OR TO MODIFY		We will replace these with the ASSITEJ Dictionary (which is in progress) as well as provide explanations for Social Balance Sheet, and Legal Control Body as well as other impenetrable Legal terms as an Appendix. The Social Balance sheet template can be shared with Members.

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<ul style="list-style-type: none"> - Secretary General (officer) elected directly by General Assembly – Art. 9.8.2 - Treasurer (officer) elected by GA on the recommendation of EC, from amongst members of EC Art. 9.8.5 - Vice-presidents (officers) elected by GA on the recommendation of EC, from amongst members of EC - Art. 9.8.5 - Co-opted (full) member of EC, appointed by EC for the period of its mandate- Art. 10.1.3 - Counsellor, a person appointed by EC for the period of its mandate, without voting rights - Art. 10.1.3 - Deputy (for an EC-member) nominated by the EC-member’s Centre or Network for the duration of the mandate of the EC - Art. 10.1.4 - Honorary President, title awarded by General Assembly on the recommendation of EC - Art. 9.7 - Honorary Member, title awarded by General Assembly on the recommendation of EC - Art. 9.7 - Accountant: a person or company residing in the seat of the Association, assuming certain duties, powers and receiving reimbursement for the management of 			

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<p>accounting and corporate books. Art. 10.3.11 – 11.5.9</p> <ul style="list-style-type: none"> - Auditor: An accredited financial officer appointed by the EC to review, check and ratify the annual financial statements of the Association- Art. 10.3.12 - International Events are, for example, international festivals, conferences, seminars, workshops, forums, and other activities, which take place officially in the name of ASSITEJ, apart from the General Assembly . - An ASSITEJ World Congress and Performing Arts Festival is a meeting of the General Assembly taking place at least once every three years, which includes both the business of the association and artistic exchange, and requires a quorum - Art. 9.3.1 - An ASSITEJ Artistic Gathering is an international event where the Executive Committee is present and where all members of ASSITEJ are invited to attend, on a non-compulsory basis. It is primarily an artistic meeting of the organisation and occurs between World Congresses - Art. 9.3.2 - Application: the act of applying for membership as a Full, Corresponding or Non- 			

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<p>voting member</p> <ul style="list-style-type: none"> - Rejection: when the application for membership is not accepted by the Executive Committee of ASSITEJ for some specific reason of not meeting the criteria for membership - Non-activation: When the application for membership is not accompanied by communication around payment of the membership fees, and these fees are not paid, in order to activate the membership - Resignation: When a member of ASSITEJ elects to leave the Association for reasons of their own - Suspension: When the membership of ASSITEJ by a Full, Corresponding or Non-voting member is put on hold for a defined period of time in order for that member to meet certain criteria identified by the EC related to the obligations of membership. - Expulsion: When the Full, Corresponding or Non-voting member will no longer be considered part of the association, due to non-compliance with one or more of the obligations of membership. Reasons for expulsion include but are not limited to: non-payment of fees for three or more years; non-communication and non-responsiveness; 			

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<p>exclusivity, lack of representation or gate-keeping activity; refusal to adhere to the constitution of ASSITEJ; bringing ASSITEJ into disrepute.</p> <ul style="list-style-type: none"> - Solidarity funds: Contributions that are made by members, on top of their annual fee, towards a fund that supports another member in the payment of their fees, so that they can remain as voting members. The member who is seeking assistance from the solidarity Fund, makes an application to ASSITEJ - Mutual fees: One National Centre pays for another National Centre's membership to ensure their engagement. - Online meetings: Meetings which use technology, such as Zoom, Skype, other forms of video conferencing or WhatsApp, to facilitate the meeting. All efforts should be made to ensure equity of participation in meetings, so that members are not disadvantaged by lack of access to technology. 			

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Baseline Evaluation

Theatre & Performing Arts for Young Audiences: Building Collective Resilience (TPAYABCR)

Project number: **101054258**

Deliverable number: **D1.2**

Written by: **Dr. Richard (Johnson) Sallis, B.Ed, M.Ed, PhD, The University of Melbourne (Australia), September 2022.**

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Co-funded by
the European Union



Co-funded by the European Union and the Danish Arts Foundation. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the Danish Arts Foundation. Neither the European Union nor the Danish Arts Foundation can be held responsible for them.

