2018 ebbf highlights

1. Growth of local ebbf activities, increase in frequency, impact and new cities.

2. ebbf’s SDG report highlights further growth of collective ebbf impact.

3. the trend of new projects / companies incubated through ebbf has continued to increase.

4. new episodes of ebbf #discoveringhow podcast spread learning and inspiration through personal stories, experiences of ebbf members.

5. New ebbf learning opportunities and interactive sharing.

6. Exploring new forms of events, experimenting successfully new kinds of retreat events complementing successful main international event in Geneva.

7. Launch of first WeAccompany cohort.

8. New ebbf personal membership and new company membership being created.

9. Successfully addressing past financial deficits, turnaround to an annual surplus.
Introduction

I speak on behalf of the ebbf board and of each and every one of the very special individuals who served this organization, celebrating what has been possibly the best year in ebbf’s almost 30 year old history. The dedication of top professionals, offering their precious talents and time to progress the mission of ebbf, people from all Faiths who come together to work with passion to create the opportunities for individuals from all over the world to explore the application of spiritual values to create ethical business that should and is build the future, is one of the greatest engines and motivators for all of us to continue serving this Baha’i-inspired global learning community.

Seeing local groups start ebbf local activities in new cities and increase the regularity of others has been one of the key highlights of this year. It has opened up the opportunity for an ever widening group of people to come and enjoy action-based reflection in trusted, open minded and inspiring fora. It has allowed for moments of reflection that lead to more courage, energy and ideas to continue building the future, very much the underlying concept that brings together ebbf members and friends.

In the previous annual report we highlighted the challenge to ebbf’s future, with an important deficit that had to be addressed. A dedicated team was able to find a number of avenues to foster the interest and increase the revenues that allowed this past year to end with a surplus, the fruit of the raised awareness of ebbf’s worth and impact in its path of service.

It was when Jean-Pierre Méan sent to the UN’s Global Compact the annual SDG report to renew ebbf’s role as a Global Compact partner association, that we obtained an even better picture not only of the ebbf branded events but of the impressive cumulative impact of events that ebbf members around the world have been creating. Truly impressed by the scale and quality of the growing ripples of the members of this organization.

Moreover an existing trend has been strengthened. When individuals who in spirit of service and curiosity are brought together in the over 300 events, local, online, international that ebbf offered this past year we witnessed an increase in the number of projects, new organizations, new tools and new companies that members and event attendees have created.

Amongst them the highlight of the Global Governance Prize won by ebbf members Augusto Lopez-Claros, Maja Groff and Arthur Dahl, the expansion of the Agents of Change transformational process of ebbf members Sjoerd Luteyn and Oscar Rosa, the 2 Billion Eyes foundation originally introduced at ebbf’s annual event in Barcelona where a number of ebbf members has been since involved lead by the founder Bijan Azami, with Marc Himel and Kathleen Holmlund actively involved.

Wendi Momen, Dorothy Marcic and Zarin Hainsworth infatigable work organizing side events at the UN’s Commission on the Status of Women in New York has been the most popular to date.

The first seeds of the WeAccompaniment process that Monesha Zu Eltz has started and is not replicating with the help of other member Svenja Rüger.

The above are just a couple of the examples of what people coming together to explore the application of spiritual values in business can be inspired to achieve.

ebbf’s dean of education Nabil Elias has not only coordinated a new learning centre with a learning group but had also started work on a new online course dedicated to Fostering Moral Excellence in Business. Weekly working group activities have additionally produced a number of online learning events and youtube video summaries of these rich interactions.

Just like the 2016 Lisbon event was a turning point in the history of the organization transforming its structure and the nature and coordination of the involvement of members around its mission, 2018 saw the introduction of a new kind of event that substituted the autumn international conference. The ebbf impact retreat was the first of its kind for ebbf, inviting a reduced group of 40 individuals to an action-based reflection retreat entirely inspired by recent World Centre Letters and other Key Writings.

