



THE EUROPEAN  
SPORTS NGO

# ENGSO Annual Report



20  
22



# THE EUROPEAN SPORTS NGO

The purpose of the Annual Report is to highlight the meaning and impact of ENGSO activities throughout the year.

We will achieve this by:

- Being measure- and impact-focused
- Clarifying the meaning of ENGSO activities
- Using facts and figures wherever possible
- Align closely to the ENGSO strategy and Annual Action Plan



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# CONTENTS

- 04** President's and Secretary General's Message
- 07** ENGSO members
- 08**
  - Faroese Confederation of Sports and Olympic Committee - Host of the General Assembly 2022
- 09**
  - Netherlands Olympic Committee and Sports Federation - Host of the European Sport Platform 2022
- 10** Achievements in 2022
- 11**
  - ENGSO as advocate in the European policy arena
- 17**
  - ENGSO as a platform for developing and exchanging ideas
- 26**
  - ENGSO's organisation, finances and brand
- 29** ExCom
- 30** ENGSO and its Committees
- 34**
  - ENGSO EU Advisory Committee
- 36**
  - Equality Within Sport Committee
- 38**
  - ENGSO Youth

# Dear friends,



It is with utmost gratitude and appreciation to our members and partners that we present to you this re-structured edition of the ENGSO Annual Report 2022. The activities and achievements that you will read about here are would not have been as impactful without your trust and fruitful cooperation.

Therefore, I am sincerely thankful to our member organisations, long-term partner The European Lotteries, our network of partners that grew with the signed Memorandum of Understanding with the European Fair Play Movement, our committees, staff, friends and supporters that made a big contribution to strengthening ENGSO and the European grassroots sport movement.

2022 made us witness the return of armed aggression and war to the European continent. We took a strong stance for the democratic and european values and condemn the attack on Ukraine. As a result of the unjustified aggression towards Ukraine, the whole European sports movement was faced with energy crisis. ENGSO organised an online exchange for its members to facilitate the exchange of good practices to navigate this crisis that complicated the restart of sport activities and programme after the Covid pandemic.

But we are also looking back on achievements that we will carry into 2023 and will further expand and upscale with our activities.

A dominant topic of 2022 was gender equality and participation of the LGBTQI+ community. The EQUIP project has entered its implementation phase to test action plans in the field to increase the inclusivity of sport clubs and their programmes. But also the Equality Within Sport Committee has been a driving force for this topic with the Action Plan for Equality in Sport, being present at various events and even organising a panel on Sport as a Vehicle for Gender Equality at the Peace and Sport Forum. ENGSO is looking forward to continuing its work in this field with the expertise of the network of the EWS.

Also our EU Advisory Committee was a driving force to publish our Position Paper on the European Sport Model. With this position paper, ENGSO is providing the unique perspective of the grassroots sport movement on this widely discussed model.

Furthermore, the White Paper on Accessible Sport Infrastructure was ENGSO's contribution to the Czech Presidency and we are grateful for the combined expertise in that Committee thanks to the nominated representatives of our member organisations.

We finalised the SPIRIT project and said hello to CHANGE to work on innovative ways to tackle present and future sport governance challenges and joined forces with ENGSO Youth for the Youth Integrity Ambassadors Project.

Thank you all for your valuable contributions and ongoing support in 2022!

**Stefan Bergh,  
ENGSO President**

# Dear members, dear colleagues and friends



It is a great pleasure to present you the new concept of the ENGSO annual report.

This year we decide to change the format of our annual report and organise the information in a different way.

Specifically we wanted to provide you the opportunity to connect the activities implemented during the year with the ENGSO Strategic Plan adopted by the GA. In this way it will be possible not only to see what activities and projects ENGSO implemented during the year, but also measure the impact of our work and check how we managed to meet the objectives and priorities of our strategic plan.

For this reason the report is composed by 3 main chapters, one chapter for each priority areas of the strategic plan:

1. First chapter is about the advocacy and policy work implemented during the year,
2. The second chapter is about the work done by ENGSO to empower and strengthen the networking activities to support and create added value for the membership and the sport movement at grassroots level enlarged,
3. The last chapter is about the development ENGSO did as an organization, the main changes, improvement and achievement done through the year within the structure.

The annual report will also include a special section for the members who hosted an ENGSO event during the year to listen to their voice and impression regarding the work done together. Also there is a segment for our ExCom to know them better.

We really hope this new format may be more informative and provide you a clearer vision on the impact of our organization.

I want to take the occasion to thank all of you for the support you are always giving to us in the secretariat and all the departments: without you it will be impossible to do the work we are doing and achieve the results you can read in this annual report!

