

Regulations

International Association of Systemic Coaching (IASC)

§ 1 Name and main office of the association

1. The association uses the name **International Association of Systemic Coaching**, shortened as 'IASC' in the following. The registered office of the association is in Cologne. The IASC received the addition 'e.V.' after the entry in the register of associations.
2. The postal address is bound to the person who is the managing director.

§ 2 Association's objective

1. The purpose of the association is to facilitate professional, constructive, solution orientated and systemic in theory and in practice. In doing so, a special emphasis is put on the international collaboration of practitioners, instructors and clients.
2. The objective shall be achieved especially by:
 - a. The international facilitation of education as well as the standardised qualification of the solution-orientated and systematically working coaches.
 - b. The international organisation of scientific events, seminars and conventions, even for participants with a different professional background.
 - c. To offer supervision and intervision for members.
 - d. Advice and support for people in the associated countries before, whilst and after their training as a coach.
 - e. Protection and establishment of international training standards.
 - f. The development of an internationally accredited profession as a coach.
 - g. Clarification and information of the public about systemic coaching by the use of publications and events in the associated countries.
 - h. The formulation of professional ethics and a description of qualification requirements.
 - i. The recognition of the profession and the training by the state and other institutions, e.g., IHK.
 - j. Networking with other coaching associations.
 - k. The training and further education of professionals of the economic sectors and the implementation of licensing all levels of the training and further education of coaching as well as the issuance and revocation of training and further education licences for coaching tutors and training institutes.

§ 3 Recognition of the association as a professional organization

1. Simultaneously, the association is a professional organisation (called association hereinafter) without public nature in the sense of § 5 Abs. 1 Nr. 5 KStG. The association requests the appropriate acknowledgement by the tax authority.
2. The association maintains no economic business.
3. The association is politically, confessionally and ideologically independent.

§ 4 Membership

The association consists of:

- a. Full members
- b. Associate members
- c. Supporting members
- d. Honorary members

§ 5 Acquisition of a membership

1. Full member – Suitable for those who are willing to represent and support the objectives of the association, have completed a qualification accredited by the professional body or equivalent training as a coach or can demonstrate equivalent knowledge. You can become a full member by sending a postal application.
2. Associate member – Suitable for those who are currently doing a qualification accredited by the professional body or equivalent training. You can become an associate member by sending a postal application. The associate membership will automatically go into a regular membership after completion of the training.
3. Supporting Member – Suitable for the natural or legal person that wants to contribute to the promotion of the association.
4. The Honorary Membership may be awarded to an individual on a proposal by members and by a resolution of the Board
5. The applications for admissions have to be addressed to the management board who decides about the admission.

§ 6 Rights and duties of members

1. Every member of the association has the duty to promote the aims of the professional organisation to the best of their ability and to abide by the association's agreed upon code of ethics.

2. Full members as well as honorary members have the elective franchise and voting rights in the members' meeting. They have the right to submit applications to all of the committees.
3. Full members have the right of entry into the list of all members as well as the coach directory of the association, plus the right of support and advice with regards to every professional matter by receiving the published information by the association.
4. Associate members are able to take part in the members' meeting with an advisory vote. They also have the right to propose applications to all of the committees of the association.
5. Supporting members are allowed to take part in the members' meeting. They are not entitled to vote. Their participation is desirable in every department.
6. Full members are committed to regular training as a coach, as well as active participation in the association. The requirements for the training and the participation are defined by the IASC-Board.

§ 7 Subscription

1. Every member is obliged to pay the admission fee as stated in subscriptions and fees list.
2. Every member is obliged to pay the membership fee as stated in the subscriptions and fees list.
3. The management board decides about the amount of the admission fee and subscription. The amount of the admission fee as well the subscriptions of the respective kind of memberships are clarified in the valid subscriptions and fees list as decided by the management board.

§ 8 Termination of a membership

1. The membership expires in case of:
 - a. Death.
 - b. Withdrawal
 - c. Exclusion.
2. The members' withdrawal is done by a notice in writing within the given deadline of a month before the respective end of the trading year.
3. The exclusion from the association has to be done in writing and can only be declared to somebody who contravenes the objectives and fundamentals of the association despite a final written warning.
 - a. For violation of the membership duties and violation of the regulations.
 - b. For gross violation of decisions of the association's organs.
 - c. By damnification of the reputation and interests of the association.
 - d. If a member has not met the payments within six months of his/ her duty to render recoupment charges despite written requests. The duty of payment of the

debt that came due will remain unaffected.

