

# EAMI Constitution amendments voting results

General Asembly September 26th 2020

2020-09-28

## EAMI constitution change proposals - background

The existing constitution has been questioned by several committee members and others. This prompted the Board of EAMI to initiate a review of the existing constitution, which has been carried out during the last nine months with substantial input from committee members along with external judicial input from a Danish lawyer with expertise on international associations. The review identified a number of areas for improvement which the Board categorized as follows:

- a) Substantial changes that influence the organisational dynamic of the Association
- b) Less substantial changes that we believe facilitate the daily operational flow
- c) Minor clarifications and improvements in language
- d) A reorganisation of some of the articles for clarity and readability

## Voting organisation

It was the recommendation of the Board that the vote on the changes was split into a separate vote on each of the changes in categories a and b, while all changes in category c and the reorganisation (d) was decided upon by one vote for each category only.

## A few changes required an early vote:

Some proposed changes concerned the management of the general assembly (GA) and have already been accepted by the membership at the early vote in order for these changes to be in effect at the ordinary GA. A big thank you to all members who took part of the early vote

## Substantial changes that influence the organisational dynamic of the organisation or members status (category a)

Changes to 4.c (and ethical guidelines), 4.d and 4.e (EAMI or AMI), two alternatives for 4.f and a new subclause 4.g-ii:

### 4. Membership

- c) Members will be bound by the rules and ethical guidelines of the Association.

*Justification: The addition of 'and ethical guidelines' is deemed necessary for clarification so that there is no doubt about what 'membership' demands. It is also necessary because the new sub-clause at 4 (g) allows for membership to be terminated by the Board if violations occur.*

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## Vote_Results
## yes Sum
## 39 39
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- d) Fees will be determined by the Board, reviewed biennially and any changes voted on at the general assembly.

*Justification: The Board believes a review every two years (instead of every year) in line with our general assembly rather than every year is more democratic. It is now specified that the general assembly ratifies the changes.*

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## Vote_Results
## Abstain      yes      Sum
##           1       38      39
```

- e) A senior fee reduction of fifty percent is offered to members who are retired from all work and with limited financial resources.

*Justification: This is a new addition to the constitution in response to requests from members.*

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## Vote_Results
## yes Sum
## 39 39
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\*NB: In the following item (4f) there are three alternatives, the last one received after the deadline is included here as an amendment to an amendment proposed at the general assembly. These are voted on sequentially starting with alternative three and ending with alternative one. The first alternative obtaining a majority is accepted.

All three proposals have the same text in membership categories three to five, which includes minor changes compared to the old constitution. In category three EAMI is added as an endorsing organisation, category 4 is the same as the old text and in category five the voting rights are now in its own sentence. The differences between the proposals are to be found in the first two categories as follows:\*

- f) There are five categories of membership:
  - i. Alternative one:
    - 1. EAMI Registered therapist - members who have completed trainings approved by the EAMI or have completed the EAMI transition process for AMI fellows.
    - 2. Professional membership - members who have completed an approved course of study in GIM and who meet the requirements of a training programme which has been endorsed by a major GIM association.
    - 3. Student membership - open to persons enrolled in GIM trainings endorsed by EAMI or AMI.
    - 4. Honorary membership may be conferred by the Board in recognition of service and/or substantial contribution to Music and Imagery. Honorary membership is not subject to membership fees.
    - 5. Associate membership is open to all persons in good standing with the Association. Associate membership does not include voting rights.
  - ii. Alternative two:
    - 1. Professional membership - members who have completed trainings approved by the EAMI or have completed the EAMI transition process for AMI fellows.
    - 2. Membership - members who have completed an approved course of study in GIM and who meet the requirements of a training programme which has been endorsed by a major GIM association.
    - 3. Student membership - open to persons enrolled in GIM trainings endorsed by EAMI or AMI.
    - 4. Honorary membership may be conferred by the Board in recognition of service and/or substantial contribution to Music and Imagery. Honorary membership is not subject to membership fees.
    - 5. Associate membership is open to all persons in good standing with the Association. Associate membership does not include voting rights.
  - iii. Alternative three:

1. Ordinary membership - members who have completed an approved course of study in GIM and who meet the requirements of a training programme which has been endorsed by a major GM association, e.g AMI, MIAA.
2. Professional membership - EAMI registered and certified members who have completed trainings endorsed by the EAMI or have completed the EAMI transition process for AMI fellows.
3. Student membership - open to persons enrolled in GIM trainings endorsed by EAMI or AMI.
4. Honorary membership may be conferred by the Board in recognition of service and/or substantial contribution to Music and Imagery. Honorary membership is not subject to membership fees.
5. Associate membership is open to all persons in good standing with the Association. Associate membership does not include voting rights.

*Justification: The rationale behind changing what was in the old constitution is that EAMI is now endorsing trainings that meet the standards set by EAMI.*

*The argument for alternative one is that the concept of “EAMI registered therapist”, which will appear on certificates, conveys that standards specific to EAMI have been met and approved more so than the term “Professional member”, and “Professional member” still conveys, correctly, professional activity for the ‘not-yet-EAMI-registered’ category, in contrast with the terms “member” or “ordinary member”. From this point of view it is not seen as a big problem that some may chose not to register.*

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## Vote_Results
## Abstain      No      yes      Sum
##           4      9      27      40
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*Isabelle Frohne-Hagemann proposed alternative two before the proposal deadline, and later changed the wording to alternative three, which added the word ‘ordinary’ before membership. Isabelles argument for alternative three is this: “If members who have not undertaken the procedure of registering spread the news they are EAMI professionals why should they register? A certification would not make sense. I think there must be an appreciation of those members who by shouldering the registration and certification process received the EAMI certificate as a seal of quality. In my view only EAMI registered GIM-therapists can be titled as professional members of EAMI. Professional GIM Therapists who have completed an approved course by another major GIM association which is not EAMI, can of course become ordinary members in EAMI.” At the general assembly alternative two was retracted. Alternative three was put to the vote first, then alternative one*

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## Vote_Results
## Abstain      No      yes      Sum
##           5      14      20      39
```