Enjoy the reading,

With my warmest regards,

**Sara Massini**



# ENGSO members

In 2022, the ENGSO network comprised 31 organisations with an approximate total of 78mio federations and individual members across the European continent. It is all those individuals, clubs, federations and umbrella organisations that we aim to represent at the European level, empower and strengthen through our projects and with whom we work together to strengthen the European grassroots sport movement.

We would like to give the floor to the two organisations that hosted us and the European grassroots sport movement for the ENGSO General Assembly and the European Sport Platform.

# Faroe Islands Host of the ENGSO General Assembly 2022



**The NOC of the Faroe Islands has been the host of the ENGSO GA 2022. How was it to host this event and welcome the European Grassroots Sport Movement in your country?**

It was a really special moment for the Faroe Islands for several reasons. It was particularly wonderful to welcome the European grassroots sports community in person after such a tough time for us all recovering from Covid. We are only a small nation in terms of population but our sporting ambition is huge. So, as a small nation being able to host such an important gathering of the European sports community, really was an honour for us. We made some great sporting friends and contacts that have helped shape our own community sports strategy going forward.

**You have been an ENGSO Member and now also the host of one of the main ENGSO events. What would you advise an organisation that is considering attending an ENGSO event or even becoming a member?**

We would absolutely recommend as many people as possible who operate in community and grassroots sport become part of the ENGSO family. You can pick up great advice and share experiences that can then be put into practice in your own sports club or situation. ENGSO also connects you to some great experts which can also be really valuable. To be honest, there is only benefits to becoming an active member.

**Can you share a moment of the preparation or the event itself, that made you think "Yes, this is the spirit of ENGSO and the European Grassroots Sport Movement"?**

What really stood out for us was hearing in person from so many sports experts who shared their experiences. Of course, every country is a little different, but by sharing lessons and advice on the role community sport can play in wider society was really helpful for all who attended. It really felt like a family gathering of European sports with everyone having a shared goal or purpose to make community sport even more important. Everyone was so open and friendly and really keen to share their own experiences. That's what stood out for us.





# NOC\*NSF

## Host of the ENGSO European Sport Platform 2022

**Can you share a moment of the preparation or the event itself, that made you think "Yes, this is the spirit of ENGSO and the European Grassroots Sport Movement"?**

Those are of course several moments. A few that stand out for us are:

The nice informal conversations during breakfast, lunch and dinner. We got to know each other better, learned a lot and established new partnerships.

The beautiful presentations and high-quality workshops. Enthusiasm radiated from everyone. We ourselves are also very proud that we have been able to show our Dutch good examples to Europe. The spot on presentation of Okrah Donkor from Triple ThreaT basketball club, our data-driven approach to gain more insight into people's sports behavior by our former executive director Richard Kaper and the valuable sociological contribution of Kiza Magendane are very helpful to us.

**The NOC\*NSF has been the host of the ENGSO ESP 2022. How was it to host this event and welcome the European Grassroots Sport Movement in your country?**

We are more than happy to be part of the ENGSO family more intensively. By organizing the ESP we have strengthened our European ties. It was very special for us to welcome so many European countries to Arnhem (Papendal) and we have experienced a wonderful event that inspired sport federations and organisations, and individuals to act on inclusion and improve equal opportunities in and through sport in Europe and beyond.

**You have been an ENGSO Member and now also the host of one of the main ENGSO events. What would you advise an organisation that is considering attending an ENGSO event or even becoming a member?**

It is an excellent opportunity for each country to contribute to the European movement. It gives you a new network, a lot of knowledge and beautiful friendships. In addition, it is of great importance that we, as Europe, work together substantively to raise the important issues in sport to a higher level. Not organizing the ESP is a missed opportunity, just do it. We are happy to act as a buddy to share our lessons with other countries that want to organize the ESP.



# Achievements in 2022

# ENGSO as advocate in the European Policy Arena

**ENGSO is striving to enable a thriving civil society of sport and the modernisation of the sports movement through its advocacy and policy work.**

## **Position Paper on the European Sport Model**

In 2022, the European Sport Model has received considerable attention from a wide range of stakeholders. The release of the European Commission's report on the key features of the European Sport Model as well as the Council of Europe's revision of the Sports Charter, provided impetus to disseminate the position of grassroots sport on the issue. After close consultation with the members, [ENGSO published its position paper on the European Sport Model](#) underlining the importance of grassroots sport and its structures based on volunteering. Just as importantly, the position paper stresses the necessity of considering possible unintended consequences on sport when developing policy and approving all relevant European legislation. The relevance of ENGSO's position paper was further strengthened by the ongoing European Super League case which puts the spotlight on widely recognized key features of the European Sport Model. Hence, the release of the position paper gained momentum amidst the policy discussions surrounding the topic, and it continues to shape the trajectory of the European Sport Model and in particular, the bottom part of the pyramid – the grassroots sport movement.

