

**MINUTES OF THE AEHT ORDINARY GENERAL ASSEMBLY HELD
ON NOVEMBER 10TH 2011 IN THE HAGUE, THE NETHERLANDS**

Présents :

COUNTRY / PAYS	CODE	ORGANISATION/ ORGANISME	CITY/ LOCALITE	FORENAME / PRENOM	SURNAME/ NOM	NAME OF SUBSTITUTE / NOM DU SUPPLEANT
AUSTRIA	A01	TOURISMUSCHULEN SALZKAMMERGUT / BAD ISCHL	BAD ISCHL	Klaus	ENENGL	
AUSTRIA	A02	TOURISMUSCHULEN AM WILDEN KAISER	ST. JOHANN / TIROL	Ellen	SIEBERER	
AUSTRIA	A03	ZILLERTALER TOURISMUSCHULEN	ZELL AM ZILLER	Alfred	MÜLLER	
AUSTRIA	A04	HÖHERE GEWERBLICHE BUNDESLEHR- ANSTALT (FACHRICHTUNG TOURISMUS)	BAD LEONFELDEN	Günther	DOLLHAEUBL	
AUSTRIA	A07	HLT SEMMERING	SEMMERING	Jürgen	KÜRNER	
AUSTRIA	A09	HÖHERE BUNDESLEHR-ANSTALTEN FÜR TOURISMUS	KREMS	Franz	KURZBAUER	Johann BÖHM?
AUSTRIA	A10	HÖHERE BUNDESLEHRANSTALT FÜR TOURISMUS - HLT RETZ	RETZ	Birgit	WAGNER	
AUSTRIA	A13	TOURISMUSCHULEN IM WIFI ST. PÖLTEN	ST. PÖLTEN	Sissy	NITSCHKE	
BELGIUM	B01	COLOMAplus	MECHELEN	Hilde	WILDIERS	
BELGIUM	B02	PROVINCIAAL INSTITUUT PIVA	ANTWERPEN	Ann	CLEEMPUT	Luc BASTIAENS
BELGIUM	B21	KTA WEMMEL	WEMMEL	Herman	SIEBENS	
CROATIA	CR01	TOURISTICKO - UGOSTITELJSKA SKOLA	SPLIT	Ivo	BILIC	
CROATIA	CR04	HOTELIJERSKO-TURISTICKA SKOLA	OPATIJA	Ksenija	BELJAN	Marin TOMJANOVIC
CROATIA	CR06	TURISTICKO UGOSTITELJSKA SKOLA "ANTONA STIFANICA"	POREC	Vesna	BARANASIC	
CROATIA	CR10	SKOLA ZA TURIZAM, UGOSTITELJSTVO I TRGOVINU PULA	PULA KANDLEROVA	Ljiljana	RADOS	
CROATIA	CR11	HOTELIJERSKO TURISTICKA SKOLA U ZAGREBU	ZAGREB	Marija	RASAN- KRIZANAC	
CROATIA	CR12	TURISTICKA I UGOSTITELJSKA SKOLA DUBROVNIK	DUBROVNIK	Antun	PERUSINA	
CROATIA	CR21	SREDNJA SKOLA HRVATSKI KRALJ ZVONIMIR KRK	KRK	Durdica	CVITKUSIC	Carol MARKOVIC
CROATIA	CR24	HOTELIJERSKO-TURISTICKA I UGOSTITELJSKA ŠKOLA	ZADAR	Jadranka	BRIC-VEJME	
CROATIA	CR25	SREDNJA SKOLA "VLADIMIR GORTAN"	BUJE	Ana	ZUBCIC KUCHAR	
DENMARK	DK02	COPENHAGEN HOSPITALITY COLLEGE	VALBY	Soren	KÜHLWEIN KRISTIANSEN	Christian BECK
ESTONIA	EE04	EHE OÜ - ESTONIAN SCHOOL OF HOTEL & TOURISM MANAGEMENT	TALLINN	Valvo	PAAT	Anu KOSE
FINLAND	FIN02	HELSINKI CULINARY SCHOOL PERHO	HELSINKI	Marit	NIEMINEN	
FINLAND	FIN08	YRKESINSTITUTET PRAKTICUM	HELSINKI	Harriet	AHLNÄS	Lotta SJÖHOLM
REPUBLIC OF MACEDONIA	MK01	PUBLIC SECONDARY SCHOOL FOR CATERING, TOURISM AND HOTEL SERVICES "LAZAR TANEV"	SKOPJE	Zoran	NIKOLOVSKI	
REPUBLIC OF MACEDONIA	MK04	STATE SECONDARY SCHOOL FOR CATERING AND TOURISM "VANCO PITOVESKI"	OHRID	Sekula	BATKOSKI	
REPUBLIC OF MACEDONIA	MK06	PUBLIC SEC. SCHOOL "NAUM NAUMOVSKI BORCE"	KRUSEVO	Biljana	PROESKA	
FRANCE	F20	LYCEE HOTELIER SAINTE-ANNE	SAINT-NAZAIRE	Joseph	LE GAL	
FRANCE	F88	LYCÉE DES METIERS JULES FERRY "LA COLLINE"	MONTPELLIER CEDEX 3	Jean-Claude	CUINAT- GUERRAZ	Anne GALINIER
FRANCE	F998- IND	HOTEL DES REMPARTS	KAYSERSBERG	Christiane	KELLER	
GERMANY	D04	HBFS FÜR DAS HOTEL-, GASTSTÄTTEN- UND FREMDENVERKEHRSGEWERBE	SAARBRÜCKEN	Sibylle	WEBER-POHL	
HUNGARY	H07	Szegedi Kereskedelmi, Közgazdasági és Vendéglátóipari Szakképző Iskola Krúdy Gyula Tagintézmény	SZEGED	Lajosné	BARATH	Marta GYÖMBER

