

Minutes of the General Assembly of Servas Int. Thailand 16–19 July 2001

Acknowledgements: As it turned out in January 2002 that the Minutes of the General Assembly in Thailand would not become available from Exco 1998, the new Exco 2001 had to consider how to reconstruct minutes of the meeting. Honora Clemens and Judith Bennetts made a greatly appreciated offer to let me use their private reports to make the reconstruction. They did a good job and together with my own notes, and the very extensive notes of Laura Ragucci, I am able to present these minutes of the General Assembly in Sida Resort: 16–20 July 2001.

Frits Stuurman, General Secretary Exco2001–2004

Monday 16 July

Chris Slader, president, warmly welcomes everyone. He gives two statements: "State of the village report" and "The Shambhala Prophecy", see Appendix 1.

He expresses the hope that other people would also chair sessions. He plans that small groups will discuss agenda items, then make proposals for the general assembly to vote on. In this way the large number of agenda items could all be given consideration.

Five countries (Croatia, Singapore, Sri Lanka, Surinam, Uzbekistan) having fulfilled the required conditions, are accepted and welcomed as full members, with each of their delegates having the right to speak and vote. Observers are present from China and Bhutan. Belarus now has only 2 hosts and is no longer eligible to be a full member.

Reports

Treasurer – Gilbert Revault

See appendix 2 for all the figures. Over the last 3 years there was income of 296,468 CHF (Swiss francs), and expenditure of 305,860 CHF, incurring a loss of 9,392 CHF. The loss would not have occurred if there had been 200 more travellers each year. He predicts that the expenses for the next 3 years will be 300,000 CHF and the income 70,000 CHF per annum (including an allowance for a 10% decrease in the number of travellers) – a deficit of 90,000 CHF, which would bankrupt Servas International.

A discussion follows about accounting of the books (by private accountant), the possibilities of making a budget for following years and if the money was spent well.

Chris suggests that small groups be created to look at the reports. Small groups could look at the books to see what can be learned from them, not to criticize. The vote for creating a group in staid of adapting the report at once: –YES 20 – NO 15. A small group of 10 people is created to analyse the budget and develop strategies based on this analysis. This strategies will be presented to the General Assembly in due time.

Vice-President – Bertrand Bailleul

Bertrand states that he sent his report by e-mail short before the conference. Few people got it or remembered getting it. Bertrand's report is given verbally. He mentioned:

1. The general work: mail and e-mails (received 5000, sent out 3000)
2. The coordination of the AC's: contacts with all ten, he visited 6 of them, and helped developing new Servas activities. Through a newsletter every 5 months, provided information to the area co-ordinators. There were 19 youth camps in the last 3 years. Many contacts with other organizations. Travel expenses were paid half by himself.

Ann Greenhough of England reported **about young people:**

1. We have 40 people under the age of 25, (of which 8 are younger than 18) attending the conference
2. She mentioned several times the get-together in Carroty Wood in 2000, where 30 young Servas lived together and organized themselves in an autonomous way; they made the food, had meetings, and had discussions about Servas and other interests.
3. There are more young people in the host list this year than before
4. South American young people could not attend – \$2000 each was too expensive.
5. Young people spoke: Philip from Germany and Gabi from Hungary. Some interesting points they told us: The first young people's representatives have been elected, we keep in touch, we talk through the computers on the internet, we have fun and enjoy being Servas members...

James from Canada: We are thankful for what Servas has given us; the Thai youth welcomed us and hosted us.

A young woman: “**You** cannot lead Servas forever. We are here and ready...” (loud applause).

Anne Greenhough points out that it would be a great help if the young members (between 18 and 25) could be listed in a special way in the host lists in the future. She also mentions that young people often have their own e-mail address; this should be also clear in the lists.

Information and Communication Team (ICT) – Amir Levy

Amir discussed the internet and ICT. He is the convenor for ICT and introduced Guido Bienhaus, a Servas member from Germany, with whom he now works as a team.

The main targets of ICT are to develop the flow of information within the Servas International organization and to develop the communication tools and procedures for that.

His main activities with the assistance of EXCO and members are:

- get help and guidance doing the above,
- investigate and program relevant subjects,
- establish new work procedures and implement those,
- use a line of communication from EXCO to AC's on to key persons like National Secretaries and to other interested people (use this line for all matters going up and down the organization lines) and as an important tool:
- develop and maintain a better website.

Amir mentions the existence of a helpdesk that can be used by any person who seeks to contact a national board or wants to know about the existence of Servas in a certain country.

His future hopes:

- to publish the e-mail addresses of all National Secretaries on the internet,
- to publish the host lists on the internet,
- to have one contact for each subject such as events, news, etc,
- he offers to help creating and to administer the websites for other countries.

We should keep the key list up to date (making it accessible only to people with a password). In order to do that he asks National Secretaries to send the changes immediately and not to wait until they make their annual report. He also says that it is the National Secretary that leaves the position the one that should inform SI of the new composition of the national board

and not the new one.

He would like people to use BCC (blind carbon copy) so that there are no long lists of receiving people in the address. Besides: not everyone has access to e-mail. He also mentions that people should follow the lines of communication established and not send everything to everybody. He mentions that it is better to include different topics in one e-mail and not to send several e-mails a day. He sometimes has to deal with too many messages in one day, he would like people to be aware of this fact.

ICT wants to develop software to standardize the host lists and find a standard way to distribute lists. Security of such sensitive information is a main issue. Maybe it is necessary to get the permission of all hosts. Financing of the project must be mentioned. Volunteers are welcome and shall talk to Guido or Amir during the Conference.

Jacinto asks How do we get the password and who will print all this for those who use snail mail?

Amir answers that ICT gives the password. The idea now is that the ACs would print and distribute.

Gerald of Germany thanks for such a professional presentation. He mentions the democratic way ICT is working by asking for everybody's comments and proposes the report be accepted. It is, without voting

Gerald and others challenged the ability of the conference to be able to complete all the work on the agenda following the procedures so far exhibited. Chris responds that he planned to have small groups work on the various items and report back to the assembly. Roger mentions that we should work according to the statutes, otherwise it is not an official General Assembly and the statutes say there must be an agenda and the General Assembly only discuss the items on this agenda. Gerald asks many questions concerning the details of the plan that Chris seems less and less able to answer that finally it is decided to have a meeting of those interested at 4:00 to set up small groups.

There are 6 people in that meeting which eventually grows to be 10 or 11. None of the current EXCO are present. Roger has fallen and is being attended by Dr. Slader. They both arrive at 4:20.

That meeting led by Graham Warwick of Canada decides to divide themselves into two groups:

1. to develop the details of the workshops
2. to schedule the workshops during the three regularly scheduled meetings/sessions (1) morning after breakfast and before coffee break, (2) morning after break and (3) evening after dinner. Plus extra meetings Tuesday after lunch.

At the evening session an amended and more detailed agenda, devised by the above-mentioned group of interested delegates, is adopted. The rest of the session is used for small group discussions about recruitment. All groups are sitting in different circles around the assembly room. Unfortunately the reporting back to the total group does not happen. One of the groups feels that small articles in appropriate newspapers (eg New Internationalist) and newsletters of like-minded organizations are acceptable. Paying to advertise is not acceptable, free 'promotion' is.

Another group opened the discussion with the question, "Does your country want to recruit hosts?" In Denmark hosts are on a waiting list. Australia wants more young people, more young families. And where do you look for recruits? Universities is one possibility and: "Carry a card" (Mary Jane passed her card around and gave a few to those interested).

Tuesday 17 July

In the first session there are 5 workshops from which to choose (leader's name in brackets):

Workshop Nominations Committee (Peter Brock, Germany)

Workshop Job Descriptions (Ann Greenhough, Britain)

Workshop Complaints Committee (Don Fawcett, USA)

Workshop How the site of the next conference be chosen? (Geoff Maltby, Australia)

Workshop Money (Mary Jane Mikuriya, USA)

In the second session there are a further 5 workshops from which to choose:

Workshop ICT 1 (Frank Berauer, Singapore)

Workshop ICT 2 (Geoff Maltby, Australia)

Workshop Budget (Markus Kappenberger, Germany)

Workshop Structure of EXCO (Graham Warwick, Canada)

Workshop Development (Michael Karris, Italy)

At the evening session there are presentations by countries offering to host the next international conference – Mauritius and Spain. Mauritius (presented by Mineswar Siburun) has previously offered to host this 2001 conference. One of their supporting arguments is that Africa is the only continent where an international conference has never been held. In his presentation for Spain, Jacinto Gonzales proposed holding the conference in the period June 20–24, 2004. Jacinto shows a video extolling the attractions of Spain, and of the proposed venue.