## **White Paper: The Importance of Accessible Sports**

The Czech Republic held the rotating presidency of the Council of the EU for the second half of 2022. As part of its sport programme, the presidency highlighted the importance of accessible sports infrastructure to increase participation in sport. To support this effort, the ENGSO EU Advisory Committee contributed to the Czech presidency by sharing its knowledge and presenting the position of grassroots sport. The main contribution was the *'White Paper on Accessible Sports Infrastructure'*, which is a collection of academic articles and good practices from different countries in Europe. The White Paper emphasised the key role of sports facilities as a social anchor within communities and the importance of increasing social capital, such as physical health, psychological well-being, and social health. In the same vein, the aim of the paper was to strengthen the accessibility of sport for all, regardless of sex, disability, socioeconomic status, religion, national origin, and sexual orientation, by focusing on three dimensions of accessibility: physical, geographical, and socio-economic. The EU Advisory Committee was also present at the conference on *'Sustainable and Accessible Sports Infrastructure'*, organised by the Czech Presidency of the Council of the EU. In November 2022, the Council of the European Union adopted the *'Conclusions on Sustainable and Accessible Sports Infrastructure'*, which marked another highlight of the 2022 ENGSO's policy work due to its significant contribution to the Council Conclusions.

Three suggested dimensions of accessibility as well as other related aspects of increasing sport participation were incorporated into the Council Conclusions. As such, the important inputs provided by ENGSO helped to successfully represent the views of grassroots sport at the European level.

### Online exchange on the energy crisis

Energy prices have hit all-time highs in 2022, which was accelerated by the illegal invasion of Ukraine by Russia. Elevated energy costs had a debilitating effect on the sport sector, which, in turn, raised the need to implement energy-saving measures while maintaining key sport-related services. To this end, the ENGSO EU Advisory Committee organised an online exchange on the energy crisis, which gathered a large network of sport organisations to share good practices in reducing energy costs. The two in-depth interventions, by the Portuguese Institute for Sport and Youth, and the Swedish Sports Confederation, raised a number of recommendations, ranging from lowering the temperature in buildings to accessing emergency funds established by governments. Moreover, the underlying theme of the collection of good practices from nine ENGSO member organisations is consultation with national governments on how to reduce the increased financial burden of sport organisations. The online exchange underscored ENGSO's important role as a platform for developing and exchanging ideas.

### Key figures of the online exchange:

**People reached with the online exchange: around 60 registrations; representatives from 17 different European sport organisations (NOCs, Sports Confederations, European Sport Federations) and 2 research institutes and university associations**

**9 Country profiles of the energy crisis collected**

**3 outputs on total, 1 webinar**

### Equality

The operating grant received through the CERV program (Citizens, Equality, Rights and Values Programme) of the European Union enabled ENGSO and the Equality Within Sport Committee (EWS) to deliver on its key objectives for 2022. The activities implemented under the operating grant were developed as an Action Plan for Equality in 2022 and presented on the ENGSO Education webpage: <https://www.engso-education.eu/equality-within-sport/>

The main priority was to improve equality in and through sport in Europe and empower voluntary-based grassroots sport organisations to use sport for promoting equality, human rights and democratic values for a stronger Europe, with a focus on LGBTQI+ people. The activities under the operating grant are all shaped to fit in and support the work of the EWS committee.

4 main objectives:

1. Raise awareness on the discriminations encountered by the LGBTQI+ community when accessing and participating in sport and physical activities.
  2. Set the framework and increase knowledge on the participation and experiences of LGBTQI+ people in grassroots sports;
  3. Empower with knowledge and equip with skills umbrella sport organisations on equality, with a focus on LGBTQI+;
- Develop and expand network under the EWS Committee focusing on LGBTQI+.

**Key figures of ENGSOs activities in the field of Equality:**

**280** Participants to the activities organised by ENGSO/EWS (webinars and sessions)

**1** learning document on the inclusion of transwomen in grassroots sport

**1500** people reached by EWS members and participations during external events

**1** literature search (collection of studies)

**1** study conducted on "Sport and LGBTQI+" and 1 European event attended to collect data (EuroGames)

Data collected via interviews and questionnaire: questionnaire distributed in 13 languages (Albania, English, French, Finnish, German, Greek, Italian, Portuguese, Russian, Serbian, Spanish, Swedish, Turkish). 186 athletes filled out the online questionnaire and 6 interviews conducted with athletes during the EuroGames 2022 or online.

Publication of the results of the study in the format of 4 factsheets published on: (1) The participation of LGBTQI+ people in sport, (2) The legacy of the COVID-19 pandemic, (3) LGBTQI+ women in sport and (4) Safe sport.