*As none of the alternatives gained a qualified majority a new amendment to the existing clause, which was proposed before the vote, was voted on: Adding ‘EAMI endorsed’ to the professional and student membership categories, so they now contain: ‘who meet the requirements of an EAMI endorsed training program or an AMI endorsed training program’*

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## Vote_Results
## Abstain      No      yes      Sum
##           1      3      36      40
```

g) Termination of Membership

- ii. Membership may be terminated by the Board if upon due processes involving relevant committees a member is deemed to be in breach of the rules of the Association. It is effectuated by written notification by the secretary.

*Justification: The Board proposes this as an additional item as a consequence of the new obligations of registered therapists and the completion of the ethical codes of EAMI. Previously termination of membership dealt only with termination by a member him/herself.*

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## Vote_Results
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## Abstain	No	yes	Sum
## 3	1	35	39

**Changes clarifying the responsibilities of the board and the relation to the committees to 8.a, 8.c and 8.e, new subarticles 8.d and 8.i:**

**8. The Board of EAMI**

- a) Structure: the Board will constitute itself including the following positions: chair, vice-chair, secretary, treasurer and between one and four other members. If eight members are elected, one will serve as a substitute. The substitute member may vote in proxy for an absent member but does not have voting rights him/herself. The Board may invite the substitute member to attend Board meetings.

\*Current constitution: 5. Structure of Board: i) The Board will consist of a minimum of 5 people and a maximum of 8. ii) The officers of the Board will be Chair, Vice-Chair, Secretary, Treasurer, elected on a biannual basis at the biannual General Meeting.

Justification: Scheduling meetings for eight board members can be challenging. Thus, it is suggested that the structure of the board consists of seven members and a substitute. \*

## Vote_Results			
## Abstain	No	yes	Sum
## 1	1	38	40

- b) ...
- c) Board members/officers may not serve in the same position for more than six consecutive years.

\*Current constitution: "Officers may be eligible for re-election, but may not serve in the same position for more than four consecutive years".

Justification: The option of holding a position for six years provides increased stability and consistency to the work of the Board. \*

## Vote_Results			
## No	yes	Sum	
## 3	37	40	

- d) The Board shall lead the Association in accordance with the articles of the Association and resolutions of the general assembly.

*Justification: This summarizes that the work of the board shall be in service of the resolutions of the general assembly. This declaration is not clearly stated in the current constitution.*

## Vote_Results	
## yes	Sum
## 40	40

- e) Election of officers
  - i. Eligibility: The positions of chair, vice-chair and two other members of the Board will be held by EAMI registered therapists. At least one member of the Board must be an EAMI registered trainer. Other positions may be held by current members of the Association.

\*Current constitution: 7. Election of the Officers. i) Eligibility: The positions of Chair, Vice-Chair and two other members of the Board will be held by people qualified in the Bonny Method of GIM. All other positions may be held by current members of the Association.

Justification: Registration as EAMI registered therapist is required for qualifying as a board officer. The competence of at least one registered EAMI trainer is important for the credibility for the association.\*

## Vote_Results	
## No	yes Sum

## 1 39 40

f) ...

g) ...

h) ...

i) Appointing committees

- i. The Board will invite members to serve as officers on two working committees: The Ethics Committee and the Education Committee. No dual roles are permitted. In addition, the Board will invite three members to form an election committee for the purpose of finding new eligible and suitable officers who may be willing to serve on the Board.
- ii. The Board may establish other committees or working groups as required.
- iii. The members of the committees are appointed for two years at a time. Members may be re-appointed. The committees are independent of the Board.
- iv. Committee members will remove themselves from a case where a conflict of interests has been or can be detected.

\*Current constitution: viii) The Board may establish sub-committees of the Association as required.

Justification: The current constitution is at a minimum. Following the advice from our consulting lawyer the appointment of committees and their duties have been specified.\*

## Vote\_Results

## yes Sum

## 40 40

## Less substantial changes that we believe facilitate the daily executional flow (category b)

Changes clarifying the conductance of the general assembly to 5.h and 5.k, added 5.i and 5.j:

### 5. General Assembly

- h) (See the last page regarding early voting)
- i) (See the last page regarding early voting)
- j) (See the last page regarding early voting)
- k) The agenda for the biennial general assembly shall contain at least the following points:
  1. Choosing vote counters
  2. Presentation and approval of the chair of the general assembly
  3. Determination of quorum
  4. Chairperson's report
  5. Treasurer's report
  6. Reports from the committees
  7. Consideration of proposals received
  8. Budget approval
  9. Election of board members
  10. Presentation and approval of auditors
  11. Any other business

*Justification: Items are added that are a normal and necessary part of the general assembly in order to ensure transparency and the oversight of the general assembly of the state of the organisation.*

## Vote\_Results

## yes Sum

## 39 39

## New subarticles 6.b and 6.c adjusting and specifying conditions:

### 6. Extraordinary General Assembly

- b) In such cases, the general assembly must be held no later than ten weeks after the request has been notified to the chair.

*Justification: The old text specified two weeks, which is so short notice that it is impossible for most people in a modern world.*

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## Vote_Results
## No yes Sum
## 1 38 39
```