4. The management board decides about the exclusion.

§ 9 Organs of the association

1. The organs are:
 - a. The management board.
 - b. The members' meeting.
 - c. The steering committee.
 - d. The chamber of education.
2. The management board can convene additional working groups for specific duties. One of these could be an academic advisory council.

§ 10 Election of the management board

1. The members of the management board are elected by the members' meeting for a period of 2 years. A member of the management board will remain in office until a successor has been elected.
2. The re-election of the management board is legitimate.
3. If one of the board members resigns during the period of office, the remaining board members have the right to appoint a member as a provisional replacement. The previously unfilled position will be officially filled again through an election during the following members' meeting.
4. The position as a board member ends by the termination of the association's membership.

§ 11 Members' meeting

1. The general members' meeting has to be convened at least once a year at a term of four weeks by a management board's written announcement of the agenda. Other agenda requests with a different content have to be submitted to the management board with a short explanation in writing a week before the members' meeting.
2. An exceptional members' meeting has to be convened, if it is required by the association's interest or if a convocation has been demanded by 10% of the association's members by stating the objective and the reasons in writing.
3. The convocation of a members' meeting is ensued in writing by post or electronically by the chairman or by a vice-chairman in case of his/ her inability to do so. Additional agenda requests with a different content have to be submitted to the management board with a short explanation in writing a week before the members' meeting. The time limit starts on the day after the dispatch of the invitation letter. The date of the postmark or of the email is imperative. The invitation letter counts as delivered to the member, if it has been addressed to the last given post or email address by the

member to the association.

4. Every statutory convened members' meeting will be approved as competent, regardless of the number of the attending association's members. Every full and honorary member has a vote. The right to vote is non-transferable.
5. The members' meeting is fundamentally responsible for all duties as a decision-making body, unless specific duties will be passed on to another association's organ according to these regulations. Especially the annual financial statement and the annual report have to be presented in writing at the members' meeting for the decision-making of the approval and dismissal of the management board.
6. The members' meeting appoints two auditors who are neither part of the management board or in a committee appointed by the management board and are not allowed to be employees of the association in order to check the bookkeeping, including the annual accounts so as to report about the result at the members' meeting.
7. The members' meeting especially decides on:
 - a. Duties of the association
 - b. Purchases and sales as well as the debiting of property
 - c. Involvement in societies
 - d. Raising of a loan starting from 5.000,00 euros onwards
 - e. Amendment of the regulations
 - f. Liquidation of the association
8. The members' meeting makes decisions with a simple majority. A request is considered as rejected in case of a voting tie.
9. The person who incorporates the most votes is considered as accepted, if there are more proposals or candidates up for election at the same time. Final ballots determine in case of voting tie and preservation of the requests or candidatures.
10. The general form of the vote is an open roll call. The vote takes place as a ballot, if one of the present members requests a voting by ballot.
11. A violation of formal terms of the regulations can be accepted by the members' meeting in case of compulsory reasons. No dissenting vote is allowed to exist, in case of the election of the legitimacy of the statutory unsecured process, otherwise the terms of the regulations will apply.
12. Eventual objections of absent members stay ineffective.
13. A report is taken of the proceedings and decisions of the members' meeting, which has to be signed by the head of the members' meeting and the minute taker

§ 12 The steering committee

1. The foundation meeting appoints a steering committee for a period of three years. The steering committee has the function to support and advise the activities of the management board professionally. The steering committee should (but does not ha-

ve to) consist of members that at least have a qualification as a coach, have graduated from a training institution accredited by the association at least 5 years ago and have performed demonstrably coaching during that time as well as taking part in continuous trainings and development.

2. The steering committee is formed by at least three members and can elect a chairman of the steering committee from its midst. President and vice president. The representatives of the respective countries, which represent their country for the professional association, are appointed as international vice presidents
3. The management board suggests a new composition of the steering committee every two years after the steering committee's end of the first term in office, which has to be confirmed by the members' meeting.
4. The foundation meeting authorises the chairman of the steering committee of the first term to undertake an extension of the steering committee.
5. The steering committee decides on internal regulations in order to further specify the internal processes as well as the cooperation with the chairman of the association.
6. Regional vice presidents can be appointed in case of accumulation of the association. The duties of the vice presidents are set by the steering committee in consultation with the management board.