The level of personal and group insights and the number of new member-led ebbf projects that came out from that first ebbf impact retreat encourages us to continue and perhaps even increase the number of these smaller, deeper and more curated events in the future of this organization.
We must also mention the issue of ebbf membership, with a small decrease of 4% in numbers, ebbf has managed to resist the much stronger global trend that is seeing member-organizations losing great numbers of members and subscribers. Nonetheless the value of belonging to this global learning community is something that the board has decided to focus upon, with a new membership tier being developed. We are also very excited to have been starting work on the new ebbf company membership: an innovative way to help companies implement a values-based culture (something many yearn but too few actually manage to implement successfully in their organizations), then learning from their processes and from what changes occurs once such a culture shift has started. This learning will then feed into new ebbf experiential knowledge that its audience will have access to, to further their own exploration and path of meaningful contribution towards a more prosperous, just and sustainable society.

We end this brief introduction of a very successful year highlighting another in the series of "Letters from the board". Opportunities to reflect and bring new insights into relevant topics. This year dedicated to work and its role in our lives and in society "work: awful or awesome".

Our most heartfelt thank you goes to all the ebbf members, active event participants and crucially we would like to thank the talented team of people, the members of ebbf operational teams who selflessly offered their time and talent to make 2018 the best year ever in terms of reach and impact and the mission it aims to serve.

Daniel Truran
ebbf director general

Thank you!

Rares, Laura, Matthias, Jean, Arthur, Diana, Guilmette, Vahid, Marika, Alain, Laura, Henrik, Ashkaan, Mada, Iko, Giuseppina, Nabil, Wendi, Victor, Mahmud, Françoise, Mohsen, Maja, Bogdan, Gundhiold, Daniel, Sjoerd, Moneshia, Doug, Valerie, Philippe, Gary, SVenja, Oscar, Farmarz, Kathleen ... and many more.
Stories of ebbf accompaniment

The number of testimonials from people who have personally been impacted by ebbf, through events, members or other means has grown this year. You can read here a few testimonials, and we also have a few new video testimonials that were shared by ebbf members.

What I find at ebbf events and why I keep coming back

(Gijs van de Fliert – former world bank senior risk officer)

VIEW HERE: https://youtu.be/LMhqxm7NN2o

The role of ebbf and its events in developing meaningful careers

(Eleonora Ferrero – director european operations at mind the bridge)


What has increased was the number of projects, organizations, startups that were incubated, sparked by an ebbf inspiration in this last year.

The three ebbf members who decided to apply for and won from a group of over 14,000 other candidates the global governance prize was one highlight.
ebbf commitment to SDGs and impressive growth in member created events

ebbf’s 2018 SDG letter of commitment to the United Nations’ Global Compact, created by ebbf member Jean-Pierre Méan highlights the range of SDG-related activities that ebbf created most recently. You can view here the dedicate page ebbf acting on SDGs where your opportunities for interaction are highlighted.

ebbf has taken a large number of practical actions to support the Global Compact and to engage with the initiative. These actions have included e.g.:

• organizing ebbf events on topics related to the UNGC Principles, such as: a breakfast event held in Geneva on 12 October 2018 on the Future of Work, inspired by the UN human rights agenda: http://ebbf.org/event/ebbf-breakfast-geneva-?????/;

• a conference on “rethinking the governance of your organization” held in Geneva on 17-20 May 2018

• a breakfast event held in Geneva on 9 February 2018 on The importance of social engagement in business;

• a breakfast event held on 08 December 2017 in Geneva on Re-invention: How do we build agile, sustainable organisations that add real social value?

• a breakfast event held on 10 November 2017 in Geneva on The Data Excellence Science: Automate Business Excellence Management and “Govern by Value”.

• a breakfast event held in Geneva on 6 October 2017 on “Responsible Business – what for?”

• a breakfast event held in Geneva on 15 September 2017 Closing the “Performance gap”,

• a breakfast event held in Geneva on 10 March 2017 on Protecting the rainforests through traditional knowledge, modern science and technology

• a breakfast event held in Geneva on 9 December 2016 on How to accelerate the development of social innovation within companies?

