

MINUTES
of the virtual
AEHT General
Assembly
on
December 3rd, 2020



ATTENDANCE

Country	AEHT code	Name of school / organisation	City	Director/ Substitute first name	Director/ Substitute family name
Austria	HON-021	AEHT Treasurer	BAD ISCHL	Klaus	ENENGL
Austria	AT002	TOURISMUSCHULEN AM WILDEN KAISER	ST. JOHANN / TIROL	Alexander	MAIR
Austria	AT004	TOURISMUSCHULEN BAD LEONFELDEN	BAD LEONFELDEN	Herbert Stefan	PANHOLZER SIGMUND
Austria	AT007	TOURISMUSCHULEN SEMMERING	SEMMERING	Jürgen Gerald	KÜRNER HABERL
Belgium	BE002	PROVINCIAAL INSTITUUT PIVA	ANTWERPEN	Toon Koen	VEELAERT VAN HELDEN
Belgium	BE021	HOTEL- AND TOERISMESCHOOL GO! TA CAMPUS WEMMEL	WEMMEL	Sanne	HUYGENS
Belgium	BE022	HOTELSCHOOL HASSELT GO! TA3	HASSELT	Valentin	MENTIOR
Belgium	BE030	TALENTENSCHOOL TURNHOUT	TURNHOUT	Fredie	HOGENHOUT
Croatia	HR006	TURISTICKO UGOSTITELJSKA SKOLA "ANTONA STIFANICA"	POREC	Tatjana Ljiljana Vilma	GULIC- PISAREVIC BADROV FRLETA CEHIC-JANJUS
Croatia	HR010	SKOLA ZA TURIZAM, UGOSTITELJSTVO I TRGOVINU PULA	PULA KANDLEROVA	Orhideja	PETKOVIC
Croatia	HR012	TOURISM AND CATERING SCHOOL DUBROVNIK	DUBROVNIK	Antun	PERUSINA
Croatia	HR027	GOSPODARSKA SKOLA VARAZDIN	VARAZDIN	Mirna	RUKAVINA BAKSAJ
Estonia	EE001	KURESSAARE AMETIKOOL/REGIONAL TRAINING CENTRE	KURESSAARE	Neeme	RAND
Estonia	EE002	TALLINN TEENINDUSKOOL - TALLINN SCHOOL OF SERVICE	TALLINN	Meeli	KALDMA
Europe	EU001 -OBS	FACULTY OF TOURISM – EASTERN MEDITERRANEAN UNIVERSITY	FAMAGUSTA	Hasan Ali	KILIÇ OZTUREN
Kosovo	EU002 -OBS	ECONOMIC PROFESSIONAL SCHOOL "ALI HADRI"	PEJË	Pranvera	BERISHA
Kosovo	EU003 -OBS	ECONOMIC PROFESSIONAL SCHOOL "KADRI KUSARI"	GJAKOVE	Merita	BOKSHI