COUNTRY / PAYS	CODE	ORGANISATION/ ORGANISME	CITY/ LOCALITE	FORENAME / PRENOM	SURNAME/ NOM	NAME OF SUBSTITUTE / NOM DU SUPPLEANT
ICELAND	ISL01	KOPAVOGUR INSTITUTE OF EDUCATION	KOPAVOGUR	Helene H.	PEDERSEN	
IRELAND	IRL05	ATHLONE INSTITUTE OF TECHNOLOGY	ATHLONE	Ciarán	O'CATHAIN	John O'HARA
IRELAND	IRL09	CORK INSTITUTE OF TECHNOLOGY	CORK	Adrian	GREGAN	
ITALY	I02	IIS "A. PANZINI"	SENIGALLIA (AN)	M. Rosella	BITTI	
ITALY	I12	IPSSART "G. VARNELLI"	CINGOLI (MC)	Elio	CARFAGNA	Serenella SAUL?
ITALY	I36	IPSSAR "SEVERO SAVIOLI"	RICCIONE (RN)	Giuseppe	CIAMPOLI	
ITALY	I45	IPSSAR "ARTURO PREVER"	PINEROLO (TO)	Rinaldo	MERLONE	
ITALY	I48	IIS "BARTOLOMEO SCAPPI"	CASTEL SAN PIETRO TERME (BO)	Paola	MAMBELLI	
ITALY	I51	IPSSAR "Pellegrino ARTUSI"	RIOLO TERME (RA)	Iole	MATASSONI	
ITALY	I53	IIS "P. ARTUSI"	FORLIMPOPOLI (FC)	Antonio	GIOSA	
ITALY	I131	IPSAA "DON DEODATO MELONI"	NURAXINIEDDU ORISTANO	Nella	MANCA	
ITALY	I135	IS "GIOVANNI FALCONE"	GALLARATE (VA)	Carmela	LOCATELLI	
LATVIA	LV01	RIGA FOOD PRODUCERS VOCATIONAL SCHOOL	RIGA	Silva	OZOLINA	
LATVIA	LV04	KULDIGA TECHNOLOGY AND TOURISM VOCATIONAL SECONDARY SCHOOL	KULDIGA	Dace	CINE	
LUXEMBOURG	AEHT-03	AEHT Head OFFICE	DIEKIRCH	Nadine	SCHINTGEN	
LUXEMBOURG	L01	LYCEE TECHNIQUE HOTELIER "ALEXIS HECK"	DIEKIRCH	Elisabeth	REISEN	
LUXEMBOURG	L02	BBI Luxembourg	WILTZ	Louis	ROBERT	Gérard BENDER
MALTA	M02	INSTITUTE OF TOURISM STUDIES	ST JULIAN'S	Adrian	MAMO	
NORWAY	N01	LADEJARLEN VIDEREGAENDE SKOLE	TRONDHEIM	Stig	ANDREASSEN	
PAKISTAN	PK01-PROV	ITHM (Institute of Tourism & Hotel Management)	FAISALABAD	Muhammed Naveed	ASGHAR	
POLAND	PL01	ZESPOL SZKOL HOTELARSKO-TURYSTYCZNO-GASTRONOMICZNYCH NR 1 W WARSZAWIE	VARSOVIE	Boguslawa	PIENKOWSKA	
PORTUGAL	P01	ESCOLA DE HOTELARIA E TURISMO DO PORTO	PORTO	Dora	ARAÚJO	Delfim SOARES
PORTUGAL	P05	ESCOLA DE HOTELARIA E TURISMO DE COIMBRA	COIMBRA	Ana Paula	PAIS	
PORTUGAL	P07	ESCOLA DE FORMACAO TURISTICA E HOTELEIRA	PONTA DELGADA / ACORES	Filipe	ROCHA	
PORTUGAL	P08	ESCOLA PROFISSIONAL DA PRAIA DA VITORIA	PRAIA DA VITORIA	Borges	DOMINGOS	
PORTUGAL	P09	TOURISMO DE PORTUGAL, I.P.	LISBOA	Sónia	ABREU SEBASTIAN	
PORTUGAL	P11	ESCOLA DE HOTELARIA E TURISMO DO DOURO - LAMEGO	LAMEGO	Paulo	MORAIS VAZ	Nelson CARVALHO
SERBIA	SRB02	THE COLLEGE OF HOTEL MANAGEMENT	BELGRADE	Slavoljub	VICIC	
SLOVENIA	SLO01	VOCATIONAL COLLEGE FOR CATERING AND TOURISM BLED	BLED	Jana	SPEC	Peter MIHELICIC
SLOVENIA	SLO02	VOCATIONAL COLLEGE FOR CATERING AND TOURISM MARIBOR	MARIBOR	Helena	CVIKL	
SPAIN	E04	ESCOLA SUPERIOR D'HOSTALERIA I TURISME SANT IGNASI	BARCELONA	Carmina	SOLA-MORALES	Núria MONTMANY
SWEDEN	S33	ULLVIGYMNASIET	KÖPING	Arne	LARSSON	
SWITZERLAND	CH04	SCUOLA SUPERIORE ALBERGHIERA E DEL TURISMO	BELLINZONA	Mauro	SCOLARI	Peter WALLISER
THE NETHERLANDS	NL05	ROC MONDRIAAN	THE HAGUE	Brigitte P.J.	ENGERING	
TURKEY	TR01	ETILER ANADOLU OTELCILIK VE TURIZM MESLEK LISESI	ETILER-BESIKTAS / ISTANBUL	Aydin	CELIKTAS	Serpil ARDA

Specially invited contributors:

BELGIUM	-	STARWOOD HOTELS EAME DIVISIONAL OFFICE BRUSSELS - PEOPLE DEVELOPMENT & STAFFING DEPARTMENT	BRUSSELS	Ingrid	ERAS
UNITED STATES	-	AMERICAN HOTEL & LODGINIG EDUCATIONAL INSTITUTE	ORLANDO, FL 32803 USA	John	LOHR

1. Welcome from Brigitte Engering, Director of the Tourism and Leisure Training Department

Brigitte Engering welcomed all the school directors and their substitutes and thanked everyone present for entrusting to her team the organisation, in a record ten months, of this 2011 Annual Conference, and for travelling to The Hague for the event. Klaus Enengl, the AEHT's current president, warmly thanked Brigitte Engering and her team for having the courage and the foresight to pick up this challenge in Lisbon, following the Poznan school's withdrawal of its undertaking to run the conference.

Klaus Enengl asked the meeting to excuse Louis Robert's absence from the meeting – he had had to leave the conference for a day for professional reasons.