• a breakfast event held in Geneva on 17 June 2016 on Beyond Cultures of Business Lobbying: Ethical Engagement of Business in Shaping Public Policy? a breakfast event held in Utrecht on 17.10.2018 on how can we make a social impact? our changing climate
• a breakfast event held in Munich 15.10.2018 - Contribution of Social Business

• a breakfast event held in Guam (USA) on 22.09.2018 on A more humane approach to firing people

• a breakfast event held in Utrecht, on 24.08.2018 on How can we make a social impact? Creating collective prosperity

• a breakfast event held in Utrecht on 29.06.2018 on building an economy of abundance

• a breakfast event held in Munich, on 19.03.2018 on Re-thinking how we do Business for a Better Future

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Ethical Business Building the Future

• a breakfast event held in Guam, on 20.01.2018, on Island Environment Sustainability

• a breakfast event held in Zurich, on 28.12.2017, on Less is More

• 2018 Justice Conference, held from Friday 30 March to Monday 2 April, 2018 at the De Poort Conference Centre in The Netherlands on the theme: “Shining a Light of Illumination in Turbulent and Divided Times”

• 2016 Justice Conference, held from 25 - 27 March 2016 in The Netherlands on the theme: ADVANCING JUSTICE — SPIRITUAL FOUNDATIONS & PRACTICAL APPLICATION

• 2017 Justice Conference, held from 14-17 April 2017 in The Netherlands on the theme FROM DISINTEGRATION TO INTEGRATION, NAVIGATING THE FORCES OF OUR TIME

• Event held in London, on 16 March 2017 on the theme: THE ROLE OF ENTREPRENEURSHIP IN THE ECONOMIC EMPOWERMENT OF WOMEN AND GIRLS

• 22 to 27th de January 2018, EOI MSOSTON online executive course titled: Compromiso ético en la gestión empresarial http://www.eoi.es/blogs/msoston/


• 19 feb 2018 - UEM ( 3 horas ) Master Universitario en Dirección de Comunicación Modulo 2 la comunicación corporativa: Comunicación en empresas con propósito social

• 10th April 2018 Instituto de Empresa / Net Impact Chapter , keynote on “building better business from the inside”
• 11th April 2018, UnltdSpain inspirational talk, https://www.unltdspain.org, to kick off sustainable accelerator program of 2018

• 8th May 2018 at Ecoalf conference centre, Desayuno FORO MARCAS CON VALORES “Haciendo del propósito la estrategia”

• 11th May 2018, Seminar Talk on leadership traits for social innovation fundacion la caixa / erste foundation

• 23rd May 2018, Gave talk at Women International Network - Mobilizing Madrid event http://www.winconference.net/WINCONFERENCE_WEB/UK/PL-Landing-6.awp

• 25th May 2018, presenting and judging the sustainability innovation projects of students during the commonpurpose.org event in Madrid

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• 20 to 23rd September 2018, Rome Italy, ebbf impact retreat an event organized by ebbf attracting global leaders to define key imperatives for action today, what action looks like, creating and disseminating programs of impact


• 4 Oct 2018 (Impact Hub Madrid), As part of the Global Pro Bono National event what are international impact communities and how are they making a difference? https://impacthubmadridnetwork.spaces.nexudus.com/es/events/view/679903585/impact-communities-meeting--impact-hub--b-corp--global-pro-bono-network

• 8 y 9 Octubre 2018 (Madrid), Sustainable Brands event morning panel (making brands human) afternoon workshop (measuring the positive impact of companies), http://sustainablebrandsmadrid.com/sb18/

• Athens, Greece, on the 12-13th of October 2018. spiritual management models international conference presentation, https://spiritualmanagementmodels.net/en/


• 26th Oct 2018, presentation and panel at Foro nueva economía, ¿Cómo avanzar hacia una economía al servicio de las personas y el planeta? event in Vitoria-Gasteiz https://www.vitoria-gasteiz.org/we001/was/we001Action.do?idioma=es&aplicacion=wb021&tabla=contenido&uid=u493440c5_166141e1276__7bc2 Labour, Environment and anti-corruption

Participating in UN activities:

• being accredited to the UN Conference on Global Investment Forum on 22-26 October 2018, in Geneva;
Wendi Momen continued to represent ebbf and together with a strong team including ebbf advisory council member Dorothy Marcic and Zarin Hainsworth this year co-created a number of ebbf-branded side events, in parallel with the UN's annual Commission on the Status of Women congress in New York. You can view below some of the events that were organized.