Country	AEHT code	Name of school / organisation	City	Director/ Substitute first name	Director/ Substitute family name
Finland	FI018	KEUDA GROUP, VOCATIONAL EDUCATION AND TRAINING	JÄRVENPÄÄ	Katriina	LAMMI
France	FR002	LYCEE HOTELIER REGIONAL DE MARSEILLE	MARSEILLE	Didier	LEDER
France	FR090	CEFPPA ADRIEN ZELLER	ILLKIRCH	n/a	n/a
France	FR998-IND	HOTEL DES REMPARTS	KAYSERSBERG	Christiane	KELLER
Greece	GR004	MINISTRY OF TOURISM - DEPT. OF TOURISM EDUCATION and TRAINING	ATHENS	Eleni Kosta	NIKOLAOU STEFANAKIDIS
Croatia	HR001	TOURISTICKO - UGOSTITELJSKA SKOLA	SPLIT	Ivo	BILIC
Hungary	HU007	Szegedi SZC 062105	SZEGED	Márta	GYÖMBÉR
Ireland	IE001	WATERFORD INSTITUTE OF TECHNOLOGY	WATERFORD	Ray	CULLEN
Ireland	IE999-IND	INDIVIDUAL MEMBER OF THE AEHT	WATERFORD	Robert	HYDE
Italy	IT002	IIS "A. PANZINI"	SENIGALLIA	Alessandro	IMPOCO
Italy	IT012	IPSEOA "GIROLAMO VARNELLI"	CINGOLI (MC)	Antonella	CANOVA
Italy	IT016	IISS "Aldo Moro"	SANTA CESAREA TERME (LE)	Paolo	APRILE
Italy	IT038	IPSEOA "ELENA CORNARO"	JESOLO LIDO (VE)	Simona	DA RE
Italy	IT048	IIS "BARTOLOMEO SCAPPI"	CASTEL SAN PIETRO TERME	Vincenzo Alfio	MANGANARO RIVALTA
Italy	IT135	IS "GIOVANNI FALCONE"	GALLARATE	Silvano	GOMARASCHI
Italy	IT184	IPSEOA "FEDERICO DI SVEVIA"	TERMOLI	Daniela Lina	SCALERA IANIRI
Italy	IT186-PROF	CAROLI HOTELS	GALLIPOLI (LE)	Maurizio	MAGHALI
Lithuania	LT001	VOCATIONAL EDUCATION AND TRAINING CENTRE ZIRMUNAI	VILNIUS	Ramuné	VADEIKYTE
Lithuania	LT005	KLAIPEDA TOURISM SCHOOL	KLAIPEDA	Audrius	KURLAVICIUS
Luxembourg	LU001	ECOLE D'HOTELLERIE ET DE TOURISME DU LUXEMBOURG	DIEKIRCH	Michel Karima	LANNERS AOUADI
Latvia	LV001	RIGA TECHNICAL SCHOOL OF TOURISM AND CREATIVE INDUSTRY	RIGA	Ilse	LOCMANE
Netherlands	NL005	ROC MONDRIAAN	THE HAGUE	Remco	KOERTS
Poland	PL020	ZESPOL SZKOL GASTRONOMICZNYCH	WARSZAWA	Anna	MIRONCZUK
Poland	PL024	ZESPOL SZKOL GASTRONOMICZNYCH	WARSZAWA	Beata	MICHALKIEWICZ
Portugal	PT001	ESCOLA DE HOTELARIA E TURISMO DO PORTO	PORTO	Paulo	MORAIS VAZ
Portugal	PT003	ESCOLA DE HOTELARIA E TURISMO DO ALGARVE	FARO	Paula	VICENTE
Portugal	PT005	ESCOLA DE HOTELARIA E TURISMO DE COIMBRA	COIMBRA	José Luis	MARQUES
Portugal	PT009	TOURISMO DE PORTUGAL, I.P.	LISBOA	Ana Paula	PAIS
Portugal	PT011	ESCOLA DE HOTELARIA E TURISMO DO DOURO - LAMEGO - TURISMO DE PORTUGAL	LAMEGO	Miguel	DUARTE
Portugal	PT014	ESCOLA PROFISSIONAL DE HOTELARIA DE FATIMA	FATIMA	Carina	OLIVEIRA
Portugal	PT021	ESCOLA DE HOTELARIA E TURISMO D	PORTIMAO	Pedro	MOREIRA
Portugal	PT022	ESCOLA DE HOTELARIA E TURISMO DE VILA REAL DE SANTO ANTÓNIO	VILA REAL DE SANTO ANTÓNIO	Manuel	SERRA
Portugal	PT023	ESCOLA DE HOTELARIA E TURISMO DE VIANA DO CASTELO	VIANA DO CASTELO	Helena	CARDOSO