2. Approval of the agenda

The agenda for the meeting was unanimously approved.

3. Approval of the minutes of the previous meeting (Lisbon, October 8th 2010)

The minutes were unanimously accepted as a true record of the above-mentioned meeting.

4. President's Report (Klaus Enengl)

a. Election of a new AEHT National Representative for Luxembourg

Klaus Enengl explained why a fresh election was needed to select a National Representative for Luxembourg:

In early October 2011 Louis Robert had retired from his post as Director of the Alexis Heck Hotel School. For several months there had been a second AEHT member school in Luxembourg, namely the BBI-LUX – School of International Hospitality & Tourism Business, of which Louis Robert is president; it was therefore necessary to hold a fresh election, which would be organised by General Secretary Nadine Schintgen after the end of the Conference. As soon as the results were known, she would send the new list of National Representatives to the members of the Executive Board.

b. Christmas in Europe 2011

Klaus Enengl thanked the Zagreb school and its director Marija Razan-Krizanac for stepping in to replace Rhodes as the organising school; the Rhodes school had been obliged to forego running Christmas in Europe 2011 because of the financial crisis currently besetting Greece. Marija Razan-Krizanac would present the programme for the Zagreb Christmas in Europe later on in the meeting.

c. Applications to the EU 'Youth in Action' programme

The AEHT and/or its member schools had submitted several applications to the 'Youth in Action' programme. The applications relating to the Conference in The Hague and to the AEHT Youth Parliament were not successful, so that the project relating to Christmas in Europe 2011 was the only one which would be co financed by the EU.

d. AEHT Youth Parliament

The second session of the AEHT Youth Parliament would take place from 19th to 24th March 2012 in Iceland, and would be open only to students aged 18 and over. Board and lodging and participation in the excursions would be free of charge. Participants would pay only their travel

costs. Each country was entitled to send at least one student. The sittings would be organised like real parliamentary sittings, and the debates would be on political, social and educational themes among others. In order to ensure some continuity, the president of the last session would be invited to take part, free of charge.

e. AEHT Annual Conference

The 25th AEHT Annual Conference would take place in 2012 in the Republic of Macedonia; this is the 'silver' event, not to be confused with the 25th *anniversary* which would not be held until 2013. In this special year a Mediterranean cruise had been planned; however the Presidium was currently coming up against problems with costings and with organising culinary arts and pastry competitions in the ship's kitchens. These difficulties could result in the cancellation of the plans and the possible need for an alternative solution. Any suggestions would be welcome and should be sent to the AEHT Head Office.

5. Report from the Vice-President Responsible for Fixed Events and for Relations with the OIF (Louis Robert replaced by Klaus Enengl)

The competitions had always been the main part of the Annual Conference, but had also been a cause of problems. The spirit and objective emphasised by the AEHT were to learn to work in multinational teams with one or several partners from other countries and other cultures, while communicating in a foreign language – thus engaging in a unique experience that only the AEHT platform can offer. Thus the purpose of the competitions was not to win, but to engage in an enriching experience and to have a good time. The problems arising from the competitions were generally not caused by the students, but above all by their teachers who wanted to see their students win, and who as a result put pressure on their protégés, thus creating unwanted tensions at the Annual Conference.

The working group set up the previous day during the Executive Board meeting had therefore suggested some changes:

- 1) As for the methods of performance evaluation, we needed to change the make-up of the judging panels: we would no longer use teachers as judges, replacing the teachers with judging panels made up of professionals for each competition. This would relieve the pressure on both teachers and students.
- 2) We needed to change the criteria for the award of medals. In future there would no longer be first, second and third places, but rather each team which fulfilled the previously determined criteria for the award of a gold, silver or bronze medal would be awarded the medal relevant to their level. The remaining task was therefore to draw up these criteria for the award of the different medals, while bearing in mind the AEHT's desire to maintain standards. In future every team would be awarded a medal.
- 3) We needed to make the competitions more entertaining and avoid holding the same type of contests that already exist at school level. The culinary arts competitions could possibly be organised as follows:
 - a) Short presentation of the basket of ingredients followed by 15 minutes preparation time and 30 minutes spent cooking in front of an audience;
 - b) Creation of fruit or vegetable sculptures;
 - c) Several teams working together to produce an international buffet.

The service competitions could be carried out on rollerblades.

6. Report from the Vice-President Responsible for Relations with the Profession (Bogusława Pienkowska)

The collaborative arrangements with the ACCOR Group had been suspended a year ago and remained in abeyance even though the Group had been contacted by several AEHT officers. The Presidium had therefore begun to look for alternatives. Herman Siebens had made contact with the STARWOOD Group, and would make a presentation of the Group later in the meeting.

Bogusława Pienkowska asked whether any members might have contacts with the management of hotel networks or of independent hotels located in their regions, who may be interested in hosting AEHT teachers; if so, she requested them to let her have their contact details so that she could get in touch with them with a view to organising professional placements for teachers.

7. Report from the Vice-President Responsible for Professional Placements and for Quality Management Activities (Herman Siebens)

a) Quality Survey

Herman Siebens had designed a questionnaire to assess the degree of satisfaction of our members about various aspects of the life of our Association and to elicit their suggestions and comments. A test questionnaire had been distributed at the Executive Board meeting, but the results had not yet been analysed. The Presidium would analyse the results and decide what measures needed to be taken.

b) Teacher placements in the STARWOOD Group

Demand for teacher placements in the ACCOR Group had declined since most teachers wanted their placement to be in an English-speaking environment – ACCOR had been unable to satisfy the demand for such placements.