**New ebbf harassment policy document**

The ebbf board asked Wendi Momen and Maja Groff to create an ebbf harassment policy document.

At this time of heightened attention to the injustice and harm done to women and to the progress of society, the lack of attention and respect of ebbf's core value of gender equality, it was felt that ebbf should take a stance and openly address this issue, starting from an internal example and code of conduct.

You can download the document here:

[sexual harassment policy ebbf 2018.docx](#)
Growing numbers and global spread of ebbf local events

In 2018 more members decided to start their own local events in their region.

Participants at international events were inspired to replicate those meaningful conversations leading to transformative action in their own local regions resulting in a number of new areas enjoying new activities combined with the re-start of activities in recently dormant locations and with the continued sustained activities in existing locations.

Local ebbf activities took place during 2018 in:
Brasilia, Sarajevo, Hong Kong, Amsterdam, Quito, Bucharest, Stockholm, Montreal, London, Kuwait, Milan, Toronto, Geneva, Guam, Basel, New Delhi, Rotterdam, Utrecht, Zurich, New York, Jyvaskyla, Oporto, Munich and Dubai.
Auckland is the new city that has started to enjoy ebbf local events thanks to the arrival there of Marc Rivers and Marjo Lips-Wiersma.

Four locations have stepped up their efforts creating regular monthly local opportunities.
A special highlight goes to the now most regular events at ebbf Geneva who additionally increase the number of video streams of its events, ebbf Munich, ebbf Guam and ebbf Basel and ebbf Netherlands. ebbf’s presence and impact through its membership remains in over 50 countries. This year also saw the spread of ebbf-branded events in a wider number of countries, continuing the expansion of ebbf activities from its original European focus toward a more global presence and impact.
Knowledge Centre & Publications

ebbf continues to update and attract interest, views and downloads to its Knowledge Centres and Publications with new case studies and even video interactions sharing experiences of members has been introduced.

You can find here ebbf’s Knowledge Centres

Truth in Society

An outline document written by ebbf chair Wendi Woman that explores the concept of Truth and the current declarations that we are living in a period of Post-Truth.

Truth, trust and trustworthiness are closely related concepts at the base of society and have been shown to be key attributes to build the foundations of a prosperous economy. People tend to accept truth from those they trust; and they trust those they believe, or feel, to be reliable, having faith in their goodwill and integrity. Trust implies a willingness to take a risk that the person is sufficiently faithful and trustworthy, has integrity and will deliver on promises.

Read more →

Capacity Building and Accompaniment

A first research document on what drives ebbf’s vision: accompanying mindful people to explore how they can contribute to a more prosperous, just and sustainable civilisation through their work, by Nabil Elias

Capacity building involves empowering individuals to participate in a purposeful collective effort. Accompaniment invites and supports individuals into expandable teams that humbly traverse uncharted paths of learning and serving together. Corporations and not-for-profit organizations alike can apply this process to transform the organization and its trajectory towards solving complex issues.

Read more →

Consultative Decision Making

An insight into one of the core values of the ebbf, by Gary Reusch

Authoritative approaches to management are no longer appropriate in knowledge and service-based companies. Consultative decision making, one of the core values of ebbf, is described in this new statement produced by ebbf member, Gary Reusch. This approach seeks participation and consensus in making decisions and unity in their execution. Drawing on the collective intelligence of those involved inspires better decisions and more effective implementation.

Read more →

You can find here ebbf’s list of downloadable publications on relevant themes
Continued **ebbf** courses at universities and business schools

The fast changing climate is compelling business schools to search for innovative new paradigms of work, and it is encouraging that ebbf is frequently called to provide repeat and new courses to a number of business schools in Europe including Ukraine, Canada, The Netherlands, Finland, Switzerland and Spain.