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Russia	RU001	PETROVSKY COLLEGE	ST PETERSBOURG	Olga	VAKHMANOVA
Slovenia	SI001	BLED VOCATIONAL COLLEGE	BLED	Peter	MIHELČIČ
Slovenia	SI002	COLLEGE OF HOSPITALITY AND TOURISM MARIBOR	MARIBOR	Tanja	ANGLEITNER- SAGADIN
Slovenia	SI009	BIOTECHNICAL EDUCATIONAL CENTRE LJUBLJANA	LJUBLJANA	Tjara	VIDRIH
Slovakia	SK001	HOTEL ACADEMY	PRESOV	Jozef	SENKO
Slovakia	SK010	HOTEL ACADEMY	LIPTOVSKY MIKULAS	Katarina	ULICNÁ
Spain	ES004	JESUÍTES SARRIÀ-ESCOLA SUPERIOR D'HOSTALERIA I TURISME SANT IGNASI	BARCELONA	Jordi	OLLE
Spain	ES023	CETT - SCHOOL FOR TOURISM, HOSPITALITY AND GASTRONOMY	BARCELONA	Isabel	LUGO
UK	GB018	DOCKLANDS ACADEMY LONDON	LONDON	Canan	E. CELIK

Participants that could not be clearly identified:

Country	AEHT code	Name of school / organisation	City	Director/ Substitute first name	Director/ Substitute family name
n/a	n/a	n/a	n/a	Dino Pseudo.:	MAHIC
n/a	n/a	n/a	n/a	Ervisvade11	

TECHNICAL SUPPORT

Country	AEHT code	Name of school / organisation	City	Director/ Substitute first name	Director/ Substitute family name
Portugal	PT009	TOURISMO DE PORTUGAL, I.P.	LISBON	Francisco	LIMA

ADMINISTRATIVE SUPPORT

Country	AEHT code	Name of school / organisation	City	Director/ Substitute first name	Director/ Substitute family name
Luxem- bourg	AEHT -003	Mrs Nadine SCHINTGEN	DIEKIRCH	Nadine	SCHINTGEN

1. Welcome address

The meeting starts with a welcome address by the President Remco Koerts, who longs to the times where we were able to meet in person and interact normally with our member schools. The constraints of the pandemic brought new challenges in teaching and learning for our schools, and education had to show flexibility and find alternative solutions quickly. In this context, higher efficiency may be reached only if all 350 AEHT member schools with their thousands of educators work together. The AEHT remains the strongest network in Hospitality and Tourism in Europe, if not worldwide, and thus stays more important than ever.

Today, we are writing history while keeping the AEHT spirit alive with this first online AEHT Annual Conference under the organizational guidance of our Vice-President Ana Paula Pais and the support of her IT team to whom we owe our greatest thanks.

Before moving on to the official agenda, Remco Koerts expresses his dearest wish to meet again in 2021 in a live setting in Tallinn and informs the audience that the Hotel school “IIS Alfredo Panzini” is already in full preparation of the 2022 edition of the Annual Conference in Senigallia, Italy.

2. Approval of the minutes of the previous meeting (Split, November 14th, 2019)

The above-mentioned minutes have been published on the AEHT website www.aeht.eu and are approved unanimously by the assembly.

3. Report from the President (Remco KOERTS)

One important change in our organization this year is the introduction of the Visma eAccounting system, a tool that simplifies and automates processes in a wide range of areas, including accounting, financial management, membership fee collection, aso. This system will enable us to have a picture of our financial situation at any moment. Our treasurer will continue developing this tool and explain further later in this meeting.

4. Reports from the Vice-Presidents

- *Report on professional partnerships and on the organization of competitions at Annual Conferences (Ray CULLEN)*

Privileged Professional Partners (PPP):

Currently, the AEHT may count on the support of following organisations:



- **AHLEI** – American Hotel & Lodging Educational Institute suspended all conference, events, subscriptions to March 2021.
- **SHARE Center** – Wants to be part of AEHT: subscription on hold due to Covid position.
- **DOCKLANDS ACADEMY** – Working hard to support AEHT during these tough times.
- **HOSCO** – Offering reduced student rate for all AEHT Schools, Lobster Link
- **CESIM** – Strong competition support
- **COGNAC** – Good partner
- **CAROLI Hotels** – Competition and subscription Partner
- **ERASMUS+**
- **LUXEMBOURG GOVERNMENT** – vital support
- **BSG** – Still considering its association with AEHT



Ray Cullen continued his presentation by outlining the challenges of getting more professional partners supporting the AEHT:

Challenges

- LIKE ALL COUNTRIES ACROSS THE GLOBE, Covid 19 has had a major impact on our Professional Partners.
- Placement organizations are at a standstill, the financial business positions have changed, staying open, keeping their doors open, keeping their staff, surviving the pandemic, is the number one priority.
- Sadly, lots of companies are struggling to stay open and closures are inevitable.
- Recruiting, holding, and developing our Professional Partner base has proven a big challenge and has now become a bigger challenge for me/AEHT since Covid-19.
- **So, this is where we are currently at:**

More partners?