- c) Otherwise the rules for the ordinary general assembly apply.

*Justification: Just a clarification that all other rules specified for the ordinary general assembly also apply to the extraordinary one.*

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## Vote_Results
## yes Sum
## 39 39
```

## New subarticles 7.b and 7.c adjusting conditions to realistic timeframes:

### 7. Amendments to the Constitution

- a) (Was included in early voting)
- b) Amendments may be proposed by any member and must be sent to the Board no less than twelve weeks before the general assembly.

*Justification: A clarification of rights of members and a timeframe is now set that allows the board to prepare proposals and send it out six weeks before the general assembly at the latest.*

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## Vote_Results
## No yes Sum
## 1 38 39
```

- c) Members must be notified of the proposed amendment(s) six weeks in advance of the biennial general assembly or the extraordinary general assembly.

*Justification: The six weeks is the same as today, but is now an item on its own.*

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## Vote_Results
## yes Sum
## 39 39
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## Changes clarifying responsibilities and roles of the members of the board to 8.g and 8.h

### 8. The Board of EAMI

- g) Responsibilities of the Board include the following:
  - iv. Uphold a register of members in compliance with the principles of the GDPR.

*Justification: The addition of "in compliance with the principles of the GDPR" is a clarification that EAMI aims to honour the GDPR principles throughout the organisation and not only in relation to the website and public facing fronts.*

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## Vote_Results
## yes Sum
## 38 38
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*The justifications for the following change proposals in article 8 are all to clarify obligations and responsibilities.*

- v. ...
- vi. ...
- vii. Collaborate with the conference organising committee.
- viii. Employ support staff in compliance with statutory employment law.
- ix. ...
- x. ...
- xi. ...
- xii. ...
- xiii. ...
- xiv. ...
- xv. Submit and present reports at the biennial general assembly.
- xvi. Seek legal advice when needed.

h) The role of the chair, vice-chair, secretary and treasurer

- i. The chair is responsible for leading and structuring the ongoing work of the Board in collaboration with other board members and acting on behalf of the Board in legal matters. The chair shall convene and chair the meetings of the Board.
- ii. Board meetings are held when the chair deems it necessary, or when at least two members of the Board issue a request for a meeting to the chair. In such cases, the meeting should be held within 2 weeks of the request. Notice is made in writing stating the agenda.
- iii. The vice-chair shall serve as acting chair when necessary.
- iv. The secretary will be responsible for keeping all records of the Association, taking minutes of Board meetings and taking minutes of the resolutions of the general assembly. The secretary may delegate another member of the Board to take minutes at meetings of the Board.