Each of the nominees for a position on EXCO is given 5 minutes in which to make a presentation in support of his/her nomination. Prior to this, a written statement from each nominee has been put on the notice board in the conference room.

A number of the nominations had been received in advance; others were nominated at the conference. Bob Luitweiler, founder of Servas, nominated 'A Team of Candidates for a Peaceful EXCO.' The members of this team wanted to work together, and believed they could.

Each speaker is asked to include in their presentation responses to 3 questions.

1. What do you think Servas needs, and how can you provide it? What can you bring Servas in the next 3 years?
2. Which people can you or can you not work well with?
3. Will you bind yourself to the decisions taken on Thursday and Friday by the General Assembly?

Nominees present give their presentations. A videotape prepared by one absent nominee (Jo Verwimp) was shown, and some delegates spoke for some of the other absent nominees.

Thursday 18 July

Graham Warwick of Canada, an experienced facilitator, chairs all the proceedings on Thursday with great competence. There is a start with accepting the reports of the officers. In the beginning the Vice-Presidents report is accepted.

When the General Secretary's report (appendix 3) is carried with the vote – YES 13 – NO 7 – ABSTAIN 5 – with a total of 46 delegates Bertrand objects that the votes don't count because the votes are not taken 1 by 1. Therefore a count is done of the voting delegates:

- Europe: 20 voting delegates present in the room at the time of the count.

- North America: 2
- SW Asia: 6
- SE Asia: 3
- Africa: 1
- Caribbean: 2
- Central America: 4
- South America: 6
- Far East: 2
- Pacific, Australia & New Zealand: 2

- Total: 48

So, with this total of 48 the voting is done again:

- President's report (appendix 4) accepted – YES 36 – NO 9 – ABSTAIN 2
- Vice President's report – YES 44 – NO 1 – ABSTAIN 3
- The General Secretary's report (appendix 3) – YES 21 – NO 18 – ABSTAIN 8
- The Treasurer's report (appendix 2) – YES 42 – NO 0 – ABSTAIN 6
- The "Assistant General Secretary's" report – YES 40 – NO 0 – ABSTAIN 7
- The Area Coordinator's reports: As we did not receive the reports no voting was done.
- UN reports (appendix 6) – YES 46 – NO 1 – ABSTAIN 1
- SI Newsletter editor's report: Her budget less than before, not really adequate. Her report – YES 48 – NO 0 – ABSTAIN 0.

Treasury Committee report: They reviewed the Internal Audit of Accounts of Servas for 1998–2001. The audit was done by a Certified Accountant but: The committee found many blanks in the record. They needed receipts: Guatemala 90,000 Swiss francs were not backed up with receipts, the hotel for 52,000 Swiss francs had no receipt.

The Treasurer did not receive receipts: he received receipts for only 106 CHF. The account was over budget. There was a delay of receipts over a 2 year period.

The committee suggests supervision by the Treasury Committee

The Treasury Committee report (appendix 5) – YES 43 – NO 0 – ABSTAIN 0

The Budget Workshop group noted expenses in Swiss francs 1999 / 2000 / 2001 respectively 60,000 / 78,650 / 133,767. The differences are because there are differences between the years of having conferences respectively: no conference, all area conferences and the international conference.

Assumptions:

There was no change in the price of the stamps during the past 6 years, inflation was 5 %.

Three year total spent 270,000 (actually 272,417)

For 2001, 2002, and 2003 if the expenses for the 3 years are 300,000, even adding the balance of 80,000 it would require an income of 100,000 per year, our deficit is 30.000 CHF a year and with the current 10% decrease in travellers per year the message is that Servas would be bankrupt in 3 years.

What can be done to avoid bankruptcy? Suggestions:

1. Hold the international conference every 4 years.
2. Stop the 10% decrease in travellers
3. Reduce costs

4. Change the stamp fee

Suggestion 1:

- The system currently in use:
 - the first 10 stamps free to all countries
 - for between 10 and 50 stamps charge 5 CHF
 - above 15 stamps to a country charge 15 CHF

Suggestion 2:

- charge according to the country type:
 - A type – less developed countries
 - B type – well-developed countries with a good economy that are small with few travellers
 - C type – well-developed countries with many travellers

Suggestion 3:

- A new system:
 - up to 10 travellers---stamps free
 - up to 50 travellers---no free stamps, each stamp 5 CHF
 - over 50 travellers---stamps 10 CHF from the beginning or
 - over 50 travellers---stamps 15 CHF from the beginning

It is not possible to go bankrupt without knowing it. We must know where the money has gone. And we must have receipts.

There is a report given by the Treasury Committee (Ursula Schaufele chairperson) with several proposals (appendix 5).

- The report – YES 48 – NO 0 – ABSTAIN 0

Elections

There is a presentation by a late candidate for Treasurer. She tells us to call her Gin. She is a Lawyer whose speciality is Finance. She works for corporations.

Nominations

President	Roger Martin, Norway p (p = present at conference) Claudia Pinto, Brazil p, t (t = team nominee)
Vice Pres.	Jacinto Gonzales, Spain p Vibeke Matorp, Denmark t Bibendra Pradhananga, Nepal p
Secretary	Gianni Catani, Italy Frits Stuurman, Netherlands p Jo Verwimp, Belgium t
Treasurer	Gyongyver Kudor, Hungary p Rafael Martinez, Mexico t Mineswar Sibsurun, Mauritius p
Host List	Pisit Puthipiroj, Thailand p, t
Co-ord.	Laura Ragucci, Argentina p
Peace Sec.	Henry Bantu, Tanzania Gwen Johnson, Australia

Marco Kappenberger, West Samoa t

Elections

Secret ballots are cast at the second session. All votes were by secret ballot on papers handed out separately for delegates to write the name of their choice.

For President: The vote is:

- Roger Martin 33
- Claudia Pinto 14

For Vice President: The vote is:

- Jacinto Gonzalez 14
- Vibeke Matorp 13
- Bibendra Pradhananga 20

There is no majority so there should be a second vote. Vibeke as the lowest person is eliminated from the second vote. The second time the vote is

- Bibendra Pradhananga 28
- Jacinto Gonzalez 19

For General Secretary: The vote is:

- Gianni Catania 5
- Frits Stuurman 31
- Jo Verwimp 10

For Treasurer: The vote is:

- Gyöngyvér Kudor 33
- Mineswar Siburun 14
- Rafael Martinez 0

For Host List Coordinator (formerly known as Assistant Secretary General): The vote is

- Pisit Puthipiroj 23
- Laura Ragucci 23

Chris Slader as President can break the tie but he needs to be present. He is not present. He is not well, but he had given his wife his votes, written on small pieces of paper. Graham is checking to see if he finds his vote on this position, but he cannot find it. While he is doing this Pisit spoke: "I am working full time. I would be happy to do the work, but I withdraw." So, that solves that dilemma and Laura of Argentina is elected.

For Peace Secretary: The vote is:

- Henry Bantu 6
- Marco Kappenberger 36
- Gwen Johnson 3

The vote to destroy the ballots: YES 48 – NO 0 – ABSTAIN 0

The new Exco team elected is:

President Roger Martin, Norway

Vice Pres. Bibendra Pradhananga, Nepal
Secretary Frits Stuurman, Netherlands
Treasurer Gyöngyvér Kudor, Hungary
Host List Co. Laura Ragucci, Argentina
Peace Sec. Marco Kappenberger, West Samoa

Area Coordinator Presentations:

by **Margret, Europe and Near East AC:**

Her work as an AC was:

- to create and send a circular letter 2 times a year
- organize 3 meetings on different places in 2000
- oversee the election of the AC
- Europe has 35 member branches

by **Marisa, South America AC:**

- for 9 years, now retiring as an AC
- she reports to the Vice-President and General Secretary
- they have a newsletter of their own
- though she is resigning, she favours an election of an AC

by **Michael, North America AC:**

What is North America?

- Mexico was invited to be part of N. American area. In 1999 Mexico chose not to join
- the Caribbean is being negotiated with, but they don't know about it
- the area contributes over half the money of the budget
- he suggests a worldwide survey be made to clarify what countries are in what AC area if any.

by **Pisit, South East Asia AC:**

- he suggests to pass on the AC job to Frank of Singapore (the elected choice of area NSs)
- every year they meet the representatives from the countries in their area
- they lost contact with the Philippines
- they lost contact with Brunei

by **Gilberto, Central America AC:**

- they have no travellers, only hosts even so they are still interested and active
- it was suggested Mexico join the North American group because it is too difficult to make face-to-face contact which is so important

by **Bibendra, South West Asia AC:**

- in 1995 they had 2 countries; now they have 6 countries
- they have meetings

by **Mineswar, Southern Africa AC:**

- Vibeke helped develop 7 branches
- the delegates are not here
- he asked the President for help, but "you don't get answers."