Organisation of 2 webinars on LGBTQI+ participation and experiences in grassroots sport

Organisation of 3 sessions on equality during ENGSO events

### HealthyLifestyle4All Initiative

ENGSO contributed to the European Commission initiative linking sport and active lifestyles with health, food and other policies with a pledge that focused on the second pillar of the campaign entitled "Better access to sport, physical activity and healthy diets, with special focus on inclusion and non-discrimination to reach disadvantaged groups. ENGSO pledged to create a concrete training dedicated to coaches at grassroots level in order to enable them in seeking the protection and promotion of mental wellbeing in sport to facilitate the access to sport for people with migrant backgrounds and foster their inclusion in society. The program was built on the experience and expertise of the partners involved in the SPIRIT project led by ENGSO. SPIRIT has produced six intellectual outputs, exploring and promoting the role of grassroots sport coaches in improving the mental wellbeing of sport participants. For example, the '*Sport Coaching for Mental Well-being*' training course is designed for coaches at the grassroots level, zooming in on enhancing their awareness of mental health challenges in sport and their ability to create inclusive environments for all. Additionally, the '*Mental Well-being Coaching Toolkit*' has been developed as a coach development program, consisting of practical resources to protect and enhance the mental wellbeing skills of those participating in sports activities.

As part of the project implementation, six events were organised in six countries to equip coaches with the necessary knowledge and support sport participants of migrant backgrounds, with a special focus on the improvement of mental health. The SPIRIT project culminated in the organisation of an international conference in Arnhem, the Netherlands, entitled '*Sport Coach for Mental Well-being*'.

Through the promotion of the education, tools and experiences through an European-wide online campaign, policy, projects and communications go hand in hand and leverage ENGSO's actions.

### Key figures of the SPIRIT project:

**1** Online course

**1** International conference

**6** Multiplier events in **6** EU countries

**6** Intellectual outputs

**75.000** people reached online

**Sport Stands for Ukraine**

ENGSO and ENGSO Youth published a statement on the violent aggressions by the Russian Federation and the Republic of Belarus towards Ukraine and its people. ENGSO remains in solidarity with the Ukrainian Sport Community. The statement was sent timely and reached all ENGSO members and the further public via the ENGSO website.

At the time of publication, no one would have thought that the aggression would continue over this prolonged period of time and accompany us through 2022. The solidarity with Ukraine was reaffirmed in April. The ENGSO membership of the Russian Olympic Committee had been suspended.

The concrete and immediate steps that ENGSO committed to were making the ENGSO internal tools available (ASPIRE, SPIRIT) to help those fleeing the war, recover and cope with trauma and support psychological and social well-being through and with sport. Additionally, ENGSO and ENGSO Youth lead a communication campaign to promote concrete actions that sport clubs, organisations, athletes, and individuals in the field of sport could do to contribute to helping people in Ukraine through sport. Based on those toolkits and the campaign, ENGSO Youth hosted educational sports workshops focused on promoting Human Rights and providing platforms for dialogues to mitigate and prevent further risks of conflicts.

Furthermore, ENGSO collaborated with the United Nations High Commissioner for Refugees (UNHCR) to organise an online meeting for the members of ENGSO in order to coordinate the actions of the sport movement in helping those fleeing the war and those within the country. The online roundtable resulted in increased collaboration between the sport movement and the UNHCR by mapping the implemented actions and cooperating to create more effective support for the Ukrainian people in the future. The participation of 24 sport movement representatives, ranging from national Olympic Committees to other domestic sport organisations, ensured the materialisation of two main learning outcomes. Firstly, national sport organisations have the capacity to act as moderators, establishing links between national authorities and the grassroots level to indicate the needs of the sector and assist clubs and federations in obtaining needed support. Furthermore, participants raised concerns about the long-term financial uncertainty in continuing to provide free provisions to Ukrainian refugees in their welcoming countries. Ultimately, initiated by the UNHCR sport office, the knowledge and exchanges gathered during the online meeting were transferred to the dedicated website that maps the actions of the sport movement for the benefit of Ukraine and the Ukrainian people. ENGSO, by being the link between international entities and national sport organisations, continues to support the UNHCR sport office in its efforts to provide up-to-date information about the sport movement's help for Ukraine.

For further collaboration on a transnational level, ENGSO participated in the expert table organised by UNHCR, which aims to facilitate learning between sport organisations, in an effort to align and complement activities for the Ukrainian people. ENGSO consulted its member organisations that are working to accommodate the needs of Ukrainians, and streamlined this expertise to the expert group discussion. As a result, an online database was created, which collects initiatives, resources, and activities held by partners to help those within Ukraine and hosting refugees. ENGSO, on its part, remains at the disposal of the initiative and takes part in bimonthly meetings to inform about new possibilities or build bridges to its own resources, such as SPIRIT or co-developed tools like INAMOS.