- 2 partners paying with reduced fee this year, no other payments received
- Most partners offer value added services to the AEHT
- **Currently in discussion with new partner:**
- **SANI- IKOS GROUP (Greece)**
- An innovative and rapidly growing group of 5* Hotels.
- Currently owns nine top class properties classified amongst the top luxury hotels in Europe and worldwide.
- **CIPAS International Hospitality Management School (AEHT member) wishing to offer AEHT sponsorship.**
- Fee difficulty and expectation

The expectation for all companies is having a return on invest. With this in mind Ray Cullen, together with Presidium members, maintain to develop new strategies to get more companies in.

National Representatives Forum with Professional Partners

- I am trying to remain optimistic that 2021 will see subscription support rise as hospitality and tourism begins to see a return to some type of normal, but it is an unknown situation.
- Our partners need our support and to show this support I am hosting a series of events in 2021
- **National Representatives and Professional Partners Forum Series**
- January: February: March
- September: October: November
- This will give our partners the opportunity to make a presentation on their organizations offering to AEHT.
- I would also like to give our members who are hosting events this year, the opportunity to present on this forum.
- National Representatives Forum
- **All details will be sent out shortly**

Competitions of the Annual Conference:

Another assignment of Vice President Ray Cullen is the organisation of the competitions within the framework of Annual Conferences. This year, thanks to the technical support of our Portuguese members, the three following competitions as well as one masterclass could be arranged online:



- **Tourism Destinations – 11 teams, 22 competitors**

- **Hospitality Management – 9 teams, 19 competitors**

- **Front Office – 13 teams, 26 competitors**

- Thanks to the head judges Asdis, Paulo, Emil for developing, organizing and running the competitions.

- Robert Bosma on his Masterclass – Know your Guest

- Special thanks to the technical support from Portugal, (Francisco, Mario. competition technical support, the panel of judges working on the competitions.

- **I would particularly like to recognize Ana Paula who has been the driving force behind the 'Attention to Detail' which is key to the success of the competitions.**

- ***Report on AEHT IT services and implementation of Office 365 (Neeme RAND)***

Implementation of Office 365:

The AEHT is behind schedule with its strategy for implementing Office 365 within our association, which was started 3-4 years ago, but according to Neeme Rand it is at least making good progress. We must be aware that without the implementation of Office 365 the current online conference could not have taken place.

AEHT social media and web site:

The AEHT needs the help of AEHT members to make our association more visible and more attractive. Please use our banner template, when preparing announcements for our website. Editor's rights for our social media - Facebook and Instagram - may be granted to those who want to put information online. If you are interested, just contact the AEHT Head Office or Neeme Rand.

- ***Report on the introduction of an 'Academic Program' for directors (and teachers) at Annual Conferences (Michel LANNERS)***

AEHT Academic Program:

The decision to launch an 'Academic Program' was taken in 2017. In Ostend, we gave it a first try with a short session after the General Assembly moderated by Steve Hood, Senior Vice President of Research for STR and Founding Director of the SHARE Center and, starting from the Annual Conference in Split in 2019, a more extensive version was introduced with the following keynote speeches :

- Transforming our (tourism) world: How to walk our sustainability talk? by Irena Ateljevic
- From resources to sustainable destination products by Lidija Petrić, PhD.
- The example of RegiÔtels: how to relaunch old-fashioned hotels in a context where circular economy and sustainability are prevailing by Gregory Tugendhat

More than 30 participants were registered for the 2019 edition. One major concern of this program was that people had to choose between watching competitions and the Academic Program. As this year the annual conference was organised online, a much higher number of participants (70 persons) were able to attend the 'Academic Program' on the 2nd of December 2020.

