

# Meeting Minutes of the General Assembly

April 25th, 2025 at 09:00 – 15:00 (local time)

**Venue:** MERCURE Nantes Centre Grand Hôtel, 4 rue du Couëdic. Meeting room: Feydeau Cheviré

**Present:** See the annexed list of participants, a supermajority of the members are present in person or by proxies

**Agenda:** Attached

## 01. Welcome words by EAN president and VYV3 representatives

- Mr. Jiří Horecký (JH) welcomed delegates, new EAN members and guests at the GA meeting in Nantes
- VYV3 representatives presented main activities of the host organisation

## 02. Agenda proposal

**The proposed agenda for the GA meeting was approved.**

## 03. Minutes from the last GA – Athens 9/2024

- GA members **adopted** the Minutes of the meeting in Athens 9/2024.

## 04. Welcoming of new EAN members and guests + introduction roundtable of all participants

- Since the last GA meeting in Athens, we have approved 10 new members:
  - Haus der Barmherzigkeit NÖ. Pflegeheime GmbH
  - Österreichische Jungarbeiterbewegung
  - Scottish Care
  - Elena Weber
  - Monika Caracuda
  - SFV - The Icelandic federation of companies in the welfare sector
  - SERVICE MENSCH GmbH
  - NHI Ireland
  - Local Health Authority of Asti
  - Stiftung Liebenau
- All participants introduced themselves to each other

## 05. Summary of EAN activities in 2024

- President Horecký presented the delegates with the **Summary of EAN activities in 2024**; the document *Activity Summary Report 2024* is annexed to these Minutes.
- A new **EAN booklet** and a separate document titled **WHY TO BE A MEMBER OF EAN** were also introduced. These materials are now available in six language versions. If any of the delegates would like to help prepare a version in another language, please contact the EAN Secretariat at [info@ean.care](mailto:info@ean.care). We will arrange a DeepL translation and, after proofreading, have the document prepared graphically.
- All materials are available for download here: <https://www.ean.care/en/publications>

## 06. Activity plan for 2025

- President Horecký presented the plan of main activities for 2025 (e.g., working groups on digitalisation and funding, growth of EAN membership, EU policy and advocacy, training programme, E-Qalin, survey on members' needs, press monitoring, online sessions, General Assembly in Lisbon, and the vaccination hesitancy project). More details can be found in the annexed PowerPoint presentation.

## 07. EAN WG on Funding in social services

- Aad Koster presented the activities of the EAN Working Group on Funding. The group focuses on analyzing the main sources of long-term care funding across Europe, comparing public and private financing models, and identifying challenges faced by providers in terms of sustainability and financial stability.
- Future priorities: The Working Group plans to continue its work by preparing a report (for GA meeting in Lisbon) with recommendations for improving funding mechanisms in long-term care. Delegates were invited to contribute national examples, data, or case studies to help create a comprehensive overview of funding challenges and good practices across Europe.
- A short discussion followed Aad's presentation, with contributions from several delegates.

## 08. EAN WG on Digitalisation in LTC

- Vera Husakova presented the main focus areas: artificial intelligence in elderly care, European Health Data Space guidelines, and cybersecurity. The group is also preparing a catalogue of best practices, including innovations, documentation systems, decision trees, and telemedicine.
- The group plans four digital meetings, one round table, and participation in workshops focused on the use of AI in social services. In addition, members will be contacted with a **questionnaire** to collect further input on technologies. Delegates were encouraged to share additional examples and good practices via the questionnaire.
- DIGICARE4CE project information were added: <https://digicare4ce.eu/homepage> , more details and links are in the PPT

## 09. EU affairs

- a) New European Commission
- b) EU Care strategy follow up
- c) The Union of skills
- Marcel Smeets informed delegates that although there will be no dedicated Commissioner for elderly care, several important topics will be addressed, including a holistic approach to care, support for care providers (working conditions and skills), and sustainable funding with action plans.
- The EC working programme will focus on sustainability of long-term care, workforce improvements, digitalisation, the continued implementation of the European Care Strategy, reducing inequality, integrating health and social care, and ensuring sustainable financing.
- EAN's influence: Marcel highlighted that EAN can influence these processes through direct contacts with EC officials, participation in working groups and public consultations, and cooperation with partners such as Social Services Europe and Housing Europe.

- Jiří Horecký added that EAN supported the **Open Letter** of European Associations in the Social Sector, which will be sent together with the Minutes or as a separate email with additional materials.
- A brief discussion followed regarding the never-published EU Care Strategy.