Friday 20 July

Presentations, Discussions and Decisions from workshop proposals

Some general points:

- Signing authority for the EXCO President: If the President is not available, signing authority given to the Vice-President and General Secretary.

The proposal is accepted: the vote – YES 40 – NO 0 – ABSTAIN 1

- EXCO explore outside sources of funding such as the United Nations to reduce the deficit.

The proposal is accepted: the vote--YES 34 ---NO 2 --ABSTAIN 4

- The UN representative have the backing of the organization for support.

The report is accepted: the vote – YES 40 – NO 1 – ABSTAIN 2

*It is proposed that all National Secretaries be able to vote by e-mail or s-mail, on all proposals not handled at the conference. They must use a due date.

The proposal is accepted: the vote – YES 38 – NO 0 – ABSTAIN 1

The Budget group:

Proposal 1: The International Conference be held every 4 years instead of 3.

The proposal is not accepted: the vote – YES 14 – NO 28 – ABSTAIN 2

Proposal 2: Servas stop the 10% decrease of travellers through marketing activities at the national level and on websites

The proposal was accepted: the vote – YES 40 – NO 1 – ABSTAIN 1

Proposal 3: Examine the expenses of the SI Budget. The Treasury Committee has the power to meet annually and look for opportunities for cost reduction.

The proposal was accepted: the vote – YES 41 – NO 0 – ABSTAIN 3

Proposal 4: Change of the stamp fee.

The Budget group, represented by Markus Kappenberger (Germany's treasurer) proposes option 2 from the transparency named "Results of different scenarios for contributing countries" (appendix 7). The suggested new stamp fee system is as follows:

- up to 10 travellers: All stamps free
- up to 50 travellers: No free stamps, each stamp 5 CHF
- between 50 and 150 travellers: All stamps 10 CHF
- over 150 travellers: All stamps 15CHF

The assembly votes against this proposal: the vote – YES 4 – NO 30 – ABSTAIN 9

Someone proposed to vote on option 4, raising the price of each stamp in 2 CHF, but preserving the system (10 free stamps for every country).

Proposal to raise the price 2 Swiss francs each using the system already in use:

0-10 free
11-50 7 CHF

The General Assembly adopts this option: the vote – YES 37 – NO 3 – ABSTAIN 4.
Gin suggests this resolution should be adopted for year 2002 and not for 2001 and we all agree.

Workshop Money

Recommendations:

To approve the four recommendations of the SI Treasury Committee's proposed management guidelines and actions as follows. These are for Servas International Treasurer in order to ensure proper accounting and accountability. These guidelines are to be made a part of the Servas Handbook.

1. Bookkeeping

Income and expenditures must always be documented in written form stating exact amount, date and reason for payment.

2. Record of expenditure

All expenditures must be verified by receipt from the recipient of payment (amount, date, and name of recipient). The Treasury Committee should determine the timeframe for submission of receipts.

3. Auditing

Bookkeeping and receipts must be checked by an independent third party at least once a year. A report on the audit produced in duplicate, must state the extent and result of the audit (no complaints / individual complaints). It must bear the date of the audit and the signature of the person carrying out the audit, preferably a pro-bono professional auditor. One copy of the report will remain with the records; the other copy of the audit will go to the person(s) ordering the audit (Nat. Sec., EXCO, Nat. Assembly, etc.)

4. Budgeting/Accountability

A budget must be prepared for a one year period. The budget must estimate the expected income and expenditure. This budget is binding on EXCO and regularly monitored on the basis of income and expenditures.

Recommendation

That the duties of the Treasury Committee be extended to include internal auditing of Servas International expenses, supervision, analysis, interpretation, and advice to EXCO, as well as ongoing monitoring of actual-to-budget interim financial statements.

Recommendation

To add new member, Markus Kappenberger of Germany, to the Treasury Committee and that EXCO support be available to the Committee.

Recommendation

That candidates who finance themselves to an international conference not be reimbursed from EXCO funds after they have been elected.

Recommendation

That expenses shall be reimbursed on the spender's currency at the rate of exchange (from Swiss Francs) as of the date of the invoice(s). Currency and bank charges can be included.

Recommendation

Exco may approve advance payments for travel; timely receipts must be subsequently submitted.

Recommendation

That a realistic equipment budget amount be allocated, and that the IT Committee and the Treasury Committee work with EXCO regarding purchase or leasing and depreciation of electronic equipment required by EXCO and key persons to Servas International. The IT Committee, the Treasury Committee, and EXCO shall develop guidelines for reimbursement, for the use of personal equipment.

Recommendation

That the Servas International Treasurer shall prepare a detailed financial report of the Thailand Conference for examination by the Treasury Committee and possible recommendations on cost efficiencies for future conferences.

Recommendation

That any EXCO officers, Area Co-ordinators and Committees that receive budgeted funding from Servas International shall submit annual activity and accomplishment reports for publication in EXCO News.

Recommendation

That EXCO identify countries that need Servas International or other sponsorship funding for international or regional conferences at least eight months in advance, and that this information be distributed to all National Secretaries and Area-Coordinators.

Workshop ICT group 1: Web site and host lists

Proposal 1: Web site

The General Assembly requests ICT to add the following information to the web site:

1. general information available without restrictions:
 - Statutes of SERVAS International
2. password-protected information that is accessible only for members:
 - meeting minutes
 - reports
 - notice board
3. password-protected information accessible for key persons only:
 - the Key List including Host List statistics
 - template Host Application form
 - template Letter of Introduction form
 - stationery

Proposal 2: Host lists

The General Assembly appoints a hostlist workgroup including the ICT and the SI Host List Coordinator to work out a safe, efficient, and economic system for centralized host list issuing and distribution by 30 June 2002. The system will then be presented to Exco, which will decide about its implementation.

Proposal 3:

Exco can instruct any country that puts sensitive information on their web site to remove it.

The proposals are accepted: the vote – YES 41 – NO 0 – ABSTAIN 1

Workshop ICT group 2: Procedures and Guidelines for ICT

Proposal 1:

Exco decides in collaboration with ICT the guidelines for the flow of information.

Proposal 2:

When Servas users seek help from ICT on legal and policy matters, ICT may quote rules and laws and may make suggestions to Exco for change of policy, but does not make decisions on Servas policy.

Proposal 3:

ICT must be provided with a budget.

Proposal 4:

ICT will establish an inventory of all hardware and software that has been funded or provided by Servas on the international level (date of purchase, type of equipment, user, original purchase value, etc.).

Proposal 5:

All international key workers will seek the advice of ICT before purchasing any equipment (hardware or software) for Servas duties.

For every purchase of equipment (hardware or software) for Servas duties, the receipt should be made out in the name of Servas.

If an international key worker does not use the equipment for Servas International purposes any longer, and that equipment is less than 20% of its original purchase value or older than 3 years, it may be written off. If not, he will return the equipment or its current value to Servas International. Exco may seek the help of that person's National Secretary to collect the equipment or its value within 3 months.

The proposals are accepted: the vote – YES 40 – NO 0 – ABSTAIN 0

Workshop Development

Proposal 1:

The proposed rules and procedures for the Development Fund Committee elaborated by the previous committee should be accepted; eventual modifications can be devised by the future committee.

Proposal 2:

The EXCO Vice-President is responsible for the development area of Servas and can form a team of interested members to assist in developing proposals and policies and planning projects and initiatives.

Proposal 3:

This team should also explore the feasibility of instituting some sort of trust fund / foundation / charity as a long-term development initiative.

Proposal 4:

Activities for the next three years should be directed to achieving any or all of the following goals:

- Recruitment development - more travelers, more hosts, more countries
- Development of more youth involvement
- Development of peace initiatives
- Development of Servas's role in the United Nations
- Development of use of language in Servas for peace:
 - Role of Esperanto in Servas
 - Language equity
 - Language for nonviolent communication and conflict resolution
 - Use of English in Servas
- Assistance in development of national organizations' structures and procedures
- Help in enriching the involvement and exposure of Servas at all levels:
 - Publicity, promotion, information, contacts
 - Activities, projects, cooperation, community involvement and influence
- Strengthening Servas in developing countries
- Initiatives for attracting more travelers from developing countries
- Development of more travel to under visited countries, regions and hosts

Added proposal 5: The development committee cannot have 2 people from the same country.