AEHT brochure:

The AEHT brochure came out of print in March 2020. It includes different sections, including the reasons to join the association, our range of activities, and a series of QR codes leading to the application form, a presentation video and the list of AEHT main collaborators. The brochure has not yet been distributed, as the insert containing additional information, particularly concerning the members of the Presidium and the previous AEHT annual conferences, which can be updated with each change, is available around February 2021. We will be able to start distributing the brochure including insert before the summer break 2021.

- ***Report on the coordination of the AEHT National Representatives network as well as on the AEHT Academy activities (Sanne HUYGENS & Ana Paula PAIS).***

As Sanne Huygens had technical problems with her microphone preventing her from making her presentation, Ana Paula Pais took over from her. Together with Tanja Angleitner-Sagadin, Sanne Huygens did an impressive job in arranging this year's Academic Program, which is growing more and more interesting. Below you find some more information about the structure and content of this year's program.

Academic program - NR forum

<p>Academic program</p> <ul style="list-style-type: none">• Keynote: Mr. Carlos Dias de la Lastra, General Director Les Roches Marbella• Main subject: Challenge for international schools How to address our future students, young people of the future generations, to make a choice for this profession and to find perspectives?• Workshops: Good practices and discussion• Thank you Tanja!	<ul style="list-style-type: none">• Future objectives:<ul style="list-style-type: none">• NR forum 1st week of February• Starting point:<ul style="list-style-type: none">• Good practices from different schools• Sharing expertise• Topic?• Outcome: material that NR can share with partner schools• Idea: at some point we could ask some students to enter the discussion and give their opinion
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Furthermore, Sanne Huygens has been working hard to get a certain dynamic in the group of AEHT National Representatives. Currently, they are helping us updating the data of national member schools to make our databank and VISMA fully operational. To improve the collaboration, we will have higher the number of interactions with our National Representatives and organize besides the two annual formal meetings two more forums to help the Presidium to get a deeper insight on the challenges our member schools are currently facing, e.g. how to address prospective students and to make sure they find a perspective in the Hospitality and Tourism sector to keep students coming to our schools. These forums should result in material that National Representatives could share with their partner schools in their countries.

In the first week of February, a forum with National Representatives will be organized in combination with an activity led by Ray Cullen together with our Privileged Professional Partners. The starting point will be "sharing good practice from some member schools". For this session, member schools are invited to send in their proposals for an exciting topic. At some stage, students should get involved in the discussion to collect their ideas.

Robert Hyde points out that a continuing technological advancement into the 21st century is bringing great opportunities for online exchanges and debates, which we should absolutely seize.

5. Report on membership applications, resignations and exclusions (Klaus ENENGL)

- **Schools excluded in 2019**

Klaus Enengl presents to the audience the list of members that had to be excluded end 2019 for not having paid their contribution for 2 consecutive years.

AEHT CODE	NAME - TOWN	SUM
BE018	KOKSIJDE	2 x €290,-
HR024	ZADAR	2 x €290,-
FR041	VILLERS-LES-NANCY	2 x €290,-
FR106	GUÉRANDE	2 x €290,-
FI003	KUOPIO	2 x €290,-
IT168	BRINDISI	2 x €290,-
IT180	GIARRE	2 x €290,-
IT997-IND	MRS. CAROLI	2 x €35,-
IE010	LIMERICK	2 x €290,-
MK006	KRUSEVO	2 x €290,-
PL019	GLIWICE	2 x €290,-
RU009	CHERKESSK	2 x €290,-
RU011	ARTEM	2 x €290,-
RS007	VRNJACKA BANJA	2 x €290,-
TR017	ANKARA	2 x €290,-

- **Schools not up to date with their membership fees 2019 and 2020 and in danger of being excluded by the end of this year.**

Schools risk exclusion if they do not pay for two membership fee years and do not respond to the multiple reminders from the treasurer. This year a high number of schools is in that situation.