#### 10. EAN involvement in EU projects

- Delegates were informed that EAN is currently participating in four EU-funded projects focusing on key areas of long-term care. These include:
  - EldiCare 2.0 – European training for caregivers <https://eldicare2-0.eu/>
  - Well Care – Mental health of employees in LTC <https://wellcare-project.eu/>
  - Care4Skills – skills development in LTC <https://www.ean.care/en/articles/care4skills>
  - Care4Elders – dementia care – education <https://care4elders.eu/>
- Philippe Belseur presented the VYV3 Erasmus+ KA1 accreditation project, aimed at securing EU co-funding for the mobility of professionals across Europe to share practices, improve skills, and support long-term international exchanges. More details are available in the PPT. Delegates interested in these topics are kindly asked to Philippe Belseur at [philippe.belseur@vyv3.fr](mailto:philippe.belseur@vyv3.fr)

#### 11. Next EAN congress(es)

##### a) 2027 WORLD LTC CONGRESS

- Jiří Horecký informed the delegates that the Czech Republic has been selected to host the GAN World Congress, which will take place on September 7–8, 2027, in Prague. He asked everyone to please save the date. Proposals for the congress topics will be presented in Lisbon after discussion by the Executive Board.

#### 12. Invitation to Workshop on Spirituality in care

- Ilarion Mata invited the delegates to attend the afternoon workshop on Spirituality in Care, which will take place in the same room after lunch, and briefly outlined the main focus and themes of the workshop.

*Coffee break*

#### 13. EAN financial matters

- All tables related to the following financial items are included in the main PPT presentation.
  - a) Financial result 2024
- Jiří Horecký presented the main revenue and expenditure items of EAN for 2024 (including EU projects). The year ended with a positive result of €1,073.08. All delegates received the supporting documents on-site.

**Decision: The financial result 2024 was approved.**

- b) Auditor's report 2024
- The auditors informed the delegates that they had reviewed all EAN accounts and presented their report for 2024.

## General Assembly meeting 25th April 2025

### Auditors Report of 2024

We have made the audit of the accounts, the profit and loss and the financial statement on 31 December 2024. The profit for the financial year is + **1 073,08 EUR**.

We suggest that General Assembly **approve** the annual accounts and financial statement on 31 December 2024 and grant discharge to the Treasurer and the Executive Board.

Nantes 25th April 2025

  
Arja Kumpu  
Auditor

  
Edgar Führer  
Auditor

EUROPEAN AGEING NETWORK  
**E.A.N.**  
Na Pankráci 322/26  
140 00 Prague 4 Czech Republic ①

**Decision: The delegates approved the report.**

- c) Budget 2025
- President Horecký presented the draft budget for 2025 (delegates had the printed version available). The Executive Board proposed a budget with a positive balance of +750 EUR.

**Decision: The 2025 budget was approved.**

- a) Membership fees 2025, invoices 2025
- President Horecký proposed a new EAN membership category: "Local and regional governments, cities," as there had been some interest from municipalities.

**Decision: Delegates approved the new EAN membership fee structure.**

- All EAN members will receive a short questionnaire in the coming days regarding their budget or number of members, which will serve as the basis for issuing the membership fee invoices for 2025.

#### 14. EAN bylaws

- EAN Vice-Presidents Maria Mannerholm and Mr. Didier Sapy raised with the delegates the issue of inconsistency in the EAN statutes regarding the re-election of the President and the Statutory Vice-President. After a brief discussion, it was agreed that the Executive Board will prepare a proposal for a statute change to resolve this inconsistency for the next EAN GA meeting.

#### 15. Social Employers & Global Ageing Network update

- President Horecký delivered a brief report on the activities of Federation of Social Employers, outlining the main objectives and key areas for action defined in the **Framework of Actions 2025**. He highlighted examples such as improving staff recruitment and retention, supporting lifelong learning, promoting work-life balance, ensuring occupational safety and health, and advancing gender equality and workforce diversity in social services.
- More here: <https://socialemmployers.eu/en/>
- President Horecký briefly presented the slides prepared by DG EMPL on the update of **European Care Strategy** and its implementation, following up on Marcel Smeets' presentation; the full DG EMPL presentation is included in the main PPT.
- President Horecký also informed the delegates about updates from Global Ageing Network, especially the upcoming GAN Conference 2025, which will take place on **November 1–5, 2025**, in **Boston**, Massachusetts, USA, with over 6,500 global ageing leaders expected; it will be held as a joint event with the LeadingAge Annual Meeting.
- Jiří Horecký informed that the Global Ageing Network has a representative at the UN, Marcus Reilly, involved in the process of drafting the International Convention on the Rights of Older Persons.
- More here: <https://globalageing.org/>