The proposals are accepted: the vote – YES 37 – NO 0 – ABSTAIN 3

Workshop Nomination Committee

Following subjects were discussed in the group:

A. Is there a need to establish the nomination committee and to add it to the statutes?

Yes, this subject was agreed on with the following amendments

- the members will be elected by the general assembly
- the committee should act independently from the EXCO
- the EXCO will be informed about the committee's work
- the number of members should be 3 to 5
- the committee members will elect their chair person out of the group

B. Is there a deadline necessary for latest nomination prior to conference?

Yes, this subject was agreed on with the following amendments

- nomination not later than 4 months ahead of the conference
- the list of candidates will be sent out by the EXCO to all national secretaries and contacts 1 month before the conference
- later nominations or exceptions from this rule can only be approved by the nomination committee

C. Participation of candidates during the conference

- it would be preferable that candidates will attend the conference and represent themselves
- if not, the candidate has to ensure that the national secretary or his/her deputy or a member of the nomination committee will introduce him

D. Decision for nomination

- the committee should have the rights to decide, in co-operation with the candidate, which candidate can be accepted according to the job description of each EXCO position
- if the applicant is not satisfied he can turn to the complaint committee and/or to the general assembly

E. Other points discussed

- a list of candidates for all committees has to be prepared in advance by the EXCO
- it was noticed that there is a problem to hand over the jobs to the new EXCO member who does not attend the conference
- the general assembly has to approve the working procedure prepared by the committee
- During the discussion a delegate suggested that the nomination committee should go out and recruit fine candidates.

The report is accepted: the vote – YES 34 – NO 1 – ABSTAIN 3

Workshop: How the next Conference site be chosen

Proposal 1 after amendment:

The General Assembly sets the criteria for choosing the site of the international conference. The GA in Thailand adopted a set of criteria for deciding where the Servas International conference would be held. The criteria are mentioned as:

1. Rotation (conferences should be held in different areas of the world in the course of time)
2. Health standards
3. Safety standards
4. Immigration (passports and visa)
5. Accessibility (travel to and from)
6. Adequate infrastructure (communication, roads, hospitals)
7. Feasibility study on costs
8. Sufficient local Servas People to help organise
9. Consider potential developing in the area
10. Adequate conference facilities

Proposal 2 after amendment:

The site is chosen by the majority decision of EXCO and all AC's. The decision is to be organized by the EXCO.

The proposals are accepted: the vote – YES 40 – NO 0 – ABSTAIN 1

Workshop Complaints Committee

Proposal 1: A Complaints Committee should be established:

1. **Composition:** it should consist of 3 members who are elected at and by the General Assembly. Members should meet the following qualifications:
 - a. have profound experience in Servas matters and be past key office holders either at an international or national level (are no present office holders)
 - b. should be preferably also have experience in legal matters and conflict-resolution
2. **Tasks:**
 - a. should deal with **substantial** complaints against SI office holders
Substantial complaints shall be complaints against any action or behavior by an office holder that can be defined as violation of statutes or non-compliance

with the statutory responsibilities of an office holder. More specific job descriptions are essential as a basis for the work of such a committee.

- b. should deal with - but only as a last instance - conflicts within national branches, if attempts to solve this within the national branch or by the Area Coordinator of the region have failed. In such a case it could act as a mediator

3. Guidelines for the work of the Committee:

- a. The Committee shall respond to all complaints but decide which complaints are to be considered as substantial complaints with the need of further action by the Committee.
- b. The Committee shall only deal with a complaint if the person who files those complaints had made direct efforts to settle the matter with the SI Office Holder before
- c. The Committee shall research complaints and produce advise or a recommendation for the resolution of a conflict within a certain limit of time (3 months). It shall not have the power to remove and replace an office holder, but the statutes shall be changed as to allow EXCO to take such action.

Proposal 2

The Statutes shall be changed to include the following:

Members of EXCO shall have on the recommendation of the complaints committee (this was added) the power to remove a non-performing EXCO officer and appoint a person to fulfil the position until the next GA.

Proposal 3

An Audit Committee shall be established in addition to the Complaints Committee that is specifically concerned with matters concerning the accounts of SI.

The proposals are accepted as follows:

Votes for proposal 2 in the first place. the vote – YES 20 – NO 16 – ABSTAIN 6

Then we voted proposal 1, and it was repeated: to create a committee (name should be decided later, they didn't like complaint): the vote –YES 40 – NO 1 – ABSTAIN 3

Proposal 3: the vote – YES 42 – NO 0 – ABSTAIN 0

Workshop Job Description

Subject: Due to insufficient preparation and motivation the discussion subject was changed to "Improvement of communication and collaboration of the Exco team and Servas functions"

Proposal 1:

Exco to design a budget for a meeting between the ACs & Exco after the AC meeting (at half time of the office period/half way through Exco's term) and before the GA meeting. Also the SI News officer should attend this meeting.

The proposal is rejected: the vote – YES 14 – NO 18 – ABSTAIN 6

Proposal 2:

Exco to define a clear structure of communication to and from all levels of the Servas organization (ACs, NSs, individual Servas members, other key people/officers) to reduce the amounts of emails and to clarify responsibilities. Voting result: withdrawn

Proposal 3:

Exco to decide on how to select ACs (election by NSs or nomination by Exco)

The proposal is accepted: the vote –YES 36 – NO 1 – ABSTAIN 5

Proposal 4:

Exco will get advice from people with expertise on job descriptions. (Gustavo Molina (Bolivia) offers support to Exco.)

The proposal is accepted: the vote – YES 35 – NO 0 – ABSTAIN 5

Gurdev from India was hurt.

Chris asked Servas for permission to use the contingency fund for him because he needed surgery.

Roger asked for any donations we could give in addition to the fund.

Youth Presentation

Anne Greenhough says: They have been waiting out in the hot air for a very long time. They need to be heard.

We heard them. And they are great. They made the same presentation as earlier. The earlier report (appendix 8) had been a special session with only the EXCO and any others who wished to attend. After the presentation, Anne presented a paper with proposals continuing the youth budget project:

It is proposed that:

1. a team is established to provide a bridge between the wider organization and the emerging network of young people committed to the development of Servas.
2. a focal point is provided for young people, and that on-going support is offered for activities concerned with projects set out by the young people at this Conference
3. the organizing of youth focused activities is promoted at future conferences, both at Area and International levels, as well as less formal Get-Togethers such as the European Summer Universities
4. efforts are made both in the short and longer term to identify possible sources of funding for youth activities from outside of Servas both at National and International levels. This could include government-based organizations, e.g. European Commission, as well as Foundations, Trusts and Charities. In particular it would be important to seek funding to enable young people from developing countries to have the opportunity to attend International Servas events on an equal basis with other young people.

The proposals are accepted: the vote – YES 42 – NO 0 – ABSTAIN 1

Workshop Structure of EXCO

Our Committee (Workshop) was asked to make recommendations regarding the seven items around the structure of EXCO items 200 and 201 on the Agenda.

Number 200 first part:**Text in the agenda:****STRUCTURE OF EXCO****1 Sponsor – European group**

Officeholders should be elected for a maximum of two terms in any one post.

The number of office holders should be a maximum of 5 and minimum of 3.

Area Co-ordinators should be elected by their National Secretaries.

2 Sponsor --Sundararaj—Malaysia

No National Sec should also be Area Co-ordinator at the same time

3 Sponsor --white paper group

There should be three Exco members [president, secretary, treasurer]
They should have paid help.
Other posts should be appointed

Report of the Workshop:

Proposal 1 was a three-part proposal we broke it down into:

1. Two term maximum - it was felt that the ultimate say should go to the assembly and that their options should not be limited. RECOMMENDATION: non support or refer to Job Description Committee for further work
2. Office holders no more than 5, no less than three. COMMENT: must be odd number for Swiss law. RECOMMENDATION: refer to Job Description Committee for further work.
3. Area Co-ordinators to be elected by their National Secretaries. COMMENT: full support for concept of mutual acceptability, should be process where National Secretaries bring forth nominations for EXCO to consider. RECOMMENDATION: refer to Job Description Committee with these comments for further work.

Proposal 2 The Committee felt this was a matter for each area to decide and thus beyond the scope of our Committee.

Proposal 3 The Committee felt strongly that paid staff should not be used and although a majority did not support a three member EXCO there was a split. RECOMMENDATION non support or defer to Job Description Committee for further work.

Number 200 second part:

Text in the agenda:

ENTIRELY NEW MODELS FOR EXCO

Exco is now powerful, and not necessarily representative of the needs of a larger organisation.

These problems experienced over the last three years will not vanish merely by changing the people. Mass instant communication [e-mail], organisation size, and expectation of performance are leaving us standing still.