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## Vote_Results
## yes Sum
## 38 38
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## Reorganisation of articles

### a) A reorganisation of some of the articles for clarity and readability

Articles 1-4 remain as of today. Article 4 ‘Membership’ is now proposed to be followed by article 5 ‘The general assembly’ which is the expression of the membership and the highest authority of the Association, followed by 6. ‘The Extraordinary general assembly’ and 7. ‘Amendments to the Constitution’ that can only be decided upon by the membership at a general assembly. For clarity everything relating to the Board will be assembled under article 8, followed by the last three short articles 9. ‘indemnity’, 10. ‘dissolution’ and 11. ‘date of taking effect’ as usual.

*Justification: More clarity about the content of the chapters improve readability. The ordering of the chapters now follows a number of publicly available templates, hopefully making it appear more logical and easier to read for third parties too.*

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## Vote_Results
## yes Sum
## 39 39
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## General improvements in language

### a) Clarifications and improvements in language.

*The review of the old constitution identified that there were inconsistencies and inaccuracies to do with language and that ‘clarifications and improvements in language’ were needed. The following are examples of the changes that were made:*

**EAMI/The Association** In the new constitution article 1 clarifies that EAMI and ‘the Association’ are one and the same. There were inconsistencies with the use of a capital ‘A’ for Association when referring to EAMI in the old constitution.

**Biannual/biennial** In the old constitution the word ‘biannual’ (twice a year) was used incorrectly to refer to the timing of our general assembly. It has been replaced with ‘biennial’ (every two years).

**General assembly/general meeting** The proposed constitution uses ‘general assembly’ instead of ‘general meeting’ throughout. The ‘general assembly’ is defined at article 5 (a). The old constitution did not include any definition of the ‘general meeting’.

**Chair/chair of the preceding period** ‘In the case of a tied vote, the Chair has the second and casting vote’ (8 vi (b) in the old constitution) has been changed to ‘In the case of a tied vote the Chair of the preceding period has the second and casting vote’ (5 (e) in the new constitution). This clarification is needed as there may be an external chair for the general assembly.

**English UK standards** ‘s’ has been used instead of ‘z’ throughout the document in line with UK English spelling.

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## Vote_Results
## yes Sum
## 39 39
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*The following was included in the early vote which has now ended. These items are now accepted by the membership and is included for completeness*

## Changes which required an early vote

Changes concerning the management of the General Assembly (GA) required an early vote in order to be in effect at the GA this year:

a) A new clause introducing the option of a virtual general assembly

5.h) “The Board may decide that a general assembly shall be held as a partial or complete electronic general assembly. The notice convening a full or partial electronic general assembly must contain information on the procedure. It must be clear how to register for electronic participation and where to find information on the procedure for electronic participation. This information must be available to all members no later than 8 business days prior to the general assembly. The Board ensures that the general assembly is convened in a satisfactory manner”.

*Justification: This is an obvious need in current covid19 times.*

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## Vote_Results
## yes Sum
## 83 83
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b) Introducing the option of an external chair of the general assembly by changing the old 5.iii

“The chair is responsible for a) presideing over the general assembly”

which is proposed changed to

5.i) The chair of the general assembly is appointed by the board and approved by the general assembly. This can be someone either internal or external to the Association.

*Justification: The need for an independent conductor of debates and voting procedures and the need for the chair of the Association to be able to focus on case matters and to take part in debates.*

## Vote\_Results

## No yes Sum

## 2 81 83

c) Introducing the rules of procedure for the general assembly and the oversight function of the chair of the general assembly

5.j) The chair of the general assembly oversees and manages the general assembly according to the rules of the constitution and the rules of procedure for the general assembly and subsequently declares whether the general assembly was held accordingly.

*Justification: The oversight function is an official requirement (introduced by our lawyer) so that members and third parties have some documentation that requirements have been met. The rules of procedure introduced here (please see separate document) serves as a leveling of expectations, agreement of how the general assembly is conducted and a guide for the chair of the general assembly and is considered a necessary way to avoid prolonged procedural discussions in cases of disagreements. Ideas have been borrowed from several places, one being the danish association of psychologists.*

## Vote\_Results

## yes Sum

## 83 83

d) Changing the majority required for constitutional amendments to be of those participating

7.a) Amendments to the constitution, including changes to the purposes, may be recommended by the Board and must be confirmed by a three-quarters majority vote of the members participating (including by proxy or virtual means) either at a biennial general assembly or at an extraordinary general assembly.

*Justification: This makes it possible to make changes to the constitution also when the Association grows and most members may not participate in the general assembly.*

## Vote\_Results

## No yes Sum

## 4 79 83

d) Rules of Procedure for the general assembly

## Vote\_Results

## yes Sum

## 83 83