### Key figures:

**24** national sport organisations took part in the online event and shared their information to contributing to the mapping exercise of UNHCR office

**ENGSO collected initiatives, activities and resources from a total of:**

**21** Organisations

**Covering**

**16** activities

**12** resources



**All those were shared with the members at the expert group and made available for the Sport for Ukraine website.**



# ENGSO as a Platform for Developing and Exchanging Ideas

**ENGSO is a network connecting 33 organisations from 31 European countries and striving to provide a platform that enables the developing and exchanging of ideas that enhance the capacities of grassroots sport.**

Policy and projects go hand in hand. We aspire to equip our members to tackle current issues relevant for grassroots sport, as well as promote sport as a tool to solve challenges in society today. The good practices we create feed back into our advocacy work to leverage the position of grassroots sport in the EU discourse.

**The aim of the project SPIRIT is to develop a framework for humane, inclusive and empowering coaching and sport clubs that nurture mental wellbeing. The implementation of the concept of positively humane coaching can decrease drop-out levels in sport, thus increasing physical activity and improving public health. Moreover, vibrant and welcoming sports clubs result in more cohesive communities and societies, enhancing social inclusion.**

Mental health is a state of well-being in which every individual realises one's own potential and is able to make a contribution to one's community. This is especially true for people coming from marginalised group such as migrants and minorities. It encompasses emotional resilience, allowing us to enjoy life and overcome disappointments and sadness. In sports, the coaching professionals and volunteers are not always equipped to create the right environment to ensure taking into consideration the dimension of mental health in their program for their athletes/sport clubs members. The project ensure that coaches and volunteers are able to create the appropriate program to allow sports activities also supports mental health development and even the small acts and words that people encounter in sports can steer the future course of their lives.

In 2022 SPIRIT [published the mental-wellbeing coaching toolkit](#), a coach development program that offers coaches a collection of resources with the aim of protecting and enhancing mental well-being skills of sport participants. It has been constructed upon scientific findings and recommendations, of Spirit project's deliverables, namely a systematic literature review, good practice collections from sport clubs and recommendation for coach educators.

∴ During the 2022 we organized

**7** National events in

			
Bulgaria	Spain	Finland	Germany

**1** International event as final conference in


Netherlands

We reached more than

**300**

people during events and over

**200.000**

people through the online campaign done with the project results in the 2022.



The project involved

**12** partners involved wither in sport or in migrants and minority inclusion from:

					
Bulgaria	Belgium	Greece	Sweden	Finland	Germany

The second main outcome is the Sport Coaching for Mental Well-being Online Course in 7 EU languages: a free course designed for sport coaches and sport clubs who wish to improve their knowledge on the topic of mental well-being and inclusion of athletes in grassroots sport.

The project concluded with the final conference, entitled “Sport Coaching for Mental Well-being Conference” which will take place in Arnhem, The Netherlands, on 13 October 2022. The event was the most important moment of the project where the achievements of the project were publicly presented and distributed. The event was also a great occasion for the partners to meet new sport entities and start planning follow-up activities and new actions to create new cooperation and strengthen the competencies of coaches and volunteers in taking care of mental health-wellbeing in their work.

The outcomes of the project provided either practical tools to be used by sports organizations at the grassroots level to enrich their programs and also collected useful data and policy recommendations to be used within EU tables to promote sport as a mean to promote and care for mental wellbeing. ENGSO will work with the European Commission to ensure the lessons learned during the project will contribute to shaping the EU agenda on health and well-being.

The main aim of the EQUIP project is to improve equality in sport in Europe through the practical and sustainable implementation of the existing good practices and policies. Coordinated by ENGSO, the project gathers 8 partners, among which 7 are ENGSO members or associated members, for a representation of 6 countries in total. EQUIP is a project co-founded by the Erasmus+ program of the European Union and stands for Equip for Equality in Practice

Despite a significant increase of awareness and the multiplication of policies that aimed at improving inclusion in sport, certain groups are still marginalised because of their gender, sexual orientation, race or ethnicity, socio-economic status or disabilities. The numbers are alarming. For example, “men (16%) are more likely than women (10%) to be members of a sports club” (Eurobarometer 2022) and “90% of respondents consider homophobia and particularly transphobia in sport a current problem” (Outsport survey 2019).

The EQUIP project was conceived out of the acknowledgement that research and advocacy are strong in prioritising equality, but concrete actions are still lacking. In 2022, EQUIP partners that are also umbrella sport organisations were able to exchange their experience and the challenges they face in supporting their EQUIP Champions. These EQUIP Champions are clubs or federations mentored to develop and implement an action-plan on equality in their environment.