Contacts had been made with the STARWOOD Group and in particular with Ingrid Eras, Vice-President responsible for the development and training of Human Resources EAME (Europe, Africa & Middle East - 86 countries and 50,000 partners). After a highly varied career with the STARWOOD Group, she currently works in the EAME division office in Brussels where her first task was the integration into the Group of the 'Le Méridien' brand. The STARWOOD Group has 1,100 hotels worldwide and four divisions: North America, EAME, Asia-Pacific and Latin America. The Group has the world's largest number of hotels and currently is opening a new hotel every two weeks in China, a country which accounts for 26% of their growth. The Group currently has the following brands:

- **Four points** by Sheraton, for a comfortable stay at a reasonable price in a room with everything needed for work and for personal well-being;
- **Sheraton**, the brand which covers the greatest range of hotels with the greatest disparities in categories, style, age etc;
- **aloft hotels** is a young and cool brand for a relaxing stay;
- **The Luxury Collection** brings together unique hotels and complexes which offer exceptional services to an elite clientele;
- **Le Méridien** offers a unique European experience with a French touch in the main cities of Europe, America, Asia-Pacific, the Middle East and Africa;
- **Westin Hotels & Resorts** are defined by efficient service, sumptuous facilities, refined style and fitness rooms which enable their clients to relax and recharge their batteries during their stay;
- **St. Regis Hotels & Resorts** provide a unique refuge of timeless elegance and impeccable taste, guaranteeing to a luxury clientele the unrivalled attention and distinction which they cannot find elsewhere.
- Inspired by Westin, the latest brand, '**element**' is quite unique, and combines modern design, the use of renewable building materials, well-designed installations, a clever use of space and superior facilities for long stays.

The Group uses the social networks Facebook (30,000 friends in just a few months), Twitter and LinkedIn (24,000 friends including 9,000 in the Starwood Group and 10,000 from Intercontinental).

The Group receives more than 20,000 job applications per year, but only 25 applicants were appointed last year. At recruitment, the Group's philosophy is to prioritise attitude and

commitment rather than competence alone. The internal training programmes organised by the Group contribute to its growth. The company seeks diversity at all levels. Annual appraisals are conducted on-line and every employee is entitled to use the development centre for further training. At present the Group is hosting 1000 internees, including 14 in the offices of the division based in Brussels.

STARWOOD maintains contacts with many hotel schools and should like to do the same with all the AEHT's member schools. For the pilot scheme the following hotels, all of them in the higher category, are prepared to host teachers from AEHT member schools:

- Sheraton Amsterdam Airport Hotel (406 rooms)
- Westin Hotel in Dublin (163 rooms)
- Le Méridien in Brussels (224 rooms)
- Sheraton Brussels Airport (294 rooms)
- Le Méridien Beach Plaza in Monte Carlo (403 rooms)
- Le Méridien Etoile in Paris (101 rooms)
- W Istanbul Hotel (136 rooms)

The application process will be as follows:

- The offers of placements in STARWOOD units will be published on the AEHT website;
- Those interested will contact the hotel of their choice and inform Herman Siebens, the AEHT contact, which hotel they had chosen;
- After discussion they will draw up a contract with the selected hotel, setting out the conditions and obligations governing the placement, and the availability of accommodation. If necessary Herman Siebens will help with the negotiations and with seeking accommodation – if possible this would be with the help of a neighbouring school.
- The applicants will complete the final application form (in duplicate, one copy to be signed by the applicant's school director) and will send one copy to the hotel, the other to Herman Siebens.
- At the end of the application process all the parties must be in agreement about the arrangements for the placement. As the school director will already have signed the application form, thereby signifying his or her agreement, the hotel manager and the AEHT will still have to confirm their agreement.

Conditions governing the placements:

- The STARWOOD Group cannot provide free accommodation for the teachers (as was the case for placements in units of the ACCOR Group);
- Teachers on placement will enjoy the same conditions as those granted to employees of the STARWOOD Group, namely discounted room rates of between \$30 and \$80 according to the category of hotel selected. However the teacher is entitled to seek accommodation elsewhere.
- Meals are free in the hotel's staff canteen, and a reduction of 50% is granted on meals taken in the hotel's public restaurant.

The STARWOOD Group offers a pleasant professional environment, an ideal framework for personal and professional development, networking opportunities in a dynamic and fast-growing company, the chance to get to know the STARWOOD community and to make contacts, and to work with colleagues of different origins (46 nationalities).

In exchange they expect the teachers on placement to show passion, ambition, commitment, team spirit and creativity.

Ana Paula Pais asked how many placements would be made available for AEHT teachers. Ingrid Eras explained that that would depend on the number of requests received, and that everything was possible. In response to specific requests STARWOOD would also provide placements for AEHT students.

Klaus Enengl pointed out that the present arrangements constituted a pilot phase and that a review would be carried out after the first year.

8. Report from the Vice-President Responsible for Occasional Events, for Information on Educational Systems and for EU Educational Programmes (Ana Paula PAIS)

At the workshop held the previous day as part of the Executive Board meeting, the working group had sought ways of exchanging knowledge, skills and contributions from experts in the context of the occasional small-scale events organised in our member schools. The use of video conferencing seemed a good way of enabling experts from other schools to take part in seminars organised at a local level. Moreover, in recent years the AEHT had looked for new ways of laying on new activities for students, while somewhat neglecting the teaching body as a target group. We now needed to put on events which would enable teachers to acquire new knowledge, new teaching methods, etc.

Ana Paula called on events organisers to come to the platform to present their proposed events. The provisional calendar for 2012 is given below:

	EVENT
MARCH	
March 19 th – 24 th	AEHT Youth Parliament, Kópavogur (IS)
APRIL	
April 3 th – 5 th (to be confirmed)	7th bartender G&T Cup Competition, Bled (SLO)
April 16 th – 19 th	Gastro2012, Dubrovnik (HR)
April 16 th – 19 th	14 th edition of the Bartolomeo Scappi International Competition, Castel San Pietro Terme (IT)
April 17 th – 21 st	ECO-VET conference and competition organized as part of a Leonardo da Vinci project, Szeged (HU)
April 19 th – 22 nd	Seminar for teachers and directors on Hospitality and Tourism Management (EQF level 5 and up), Saarbrücken (DE)
April 25 th – 29 th	Festival on Azorean Pineapple Challenge, Ponta Delgada, São Miguel, Azores (PT)
MAY	
May 2 nd – 5 th	Seminar on ‘Dining with Eleanor of Arborea - the historical, cultural, social, economical and gastronomic reality of Sardinia during the Middle Ages in the 14 th century, Oristano, Sardinia (IT)
OCTOBER	
October 8 th – 13 th	25 th AEHT Annual Conference, Ohrid & Skopje (MK)
NOVEMBER	
November 13 th – 16 th	Eurocup 2012 – 20 th edition of the Junior bartenders competition (special edition), Prešov (SK)
DECEMBER	
December 4 th – 9 th	21 st Christmas in Europe, Bled (SLO)
December 7 th – 9 th	Chocolate festival of the Atlantic 2012 (sculpting, display and contest of chocolate sculptures and bonbons), Praia da Vitória, Terceira Island, Azores (PT)

The 'Azorean Pineapple Challenge', to take place in Ponta Delgada on São Miguel Island in the Azores, would involve a maximum of 14 teams of two students each (one student in the kitchen, one in the bar) with one or two accompanying teachers. The main activities of the festival would include the preparation of a meal and cocktails, participation in various competitions, a visit to pineapple plantations and other excursions. Participants would receive free accommodation in Ponta Delgada, but were expected to pay for their own airline tickets.