Individual ebbf members regularly teach in prestigious Business Schools and draw on the values-based content that they find in ebbf conversations and meetings. Some specifically ebbf branded courses included sustainable development at the University of Geneva, Adaptive and Responsible SMEs at the EOI Business School, Enterprises of the Future at the IE Business School and a new Strategy for Meaningful Enterprises at the Institute of Design in Madrid.

The now over a decade-long course “Economics for a New World Order” at the University of Bari continued to attract interest and enthusiastic responses from students during and after the course.

Using the themes of this years international event complemented by new retreat-style events for deeper and wider learning

In 2018 the board decided to complement the traditional ebbf annual conference, with more intimate retreat style events that took place in Interlaken and in Acuto. The important shift has been in using more actively an approach of action-based reflection, inspired by recent World Centre Guidance and Letters and Writings, which has proved a very successful combination that ebbf plans to continue into 2019.

Learning events that bring together a global audience of like-minded but very diverse individuals actively involved in deepening, learning and putting into action areas of interest relevant to ebbf’s vision and to its **seven core values**.

Geneva May 2018

**Rethinking Governance to help ethical business build the future #ebbfgovernance**

See some of the learnings here: [http://ebbf.org/event/ebbf-governance-annual-conference/#ebbf](http://ebbf.org/event/ebbf-governance-annual-conference/#ebbf)
More episodes in the ebbf #DiscoveringHow podcast series

A number of new episodes of ebbf's #discoveringhow podcast were produced by Jean Parker. The personal stories and experiences of ebbf members from around the world make for compelling listening. We have been searching for new ways to share them and to spark new thinking and encourage the exploration of new areas of action.

Most recent episodes included

Episode 17: design processes that enact social and organizational transformation

Episode 16 – The Difficult but worthwhile path towards new meaningful careers

Episode 15 – Can we achieve unifying leadership that goes beyond gender?

Episode 14 – What educational governance can build ethical leaders?

You can enjoy all 17 episodes at this link: http://ebbf.org/ebbf-podcast/ Or search in your iTunes Podcast for “ebbf” to ensure you don’t miss any future episodes.

The production of these episodes had to be paused due to the lack of finance and ebbf board’s wish to create a financial sustainability to the organization. We hope to continue this successful series in the near future with renewed funding.
Continued increase in reach and impact using interactive online platforms & new video materials

EBBF has increased the diversity of content and the channels through which it shares some of the explorations and ideas collected during or in between EBBF events.

The Medium platform here: https://medium.com/@ebbf has offered a new avenue to share learnings as has.

A dedicated team has been posting on a regular basis inspirational quotes, questions, ideas, profiles and stories of members allowing EBBF to reach unprecedented levels of interest.

The #ebbfspirit and hashtags were used to collate ideas, articles and actions around the two international events.

See: https://www.facebook.com/ebbf.mindfulpeople.meaningfulwork
See: https://twitter.com/ebbf
See: http://www.linkedin.com/groups?gid=35923
The new EBBF company profile on LinkedIn: https://www.linkedin.com/company/324581/admin/

See here the members platform: http://ebbf.org/community/member-search (Access limited to EBBF members)
Featuring **ebbf** members ideas and impact on “short news from ebbf members” and #ebbfmember feed

A regular stream of articles have enriched the regular flow of stories of meaningful action taking place around the world, with ebbf members the protagonists, This year echoed on the new public Medium channel here: https://medium.com/@ebbf

The #ebbfmember feed has highlighted with increased effectiveness at least a glimpse of the impact that ebbf members are creating around the world as they explore and test the application of spiritual principles in their working lives.

ebbf has started to record some of the online learning sessions and testimonials from ebbf members in an improved youtube channel: https://www.youtube.com/user/EBBFvideo

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**SHORT NEWS from EBBF MEMBERS**

people passionate about contributing to a prosperous, just and sustainable civilization through their daily work.
Fruitful alliances and requests to partner with ebbf.

Another sign of ebbf’s improved positioning and relevance in today’s meaningful business scene has been the marked increase in organizations coming to ebbf and asking for partnerships. It is encouraging to note that these are requests that come from those organizations who approached ebbf and requested a partnership to be created.