Summary

The present document present the Baseline Evaluation made by the external evaluator Dr. Richard (Johnson) Sallis, B.Ed, M.Ed, PhD, The University of Melbourne (Australia).

The evaluation has been written solely by its author, Dr Richard (Johnson) Sallis. Feedback was sought from *ASSITEJ International* staff, however, this was only for suggested corrections of minor factual inaccuracies and stylistic conventions.

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Acknowledgements

The author wishes to thank the members of the *ASSITEJ International* Executive Committee and Secretariat for the provision of the data required to complete this report.

Affirmation

This report has been written solely by its author, Dr Richard (Johnson) Sallis. Feedback was sought from *ASSITEJ International* staff, however, this was only for suggested corrections of minor factual inaccuracies and stylistic conventions. I have not previously had a close association with *ASSITEJ International* and thus I bring to this report an appropriate degree of objectivity. Data collected for, and, shared within this report remains the property of *ASSITEJ International* and has been used with its consent.

Biography of the Author

Dr Richard (Johnson) Sallis, B.Ed, M.Ed, PhD began his career in theatre for young audiences as a writer, director, and actor with the *FM-Live Theatre Company* in Victoria, Australia. He then went into education and headed up the drama department in two schools in Melbourne, Australia. During this time, he was elected President of Drama Victoria, the local drama education association, and Drama Australia, the national equivalent. Subsequently he was elected on to the management committee of IDEA (International Drama/Theatre and Education Association). He is currently Head of Drama Education at The University of Melbourne, Graduate School of Education. He is also the Chair of the Theatre Board of the university. His research areas include, research-based theatre (RbT), arts based research (ABR), diversity and inclusion in education and theatre, and theatre for young people (TYP).

Background, Focus, and Scope

In January 2022, *ASSITEJ International*, the *Association Internationale du Théâtre pour l'Enfance & la Jeunesse* or *International Association of Theatre for Children & Young People* (hereafter referred to as *ASSITEJ International*) was awarded funding from the European Commission through the European



Networks of Cultural and Creative Organisations funding stream of its *Creative Europe Programme*. The total funds assigned to the project was approximately 837,000 EUR (≈840,000 USD according to the *European Commission's* official monthly accounting rates in September 2022). The project is co-financed by the *European Union* - 669,000 EUR (≈670,000 USD) - and by the *Danish Arts Foundation* – approximately 67,000 EUR (≈67,000 USD) - over three years, with the remainder being raised by *ASSITEJ International* through ongoing fundraising. The overall project that *ASSITEJ International* is conducting is entitled, 'Theatre and Performing Arts for Young Audiences: Building Collective Resilience'.

A separate project, of which *ASSITEJ International* is a partner is entitled *BABEL or The Art of Listening in Theatre for Young Audiences*. It has been funded by another strand in *Creative Europe Programme, European Cooperation Projects*. *ASSITEJ International* views this project as one which complements the 'Building Collective Resilience' one. Whilst the Babel project is not the focus of this report it may feature in the subsequent Midline and Endline reports if it is found that a synergy exists between the projects.

According to *ASSITEJ International*, the 'Building Collective Resilience' project (hereafter referred to as "the project") is "designed to build collective resilience across the network of cultural and creative organisations working in the theatre and performing arts for young audiences (TYA)". That is to better link and provide support to cultural and creative organisations working in the theatre and performing arts for young audiences (TYA) sector in Europe and beyond. To some degree the impetus for the project was COVID-19 which had an extremely detrimental effect on the sector. *ASSITEJ International* asserts that through the project it intends to "build back stronger" its network of members and the TYA industry more broadly.

The TYA sector is highly active worldwide, providing children and young people with creative and imaginative, artful, and cultural theatrical experiences, as well as delivering positive social impact to the next generation. *ASSITEJ International* as the key international association for this sector has a responsibility to advocate for, support, guide, foster, and lead it. Whilst *ASSITEJ International's* funding and activity is not limited to this project, nonetheless it will, over the next three years, substantially increase the potential of the association to meet its core aims and objectives.