POSSIBLE ALTERNATIVE MODELS

4 sponsor Michael Johnson/Chris Slader

Many NGOs such as SCI/IVS have a structure comprised of voting Area Co-ordinators. Each is elected by his/her area . Areas would need redefining maybe.

They elect a rotating President annually from their midst.

Some areas may have more than one delegate. Eg-USA with 2000 hosts may need its own voice. There would be lower level appointed officers to implement decisions.

Advantages—arguments and discussion would have obvious motives. Representation would be improved, It is simple to understand.

5 Sponsor--Marco Kappenberger Samoa

All international Servas elections and votes will be held over the internet. EXCO will decide the details. All members of Servas will have a vote.

EXCO elections and functioning: There will be no candidates and the 9 individuals with more votes will be EXCO.

EXCO will have all authority as one body which takes all decisions and appoints its officers and any Servas member for specific tasks as it deems fit.

There is no need for nominated candidates.

Exco decides on the use of the internet or any other way of communication to be used to vote, elect or consult/discuss items relevant to Servas.

In the system I recommended, there are no official candidates, nevertheless anybody can let it known that one would accept to be Exco member, and if one elected chooses not to be on Exco, then the one with the next highest number of votes will get into Exco.

All those voting have increasingly access to email and in all cases a vote will certainly be more democratic and accessible to all and less expensive through the Internet. EXCO decides the details.

With the present system it is evident that we need inform all about the candidates and all who cannot go must have the possibility to vote!

It's up to us to get also non-European candidates elected!, but if we elect Servas minded capable dedicated selfless experienced wise good etc. members,

6 [sponsor Chris/ Jo]

Thomas Jefferson had wisdom and vision. The USA constitution might be a good model. We could elect a PRESIDENT as at present.

He will appoint his cabinet.[and fire them if he wishes to do so]. They will carry out policy. Area Reps will be a senate who will oversee and consider the appropriate direction of the team. They should have the power of veto. Area Reps would be elected by their area National Secretaries, and not be appointed as at present. Some areas could share a rep if the area is small, others might need two etc. They would not normally need to meet in person but could communicate by E mail.

You will observe that this model will not require 'the adjudication and nomination', treasury, development etc committees to continue, as the 'senate' can do this work.

Report of the Workshop:

Of #4, #5 and #6 no model seemed workable to us.

#4 People in the committee found there were factual errors

#5 People in the committee found the use of e-mail would be elitist

#6 People in the committee found this proposal was not in accordance with Swiss law.

RECOMMENDATION: non support

Number 201:

Text in the agenda:

CONSTITUTIONAL POSITION OF EXCO

Can someone be sacked by majority vote of Exco?

This was the subject of a serious constitutional decision in Exco in Dec 2000

Background: In December 2000 the Vice President felt the General sec was not living up to expectations He tried to organise a vote of no faith, wishing to remove the GS from his post and appoint another.

I said he had no right to demand a vote. The GS could not be removed by such a vote. I said if the GS wanted to appoint a helper he could do so. If he did he would delegate some of his budget along with the work. Only the General Assembly can vote in and vote out an Exco officer. The Vice President called for an E mail vote. He was told by myself that it would be unconstitutional. He held an E Mail ballot anyway. He was again told the result was unconstitutional. As a result there was no vote and the status quo pertained.

Report of the Workshop:

#7 This proposal was strongly supported by the workshop but one dissenting voice was noted.

RECOMMENDATION: support.

There was no vote about the recommendations. There was a new proposal instead:

New proposal: Any correctly* submitted model for EXCO will be voted on as the first item of the General Assembly at the next International Conference. If accepted by the General Assembly the changes in the statutes will take place immediately.

(* Correctly means according to the criteria laid down in the statutes)

The proposal is accepted: the vote – YES 34 – NO 4 – ABSTAIN 6

Appointment of Committee members:

Treasurers (Audit) Committee:

- Markus Kappenburger, Germany
- Alex Dali, Singapore
- Gustavo Molina, Bolivia
- Colette Marteau, France
- Mineswar Siburun, Mauritius

The committee was accepted: the vote – YES 44 – NO 0 – ABSTAIN 0

Appeals Committee:

- Don Fawcett, USA
- Marisa Contini, Uruguay
- Davis Asher, Britain

The committee is accepted: the vote – YES ? – NO ? ABSTAIN ?

• **Development Fund Committee**

- Vibeke Matorp, Denmark
- Mullai Pathy, Singapore
- Abhay Shaha, India
- Mohammed Nasseem, Pakistan
- David Roll, Colombia

The committee is accepted: the vote – YES 41 – NO 0 – ABSTAIN 0

Complaints Committee

- Marisa Contini, Uruguay
- Don Fawcett, USA
- David Asher, Britain

The committee is accepted: ---the vote--YES 42 --NO --ABSTAIN 1

Nominations Committee

- Gwyn Grace, Ireland
- Thawamani (Jini) Subramaniam, Malaysia
- Dafi Galad, Israel
- Changxian Yi, China
- Giuliana Pellizzari, Italy

The committee was accepted: the vote – YES 42 – NO 0 – ABSTAIN 0

Job Descriptions Committee

- Gustavo Molina, Bolivia
- Michael Karris, Italy
- Adela Montes, Guatemala

The committee is accepted: the vote – YES 33 – NO 4 – ABSTAIN 2

A proper NGO status for Servas:

The proposal was accepted: the vote – YES 42 – NO 0 – ABSTAIN 1

SI News

The Spanish edition continued. A French edition proposed.

The proposal was accepted: the vote –YES 40 – NO 1 – ABSTAIN 1

Closing

Chris – Said his thanks to so many people, then Goodbye

Roger – Said his thanks then had us sing the Servas song.

THE END

The evening event was a wonderful party in the assembly hall, which had been converted to a campfire (electric and cellophane in the centre of the room) with a tree holding origami birds on the limbs used to introduce the countries who were performing. It was beautifully presented and extremely well organised, as were all the practical arrangements for the conference by the Thai hosts. The Thai Master of Ceremonies had a drawing of 50 some gifts for many people.

List of the appendices with the Report of the GA

App.1 Statements of the Exco President at the opening session

App.2 Treasurer's Report

App.3 General Secretary's Report

App.4 President's Report

App.5 Treasury Committee Report (Ursula Schaufele)

App.6 Presentation Working Paper by Hilda, regarding Servas at the UN

App.7 Results of different scenarios for contributing countries

App.8 Youth development issues by the Youth Group.

Minutes of the General Assembly of Servas Int. Thailand 16–19 July 2001, part 2: Appendices

List of the appendices with the Report of the GA

- App.1 Statements of the Exco President at the opening session
- App.2 Treasurer's Report
- App.3 General Secretary's Report
- App.4 President's Report
- App.5 Treasury Committee Report (Ursula Schaufele)
- App.6 Presentation Working Paper by Hilda, regarding Servas at the UN
- App.7 Results of different scenarios for contributing countries
- App.8 Youth development issues by the Youth Group.

Appendices

Minutes Servas International GA Thailand.

Appendix 1

Chris Slader: Opening statements at the General Assembly of Servas International Monday 16 July 2001

STATE OF THE VILLAGE REPORT

If all the world were a village of 1000 people:

- 584 would be Asians
- 123 would be Africans
- 95 would be East and West Europeans
- 84 would be Latin Americans
- 55 would be Soviets (still including for the moment Lithuanians, Latvians, Estonians, etc.)
- 52 would be North Americans
- 6 would be Australians and New Zealanders.

The people of the village would have considerable difficulty communicating:

- 165 people would speak Mandarin
- 86 people would speak English
- 83 people would speak Hindi/Urdu
- 64 people would speak Spanish
- 58 people would speak Russian
- 37 people would speak Arabic

That list accounts for the mother-tongues of only half the villagers. The other half speak (in descending order of frequency) Bengali, Portuguese, Indonesian, Japanese, German, French and 200 other languages.

In the village there would be:

- 300 Christians (183 Catholics, 84 Protestants, 33 Orthodox)
- 175 Moslems
- 128 Hindus
- 55 Buddhists
- 47 Animists
- 210 all other religions (including atheists)

One-third (330) of the people in the village would be children. Half the children would be immunized against the preventable infectious diseases such as measles and polio
Sixty of the thousand villager would be over the age of 65.

Just under half of the married women would have access to and be using modern contraceptives.

Each year 28 babies would be born.

Each year 10 people would die, three of them for lack of food, one from cancer. Two of the deaths would be to babies born within the year.

One person in the village would be infected with the HIV virus; that person would most likely not yet have developed a full-blown case of AIDS.

With the 28 births and 10 deaths, the population of the village in the next year would be 1018.

In this thousand-person community: 200 people would receive three-fourths of the income

200 people would receive only 2% of the income.