Amongst the new official partnerships we have signed and committed to support we list:

- The NESI FORUM
- The International Environment Forum
- The WIN Women International Network Forum
- The UN Global Compact
- The TBLI Triple Bottom Line series of events managed by Robert Rubinstein
- The SPES Forum’s Business for Peace conference that will take place in 2014: http://www.businessforpeace.be
- The European Institute of Industrial Leadership (EIIIL)
- The JUMP Forum, promoting gender equality
- JADE, who invited ebbf to present and contribute at their national and international events
- The Wisdom Together forum
- The Wilmette Institute
- B Corporation & B Lab Europe

Daniel Schaubacher, ebbf’s liaison with European Institutions has been instrumental in nurturing a number of these and other relationships in Brussels, in and around the European Union and its DGs. Daniel regularly attends many of the main events taking place in Brussels influencing European and Global policy, and represents and shares ebbf’s values and ideas at these top meetings. External affairs is another key priority for the upcoming year, and your proposals and engagement in this area are warmly welcomed.
The ebbf organization

The 2018 ebbf Annual General Meeting was convened and all ebbf members duly informed, by an invitation to attend they received on the 3rd of May 2018. The 2018 ebbf annual general meeting started at 14:30 and ended at 17:00 on Friday 18th May 2018 at the Hotel Best Western Chavannes-de-Bogis near Geneva.

There was a quorum and each of the following decisions was adopted by unanimity. during the 2018 Annual General Meeting:
- the previous, 2017 annual report was approved
- the accounts from 2017 financial year were also approved
- the following ebbf members were elected to serve in 2017 as members of the ebbf governing board: Arthur Dahl, Françoise Le Goff, Maja Groff, Mahmud Samandari, Mika Korhonen, Oscar Rosa and Wendi Momen.

This year the ebbf board did not feel the need to nominate any further members to the board considering the good balance of the elected board.

Wendi Momen was elected as Chair, Mahmud Samandari as Secretary General and Françoise Le Goff was confirmed as ebbf treasurer.

Daniel Truran continues in his position as Director General, serving ebbf on a daily basis.

The Governing Board met three times during the year: in January in Geneva, in May in Geneva and in October in Acuto and a number of online consultation meetings took place during the course of the year. The consolidated use of the board’s online interactive decision making process allowed for a number of board decision to be taken outside the usual face to face board meetings.

The board is supported by an Advisory Council formed by George Starcher, Ezzat Zahrai, Faramarz Ettehadieh, Douglas Henck, Dorothy Marcic, Jyoti Munsi, Beppe Robiati, Wilfried Claus and François Couillard.

The operational team of ebbf is coordinated by the Director General and has enjoyed the service of over 20 talented individuals who served ebbf’s hundreds of members in over 50 nations, supporting the over 300 events that took place last year, and reaching an external audience of thousands through its online social platforms, the new services been offered.

You can get to know better in this new dedicated page the members of these teams.

The ebbf governing board wishes to extend its deep appreciation for the relentless and dedicated work of ebbf's network of operational teams’ members who provided the backbone of ebbf activities at local, national and international level. Also introducing ebbf to new audiences and partnerships. For all their work we are deeply grateful.

Victor Forghani continues to be responsible for Members Services, managing the entire membership process from application, to welcoming into the ebbf community to membership fee renewals and serving members burning issues and requests.

Ebbf’s UN Global Compact project was led by Jean-Pierre Méan who produced this excellent SDG impact report.

We wish to warmly thank for their past services Giuseppina Cuccurullo and Alessandro Amelotti who asked for an ebbf sabbatical from the Energy Team together with Laura Zambelli who after serving in the comms team provided valuable contributions to the Capacity Building Team. Also gratitude to Carl Emerson’s role in past ebbf international events now continuing in local events in Basel.

The ebbf international events team, responsible for the international ebbf event and the ebbf impact retreat has been
further strengthened and now enjoys the following members: Laura Grassi (coordinator), Madalina Neagu, Rares Prundus, Daniel Truran and Gundhild Hoenig. Supported by Sjoerd Luteyn in the ebbf impact retreat.