By implication the *ASSITEJ International* project is an acknowledgement by the association that, at the present time, networking across the TYA sector needs

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improvement and that there is a need for more opportunities for TYA art-makers to come together to discuss their art and work together to produce and present it. As evidence of how *ASSITEJ International* sees the state of the TYA sector at present, in its funding application for this project, it uses words and phrases such as “resilience”, “galvanise the possibilities”, “sustainability”, “access”, and “representation”. *ASSITEJ International* does *not* appear to be implying that such things do not currently exist in the TYA community, but instead that there is room for improvement when it comes to building its “collective resilience”.

According to the *ASSITEJ International* website, the project includes a range of priorities and aims to:

- Increase the sector's ability to expand cultural access and participation through research, data collection, and involvement of children and youth;
- Stimulate artistic exchange and networking through developing the *ASSITEJ International Artistic Gatherings* and *World Congress*, Coffee Sessions, and more;
- Qualify the conversations and strategic work on inclusion and sustainability;
- Represent the sector and advocate for the value of theatre and performing arts for children and young people together with our members;
- Continue to develop the engagement of the theatre and performing arts community in the life and mission of *ASSITEJ International*.

Further, the nature of the initiatives to be implemented across the three years, from January 2022 to the end of 2024 include (paraphrased by this author):

- Advocacy;
- Development and implementation of a digital strategy including a multimedia repository, enhancements to the *ASSITEJ International* website, improved use of social media;
- Generation of materials (e.g., toolkits, e-Newsletters) for members and others;
- Goal setting;
- Leadership demographic survey;
- Marketing;
- Meetings - large and small, formal and informal;



- Research projects investigating (for example) audiences of children and young people, the value of the TYA sector, producing work for the TYA sector;
- Running of conferences, workshops, meetings, and other professional learning events.

Data Collection

Methodologically, for the project, a 'Theory of Change' has been developed by *ASSITEJ International*. This involves identifying long-term goals and working back from them to ascertain how they might best be achieved. The data that will be generated from this approach is to be collected during:

- Project planning;
- Project implementation, and;
- Monitoring, evaluation, and learning.

This baseline report or 'external evaluation' is part of the "monitoring, evaluation and learning" strand of the project.

An area that has been identified by *ASSITEJ International* as being a priority for both it and the sector is to collect quantitative data about children's and young people's access to theatre and performing arts for children and young people, such as through surveys, audience attendance figures, and so on. *ASSITEJ International* intends to have this data supported by others collected through qualitative means, for example, through interviews and observation.

The aim of this baseline report is to establish what is the starting point or state-of-play towards the start of the project cycle (whilst the project officially began in January 2022, this report was prepared in September 2022). In the subsequent two years, two follow-up reports will evaluate the project's progress. Overall, the three reports (Baseline, 2022, Midline, 2023, and Endline, 2024) will progressively and collectively evaluate the extent to which the further development and enhancement of the *ASSITEJ International* network is building/has built the collective resilience of the global theatre and performing arts for children and young people sector.

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The external evaluation will run alongside *ASSITEJ International*'s own 'Theory of Change' plan which will evolve over time and will be used by the project team to help gauge the progress of the project. The 'Theory of Change' has five key sections: objectives, methodology, outcomes, deliverables, and impacts. In its 'Monitoring, Evaluation and Learning Plan', *ASSITEJ International* identifies the key indicators that will be used to ascertain the extent to which the project is being successfully implemented. A 'visualisation' of the project using the Theory of Change has been developed by the *ASSITEJ International* project team, which will evolve over the course of the project. Importantly, all components of the project will be responsive to what is learnt along the way. This may result in modifications to both the way the project is evaluated and to the project itself.

Across the three years of the external evaluation the following aspects will be examined:

- The strategic direction of the organisation;
- The development of new working modes and models within the Network;
- The new strand of research, data collection, and related advocacy in the project;
- The organisation's transition towards sustainability, in all its forms;
- The breadth and depth of *ASSITEJ International*'s member engagement and development;
- The extent to which *ASSITEJ International* creates a discernible 'community of practice'.

The External Evaluator, and author of this baseline report, has experience in arts based research (ABR), including in the TYA sector. In accordance with the needs of *ASSITEJ International*, the *Creative Europe Programme* of the *European Commission*, and the project's aims and objectives, both qualitative and quantitative data will be collected for the Midline (2023) and Endline (2024) reports.