The international Bartolomeo Scappi competition has already been running for 40 years in the Bologna region, the city of Bologna being served by many low-cost airlines. The event includes contests in the areas of bar, pastry and wine and food. Participating schools were also asked to set up stands with a view to promoting their region and its produce. As with the Azores festival, the participants have only to pay their travel costs, the cost of board and lodging being covered by the host school.

The seminar entitled 'Dining with Eleanor of Arborea' would take place in early May. Eleanor of Arborea was the daughter of Mariano IV Cappai de Bas-Serra, Judge of the 'Giudicato' of Arborea which in those days covered a third of Sardinia and was the island's only independent territory. She came to power in 1383 after the deaths of her uncle and of her brother. She is famous because of the 'Carta de Logu', a civil code which she introduced, the first of its kind in Europe and one which remained in force until 1827. The objective of the seminar is for the participants to learn about the historical, cultural, social, economic and gastronomic reality of Sardinia in the Middle Ages, particularly in the time of Eleanor in the 14th century.

The programme includes lectures, visits in the Oristano region, and wine and food events including a lunch on the theme of 'Dining with Eleanor of Arborea', during which participants will be served typical medieval dishes of Sardinian cuisine in a setting which will remind visitors of the customs and traditions of this period of history.

There were still four places left for the 2011 Festival of Chocolate, and those interested were invited to make themselves known. The event would be put on again next year with the same arrangements, namely:

Board and lodging is fully financed by the organisers, who will also pay for participants' return flights from Lisbon to Praia da Vitória. Participants will therefore only need to pay for their flights to Lisbon. The programme will include the creating sculptures, setting up an exhibition and taking part in competitions involving making sculptures in chocolate and bonbons.

From April 19th to 22nd there will be the seminar for teachers and directors on the subject of management in the hotel and tourism sectors (EQF level five and above) in Saarbrücken in Germany, in a region close to the borders with France and Luxembourg. This region has been affected by closure of many mines, and has turned its attention to gastronomy; today it has Michelin-starred restaurants with one, two and even three stars. The seminar will consist both of talks given by representatives of local gastronomic establishments, and of the presentation of a business game in which the participants will take part. The organisers plan to post the seminar details on our website by mid-December.

The ECO-EFP conference and competitions is an event organised in Szeged (HU) by the partners of a Leonardo da Vinci project called 'European Partnership for the exchange of good practice in the domain of integrated professional lifelong learning and training for employees in restaurants, hotels and tourism, in a manner intended to reinforce learners' ecological awareness'. The event will include a presentation of the said project, international competitions in culinary arts and tourism destinations, seminars on the wines and cheeses of southern Hungary, as well as visits to natural beauty spots. The gastronomy contests are intended for teams of four students – two for the kitchen, one for service and one for pastry. The event will encourage networking among the AEHT schools attending on the subject areas mentioned. The deadline for registration is January 31st 2012.

9. Report from the Council of Elders (Adolf STEINDL)

The Council of Elders was set up in March 2008 in Kuressaare so that its members could deal with matters for which school directors still in post could not find the time. These matters included finding new sources of finance, developing the network of Higher Education schools, preparing for the AEHT's 25th anniversary, etc.

The Council of Elders currently consists of two honorary AEHT Presidents, namely Michel Gaillot (F) and Alfonso Benvenuto (I) as well as three honorary Vice-Presidents, Jürgen Clausen (D), Roy van Sassen (NL) et Adolf Steindl (A).

The remit of the Higher Education Group (HEG) is to look after the interests of member schools which train students at level EQF 5 and above. This group was set up and held its first meeting in Dubrovnik in 2009. At a working group meeting of directors, deans and experienced teachers in Chur (Switzerland) in May 2010, participants defined the objectives and modus operandi of the HEG. As a result, during the 23rd AEHT Annual Conference in Lisbon, for the first time in the history of the AEHT, we held two management competitions, one pitched at students up to EQF level 4, the other at EQF level 5 and above. 12 teams consisting of two students each had the opportunity of taking part.

The following activities had taken place since the previous General Assembly in Lisbon in October 2010:

- Copenhagen, January 14th and 15th 2011: meeting of a small working group to draw up a detailed plan for the hotel management competition to be held in The Hague in November 2011 and to work on the details of the forthcoming HEG seminar in Athlone (IRL);
- As part of the AEHT spring meeting in The Hague in March 2011: meeting of the five members of the Council of Elders, devoted mostly to the AEHT's 25th anniversary and to the work of the HEG;
- Athlone (IRL), April 6th – 9th 2011: Seminar for teachers of hotel management and teachers of English for tourism; the event attracted 17 delegates from ten countries (see the AEHT Newsletter and the report on the AEHT's website: (a) the report may be found under the 'Activities/Seminars and Conferences' rubric and (b) all the results may be downloaded at the 'Higher Education' rubric.
- **Hotel management competition in The Hague:**
Our colleague Eda Veeroja from Voru (EE) assisted by Adolf Steindl prepared the tasks to be completed by the contestants and was in overall charge of the competition and of the evaluation of the results. Juur Kerkvliet was in charge of local administrative matters. There were 20 participants at level EQF 5 and above, all aged 18 and over. The judging panel consisted of Eda Veeroja, Patrick van Zuiden and Marloes de Bruijn. One of the unique

features was an evaluation carried out by opposing teams (an evaluation carrying 20% of the total marks). In 2011 the teams had to start work immediately after the briefing, and by midday on the same day each team had to hand its synopsis to the judging panel. In the evening the results and the presentations could be downloaded and were accessible to all the judges as well as to all the contestants. Thereafter no further modifications were possible.