#### 16. AGE Platform Europe updates

- Maria Mannerholm and Elena Weber presented updates on AGE Platform Europe, highlighting its current activities, focus areas, and interest Groups (task forces). They spoke about AGE's ongoing advocacy for the rights and well-being of older people in Europe, its work on topics such as age discrimination, social inclusion, digitalization, long-term care, and the fight against poverty in old age. They also mentioned the platform's focus groups, which bring together members to exchange experiences and shape AGE's policy work at the EU level.
- EAN members were invited to explore AGE's activities on its website and contact Elena or Maria for more details.
- More here: <https://www.age-platform.eu/>

#### 17. Social Services Europe updates

- Aad Koster, who currently chairs Social Services Europe (SSE), presented an update on the network and its activities. SSE brings together eight European umbrella organisations, including EAN, representing over 200,000 not-for-profit social and health care organisations and employing more than 11 million people across Europe. SSE works to strengthen the role of social services in Europe, ensure recognition of not-for-profit providers, and advocate for supportive legal and financial frameworks.
- Aad focused on public procurement, the financial framework for the coming years, and mentioned the network's working groups, where Marcel Smeets is involved. He stressed the

importance of not overlooking the care and health sector, even as Europe prioritises defence. A **document on Workforce** issues will be shared with EAN members alongside the Minutes.

- More here: <https://www.socialserviceseurope.eu/>

#### 18. EAN members survey on their expectations and needs

- Jiří Horecký noted that Karel Vostrý prepared a short survey for EAN members, with 22 responses collected so far. Members can still reply online (<https://forms.gle/HEXNGT7xSrv8nvV48>) or by paper form here in Nantes, with responses accepted until the end of May. The results and the subsequent plan of actions will be presented at the next GA in Lisbon.

#### 19. Reports from members and guests –foreign workers in LTC in specific countries

- Most EAN members contributed to the round-the-table discussion and shared updates on the situation of foreign workers in LTC in their countries.

#### 20. Miscellaneous & Discussion

d) Next General Assembly meeting in autumn 2025

**NEXT EAN GENERAL ASSEMBLY MEETING in LISBON /PORTUGAL/**

**SAVE THE DATE: October 6-7/ 2025**

- *October 6th afternoon – workshop / lecture / nursing home visit (tbc)*
- *October 6th - joint dinner*
- *October 7th – General Assembly meeting (full day)*

*After a light lunch, the **Workshop on Spirituality in Care** led by **Ilarion Mata** took place from 13:30 to 15:00.*

Prague, May 6<sup>th</sup>, 2025

AGENDA: Karel Vostrý

APPROVED: Jiří Horecký, Věra Husáková



# AGENDA

## EAN General Assembly meeting – NANTES/FR/



**April 25<sup>th</sup>, 2025 at 09:00 – 15:00 (local time), door opening at 8:30**

**Venue:** MERCURE Nantes Centre Grand Hôtel, 4 rue du Couëdic. **Meeting room:** Feydeau Cheviré

### AGENDA

1. Welcome words by EAN president and VV3 representatives
2. Agenda proposal
3. Minutes from the last GA meeting – Athens 9/2024
4. Welcoming of new EAN members and guests + introduction roundtable of all participants
  - a. New members: Haus der Barmherzigkeit NÖ. Pflegeheime GmbH; Österreichische Jungarbeiterbewegung; SERVICE MENSCH GmbH; NHI Ireland; Scottish Care; Elena Weber; Monika Caracuda; SFV – The Icelandic federation of companies in the welfare sector
5. Summary of EAN activities in 2024
6. Activity plan for 2025
7. EAN WG on Funding in social services A. Koster
8. EAN WG on Digitalisation in LTC M. Smeets, V. Husakova
9. EU affairs M. Smeets
  - a. New European Commission
  - b. EU Care strategy follow up
  - c. The Union of skills
10. EAN involvement in EU projects
  - a. WELL CARE; EldiCare 2.0; Care4Skills; Care4Elders
11. Next EAN congress(es)
  - a. 2027 WORLD LTC CONGRESS
12. Invitation to Workshop on Spirituality in care I. Mata

### ***Flexible coffee break***

13. EAN financial matters
  - a. Financial result 2024
  - b. Auditor's report 2024 A. Kumpu, E. Führer
  - c. Budget 2025
  - d. Membership fees 2025, invoices 2025
14. EAN bylaws D. Sapy
15. Social Employers & Global Ageing Network update
16. AGE Platform Europe updates M. Mannerholm, E. Weber
17. Social Services Europe updates A. Koster, M. Smeets
18. EAN members survey on their expectations and needs
19. Reports from members and guests –foreign workers in LTC in specific countries
20. Miscellaneous & Discussion
  - a. Next General Assembly meeting in autumn 2025