To collect data for the Midline and Endline reports the following methods will be utilised by the External Evaluator to collect the necessary data:

- Surveying of *ASSITEJ International* members;
- Interviews with members of the *ASSITEJ International* Executive Committee and Secretariat (i.e. the project team);
- Interviews with *ASSITEJ International* members from a range of countries and membership companies/associations;
- Observation of key activities covered by the project's funding;

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- Attendance at meetings at the invitation of the *ASSITEJ International* Executive Committee and Secretariat;
- Document analysis (hardcopy and digital) such as the reports written by the *ASSITEJ International* project team about the project.

Data for the Baseline Report

The following documents, materials and resources informed the development of this report:

- *ASSITEJ International*, Constitution (2021);
- External Evaluator, Call for Proposals;
- *ASSITEJ International* Policies and Protocols Handbook (2019);
- Membership Database (Summary);
- Building Collective Resilience - Monitoring, Evaluation and Learning Plan;
- *ASSITEJ International* Project Timeline;
- *European Commission*, *Creative Europe Programme*, Proposal Evaluation Form.

Discussion

1. What is ASSITEJ International?

ASSITEJ International is the *Association Internationale du Théâtre pour l'Enfance & la Jeunesse* (International Association of Theatre for Children & Young People). It is a small to medium (predominantly) volunteer-based association with its legally registered office in Bologna (Italy), its secretariat in Copenhagen (Denmark), and its archives in Frankfurt (Germany). The constitution of *ASSITEJ International* states that the association was formed to “link large groups of the world’s people” and “considering the role that theatre and performing arts can play in arts education of young generations”. It “recognises the essential right of all children and young people to enrichment through the arts and their own cultural traditions, especially theatre culture” and that it advocates “for the promotion of theatre and performing arts for young audiences in principle and practice” (*ASSITEJ International*, 2021, March).

Its mission statement asserts that *ASSITEJ International*:

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- Unites theatres, organisations, and individuals throughout the world who make theatre¹ for children and young people;
- Is dedicated to the artistic, cultural, and educational rights of children and young people across the globe and advocates on behalf of all children regardless of nationality, cultural identity, ethnicity, or religion;
- Brings people together so that they can share knowledge and practice within the field of theatre and performing arts for children and young people in order to deepen understanding, develop practice, create new opportunities, and strengthen the global sector, on behalf of all children everywhere.

The members of *ASSITEJ International* are national centres, international networks, and individual members (the term ‘individual members’ generally refers to individual theatres or organisations based in countries without a national centre, however, one or two are indeed individual people). The national centres and international networks have their own members who are considered de-facto ‘secondary-level’ members of *ASSITEJ International*. There is an annual fee to be paid by the members of *ASSITEJ International*. Every three years a General Assembly / association meeting is held, with other meeting types occurring in the intervening years.

ASSITEJ International produces an annual magazine and monthly newsletters. It has an awards programme which, every three years, recognises excellence and achievement in its field. It regularly runs workshops, seminars, meetings, and other gatherings. Every three years it holds its *ASSITEJ World Congress and Performing Arts Festival for Children & Young People*. The most recent congress, its 20th, was held in Tokyo/Nagano (Japan) and online (a hybrid format made necessary due to the global pandemic).

2. Membership- Current and Future, Strengths, and Challenges

For *ASSITEJ International*, its membership is vitally important for its sustainability as well as for its sense of identity. Currently *ASSITEJ International*

¹ The term ‘theatre’ is used by *ASSITEJ International* in its broadest sense to mean the performing arts for children and young audiences encompassing circus, clowning, dance, drama, mime, opera, performance/live art, puppetry, spoken word, storytelling, and theatre.

has in the vicinity of 75+ primary members across a similar number of countries. To “build the field of theatre and the performing arts for young audiences in every country in the world” (*ASSITEJ International*, 2019, p. 3), increasing its membership base is essential. For the association, a network of active, and paid-up members is at its core. *ASSITEJ International* asserts that when its member organisations and individuals are active, they “generate greater returns for their own work” (2019, p. 3). The association works to build its membership through a coordinated programme of networking, promotion, publication, mentorship, and research. It sees itself as a synergiser, that is, a coordinator who can bring together network members so that they might share ideas and practices and potentially work together in ways that will benefit the TYA sector.