§ 13 The educational committee

1. The educational committee consists of at least 3 members. Fundamentally, the educational committee should be filled with coaches who coach on a regular basis and take part in further trainings and supervisions at least once a year. The members of this committee are not allowed to offer an IASC licensed training themselves. The member is automatically excluded from the educational committee, if this is the case.
2. Members are elected for a period of 3 years. The committee itself appoints a chairman.
3. The decisions of the committee are obligatory for the members of the association, if approved by the management board. The sessions of the educational committee are open to members, management board and steering committee.
4. A member of the educational committee can be appointed by the management board, in order to take part as an assessor in the final exams of the institutes.
5. Change of regulations are made in cooperation with the management board.

§ 14 Duties of the educational committee

The following duties apply to the educational committee:

- a. Preparation and development of the internal association's training curricula as agreed upon with the respective didactic coaches of the association.

- b. The regulation of modalities of the certifications.
- c. The examination and recruitment of new didactic trainers and future training in structors as well as coaches.
- d. Development of ethical job guidelines for coaches and training instructors of the association.
- e. Recommendations to the management board in case of violations to the curricula.
- f. Cooperation with other associations in order to develop cross-cutting further education.

§ 15 The management board

1. The management board consists of a total of three people; the chairman and two representatives, meaning, members of the board.
2. Management board for the purpose of §26 BGB: The chairman, the managing director (=member of the board) and the financial director (=member of the board). The management board represents the association judically and extrajudically. Two members of the board together are authorised to represent.
3. In case a member of the management board resigns during the current period of office, the remainders of the management board have the right to find a temporary replacement that comes from the ranks of the members until the next members' meeting. The recently freed post will be officially chosen by vote during the next members' meeting.
4. The power to represent is restricted to the necessary legal proceedings until the entry in the register of association.
5. The management board implements the decisions of the members' meeting and of the management board.
6. It is for the management board to do the administration of the association funds. Equally, the management board keeps a membership list. The management board is liable for up to the entire property of the association as well as for its personal assets, in case the management board acts grossly negligent.
7. It is for the management board to do the administration of the current business of the association. The management board has especially the following duties:
 - a. Execution of decisions of the members' meeting
 - b. Conclusion and cancellation of employment agreements
 - c. Administration of the association funds
 - d. Implementation of the membership administration.
8. The management board carries out its occupation voluntarily. If assistance is required, the management board can appoint a particular representative and establish an office. The legal status of the particular representative arises from § 30 BGB and the written employment contract.

9. The management board passes a resolution with an ordinary majority.

§ 16 The auditors

1. The duty of the auditors is the inspection of the association's bookkeeping and cash management. Due to that, the auditors have the right to examine the association's funds and bookkeeping at all times. They have to report back at the members' meeting about the outcomes of their examination.
2. The auditors are elected by the members' meeting for a period of 2 years. A re-election of the auditors is admissible.

§ 17 Amendment of the regulations

A $\frac{3}{4}$ majority of the present association members is necessary, to change the association's objectives and other amendments of the regulations. It is only possible to vote for amendments of the regulations at a members' meeting, if this agenda item has been referred to in the invitation for the members' meeting as well as the enclosed present and the designated new regulatory text.

§ 18 Liquidation of the association's and asset's obligation

1. A $\frac{3}{4}$ majority of the present members at the members' meeting is necessary for the determination to liquidate the association. The passing of resolution is only possible after a timely announcement in the invitation for the members' meeting.
2. The asset is to be used for tax-privileged purposes in case of a liquidation or abolishment of the association. The association funds is transferred to a charitable contribution, in case of liquidation or abolishment of the association. Decisions about the future usage of the asset are only allowed to be implemented after the approval of the finance authority.

§ 19 Accounting year

The accounting year is (equal to) the calendar year.

§ 20 Place of performance and legal domicile

Place of performance and legal domicile is in Cologne.

§ 21 Arbitration agreement

The members are obliged to deal with legal association disputes by function of an arbitration before calling in the general courts. The arbitration consists of a member of and appointed by the management board and two additional association members, who are ap-

pointed by the management board and the appellant. Goal is the attainment of a amicable arrangement.

§ 22 Salvatorious clause

The validity of the remaining regulations must not be touched, in case the terms of these regulations should be partially or fully void or unfeasible or should loose their legal effect or actability later on.

Apart from that, the provisions of law apply.

§ 23 Day of foundation

The regulations were enacted by the foundation meeting on the 06.07.2012. The revised form of the regulations were enacted by the members' meeting on the 24.09.2012.