Only 70 people would own an automobile ... (some of them more than one automobile).

About one third would not have access to clean, safe drinking water.

Of the 670 adults in the village half would be illiterate.

The village would have 6 acres of land per person, 6000 acres in all of which:

700 acres is cropland

1400 acres pasture

1900 acres woodland

2000 acres desert, tundra, pavement, and other wasteland.

The woodland would be declining rapidly; the wasteland increasing; the other land categories would be roughly stable.

The village would allocate 83 percent of its fertilizer to 40 percent of its cropland - that owned by the richest and best-fed 270 people. Excess fertilizer running off this land would cause pollution in lakes and wells. The remaining 60 percent of the land, with its 17 percent of the fertilizer, would produce 28 percent of the food grain and feed 73 percent of the people. The average grain yield on that land would be one-third the yields gotten by the richer villagers.

If the world were a village of 1000 persons, there would be five soldiers, seven teachers, one doctor. Of the village's total annual expenditures of just over \$ 3 million per year, \$ 181,000 would go for weapons and warfare, \$ 159,000 for education, \$ 132,000 for health care.

The village would have buried beneath it enough explosive power in nuclear weapons to blow itself to smithereens many times over. These weapons would be under the control of just 100 of the people. The other 900 people would be watching them with deep anxiety, wondering whether the 100 can learn to get along together, and if they do, whether they might set off the weapons anyway through inattention or technical bungling, and if they ever decide to dismantle the weapons, there in the village they will dispose of the dangerous radioactive materials of which the weapons are made.

Perhaps the one person who can be thanked for getting wider attention for the original article is David Copeland of an organisation called Value Earth, based in New Jersey. David Copeland, with Donella Meadows' permission, had several thousand posters made based on 'The Global Village', for the 1992 Rio de Janeiro Earth Summit.

Details of this and the posting of the original article can be found at
<http://www.empowermentresources.com/info2/theglobalvillage>

--The Shambhala Prophecy

Shambhala...written in Tibet in 12th century

"There comes a time when all life on Earth is in danger. Great barbarian powers have arisen. Although these powers spend their wealth in preparations to annihilate one another, they have much in common: weapons of unfathomable destructive power, and technologies that lay waste our world. In this era, when the future of sentient life hangs by the frailest of threads, the kingdom of Shambhala emerges.

You cannot go there, for it is not a place: it is not a geopolitical entity.

It exists in the hearts and minds of the Shambhala warriors. Nor can you recognize a Shambhala warrior when you see her or him, for they wear no uniforms or insignia, and they carry no banners. They have no barricades on

wich to climb to threaten the enemy, or behind which they can hide to rest or regroup. They do not even have any home turf. Always they must move on the terrain of the barbarians themselves.

Now the time comes when great courage -- moral and physical courage -- is required of the Shambhala warriors, for they must go into the very heart of the barbarian power, into the pits and pockets and citadels where the weapons are kept, to dismantle them. To dismantle weapons, in every sense of the word, they must go into the corridors of power where decisions are made.

The Shambhala warriors have the courage to do this because they know that these weapons are manomaya. They are 'mind-made.' Made by the human mind, they can be unmade by the human mind. The Shambhala warriors know that the dangers threatening life on Earth are not visited upon us by any extraterrestrial powers, satanic deities, or preordained evil fate. They arise from our own decisions, our own lifestyle, and our own relationships.

So in this time, the Shambhala warriors go into training. They train in the use of two weapons -- compassion and insight. Both are necessary. You have to have compassion because it gives you the juice, the power, the passion to move. It means not to be afraid of the pain of the world. Then you can open to it, step forward, act. But that weapon by itself is not enough. It can burn you out, so you need the other -- you need insight into the radical interdependence of all phenomena. With that wisdom you know that it is of a battle between 'good guys' and 'bad guys,' because the line between good and evil runs through the landscape of every human heart. With insight into our profound inter-relatedness -- our deep ecology -- you know that actions undertaken with pure intent have repercussions throughout the web of life, beyond what you can measure or discern. By itself, that insight may appear too cool, too conceptual, to sustain you and keep you moving, so you need the heat of compassion.

Together these two can sustain us as agents of wholesome change.

They are gifts for us to claim NOW in the healing of OUR world."

TREASURER'S REPORTS
EXTRACT OF FINANCIAL; STATEMENTS 1998, 1999, 2000

Swiss Francs.....\$1.00.....#1.78 CHF 19 June 2001

Year.....	Income.....	Expenses.....	Loss.....	Profit
1998.....	120 950.....	205 753.....	-84 803	
1999.....	94 056.....	46 617.....		47 439
2000.....	81 462.....	53 490.....		27 972
3 years.....	296 468.....	305 860.....	-9 392	

A copy of each Financial Statements were sent to :

All National Secretaries

All Servas Officers

Some National Secretaries forward these documents to their board.

ALL EXPENSES 1998 + 1999 + 2000

Conferences.....	170 226.....	56%
Other expenses.....	135 634.....	44%

INCOME 1998 + 1999 + 2000

S I Stamps.....	230 128.....	77%
Conference Guatemala.....	48 925.....	17%
Other Income.....	12 192.....	4%
Bank Income.....	5 223.....	2%
Total.....	296 468	

ALL CONFERENCES EXPENSES 1998 + 1999 + 2000

Area conferences travel.....	91 985.....	54%
Area confereces expenses.....	4 985.....	2%
Conference Guatemala Travel.....	47 283.....	28%
Conference Guatemala Expense.....	25 973.....	15%
Total.....	170 226	

OTHER EXPENSES 1998 + 1999 + 2000

Travel expenses Servas officers.....	36 736.....	27%
Printing S I News.....	27 662.....	20%
Postage.....	24 157.....	18%
Phone fax E mail.....	21 909.....	16%
Miscellaneous.....	8 062.....	6%
Office Expenses.....	7 907.....	6%
Bank fees.....	5 619.....	4%
Computer, head sets, printer.....	4 582.....	3%
Total.....	135 634	

ALL EXPENSES

All travels (for around 95 travels).....	175 004.....	57%
Administration.....	72 236.....	24%
All Conferences (without travel).....	30 958.....	10%
Communication SI News (Printing only).....	27 662.....	9%

SECRETARY'S REPORT

Three years ago in Guatemala you elected a team to steer Servas into the new millennium. I was one of those six. I was as surprised as all the delegates when Vibeke withdrew her nomination for the position of General Secretary half an hour before the election. Even before I arrived home I received letters of criticism from various National Secretaries and attendees of the Guatemala conference. I persevered in the position thinking we would be able to get on with the job that we were elected to do. I received letters from several European co-ordinators stating that they didn't like the format of the key list, and one said not to waste my time sending the keylist out as he would keep the EC lists up to date!

Before the end of the first year there was a division in Servas Italy, which split EXCO. We found it very difficult to work as a team. We decided that we should have a meeting to try and work out the problems and make a fresh start. Half the team decided that we should have a meeting to try and work out the problems and make a fresh start. Half the team decided they were unavailable and the meeting was cancelled. In 2000 EXCO finally held a meeting in Genova Italy. I am ashamed to say that it was a real disgrace for adults and members of a peace organisation. We taped the entire meeting. Chris and I spent three full days transcribing the minutes from the tapes. Then we found another set of minutes had been circulated! Emails were circulated saying I was not doing my job and I was no longer responsible. I had no say in what was being distributed and by whom.

On a more positive note we were fortunate to be able to attend the inaugural meeting of Servas Sri Lanka. We were overwhelmed by the welcome given to us, and friends we made. Mr Adikaram is in attendance representing Sri Lanka. We've had many travelers visit our home. We sold our business last year and caught up with old Servas friends around the world, and this is what Servas IS. It is not politics, not trial by emails of lies and innuendo, not betrayal by team members.

I would like to thank Chris, Claudia, Theera, Pisit and Geoff Maltby for their commitment and support to me over the past term, and congratulate the Thai Troop on the excellent job they have done to organise this Conference. They have done an enormous amount of work for months, and we can all look forward to a great week of Thai culture and warm Thai hospitality

Kevin Newham

PRESIDENTS REPORT

PRESIDENTS REPORT

3 YEARS APRIL 1998 to APRIL 2001

This report will be tabled in Thailand and you will be able to question me if you wish

PIRANHAS

Our initial meeting of Exco was in November 1998 in Paris. Claudia presented us all with an embalmed piranha fish and needless to say, mine was the largest, symbolic you might say. I believe we must report the good and the bad.

On a good note

I went to Sri Lanka in 1998 to the inaugural meeting of the branch there. The group there was well formed and I felt would do good multi-cultural work to the benefit of Servas and perhaps more importantly Sri Lanka itself.

