

04. ERO STRUCTURE

Meeting	UM 25.6	Date	2025-10-24
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Attachments			
Follow up(s)			

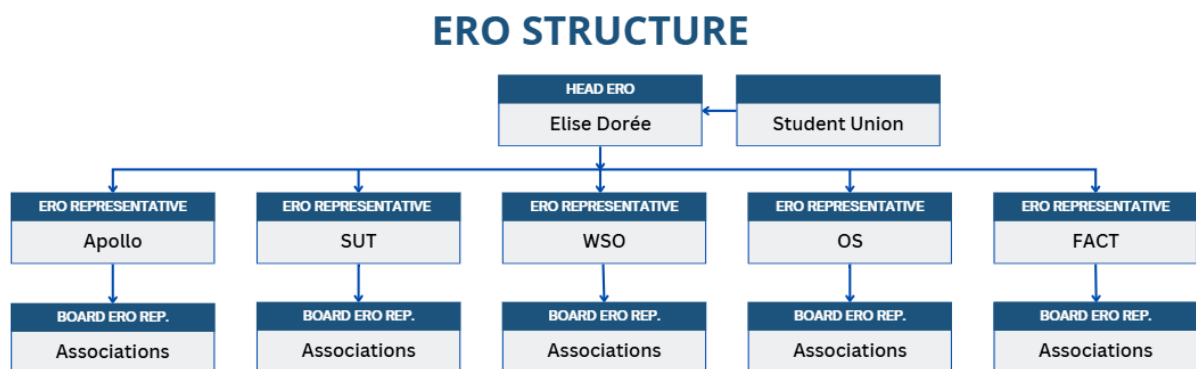
INTRODUCTION

In the previous umbrella meeting I introduced the idea of the new ERO system we want to implement from the 1st of January. With this piece I further want to inform you and ask you for feedback.

CONTENT

Structure

As previously discussed, a new ERO structure will be implemented as there were improvements to be made with the old structure. The new structure will be as following:



Quarterly ERO Coordination Meetings

Four times per year, a meeting will be held between Elise and the ERO representatives of the umbrella organisations. The purpose of these meetings is to discuss the demand for ERO courses from the umbrellas and their associated associations.

From the **1st of January**, we aim to implement the new system for course allocation and switching of courses. Until then, the current distribution of courses will remain. However, the distribution for next year will be revised for next year based on discussions in the first quarterly meeting (which is still to be planned).

To prepare for these meetings, each umbrella ERO representative must have the following information:

- An overview of the associations' needs regarding ERO courses.
- The reasoning behind requests for additional courses.

It is up to the representative to assess whether the arguments presented are reasonable and to bring these points forward during the meeting with Elise. Decisions regarding the allocation of additional courses to an umbrella will be made in this setting. It can also be the case that associations want to switch amounts of courses within the umbrella, which would mean that it is not necessary to discuss an added amount of courses for the umbrella during the quarterly meeting.

ERO pool

To improve collaboration and flexibility within each umbrella, ERO pools will be established. These pools allow associations to:

- Request & exchange ERO'ers for events
- Coordinate course schedules more efficiently

The exact structure of each pool is up to the umbrella to decide. However, we recommend using a WhatsApp Community setup, which enables communication through dedicated group chats. For example:

- **ERO Request & exchange**
A group chat including all ERO representatives from each association. In here associations can request ERO'ers for events.
- **ERO Course Transfers**
A group specifically for course date swaps between associations.

As said, the exact shape of the pool is up to own decision, but we think a setup like this would allow for transparent communication.

Role of the Umbrella ERO Representative

The ERO representative of an umbrella has the following responsibilities:

1. **Participation in Coordination Meetings**

Attend quarterly meetings with Elise and other umbrella ERO representatives, acting as the spokesperson for the associations within the umbrella.

2. **Course Distribution Management**

Oversee the internal distribution of ERO courses within the umbrella. This includes managing the umbrella's ERO pool, which consists of (one) representative(s) from each association.

3. **Facilitating Collaboration**

Within the ERO pool, associations are free to:

- Exchange course slots.
- Request support from other associations for event ERO'ers.

To maintain structure and communication:

- Create separate group chats for specific purposes (e.g., course exchanges, event ERO'ers request).
- Establish a general WhatsApp community to unify these chats and ensure smooth coordination.

Additional information

To assist in decision making regarding the allocation of courses, we want to offer guidelines.

These will cover the following aspects:

1. A minimum amount of ERO shifts done per year. We want to support associations where the ERO'ers work the expected number of shifts per year. The exact amount is to be determined.
2. No-show equals no-go.
3. Compensation for doing ERO shifts of other associations/orations
4. Do you have any suggestions?

DISCUSSION

- Is the piece clear?
- Do you have any questions?
- Do you have any suggestions?

FOLLOW UP(S)

- Process feedback/suggestions
- Umbrellas provide ERO representatives
- Plan meeting with ERO representatives & Elise
- Communicate plan to associations
- Let the associations assign an ERO representative of their association