The board decided to strengthen The Finance team, coordinated by ebbf’s treasurer Françoise Le Goff, has been fortunate to attract the services of Alain Bourrely worked with Daniel Truran and Mahmud Samandari to improve the financial sustainability of ebbf.

The local activities accompaniment team helped the growth in interest and ebbf’s strategic focus to spread ebbf events and impact locally around the world. These four people were nominated by the board: Vahid Masrour, Mahmud Samandari, Daniel Truran and Marika Korhonen, Mohsen Naimi.

One of the new formast of ebbf impact retreats has incubated two new projects and teams: Moneshia Zu Eitz has been leading the WeAccompany project team in collaboration with Daniel Truran and Svenja Ruge and Sjoerd Luteyn, Mika Korhonen, Oscar Rosa and Mahmud Samandari together with Daniel Truran have been working on the new ebbf company membership program that will be launched in 2019.

Considering the historical importance of quality content for ebbf, the board nominated Dean of ebbf’s education Nabil Elias, has taken up this role and had him created regular meetings working with a group of academics and practitioners to create new learning experiences and content. These included the online learning sessions and a new online course that he has started to develop together with Jean Parker in collaboration with the Wilmette Institute, these will be launched in 2019. Other members of the team have been creating other online content including Gary Reusche who started a new youtube channel with new visual techniques to share learning along with an online course.
Membership

The ebbf members platform on the ebbf site allows members to view the profiles of all current and past members. It has increased to reach a total of 1150 members this past year.

However the trend has been following a wider global trend that has seen membership organisations lose wide sections of members. In comparison ebbf has done better than the global average only losing 4% of its eligible membership.

The net decrease has been from 309 to 296 eligible members. But an encouraging trends has started to show in 2018 and is likely to continue at the beginning of 2019 thanks to a focused campaign of lifetime membership.

The ebbf board has decided to elevate the visibility of the value of being part of this global community, being an active member. In 2019 a campaign will be launched to revamp the value of ebbf's membership.

What is most encouraging is the positive trend and continuous growth of members in Switzerland, many due to the increase of local activities in Geneva, Basel and Zurich and the presence of the annual conference there.

Germany has also seen a positive trend due also to the high participation of people in local events, mainly in the Munich area.

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<td>members</td>
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<td>1018</td>
<td>1077</td>
<td>1107</td>
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<td>old members in</td>
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<td>the online</td>
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<td>database</td>
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</table>
Considering the previous year’s financial deficit, the board gave priority to reverse the negative trend and successfully worked to bring back a positive balance with 2018 ending with a surplus of 2.893 €

A special activity encouraging lifetime memberships and special contributions was the key success, together with the decision to pause the investment in ebbf’s podcast around the middle of 2018. The small increase in secretariat costs was due to the professional services of a financial advisor to create official auditable accounts and an improved monthly financial status.

We invite you to renew your membership, decide to belong to ebbf’s membership or make a direct contribution to one or more ebbf projects to sustain this organization at this important crossroads in our society, today: http://ebbf.org/i-am-new/donate/

**Actual 12 Months Financial Results**

Comparison figures between 2014 and 2018

(all figures in Euros)

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<tr>
<td>Membership Subscriptions</td>
<td>€29,920</td>
<td>€12,715</td>
<td>€15,331</td>
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<td>Conference Registrations</td>
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<td>€27,906</td>
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<td>Merchandising Revenue</td>
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<td>Other Income publications</td>
<td>€124</td>
<td>€141</td>
<td>€514</td>
<td>€3,018</td>
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<td>Other Income (bank interest)</td>
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<td><strong>TOTAL INCOME</strong></td>
<td>€80,375</td>
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<td>€53,461</td>
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<td>Secretariat</td>
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<td>€52,155</td>
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<td>governing board expenses</td>
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<td>€4,736</td>
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<td>Website / Mailing services</td>
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<td>Other Costs (external affairs)</td>
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<td><strong>TOTAL EXPENSES</strong></td>
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<td><strong>RESULTS END OF YEAR</strong></td>
<td>€2,893</td>
<td>-€19,873</td>
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