AEHT CODE	NAME - TOWN
BE034	GENT
CH005	LAUSANNE
HR013	ZAGREB
CY005	LIMASSOL
DK007	KOLDING ✓ 29/11/2020
FR009	CHALLES LES EAUX
FR010	ANGERS
FR018	GUEBWILLER
FR102	AMIENS
FR103	CONTREXÉVILLE
IT130	ISCHIA

IT162	BARI
IT163	REGGIO EMILIA
IT177	ASCOLI PICENO
IT178	PORTO SANT'ELPIDIO
IT021	LORETO
IT032	SAN BENEDETTO ✓ 23/11/2020
IT051	RIOLO TERME ✓ 19/11/2020
IT060	MONZA
IT088	ROMA
IT094	ROMA
PT013	PORTO
PL023	BIELSKO-BIALA
SE062	SKÖVDE

- ***New members since November 2019***

AEHT CODE	NAME - TOWN	PAYMENT
GR004	MINISTRY	YES
EE007	SILLAMÄE	YES
PT020	AZORES TOURISM BOARD	YES
PT021	PORTIMÃO	YES
PT023	VIANO DO CASTELO	YES
IT189	ARZACHENA	NO
PT022	VILA REAL DE SANTO ANTONIO	YES
BE011	GENT	NO
IE015	GALWAY	NO
FR090	ILLKIRCH	NO
PT024	SETÚBAL	YES

Since the elaboration of this list, the AEHT received the application of a new member school from Västerås, Sweden, bringing the number of applications received to 12, of which 5 have not paid yet.

- ***Resignations – since November 2019***

Resignations strike all over Europe. Normally, schools evoke financial reasons for their decision to step out.

AEHT CODE	NAME - TOWN
ES017	ALMERIA
IT108-PROF	LA CASA DELLA DIVISA
IT126	CITTA DI CASTELLO
IT127	MATERA
NL029	EINDHOVEN
BE006	ANTWERPEN
IT175-PROF	PARMA
IT187	OSTIGLIA
IT069	MONTECATINI TERME
NL027	THE HAGUE
AT014	NEUSIEDL

- **Outstanding payments for 2020 only**

For 2020, 88 schools have outstanding payments for this year only, creating a big gap in the AEHT's financial budget. However, these schools are not yet at risk of exclusion. Many of these schools claim not having received the invoice neither during the lockdown, nor during the Summer holidays. Therefore, in order to avoid any dramatic loss in both adherents and income, Klaus Enengl has sent reminders several times this year, most notably in September, with the help of Pieter van Reeuwijk of the International Office of ROC Mondriaan, and, if necessary, contacted members individually to urge them to pay.

The assembly proceeds to the voting on the hearing of the report on membership applications, resignations and exclusions. The results below lead to the approval of the said report:

- FOR : 38
- AGAINST : 0
- ABSTAINMENT : 1

- **Treasurer's report (Klaus Enengl)**

Our accounting is done by the fiduciary 'AMS - Alpha Management Services' in Luxembourg and got checked by our auditors last October. The signature of the auditors confirms that all transactions have been carried out correctly. Klaus Enengl wishes to give some further clarifications regarding the three circled figures in the table below.

A. Charges		
Variation de stocks / Variations of stock	609.89	291.72
Frais et fournitures de bureau / Administrative requisites	1 777.08	483.44
Frais de fonctionnement bureau / Other administrative costs	575.42	825.17
Loyer / Rent	0.00	0.00
Entretiens et réparations / Maintenance and repairs	0.00	0.00
Website	4 000.00	2 500.00
Charges financières / Financial charges		400.13
Honoraires comptabilité Fiduciaire / Accounting fees Fiduciary	17 799.55	6 694.03
Honoraires informatique / IT Services and programming		0.00
Honoraires traduction / Translation fees	212.50	750.30
Honoraires tournage Conférence / Shooting conference fees	0.00	-4 990.00
Honoraires autres / Other	1 035.45	0.00
Assurances / Insurance	264.27	263.97
Cadeaux Brochures Plaquettes Cartes visite / Gifts Folders Business cards	696.18	1 790.26
Frais de voyages et déplacements-Inscriptions / Travelling costs-Registration	52 151.58	60 969.96
Frais postaux et télécommunications / Postal and telecommunication costs	2 792.43	1 994.14
Rémunérations / Salaries	79 636.85	80 807.34
Charges sociales / Employer's social security contributions	11 463.09	11 833.03
Subventions accordées / Grants	8 250.00	5 500.00
Droits d'enregistrement et de timbre / Registration fees, stamp..	0.00	0.00
Bénéfice de l'exercice / Profit of the fiscal year	0.00	0.00
	181 860.25	170 122.49
B. Produits		
Cotisations / Membership fees	63 880.00	76 827.50
Prestations de Services / Event Organisation		7 374.00
Subventions-Sponsoring / Grants	70 231.80	59 623.20
Publicité / Advertising	0.00	0.00
Produits financiers / Interest		20.17
Perte de l'exercice / Loss of the fiscal year	47 439.51	24 277.62
	181 860.25	170 122.49
	0.00	0.00