The next HEG workshop would take place on April 19th-22nd in Saarbrücken in Germany; here the emphasis would be on both hotel management and tourism management. The registration costs for the entire stay in Saarbrücken would be kept as low as possible, probably between €200 and €250 per person.

10. Report from the Vice-President Responsible for Promotion and for the AEHT Website (Neeme Rand)

The AEHT currently has at its disposal an enormous database with links to its website (in English and French) and to its platform used for organising the Annual Conference. Since this database has grown from year to year, we should be thinking of updating it, an operation which would imply an enormous cost to our Association. We should therefore ask whether such a step is really necessary.

On comparing the number of hits on the website from January 1st to November 2nd 2010 with the same period in 2011, the following trends were observed:

18% of hits go directly to www.aeht.eu, while 80% seem to be newcomers or else people looking for the website using a search engine (55%). In this case access is mainly either via the old website www.aeht.lu, or via Facebook. The AEHT's Facebook account opened last year currently has 200 friends, most of which are aged between 18 and 24. The site is visited by people in all countries of the world except for New Guinea, Greenland and a few African countries. France and Italy are the most frequent visitors to the AEHT website. Turkey showed less interest this year than in 2010.

The most frequently accessed content is the home page and the AEHT activities. On average a visitor stays on the website for two and a half minutes - which means either that our website is not attractive or that it is so well designed that people immediately find the information they are looking for.

In the near future we needed to consider doing the following:

1. Upgrading to a more powerful version of the Joomla platform – from the present version 1.5 to version 1.9;
2. Developing the AEHT's official Facebook account;
3. Working on the registration form for the 2012 Annual Conference;
4. Helping the organisers of the 2012 Annual Conference to make full use of the registration system (assistance provided by the AEHT webmaster Ahti Paju).

Klaus Enengl requested all school directors to place the AEHT logo on their institution's website and to install a link to our Association's website.

11. Report from the Treasurer (Hans Russegger)

▪ 2010 Profit and Loss Table

Hans Russegger commented on the 2010 profit and loss table. Total expenditure amounted to €140,000, the largest items being salaries, social security contributions and various honoraria, as well as travelling and board and lodging expenses and expenditure relating to the organisation of events. Income comes for the most part from annual membership subscriptions and from the Luxembourg government (which provides an annual grant of €20,800). Hans Russegger requested Elisabeth Reisen, the new director of the Lycée Technique Hôtelier Alexis Heck (LTHAH) in Diekirch, Luxembourg, location of the AEHT's Head Office, to make every effort to ensure that we continue to receive this subsidy which is vital for the running of our Association for the coming years.

The Association currently had at its disposal a reserve of €80,000 which was indispensable in case one of our sources of income were to dry up.

The Assembly voted to approve the 2010 accounts, with five abstentions.

▪ **Estimated budget for 2012**

Hans Russegger pointed out that the 2011 figures were not yet to be discussed since this financial year was not yet over.

The draft 2012 budget remained almost the same as the 2010 budget and forecasts a profit of €4,800 as long as the annual subscription rate increased from €270 to €290 for school members and from €300 to €350 for professional members. The AEHT had maintained the same rate of annual subscription for the last six years, but now an increase had become necessary to keep up with the increased cost of living over the same period, and in order to ensure that the quality of the AEHT services is maintained.

Rinaldo Merlone, who had discussed the matter with the Italian directors, explained that it would be difficult to have this increase accepted by their Board for several reasons, which would cause them to abstain during the vote:

1. The Italian Ministry of Education had imposed budget cuts on the Italian schools;
2. Each school already had to pay regional subscriptions and the membership subscriptions (between €1000 and €2000 per year) to an average of six other associations to which they are affiliated.

The Assembly voted to approve the increase in the annual subscriptions, with 30 votes in favour, one vote against and ten abstentions.

12. 2010 Report from the account auditors (Hans Russegger)

For several years Danielle Snauwaert and Jürgen Clausen had been checking the AEHT's books. On September 20th last they met in Diekirch with Norbert Richartz, the AEHT's outgoing accountant. As usual, they noted that the accounts had been very well kept over the past financial year. The accountant had provided satisfactory replies to all the questions they had asked. On checking the accounts the auditors had not found any figures for which documentation could not be provided. The auditors could thus openly confirm that the Association's account books are in an excellent state.

The mandate of the two account auditors was renewed for 2011 by unanimous vote.

13. Report on membership applications, resignations and exclusions (Hans Russegger)

The following schools had not paid their subscriptions for the previous two years in a row and were therefore liable to exclusion unless they paid by the end of the year:

a. Exclusions

C01-OBS	Kinshaha	NL06	Heerlen
E09	Madrid	RSM01	San Marino
F21	Nice	RUS09	Cherkessk
I92	Novara	S53	Falkenberg

b. Resignations

E07	Sant Pol de Mar	NL08	Middelburg
F50	Dinard	PL05	Rzeszow
I10	Fasano	PL11	Radom
I73	Modica	SLO05	Radovljica
I148	Cutro	F92	La Rochelle
I139	Chatillon	I79	Torino
I120	Udine		

There are many reasons for exclusions and resignations. Often it just takes a change of director at a school for the invoices to remain unpaid through mere ignorance of our Association and/or of its objectives and services.

Some schools leave the Association because of financial problems. In these cases the schools could request companies or book publishers to pay their annual subscriptions – a fairly common practice in some countries.

c. New members

ARM01	Yerevan	F91	Argenton sur Creuse
A16	Warmbad Villach	I159	Palermo
B23	Mechelen	I160 Part prof	Oris international
B24	De Panne	I161	Tolmezzo (Udine)
B25	Oostende	I162	Bari (Ettore Majorana)
B26	Anderlecht	L02	Wiltz
CH05	Lausanne	P13	Porto
CR23	Vinkovci	PK01-OBS	Faisalabad
CR24	Zadar	RO06	Lugoj, Judetul Timis
CR25	Buje	RUS10	Irkutsk
CR26	Požega	TR19	Cide Kastamonu (returning member, had paid all subscriptions owed)
CY02	Nicosia—Higher Hôtel Institute	TR22	Bozüyük/Bilecik (member returning after exclusion in 2009)
CZ08	Policka	TR39	Ordu
E19	Valladolid	TR40	Ayvalik Balikesir
FIN20	Hämeenkyrö	USA01-Prof	Philadel.(Taylor &Fr.)
		USA02-Prof	Portland (CIEE)

Klaus Enengl welcomed two new countries to our Association, namely Armenia and Pakistan. These lists of exclusions, resignations and new members were adopted by unanimous vote.