Their main learnings in 2022, at the mid-term of the project:

- There is always room for improvement, in other words: think intersectionality because discriminations often overlap. For example, a very strong program to reduce gender inequalities might not attract women from lower socio-economic background or transwomen for example.
- Small changes matter! The partner EGLSF often takes the example of how big the impact can be if a local club simply sticks a rainbow flag on its window and how much of a barrier-breaker this action can be to attract LGBTQI+ participants who might otherwise feel refrained to make their first step to join the party.
- Change can take time. There are probably several steps to undertake before a club / a federation / an organization can measure if it actually became more inclusive: accurate identification of the problem, set SMART goals, know the resources and the stakeholders involved in the process of change, design an action and implement the plan, monitor, evaluate and learn along the way!

The work on the final deliverable of the project also started in the last trimester of 2022: the production of a series of mini-videos on equality/inclusion. This series will target sport organisations, federations and clubs who are willing to take action toward more equality in their environment. They will learn about successful case stories from EQUIP and hear the key learnings that could be useful in their own context. The series will showcase a variety of topics (gender, sexual orientation, disabilities, socio-economic status, racial and ethnic discrimination), countries and levels of action. In 2022, the progress of 12 EQUIP Champions was tracked using the [Equality-action plan design guide](#) available on ENGSO Education and published at the beginning of the year.

## ::: 2022 in numbers:

**58**

Clubs and federations are currently mentored in 6 countries through the development and implementation of [Equality Action Plans](#).

**28**

[EQUIP experts](#) who are sharing their experience on equality, diversity and inclusion with the EQUIP partners and with EQUIP Champion at local, national or international levels.

More than

**180**

Participants attended one of the 6 '[equality within sport](#)' workshops organised in 5 different countries, online or on-site.

**1** Equality-Action Plan Design Guide available on the ENGSO Education website.

EQUIP partners met for **2** on-site meetings in

 Arnhem, The Netherlands (October)  Athens, Greece (May)

**Additionally,**

**2** Online project meetings

**3** Online steering committee meetings

The CHANGE project will contribute to the promotion of integrity and values in sports by focusing on promoting and improving good governance in sports. The organized sports movement will be equipped to adopt innovative governance approaches, tailored for grassroots sports, to build sustainable and innovative ways to tackle present and future challenges. The main aim is to develop an educational program on innovation and change management tailored for the Sports Federations and umbrella sports organizations.

Research shows that there is a need for the organized grassroots sports movement to find new approaches to tackle challenges connected to economic uncertainty, political changes that alter sport funding, community development priorities as well as dropping membership rates. For many grassroots sports clubs, it is overwhelming to change the way they work and to find new innovative approaches, the volunteers who support these have their hands full with tackling their day-to-day tasks. The CHANGE project will address these needs by developing a consortium of expertise on the topics of innovation and change management within the grassroots sports movement, gathering a comprehensive overview of best practices, and creating an interactive toolkit that will support the European grassroots sport movement in their work to overcome current challenges crisis by adopting digital tools, build sustainable and innovative ways to tackle future challenges.

The main achievement for 2022 was that the project proposal received funding from the Erasmus+ program and that the project officially started in September 2022. Another output reached was the successfully hosted kick-off meeting in October 2022.

**1 Partner meeting**  
**14 participants representing**  
**11 organizations from**  
**9 different countries were present.**

Youth Integrity Ambassadors Programme (YIAP) aims to train and empower young people and make them active Ambassadors of Integrity in Sport starting from their local realities. This objective will be reached through the creation of an educational programme realized by the Youth Sport and Integrity Expert Committee (1 youth worker+1youth expert per partner), built on the best practices of the organizations involved.

The main objective of the project is to initiate a positive change in the sport sector, by providing more participatory spaces for young people within it and make youth the driver of positive change. The main topic we're focusing on is integrity and the young people involved are trained in order to become the first Youth Integrity Ambassadors in sport.

At the same time, we aim to contribute to strengthening the EU work plan for Sport 2021-2024 and and the EU Youth strategies 2021-2027.

Main action of 2022 for YIAP has been the creation of the YSIEC Expert Committee and the work started for putting together the best practices of the partners involved, in order to create the first Educational path for Young Integrity Ambassadors.

## ::: In 2022 we held 2 events:

**YSIEC meeting**  
**(Brussels, September 2022)**  
**18 participants**

**Kick-off meeting**  
**(Vilnius, August 2022)**  
**8 participants**

**In Brussels we had a joint event with European Lotteries, during the European Week of Sports**  
**30 participants**

At the moment, our social media channels are followed by around

**200 people.**

The new Young Ambassadors will acquire knowledge and competences on management, digital tools, and values such as democracy, inclusion, equality and fairness to then ideate and organize local activities and online campaigns, to further disseminate the topic and involve new young people in the path of becoming ambassadors.

**ENGSO co-operates on various projects with its Member organisations to support with expertise and experience for the common goal.**

ENGSO works on gender equality and social inclusion through three projects.