22/10/2020
D. SWAUAERT

23.10.2020
J. Klausen

- The accounting fees have risen as the Presidium needed to get a clearer analysis of the financial situation, which involved more explanations, meetings, aso. resulting in higher costs.
- For several reasons, the AEHT collected less membership fees in 2019 as the years before. This led to a dramatic situation with a doubling of the loss of the fiscal year between 2018 and 2019. According to Klaus Enengl, this is an alarming figure, and he advises the Presidium to be very careful with this financial situation.
- Moreover, the fiscal loss reduced our bank savings dramatically from 84.000 EUR in 2018 to 43.000 EUR in 2019.

6. 2019 report from the Auditors and appointment of Auditors for 2020

The AEHT's account books are kept by AMS, an accounting firm in Luxembourg. The external auditors, Danielle Snauwaert and Jürgen Clausen, have met on October 22nd, 2020 with General Secretary Nadine Schintgen and the accountant Réjane Debru to check the AEHT's accounts for the 2019 financial year.

Klaus Enengl reads aloud the written report of the auditors:

“We have analysed the balance sheet as well as the profit and loss account and were able to obtain [from Nadine Schintgen and Réjane Debru] all the necessary answers to all our questions. As a result, we can declare that the audit was carried out without finding any figures that were not documented.

The AEHT's accounts are therefore formally in a good condition. However, we must highlight, as every year, that the financial situation of our association is not very favourable as far as its financial reserves are concerned”.

In the light of these considerations the assembly proceeds to the voting on the approval of the audited accounts for the accounting year 2019:

- FOR : 35
- AGAINST : 0
- ABSTAINMENTS : 3

The accounts for the accounting year 2019 are thus approved.

The assembly proceeds to the voting on the approval of the renewal of the auditor's appointment for the accounting year 2020:

- FOR : 37
- AGAINST : 0
- ABSTAINMENT : 0

The mandate of the two auditors is renewed for 2020.

7. Future organization of the AEHT

Ana Paula Pais presents the decision taken by the Executive Board regarding the future management of the AEHT Head Office. The Executive Board empowered the Presidium to carry out their discussion.

AEHT future organization



Considering the specific information about our finances, and the evolution of our membership fees, yesterday, during the **Executive Board** meeting, we discussed and the decision was taken to pursue and build a new sustainable structure to run our Head Office without employed staff

This was a decision taken by the Executive Board, according to Articles 10&11 of AEHT Statutes
'The meetings are quorate only if a majority of the Executive Board members are present or properly represented.'
&'Decisions of the Executive Board are by a majority vote of members present or represented.'

We have 36 officially appointed NR & 23 official NR were present, and the majority decide to initiate this new approach to run our head office.

With this decision, we will focus our resources on the activities that we provide for our members and we will no longer be totally conditioned by the obligations towards our general secretary;

- Initially redistribute the administrative functions assigned to the general secretary between the members of the Presidium without costs
- As a starting point, find support for specific tasks from members who can provide this support without costs

In the period of time up to the next General Assembly, as soon as we define this new structure, we will share with all our members the new organization model that allow us to maintain and strengthen the dynamics of AEHT'