The 3 years has been characterised by constitutional and management issues. These have taken up much of my time and energy.

1: Our meeting in Paris started with the debate about where this conference should be held and the dreadful publishing of the 'league table'. Of course I must take corporate responsibility for this, however it has to be said that my leadership at the time had been dented by the event detailed below. I was accused of fraud or mismanagement of the funds for the Guatemala conference; there was no mechanism for Servas to deal with a complaint of this sort.

I could not investigate myself and asked the Vice President to handle it.

The investigation seemed to me to be unnecessarily slow. Eventually I resolved the issue by myself, by agreement with the complainants. I went to Rome and came to an agreement known as the spirit of Tuscania. This exhausting visit left me amazed by the extent that Servas would shine through any conflict. You may read the document elsewhere. I later realized that if there were a complaint found, the V.P. might be seen to have an interest in the outcome as he would become my successor.

Out of this has come the need to have an independent tribunal to investigate complaints. Although the Italian complainants were satisfied we could not be sure that everyone who had an interest in the complaint would be satisfied. A tribunal would be there to represent all interests.

This time was exceptionally stressful and I am sure my function as President was not optimal. I must add that I felt some difficulty promoting team spirit in Exco at this critical early time.

Other lessons are painfully clear. Ideally all financial transactions [over say \$150] should be done on paper and with two signatures. The result of this may be increased costs and delays. It is probably worth paying extra to ensure transparency. Receipts should be obtained and may increase the costs by perhaps 50%. Preserving the transparent integrity of officers is worth the additional costs involved.

2: There are no financial procedures laid down. As a result my expectations of financial activity and those of the treasurer were considerably different. An example is the long discussion at Genova about what is a balanced budget.

Another is the non-production by our treasurer of quarterly accounts.

Another is the non-production of annual financial statements in draft form for Exco.

I am sure that everyone should have similar expectations of performance, but not necessarily mine.

If I had been given a rulebook in advance 3 years ago, I would have lived with it or resigned.

3: Fairly early on it was realised that Servas stamp income was reducing. This had obvious implications for spending and re-allocating Servas money. This Exco has had to address this serious problem.

4: The rather unusual way in which the Italian team changed hands unfortunately involved myself.

The previous team [Ulysse Di Corpo and Luigi Bonito] stated that they were removed from office by a coup d'etat. They said it was unconstitutional. They were then removed from Servas and are no longer members after having their membership removed for disagreeing with the new office holders. It is not for me to interpret the Italian Servas Constitution. I do not have the judgement of Solomon, and no constitutional right to interfere. However it has to be made public that the two previous officers do not accept the legitimacy of this decision. The current Italian Exco is clear that they consider that they have followed their constitution.

Ulysse Di Corpo continued to claim his place on the international nominations committee after his expulsion from Servas. I must say that this issue was a dilemma, which I could not resolve.

I think this affair does have an international Servas dimension.

Ulysse Di Corpo and Luigi Bonito could presumably sign up as a member in another country. Travellers and hosts are privileged positions in which we all have come to trust. At no time did these two abuse this trust and indeed were not accused of doing so by anyone.

5: The Indian problem also was put into my agenda.

I do not know if the Indian Servas can have a President for Life.

I have said SI don't recognise this post and that they will have to reconfirm the post as often as it is necessary.

It is an issue on the agenda in Thailand.

Harivallabh has done great work for Servas and his country, let us honour and not criticise this.

6: The Vice President brought a constitutional crisis into the open in January this year.

He wished to have an Exco vote to remove the General Sec from his post for failing in his duties as he saw it.

I stated that no vote should take place and that Exco did not have the power to remove a member from office.

The whole issue was extremely unpleasant and demoralizing for myself as well as the GS.

7: As a result of the problems I have encountered, I suggest we might consider the following:

have a complaints procedure for officers

have a written financial structure

have a job description for officers, and laid down procedures for Exco conduct

consider the issues brought up by the Indian item

consider if national groups have any obligations to the wider Servas community

I also think it would be a good point to stop and consider whether the method of selecting Exco candidates is partly the cause for our problems. Team spirit is very elusive, and I don't think electing a group of friends will overcome the problem.

My suggestions are of two different models:

1: To elect only a President, he will choose his administrative team and replace them as necessary. We would have a senate too of elected area reps, a USA model of democracy

OR

2: To elect area co-ordinators who will form an Exco and elect annually from their midst a rotating chairman.

Many international groups [eg SCI/IVS] do it this way. Disputes may seem less personal then.

FINALLY on an upbeat note

The European gathering in England was a great success and the inspiration given to us all by Ann and her group of young people reinforces the challenges that await us all – I hope the debate on recruitment will be lively and brainstorming.

I certainly have enjoyed my two terms of office. I made a lot of friends around the world and I have learned a lot from them.

I would like to pay tribute and say thank-you to all those of you who have worked hard over the last 6 years to run Servas.

I am looking forward to meeting as many of you as possible at the conference.

However there are many who are unable to make it to Thailand for financial and other reasons, I am sorry to be unable to say goodbye in person.

I am looking forward to being a host and traveller and to meeting you in the future.

SERVAS GREETINGS

Chris Slader

SERVAS International



TREASURY COMMITTEE REPORT

Chairwoman
Ursula Schaufele

Grüneburgweg 148
60323 Frankfurt
Germany

Report to General Assembly and EXCO (by Ursula Schaufele)

Introduction

During the General Assembly in Guatemala (1998) a Finance Committee has been installed. In the minutes of the conference it says:

"Finance Committee Ursula, Bethene, Francisco were approved to be members of the Finance Committee.

The committee will look at past spending patterns and future spending predictions; it will make suggestions about the level of fees. It will look into the methods for collection of income for SI.

It will not oversee current EXCO spending which is the responsibility of the treasurer"

Mineswar was included in the committee later. Gilbert offered to be the secretary. The committees name was changed into Treasury Committee (TC). The TC communicated by email and mail.

The first task of the TC was to set up management guidelines for Servas treasurers. These guidelines need to be agreed by the General Assembly and should be added to the Servas Handbook.

Further important issues, which were already discussed by the TC but not yet worked out in detail, are 1. guidelines for office grants and 2. suggestions to decrease the costs of international Servas conferences.

As a result of the previous work I propose to change the TC into an Auditing Committee.

I liked the work. I am ready to go on as chairwoman of the committee. Since I will not come to Thailand I kindly ask Gilbert to present my report to the GA.

Proposals

A Management Guidelines for Servas Treasurers

1. Bookkeeping

Income and expenditure must always be documented in written form stating exact amount, date and reason for payment.

2. Record of expenditure

All expenditure must be verified by receipt from the recipient of payment (amount, date and name of recipient)

3. Auditing

Bookkeeping and receipts must be checked by an independent third party at least once a year (four eye principle). A report on the audit, produced in duplicate, must state the extend and result of the audit (no complaints / individual complaints). It must bear the date of the audit and the signature of the person carrying our the audit. One copy of the report will remain with the records; the other copy of the audit will go to the person(s) ordering the audit (Nat. Sec. , EXCO, Nat. Assembly, etc.)

4. Budgeting / Accountability

For larger accounts a budget must be prepared for one year or a longer period. Said budget must estimate the expected income and expenditure. This budget is binding on both the National Secretary and Treasurer. Both are regularly accountable on the basis of the budget.

5. Approval

The National Assembly shall decide at regular intervals of one year or longer whether funds are being administered correctly and the budget complied with.

B. Agenda for further TC Issues

1. Guidelines for Office Grants (Gilbert suggested to pay a lump sum of 150 CHF or 5CHF/ember. This seems to be fair but as Bethene points out it is necessary to look for which reason the money will be needed and how much Servas International can afford. My opinion is that the Grants should be used only for mailing etc. not for meetings or equipment. Special projects may be financed by the Development Fund (DF). We will have to discuss these points seriously.)
2. Suggestions how to decrease the costs of international conferences to avoid serious financial problems (Bethene suggests to raise the fees for observers and visitors to have extra money to pay for travel costs of delegates).

C. Extend the TC to an AUDITING COMMITTEE (AC)

With a task similar to that of a "Public Accounts Committee" which scrutinizes the use of Servas International expenses made. That is the obligatory consequence of paragraph 3 o above management guidelines. It does not necessarily mean that TC/AC has to look into the books of Servas International itself but ensure that trusted third people once a year check the books. This may be done by random sampling.