Member Types	Numbers
National Centres	64
International Networks	5
Individual Members	9
Geographical Diversity of Members	Numbers
Organisations and individuals from <i>European Union</i> countries that joined prior to 2004	14
Organisations and individuals from <i>European Union</i> countries that joined after 2004	12
Non-EU countries that fully participates in the <i>Creative Europe Programme</i>	3
Non-EU countries that partially participates in the <i>Creative Europe Programme</i>	2
Number of members (organisations and individuals) coming from non- <i>Creative Europe Programme</i> countries	42
Number of International Professional Networks across borders	5

For *ASSITEJ International* to best foster a network of active members it needs to know about them, their work, and their needs. One way it does this is by identifying areas of focus in the sector and bringing together likeminded companies and individuals and supporting them. At times, *ASSITEJ International* will partner with its members on projects that, in some way, share its ideals for the TYA sector. The partnership can take many forms including publicity, mentoring, introductions, peer evaluation, and support through action and/or financial assistance. *ASSITEJ International* also benefits members, especially emerging artists and companies by modelling best practice and providing exemplars which others may wish to replicate in their own



countries/settings. The project will substantially build on work of this nature that has occurred in the past.

ASSITEJ International's Next Generation initiative fosters new and up-and-coming TYA artists and performing companies. It provides international exchange and collaboration opportunities for young professionals (under the age of 36).

Youth engagement in industry discussions will be further developed in the project to seek ways for children and young people to become involved in TYA as discussion participants, artists, and/or audience members.

Associatively, *ASSITEJ International's* 'Universal Access' strategy ensures that its membership is diverse and inclusive. This includes diversity in regard to age, gender, ethnicity, disability or ability, sexual orientation, cultural identity, national origin, or political or religious conviction. However, 'Universal Access' also extends to what is meant by 'theatre', with the association stating in its *Policies and Protocols Handbook* that "the understanding of theatre [is] a broad term including Performance of all kinds" (*ASSITEJ International*, 2019, p. 4).

Being a predominantly volunteer and not-for-profit organisation, funding appears to have been an ongoing issue for *ASSITEJ International*. Whilst there is an annual membership fee, on a tiered payment system, income from members remains limited and in turn relying on membership funding alone limits what *ASSITEJ International* can achieve. *ASSITEJ International's* aims, goals and aspirations have not always been fully realised due to budgetary constraints.

The association has a fundraising strategy, however, this in the context of it being in a highly competitive sector and industry, especially in countries and regions where funding for the arts is limited. An additional challenge is that funders often tend to support national or regional initiatives and organisations rather than wider scale international ones. The recent grant from the *Creative Europe Programme* of the *European Commission* has been both welcome and timely.

It is highly noteworthy that the programmes and projects that have been funded are directly linked to (but do not duplicate) existing *ASSITEJ International* initiatives as outlined in its constitution and operational documents such as its *Policies and Protocols Handbook*. For example, 'Friends of ASSITEJ' is a fundraising scheme as part of its *Next Generation* programme whereby members can help to financially support emerging artists to participate in festivals, seminars, workshops and so on in other countries including

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contributing to ITYARN, the *International Theatre for Young Audiences Research Network* conference.

Whilst in its almost 60-year history *ASSITEJ International* has striven to achieve the above objectives, with the operationalising of its 'Building Collective Resilience' programme, the association is now well poised to make greater leaps forward in this regard.

3. Linking and Networking

The constitution of *ASSITEJ International* states that the association was in part formed to “link large groups of the world’s people” and that it “calls on all national and international organisations that recognize the potential of children and young people and their capacity to contribute to the development of society to recognise and support [its] constitution”.