**GAP Women** aims to eliminate the gender gap in federated sport and promote inclusive and sustainable sport and is firmly committed to gender equality in sport and to the inclusion of women belonging to groups at risk of social exclusion (immigrants, refugees, physically/intellectually disabled, mentally ill, victims of gender violence, long-term unemployed, etc.). In 2022, the project was kicked off in Barcelona and already saw the publication of its website and the start of the literature review process. Within the scope of this project, ENGSO will be in charge of the campaign and the local and national events which will be organised during the International Women's Day (8 March) and the European Week of Sport (23-30 September). Events will be organised in all the project partners' countries. ENGSO will create the promotional campaign for those events and coordinate the content which will be implemented by other project partners.

The overall objective of the project **Inclusion in Sport (iSport)** is to promote diversity and social inclusion using sport as the vehicle, to enhance the sporting experience of all participants – athletes and volunteers, especially targeting women, LGBT+ and people with disabilities. In 2022, the in person meeting in Nijmegen, the Netherlands on the occasion of the EuroGames 2022 enabled the project to take shape. ENGSO contributed to the outcomes of the project by designing the Quality Assurance Plan. Beyond that, ENGSO contributed with its previous experience and expertise in the field of social inclusion in and through sport.

**INAMOS**, seeks to enhance long term social inclusion and equal opportunities in and through sport, focussing on the engagement of newly arrived migrants into local sports clubs. The main output of the project is the online learning environment that was created to share information on the topic of integration of people with a migration background in six modules. ENGSO contributed to the outcomes by bringing its expertise and experience on inclusion and integration gained through previous projects. We have been part of the team that led an extensive research and comparative analysis of political frameworks regarding conditions, initiatives, programmes or roll-out strategies across different EU member states that foster social integration of newly arrived migrants (NAMs) in Voluntary Sports Clubs.

With regard to sustainability, ENGSO is an expert partner in the **BAGS** project, which is based on the quest to raise awareness about the relationship between the environment and sport, and the importance of implementing sustainable practices within the grassroots sport community. The project aims to initiate a behavioural change that would lead sport clubs and sport organisations to put sustainability into practice, especially when organising trainings, competitions and events. ENGSO is further responsible to deliver a training course in 2023.

### The ENGSO General Assembly

The Faroese Confederation of Sports and Olympic Committee had offered to host the General Assembly for several times but the pandemic came unfortunately in between. ENGSO was grateful when 2022 turned out to be year to organise the ENGSO General Assembly on the Faroe Islands.

We are grateful for a smooth organisation and hospitality as well as a study tour that was organised to get a glimpse of the beautiful Faroe Island.

During the two days on the Faroe Islands, there was a workshop on the recovery after Covid, discussions on Equality in Sport – LGBTQ+ and on Healthy lifestyle, and the role for sport organisations. The main objective of these sessions was to share experiences and learn from each other. Additionally, there was also a workshop on the European Sport Model, which enabled ENGSO to collect input from the member organisations as a basis for the Position Paper.

In general, the General Assembly also invites the attendees to exchange good practices and share learnings throughout the session.

**61 participants from  
21 member organisations/countries  
participated at the  
ENGSO General Assembly 2022.**

**The European Sport Platform (ESP)** the annual, two-day event represents ENGSO. The aim of the ENGSO European Sport Platform is to bring the members together to discuss and highlight topics that are interesting and important for grassroots sport. In 2022 the ESP was organised in Papendal, hosted by the NOC\*NSF, our member in the Netherlands. The program for the event was developed in cooperation between ENGSO and the NOC\*NSF and based on relevant topics for sport in Europe and the wishes of our members.

The NOC\*NSF had organised the event in an extremely professional way, from meeting rooms to speakers and technical solutions. ENGSO says thank you to the NOC\*NSF for having been an amazing host!

The theme of ESP 2022 was “The Inclusive Paradox”. Several presentations under this umbrella were organised, like the sport coaching for mental well being conference, Inclusive sports in Europe, Youth sport, Equality in Sport and several other roundtable sessions.

On top of this, the participants could choose from different workshops like New ways of attracting young people in sport, LGBTQI+ in sport, Social return on investment in sport and Human Rights and Youth in sport.