18.01.2001

Ursula Schaufele

WORKING PAPER

SERVAS INTERNATIONAL AT THE UNITED NATIONS

STATUS OF SERVAS INTERNATIONAL:

SERVAS INTERNATIONAL as Non Governmental Organization (NGO) has consultative status with the Economic and Social Council (ECOSOC) of the UNITED NATIONS. As such SERVAS INTERNATIONAL is authorized to attend the public meetings of the UNITED NATIONS ORGANIZATION's bodies such as

the COMMISSION ON HUMAN RIGHTS and its SUBCOMMISSION.

NGOs recognized by ECOSOC are entitled and invited to present oral and written statements before the COMMISSION ON HUMAN RIGHTS and its SUBCOMMISSION.

NGOs may also present oral or written declarations before ECOSOC itself - according to specific rules - and its numerous subsidiary agencies.

Victims of human rights violations may present testimonies through NGOs.

Concerning UN specialized agencies such as World Health Organization (WHO), International Labor Office (ILO) etc., NGOs must show special interest and activity in their field competence and formulate a request before the Organization in question.

The COMMISSION ON HUMAN RIGHTS and its SUBCOMMISSION meeting in GENEVA:

The COMMISSION ON HUMAN RIGHTS is the United Nations' principal human rights organ. Created in 1946 by the Economic and Social Council and made up of 53 Member States, the Commission carries out studies, prepares recommendations and elaborates draft international instruments on human rights. It also looks into allegations of violations of human rights. The Commission on Human Rights meets 6 weeks in March/April. The rôle of its SUBCOMMISSION, established in 1947, composed of 26 independent experts, is to undertake studies and make recommendations to the Commission on Human Rights. The Subcommittee meets 3 weeks in August.

PRESENT ACTIVITIES OF SERVAS INTERNATIONAL AT UNITED NATIONS:

Present activities of SERVAS INTERNATIONAL at UNITED NATIONS in GENEVA are limited to attending the meetings of the sessions of the COMMISSION ON HUMAN RIGHTS and its SUBCOMMISSION and of the Conference on Disarmament on a strict observer basis, to contact taking and to preparing reports in order to inform the SERVAS members. The contact persons in Geneva are Janine Hall and Hilda Burer.

Present activities of SERVAS INTERNATIONAL at UNITED NATIONS in NEW YORK are frequent contacts and regular meetings with NGOs. There is a possibility to establish a partnership with the UNITED NATIONS ENVIRONMENTAL PROGRAM (UNEP) with the aim to disseminate information on Ecotourism and Responsible Tourism. The contact person in New York is Sharon L. Wallenberg.

In addition to Geneva and New York SERVAS INTERNATIONAL has as well representatives at UNITED NATIONS in Austria (Vienna), France, Chile (Santiago), Samoa and Ethiopia.

THE POSSIBILITIES OF SERVAS INTERNATIONAL

SERVAS INTERNATIONAL may make oral and written statements before the COMMISSION ON HUMAN RIGHTS, its SUBCOMMISSION and before ECSOC if it so decides.
SERVAS INTERNATIONAL may establish a partnership with UNEP.

These activities may not only contribute to the progress of human rights and environmental conscience in the World but may also bring more recognition for SERVAS.

A new and good habit is getting more and more success among NGOs in the forums in Geneva: to join oral and written statements of NGOs pursuing the same aims and supporting the same causes and being in a position to prove the veracity of their allegations.

SECURITY AND RESPONSIBILITY

If the International Conference decides in favour of SERVAS INTERNATIONAL being active at the COMMISSION ON HUMAN RIGHTS and its SUBCOMMISSION by making oral and written statements this means also increase of responsibility from a passive participant into an active one.

The observance of some internal guidelines would be necessary:

A list of admitted topics (peace, social, human rights) would have to be established and decision taken which are the topics to be excluded (political). EXCO members (SERVAS President, Vice-President, Secretary General, Peace Secretary) are expected to be contact persons in case of necessity.

DRAFT RESOLUTION:

SERVAS INTERNATIONAL CONFERENCE 2001

aware

of the importance of its role as Non Governmental Organization (NGO) in consultative status with the Economic and Social Council (ECOSOC) of the UNITED NATIONS and of its possibilities at the UNITED NATIONS COMMISSION ON HUMAN RIGHTS, the SUBCOMMISSION, ECOSOC as well as UNITED NATIONS ENVIRONMENTAL PROGRAM (UNEP),

decides that

SERVAS INTERNATIONAL is authorized to present oral and written statements before the UNITED NATIONS COMMISSION ON HUMAN RIGHTS and its SUBCOMMISSION as well as - upon understanding with EXCO - before ECOSOC within a list of topics to be established.

Whenever possible SERVAS will join other NGOs' oral and written statements.

SERVAS INTERNATIONAL may establish a partnership with UNEP.

In case of doubt EXCO members will be the contact persons.

Results of different scenarios for contributing countries

Stamps 1999	1999 paid	current	Option 2	% Option 2	Option 3 + CHF 1	% Option 3	Option 4 + CHF 2	% Option 4
Argentina	37	135	185	37,0%	162	20,0%	189	40,0%
Austria	53	245	530	116,3%	248	1,2%	251	2,4%
Australia	425	5825	6375	9,4%	6200	6,4%	6575	12,9%
Belgium	150	1700	1500	-11,8%	1800	5,9%	1900	11,8%
Brazil	35	125	175	40,0%	150	20,0%	175	40,0%
Britain	444	6110	6660	9,0%	6504	6,4%	6898	12,9%
Canada	402	5480	6030	10,0%	5832	6,4%	6184	12,8%
Czech Republic	70	500	700	40,0%	520	4,0%	540	8,0%
Denmark	354	4760	5310	11,6%	5064	6,4%	5368	12,8%
Finland	67	455	670	47,3%	472	3,7%	489	7,5%
France	491	6815	7365	8,1%	7256	6,5%	7697	12,9%
Germany	761	10865	11415	5,1%	11576	6,5%	12287	13,1%
Hungary	144	1610	1440	-10,6%	1704	5,8%	1798	11,7%
Ireland	44	170	270	58,8%	204	20,0%	238	40,0%
Israel	120	1250	1200	-4,0%	1320	5,6%	1390	11,2%
Italy	487	6755	7105	5,2%	7192	6,5%	7629	12,9%
Japan	62	380	620	63,2%	392	3,2%	404	6,3%
Mexico	35	125	175	40,0%	150	20,0%	175	40,0%
Netherlands	110	1100	1100	0,0%	1160	5,5%	1220	10,9%
New Zealand	189	2285	2835	24,1%	2424	6,1%	2563	12,2%
Norway	50	200	250	25,0%	240	20,0%	280	40,0%
Poland	116	1190	1160	-2,5%	1256	5,5%	1322	11,1%
Slovakia	15	25	75	200,0%	30	20,0%	35	40,0%
South Africa	28	90	140	55,6%	108	20,0%	126	40,0%
Spain	100	950	1000	5,3%	1000	5,3%	1050	10,5%
Sweden	113	1145	1130	-1,3%	1208	5,5%	1271	11,0%
Switzerland	82	680	820	20,6%	712	4,7%	744	9,4%
Uruguay	16	30	80	166,7%	36	20,0%	42	40,0%
USA	1393	20345	20895	2,7%	21688	6,6%	23031	13,2%
Total Gain	6393	81.345	87.210	5.865	86.608	5.263	91.871	10.526

Youth development issues by the Youth Group

(Report of Youth Forum's Meeting with some of the new Exco team, later presented for the GA)

This was requested by the Youth Forum so they could make a report to, and have a conversation with the people who will be running SI. It was arranged for a time when the general assembly was not meeting, and open to anyone.

They reported about their 4 'workshop' groups

1. Homestay group made a film about the homestay program they experienced, so it can be promoted through Servas.

2. Interviewing.

a) delegates were interviewed about including information about youth in their host lists.

b) the Youth Forum Thai group had a separate questionnaire for finding out about Servas as some of them are not currently involved.

3. Website. It was not possible to set this up with the equipment available. They planned a page to go with the Servas one. They also plan to have a set-up for chatting.

4. Information

a) for internal use – a leaflet for national secretaries to send to families with 18-25 year olds, who may or may not be living at home.

b) for external use. The goal is to increase membership in Servas, starting with friends.

They will begin with university groups. Growth is likely to be slow. Ultimately, they would like to create programs for cross-cultural exchanges.

Each forum participant made an offer to SI to help in some specific role, because they want to be part of Servas, not separate. Members of Exco were invited to contact specific young people for assistance in the areas in which they had offered. Sherice Chesworth, the Australian representative, offered to do odd jobs. Other offers included help with ICT, photo-editing, a youth page in SI News and leaflets (have created a leaflet which may be more attractive to young people). They want to contribute their ideas about development. The interviews will be summarized. Adults who work with these youth will look at the issue of funding.