Significantly, it is evident that, via its constitution, *ASSITEJ International* sees it has a key role to “unite theatres, organizations and individuals” who share its dedication to theatre and performing arts for children and young people. It is therefore imperative that its *raison d'être* should be paramount and at the forefront of its planning, processes, and programmes. This is encapsulated in article 1.2.6 of its constitution which states:

ASSITEJ International promotes international exchange of knowledge and practice in theatre and the performing arts in order to increase creative co-operation and to deepen mutual understanding between all persons involved in the performing arts for young audiences. (ASSITEJ International, 2021, March)

ASSITEJ International aims to do this through a range of interrelated activities such as congresses, conferences, festivals, study tours, and exhibitions. It is evident that *ASSITEJ International* continually strives to find better ways to communicate with its members and the TYA sector more generally. For example, where possible, events are now streamed live and/or recorded for future viewing. This includes conference presentations as well as key announcements from its Executive Committee and Secretariat. The use of platforms and software such as YouTube© and ZOOM© are now more frequently used and it is apparent that professional advice and expertise is being sourced

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to assist with the use of these and other digital communication innovations and reforms.

Until recently, *ASSITEJ International* has been a volunteer-based body. Although it now has a small number of paid staff, much of its activity still relies on the goodwill, skills, and experience of its volunteer base. This is something which may be challenging for the association in the future, the more it strives to expand its activities to meet the aims and objectives it has set for itself. It appears that if *ASSITEJ International* wishes to enshrine some of the key components of the 'Building Collective Resilience' project in its future programming more funding will need to be sought once this current project, and its funding has ceased.

4. Advocacy

It is apparent that *ASSITEJ International* sees that another aspect of its role is to be an advocate for the TYA sector. This is manifest in a variety of ways and is benefitted from *ASSITEJ International* leading its field for many years.

Some ways *ASSITEJ International* advocates for TYA include:

- Leading *The World Day of Theatre for Children & Young People* (annually on 20th March) through its *Take A Child To The Theatre* campaign;
- *Take A Child To The Theatre*, fundraising campaign. Audience members are asked to make a modest donation (e.g., 1 EUR or equivalent) to assist with the production of and attendance of theatre and performing arts for children and young people;
- *World Performance Week* (20th - 27th March). *ASSITEJ International* contributes to this annual event through the *World Day of Theatre for Children and Young People* and its 'Take A Child To The Theatre' campaign. The wider event includes contributions and events from *International Amateur Theatre Association (AITA/IATA)*, *International Association of Theatre Critics (IATC)*, *International Drama/Theatre and Education Association (IDEA)*, *International Theatre Institute (ITI)*, *Union Internationale de la Marionnette (UNIMA)*, and other likeminded international associations.

5. Access and Sustainability

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Two highly important foci for *ASSITEJ International* are access (including, mobility, disability, digitally focused access) and sustainability (including that of the TYA sector). Associated with both these priorities are diversity, inclusion, and representation. *ASSITEJ International* seeks to aid the access children and young people have to theatre and to broaden the cultural contributions made by those who produce work for them. This symbiotic relationship is, in the view of *ASSITEJ International*, vital for the sustainability of TYA. As part of its programme *ASSITEJ International* has established an 'Inclusivity' and 'Sustainability' committee, comprised of both Executive Committee members and invited/volunteer professionals from within the sector leading on these issues. In its 'Accessibility Plan', *ASSITEJ International* details the different aspects of accessibility that focusses on. That is, accessibility for:

- Participants with different economic contexts;
- Participants coming from different language backgrounds;
- Participants coming from areas with differing levels of internet access;
- Differently abled participants.

Furthermore, *ASSITEJ International* recognises that as it and its members move to a new normal after COVID-19 there is a real need for digitally focussed access to complement in-real-life (IRL) performances and events.

Recommendations

This baseline report recommends that in implementing the various facets of its *Building Resilience* project the *ASSITEJ International* project team:

- Maintains contact with the External Evaluator over the life of the project;
- Helps to ensure that the External Evaluator has access to all relevant data as it becomes available, including notification of key meetings and other significant events linked to the project;
- Ensures that it closely monitors its established timeline and adjusts it if needed,
- Regularly revisits the aims and objectives of the project to help confirm that it is meeting its targets and will reach its envisaged outcomes and impacts;
- Is open to change and willing to modify facets of the project as required, whilst ensuring its overall goals and objectives will still be met, in accordance with its grant application(s);



- Ensures that its members are consulted and involved throughout the project and are given the opportunity to provide feedback and advice;
- That the *ASSITEJ International* 'Policies and Protocols Handbook' and any associated documentation and materials are updated as a result of any changes in its operations that emanate from the project and that members are suitably informed.

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