

Eurocop Executive Committee Meeting Summary

Overview

This summary covers a Eurocop Executive Committee meeting focused on financial updates, member engagement, social media strategy, translation services, upcoming events, and organizational governance. The meeting included detailed discussions on improving financial health, boosting social media presence, adopting cost-saving translation technology, planning future agendas, and addressing internal and external challenges. Several action points and suggestions were raised to enhance transparency, inclusivity, and operational efficiency.

Keywords: Financial Management, Social Media Engagement, AI Translation Technology

Key Takeaways

- **Improved Financial Health:** Audit results show decreasing deficits and better financial controls with ongoing cost management and new sponsorships.
- **Boosting Social Media Presence:** Members encouraged to promote Eurocop profiles and appoint social media contacts to increase engagement.
- **Adoption of AI Translation:** New AI translation technology will be piloted to reduce costs and expand language coverage despite some technical challenges.
- **Governance Enhancements:** A finance advisory committee will be established to promote transparency and handle audit queries.

Attendance and Apologies

Roberto Garcia
Unn Alma Skatvold
Mark Marshallsay
Nigel Dennis
Tara McManus
David Kennedy
In attendance
Henry Bautista

Absence

Angels Bosch

John B. attended on behalf of Georgios; Stamatakis

Financial Report & Audit Results

• Audit Results:

- Clean bill of health for 2023, 2024, and 2025 audits.
 - Deficits are decreasing: from €79,000 (2023), €53,000 (2024), to €46,800 (2025).
 - Mark was congratulated for improved financial controls and record-keeping.
 - Investments performing well: €174,835 (up €50,000 from initial investment).
 - €40,000 transferred from savings to cover operations through early 2027.
- It was noted that the honorarium has been reduced and that Nigel does not take his full contractual monthly salary.

• Cost Control:

- Emphasis on increasing income (new members, sponsorship) and controlling expenses.
- New sponsorship deal with Søderberg (Scandinavia) secured.
- Outstanding payments from Romania and ongoing efforts to obtain final invoice from Cyprus hotel.

• Bookkeeping System:

- Transition from Sage to Xero for easier, cheaper audits and improved financial management.

Social Media & Member Engagement

• Current Status:

- Instagram: 1,626 followers (increase of ~35 in two months; less than 1% of represented members).
- Facebook: stagnant at 3,000 followers.

• Action Points:

- All members encouraged to promote Eurocop profiles within their networks.
- Need for larger unions' communications teams to actively engage and share content.
- Proposal to appoint a social media contact in each union (not necessarily a president/VP), possibly forming a pool for coordination and best practices.

- Suggestion to include social media as a standing agenda item in future meetings (e.g., a 15-minute discussion in November).

- **Challenges:**

- Engagement varies by federation; some (e.g., Catalan Federation) are responsive, others less so.
- Need for a unified push, especially from larger unions like CCO.

Translation Services & Technology

- **Current Situation:**

- Traditional translation costs for events were €8,000–€10,000 per event.
- New AI translation solution (Bustelingo) demonstrated: estimated at under €2,000 per event for up to 15 languages.

- **Pilot Experience:**

- Positive: significant cost savings, broad language coverage.
- Challenges: audio delays (10–12 seconds), single synthetic voice for all speakers, limited dialect support (e.g., no Icelandic, limited English accents).
- Recommendation: pilot the system at the next meeting and gather feedback.

- **Action:**

- Agreement to proceed with the AI translation system, pending further testing and feedback.
- Reminder for participants to bring their own headsets and devices.

Governance & Committee Structure

- **Finance Advisory Committee:**

- Proposal for a 60/40 split between ExCom and member organizations.
- David agreed to lead the committee setup, using Nigel's draft terms of reference as a starting point.
- Committee to handle audit queries and promote financial transparency.

- **Attendance at Meetings:**

- Discussion on whether non-voting members (Treasurer, Auditor) should attend meetings to save costs.

- Consensus: Their attendance is valuable for transparency and continuity, provided only official meeting days are covered by the organization.

- **Document Access:**

- Suggestion to make Treasurer and Auditor reports read-only at meetings, with questions submitted in writing to avoid unnecessary disruptions.
- Decision: Wait for the new finance committee to be established before changing Q&A procedures.

Secure Document Portal

- **Implementation:**

- Secure filing system added to the website for storing sensitive documents (accounts, audit reports).
Possibly managed by Stark Events within existing contractual hours of 15hrs per month for website
- Members will access documents via password-protected login.

Upcoming Events & Agenda Planning

- **November Meeting:**

- Presentation on menopause support policy by two civilian staff from An Garda Síochána (Ireland), recognized for their award-winning guidance.
- ETUC presentation on motorcycle protective equipment standards, led by Brian Jones (Scottish Police Federation).
- Potential presentations from the European Federation of Journalists and Victims of Europe.
- Ukrainian representatives and Dan Wolf to provide updates.
- Axon (sponsor) allocated 50 minutes; Sørderberg (new sponsor) allocated 20 minutes.
- Ongoing planning for the social dinner, with efforts led by Roberto in Spain.

- **Other Initiatives:**

- Interest from potential new members: Canada (pending statute changes), Sovereign Based Police Association (as associate members), and Bulgaria (pending further vetting).
- Ongoing support for Nikos (Cyprus) following government reduction of his union role.

Legal & Industrial Relations Updates

- **Council of Europe Complaint:**

- Ongoing complaint regarding Irish police unions' exclusion from true collective bargaining.
- Irish government maintains AGSI and GRA have full rights, which Eurocop disputes.
- Response due by September 7; internal experts preparing the case, with legal review as backup.

Miscellaneous

- **Internal Communications:**

Agreement that transparency and inclusivity outweigh marginal savings; focus should remain on value and engagement.

- **Member Payment Plans:**

- Some member organizations struggle with fees; payment plans offered, but adherence is inconsistent.

- **Investments:**

- Portfolio performing well, supporting operational stability.

- **Any Other Business:**

- No additional urgent topics raised; meeting concluded with informal remarks and thanks.

Key Action Items

- All members to promote Eurocop's social media and encourage engagement.
- Finance advisory committee to be established and led by David.
- AI translation system to be piloted at the next event.
- Finalize November meeting agenda and secure dinner arrangements.
- Maintain pressure on outstanding payments and manage sponsorship obligations.
- Continue support for members facing government or organizational challenges (e.g., Cyprus, Ireland).

End of Summary