14. Discharge of the Presidium and other votes

The Assembly voted unanimously to grant discharge to the Presidium for the 2010 exercise. Klaus Enengl thanked the Assembly for the confidence they placed in his team.

15. Christmas in Europe 2011 and 2012

- Christmas in Europe 2011

This year Christmas in Europe would take place in Zagreb (Croatia) from December 1st to 7th 2011. Klaus Enengl warmly thanked the Zagreb School and its director Marija Razan-Krizanac for stepping in to replace the Rhodes school which had been obliged to step down as organiser of the 2011 Christmas in Europe because of the financial crisis in Greece. Marija Razan-Krizanac said that it was an honour to take over from Rhodes. Currently 21 schools from 16 different countries were registered for this opportunity to celebrate Christmas in accordance with their traditions and customs. The event's objective is to promote a European spirit, tolerance and understanding between peoples, and to fight for a better world.

The programme would be as follows:

1st day, Thursday

	- participants arrive at the airport, the railway station or the coach terminal - accommodation at the Zagreb Westin Hotel - welcome cocktail and buffet (in the 'Opera' Hall) - musical interlude
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2nd day, Friday

	- breakfast
- 09.00 – 13.00	- preparation and setting up of stands - lunch
- 17.00 – 19.00	- opening ceremony, the participants enter wearing their national traditional costume and bearing their national flag; welcome speeches (in the Panorama Hall)
- remainder of the day	- preparation of the European buffet
	- dinner

3rd day, Saturday

	- breakfast
- 09.00	- parade directed by the Kravat regiment (starting at the Westin Hotel, Frankopanska Street - Ilica - Trg bana Jelačića - Kaptol)
- 10.00	- Mass in Zagreb Cathedral - lunch
- 15.00 – 20.00	- exhibition on stands
- remainder of the day	- preparation of the European buffet
- 20.00 – 22.00	- European buffet in the Opera Hall

4th day, Sunday

	- breakfast
	- lunch
- morning and afternoon	- City tour ('Zagreb time machine')
- 17.00 – 18.00	- exhibition on stands
	- dinner

5th day, Monday

	- breakfast
- 10.00 – 12.00	- Cultural programme at the Gavella Theatre - lunch
- 15.00 – 17.00	- dismantling of the stands - Visit of the city ('Grič's Secrets' in the afternoon)
	- dinner

6th day, Tuesday

	- excursion to Krapina and to Oršić Castle (Neanderthal Museum in Krapina, medieval games, lunch)
	- return to Zagreb in the afternoon
- 18.00	- Farewell reception for all participants at the Westin Hotel (in the Panorama Hall)
- 20.00	- Gala dinner for the adults in the Opera Hall, free time for students and their assistants

7th day, Wednesday

	- departure of participants
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- Christmas in Europe 2012

For 2012, Christmas in Europe is scheduled for December 4th-9th in Bled (Slovenia). Peter Mihelcic asked the Assembly to excuse the absence of Jana Spec, who was to have presented Christmas in Europe 2012 but had been unable to come to The Hague because she had a broken leg. Klaus Enengl wished Jana a speedy recovery on behalf of the AEHT. Peter Mihelcic explained that the 2012 programme would be more or less the same as for Zagreb. The traditional parade would take place on the promenade around the lake as far as the castle. There would be excursions to Ljubljana and to the Postojna caverns. The town of Bled is easily accessible via airports in Ljubljana, Klagenfurt, Zagreb and Venice. The delegations would be housed in the Astoria training hotel close to the School.

16. 2012 Annual Conference in Ohrid and Skopje, Republic of Macedonia

The next AEHT Annual Conference would take place in Ohrid and Skopje on October 8th-13th 2012. The country enjoys an average of 2,800 hours of sunshine per year, which promises good weather for this conference.

The competitions will take place in Ohrid. The Ohrid region was listed as a UNESCO World Heritage Site in 1979 because of its great natural interest. Indeed it is a refuge for a large number of animal and plant species which in some cases are becoming extinct in the rest of the world. Lake Ohrid, which is home to several endemic species, is the oldest lake in Europe.

In 1980 the classified area was extended to the old town of Ohrid, which is the Republic's most beautiful tourist attraction. The town is a veritable museum, boasting remarkable byzantine architecture and monuments. The town is still called the 'European Jerusalem' on account of its 365 churches, including churches built in caves.

Conference delegates could land at one of two airports: Alexander the Great airport in Skopje (SKP) or St Paul the Apostle airport in Ohrid (OHD). The organisers are negotiating with airlines to arrange for international flights arriving in Skopje on October 8th (from Zurich, Prague, Paris, Istanbul etc) likely to be used by conference delegations, to continue their flight to Ohrid. Those who land at Skopje would enjoy a two and a half hour transfer by bus to Ohrid which is located 170kms from the capital. Participants could also travel by train to Skopje station. The conference centre would be the venue for the meetings and for some of the competitions. Participants can expect a rich cultural programme, and excursions will be organised several times over, in order to enable everyone to take part in those which interest them. On the penultimate day, as a way of sparing delegates the long transfer from Ohrid to Skopje on the day of their departure, a whole-day excursion will be arranged which will take all the participants to Skopje, where they will check in to another hotel, 10kms from Skopje airport, for the final night. Skopje has been largely rebuilt since the 1963 earthquake. It is a modern city, and many of the highly interesting monuments have just reopened for visitors. The gala evening will take place in the Skopje conference centre, which can accommodate 1000 people.