### ***Light lunch***

**13:30 – 15:00** **WORKSHOP** on Spirituality in Care I. Mata

*The documents and materials for the EAN GA meeting will be uploaded [HERE](#) continuously.*





# ATTENDANCE LIST

## EAN General Assembly meeting – NANTES/FR/



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#	First name	Last Name	Country	Organization	SIGNATURE
1	João	Almeida	Portugal	ALI	
2	Philippe	Belseur	France	VYV3 Pays de la Loire	
3	Monika	Caracuda	Romania + Italy	ADIV + individual membership	
4	Begoña	de León	Spain	Lares	
5	Gregory	Decheneux	Belgium	A.D.M.R. - Interséniors	
6	Jean-François	Didot	Belgium	Association des Directeurs de Maisons de Repos os	
7	Suzana	Duarte	Portugal	ALI	
8	Zuzana	Fabianová	Slovakia	APSSvSR	
9	Ana	Fernandes	Portugal	ALI	
10	Sebastian	Frank	Austria	ÖJAB	
11	Edgar	Führer	Austria	EAN auditor	
12	Dieter	Gitzen	Germany	SAMSIC	
13	Theodor	Grassos	Greece	Metropolitan College	
14	Jessica	Grausgruber	Austria	SeneCura Group	
15	Karen	Hedge	Scotland	Scottish Care	
16	Jiří	Horecký	Czech Republic	EAN president	
17	Pascale	Hulpiau	Belgium	City of Ghent	
18	Věra	Husáková	Czech Republic	Senecura CZ	
19	Jakob	Kabas	Austria	Lebensweltheim Bundesverband	
20	Beatrix	Kaserer	Italy	BFA	
21	Hanna	Kaspar	Germany	Evangelische Heimstiftung GmbH	
22	Sigurjon Norberg	Kjaernested	Iceland	Samtök fyrirtækja í Velferðartjónustu - SFV	
23	Jan	Kocián	Czech Republic	Penta Investments	
24	Michiel	Kooijman	Netherlands	Actiz	
25	Aad	Koster	Netherlands	akc	
26	Arja	Kumpu	Finland	The Association for The Directors and Experts of The Elderly Care, Finland	
27	Fanny	Le Jallé	France	Fnadepa	
28	Natacha	Lecas	France	VYV3	
29	Alba	Malara	Italy	Medicura srl	
30	Maria	Mannerholm	Sweden	Micasa Fastigheter	
31	Ilarion	Mata	Romania	Long Term Care Federation of Roumania	
32	Markus	Mattersberger	Austria	Haus der Barmherzigkeit NO. Pflegeheime GmbH	



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#	First name	Last Name	Country	Organization	SIGNATURE
33	Line	Melby	Norway	SINTEF	<i>Line Melby</i>
34	Alena	Mochnáčová	Slovakia	APSSvSR	<i>[Signature]</i>
35	Ulrika	Olsson	Sweden	Arjo	<i>Ulrika Olsson</i>
36	Sascha	Platen	Germany	Myneva Group	X
37	Laura	Reveau	France	VYV3	<i>[Signature]</i>
38	Vincent	Rouwez	Belgium	ADMR	<i>[Signature]</i>
39	Didier	Sapy	France	FNAQPA	<i>[Signature]</i>
40	Robert	Schotanus	Netherlands	Actiz	<i>[Signature]</i>
41	Cornelia	Sicher-Planinschetz	Austria	myneva Austria GmbH	<i>[Signature]</i>
42	Vambola	Sipelgas	Estonia	BSKL	<i>[Signature]</i>
43	Marcel	Smeets	Belgium	EAN EU consultant	<i>[Signature]</i>
44	Jerome	Souchet	France	FNADEPA	<i>[Signature]</i>
45	Sébastien	Thaler	France	FNAQPA	<i>[Signature]</i>
46	Jean-Christophe	Vanderhaegen	Belgium	Embuild.brussels	X
47	Antoni	Vidal	Spain	ACRA	<i>[Signature]</i>
48	Karel	Vostrý	Czech Republic	EAN / APSS CR	<i>[Signature]</i>
49	Elena	Weber	Italy	Elena Weber	<i>[Signature]</i>
50	MICHAEL	GAARD	ITALY	A	<i>[Signature]</i>
51	Peruel	TAVIER	Belgium	A d'Amor	<i>[Signature]</i>
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