To Paulo Vaz's question if this means that there will be no longer a secretary service for the AEHT, Ana Paula Pais replies in the affirmative. His school is ready to lend a hand, if needed. According to Mirna Rukavina Bakšaj, instead of suppressing a secretariat essential for the coordination of activities and liaison with member schools, we should aim at attracting new schools and professional members. Paulo Aprile indicated to work hard to increase Italian associated schools and organizations and bring former member schools back into the AEHT. Mirna Rukavina Bakšaj proposes also to broaden the range of activities offered by the AEHT, not just the competitions that are organized once a year, suggestion approved by our member Europe CEFPPA Adrien ZELLER. Canan E.Celik from Docklands Academy London proposes, that once key roles are clearly defined, tasks can be delegated between members to ensure that no key actions are omitted, and that they are carried out in an efficient and timely manner.

8. Completion of the mandate of the Presidium

The assembly votes on the hearing of the Vice-Presidents and President's reports as well as on the discharge of the Presidium for the performance of their duties during the accounting year 2019. Here are the results:

- FOR : 38
- AGAINST : 0
- ABSTAINMENT : 3

The discharge for the 2019 financial year is thus granted to the members of the Presidium.

9. AEHT Annual Conference 2021 Tallinn (Neeme RAND)

The next AEHT Annual Conference and Competitions will be organized from November 1st to November 6th, 2021 at Tallinn Service School (EE 002), whose current principal Meeli Kaldma was responsible for logistics at Tallinn airport for the Annual Conference in 2018 in Kuresaare. Neeme Rand expects us to meet again physically in Tallinn and invites us to a virtual tour of the organizing school. This tour may be re-visualized on the organizing school's web page and on YouTube.

Further information on the conference will be available in March/April 2021. Meeli Kaldma and her team have already had meetings with several stakeholders, hotels have already been contacted. She looks forward welcoming us all in November in Tallinn.

10. Christmas in Europe event 2021

One year ago, Ray Cullen from the Waterford Institute of Technology received in Barcelona the AEHT flag as next organizer of the Christmas in Europe event. Since that moment excitement has been growing within his team. However, Coronavirus threw a spanner in the works and the edition scheduled for December 2020 in Waterford, where the weather is presently very nice, had to be postponed by one year. The 2021 edition is scheduled in the first week in December 2021, hopefully with the same kind of weather. Ray is inviting you all in the beautiful country of Ireland.

11. Presentation by organizing schools of their event proposals for 2021

Alfio Rivalta of IIS Bartolomeo Scappi shows the audience a presentation video on the 22nd edition of the Bartolomeo Scappi International Competition initially scheduled for 2020 and postponed due to the pandemic to April 26th-29th, 2021. Competitions will not only be organized in following disciplines: bar, barista sommelier, pastry, cooking and oenogastronomic exhibition in town, but also in hospitality. The organizers will host delegations for free in different hotels close to the school in Castel San Pietro Terme (IT) and will take care of the different transfers. The only costs to be covered by participating schools are travel costs, all other costs are being taken care of by the organizers. More information will be made available during the month of January. Remco Koerts, who visited a previous edition, can only recommend participation in view of its exceptional organization.

The Youth Parliament was planned for 2020 in Setubal near Lisbon, and, with the help of AEHT coordinator Onur Cokuludag of the DAL, Ana Paula Pais will do her utmost to maintain this event at the same school for the end of May - beginning of June 2021. This venue has the advantage that the school has a training hotel where participants can be accommodated.

Robert Hyde suggests using video conferencing media to ask schools to make presentations once or twice a month on topics relevant for education as well as for the hospitality and tourism sector. These presentations could be advertised on the association's website and the college home page. Robert Hyde has presentations ready and could go online instantly. Remco Koerts suggests him to get in touch with Neeme Rand our vice-president responsible for IT matters to discuss his ideas. Regarding the HEG seminars, Paolo Vaz, the AEHT coordinator for this event, is currently trying to set up an edition for the 1st trimester of 2021, as this was not possible in 2020 due to pandemic.

12. Date of next General Assembly

Not knowing how the current pandemic will evolve, no date has been set so far for the next General Assembly.

Diekirch, January 25th, 2021



Remco KOERTS
AEHT President



Nadine SCHINTGEN
AEHT General Secretary and Rapporteur