For information, herewith the provisional conference programme (which is subject to modification):

Draft Program AEHT 2012 OHRID&SKOPJE - Macedonia
7 – 13 October 2012

Monday 8 October 2012 (Arrival day)

Time	Activity	Where
All day	Arrival at Alexander the Great Airport (Skopje SKP) & transfer to hotel Arrival at St. Paul the Apostle Airport (Ohrid OHD)& transfer to hotel	Skopje-Ohrid Ohrid Airport - Hotels in Ohrid
	Arrival train station / Skopje Railway Station	Skopje Railway Station - Ohrid
18.30 – 20.30	Dinner	Hotels 1&2

Tuesday 9 October 2012

06.30 – 09.30	Breakfast	Hotels
08.00 – 09.30	Briefing judges	Hotel?
10.00 – 12.00	Opening Ceremony	Ohrid
12.00 – 14.00	Lunch	Hotels 1&2
12.00 – 16.30	Additional Activities	???
13.30 – 16.00	Leisure& Ohrid Sight Seeing	Ohrid
13.30 – 17.30	Meeting Presidium	Hotel?
14.00 – 17.00	Briefing participants	Ohrid (Hotels)
14.00 – 17.00	Additional Activities	??
19.00 – 21.00	Dinner	Hotels 1&2
20.00 – 01.00	Live Music & Disco	Hotel

Wednesday 10 October 2012

06.30 – 09.30	Breakfast	Hotels
07.00 – 11.00	Competitions	Hotels(Sport Centre “Biljanini izvori”)
09.00 – 13.00	workshops & seminars & excursions	Ohrid
09.00 – 12.00	Leisure: Ohrid Sight Seeing	Ohrid Old Town
09.00 – 12.00	Meeting Executive Board	Hotel?
09.00 – 12.00	workshops & seminars & excursions	Ohrid&Struga
09.00 – 10.30	workshops & seminars & excursions	Hotels/Ohrid&Struga
10.45 – 12.15	workshops & seminars & excursions	Hotels/Ohrid&Struga
12.00 – 14.00	Lunch	Hotels 1&2
11.30 – 15.30	Competitions	Hotels(Sport Centre “Biljanini izvori”)
13.30 – 17.00	➤ Ohrid Lake Cruise,	
	➤ Ohrid Sight Seeing	
	➤ Struga Sight Seeing	
	➤ Other tours, excursions and tours	
16.00 – 20.00	Competitions	Hotels(Sport Centre “Biljanini izvori”)
20.30 – 22.30	Traditional Macedonian Dinner	Hotels 1&2

Thursday 11 October 2012		
06.30 – 09.30	Breakfast	Hotels
08.30 – 12.30	<u>Leisure program:</u>	
	➤ workshops & seminars & excursions	Hotels/Ohrid&Struga
	➤	
07.00 – 11.00	Competitions	Hotels(Sport Centre “Biljanini izvori”)
09.00 – 13.00	Additional Activities	
09.00 – 12.30	General Assembly	Hotel X
12.00 – 14.00	Lunch	Hotels 1&2
11.30 – 15.30	Competitions	Hotels(Sport Centre “Biljanini izvori”)
14.30 – 18.00	➤ Ohrid Lake Cruise,	
	➤ Ohrid Sight Seeing	
	➤ Struga Sight Seeing	
	➤ Other tours, excursions and tours	
16.00 – 20.00	Competitions	Hotels(Sport Centre “Biljanini izvori”)
19.00 – 21.00	Dinner	Hotels 1&2
20.00 – 01.00	Live Music & Disco	Hotel
Friday 12 October 2012		
06.00 - 07.45	Breakfast	Hotels
08.00 – 17.30	Check Out, All Day excursions in Skopje(tour) Lunch, Sight Seeing, Skopje Fortress-Kale, The Stone Bridge, Old Bazaar, visiting Museums and Art Galleries, Millennium Cross, Canyon Matka and Vrelo Caves, Visit to Winery	Skopje&Valandovo
14.00 - 19.00	Check In	Hotels in Skopje
19.00 - 01.00	Gala dinner including awards and closing ceremony	Hotel Alexander Palace - Skopje
Saturday 13 October 2012 (Departure Day)		
06.30 - 10.00	Breakfast	Hotels
All day 04.00-24.00	Departure to Skopje Airport & Ohrid Airport	Alexander the Great Airport (SKP) & St. Paul the Apostle Airport (OHD)
	Departure to Skopje Railway Station	transfer from Hotel to Skopje Railway station

The hotel rates were still being negotiated by the organisers, and would be made known to members as soon as possible. **Teachers would probably be accommodated in the Metropol Hotel**** and in the Inex Gorica Hotel*****.**

The competitions would probably be organised around the following disciplines:

- Culinary arts
- Restaurant service
- pastry
- bar/cocktail
- barista
- tourism destination
- reception
- Management (Level EQF 5+)

The number of participants accepted for the competitions would be the same as for the competitions in The Hague, except in the case of the tourism destination and of the reception competitions for which a larger number of contestants would be allowed.

The deadline for applicants wishing to take advantage of the early bird rate would be July 10th 2012. After this date the rates would increase by €40 or €50 per person. The final registration deadline for the conference would be September 15th 2012.

The registration fees are per person and include accommodation, meals, transfers and participation in all the activities set out in the programme. The organisers hope to be able to charge prices that are up to €100 lower than those charged for The Hague, while the standard of the food and accommodation would remain the same.

Students would be able to book only the packages reserved for students; however, other categories of participants would be entitled to book packages intended for students.

Registration fees according to accommodation:	Up to July 10th	After July 10th
Package for students (2/3 students per room)	To Be Announced	TBA
Accommodation for teachers/management		
Standard single room	TBA	TBA
Standard double room	TBA	TBA
Single room at the Metropol Hotel**** or at the Inex Gorica Hotel*****+	TBA	TBA
Double room at the Metropol Hotel**** or at the Inex Gorica Hotel*****+	TBA	TBA

NB: the calendar for future Annual Conferences is as follows:

- 2012: FYR of Macedonia
- 2013: multinational destination
- 2014: Belgrade, Serbia
- 2015: Maastricht, The Netherlands
- 2016: Ankara, Turkey
- 2017: Simferopol, Ukraine

17. Date of the next Ordinary General Assembly

The next General Assembly would take place on October 11th 2012 in Ohrid (MK) during the next Annual Conference.

Klaus Enengl,
President

Nadine Schintgen,
General Secretary