A lot of new knowledge and good practices were disseminated among the participants throughout the event and that is the most important aim of the European Sport Platform



There were

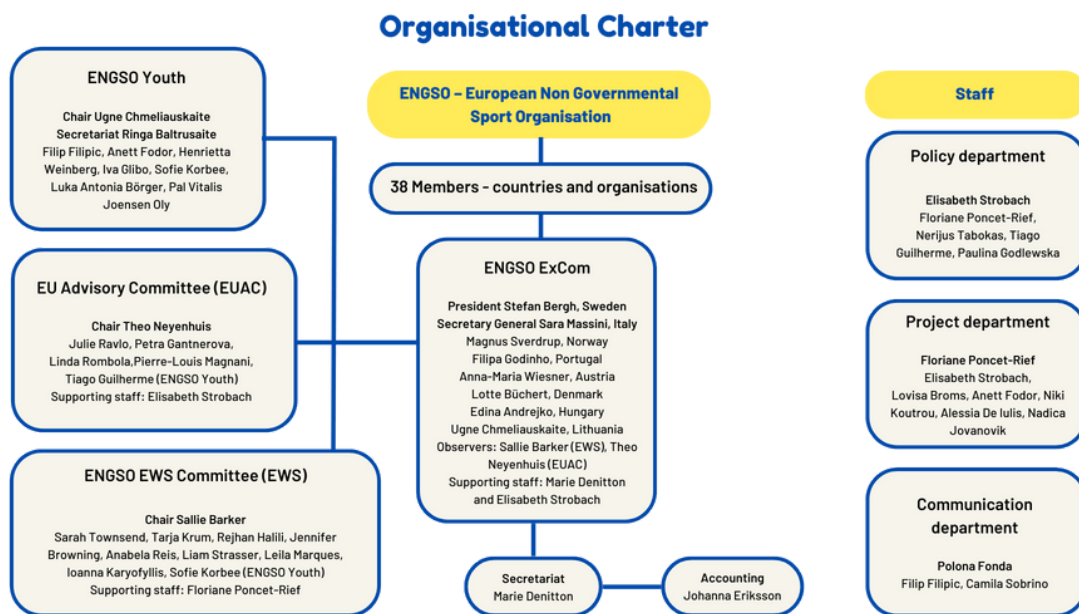
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Participants attending the ESP 2022 in Papendal, Netherlands. As part of the ESP was also the final conference of the SPIRIT project organised, together with project meetings for the Equality Within Sport Committee, EU Advisory Committee, CHANGE project and EQUIP project. The ENGSO ExCom had also an Executive Committee meeting during the days of the event.

In 2022, ENGSO not only joined forces with member organisation but also with our long-term partner The European Lotteries. United in efforts to promote values-based sport and empower young people to become the agents of change, ENGSO and The European Lotteries (EL) launched the Erasmus+ co-funded “Youth Integrity Ambassadors Programme” (YIAP) within the framework of the 2022 European Week of Sport.

# ENGSO's organisation, finances and brand

2022 has given ENGSO many opportunities to grow as an organisation and further professionalise our work so that our organisation, finances, branding and practices are fully aligned with the ENGSO vision and mission.



## ENGSO Staff



Last update: March 2023



ENGSO and ENGSO Youth have developed in their organisational structures. ENGSO has welcomed its new Policy and Coordination Officer Elisabeth Strobach and ENGSO Youth was joined by Project and Policy Manager Tiago Guilherme and Membership and Partnership Manager Paulina Godlewska.

ENGSO developed not only in terms of personnel but also with regard to its working methods. A newly introduced department structure covers both ENGSO and ENGSO Youth. Within the departments for ICT/Communications, Projects, and Policy we collaborate area-specific and exchange about good practices, common challenges and joint projects.

A milestone in getting the departments operational and welcoming the new staff members was the staff meeting held in Brussels in September 2022. Also the experienced staff members valued the opportunity to exchange considering that ENGSO/ENGSO Youth are usually working in true European spirit scattered across the European countries.

In 2022, ENGSO launched the ENGSO Education Platform. On this platform, new educational resources for grassroots sport movement are regularly added & during 2022 we could record 8500 users on the [www.engso-education.eu](http://www.engso-education.eu) platform.

Additionally, ENGSO launched the completely renewed and improved ENGSO website [www.engso.eu](http://www.engso.eu)

ENGSO also signed a Memorandum of Understanding with the European Fair Play Movement. The MoU was signed on 4 November, committing both parties to furthering the fundamental values of the European Union and the Sustainable Development Goals of the United Nations and equally acknowledging and advocating for the role of sport in ensuring a healthy lifestyle, socialisation, inclusion, and development contributing to strong communities.



# Communications of 2022 in numbers

**12** editions sent of new, exclusive and internal email established with updates on grassroots sport for ENGSO members

New online #StandUp4Equality campaign promoting inclusion of LBTQ women in sport

**290.000**

people reached by the #StandUp4Equality campaign via Twitter, Facebook, LinkedIn, newsletters

**4** personal stories

**18** factsheets based on current status and research shedding a light on challenges and issues of LGBTQI+ community in sport

As part of the campaign, publication of

**4** factsheets based on the outputs of the research.

**10.000** websites users

Almost **300.000** people reached through online communication

Per month, ENGSO reached:

**15.000** people on Twitter

Campaigns we took part in:  
#StandUp4Equality  
#HealthyLifestyle4All  
#BeActive campaign  
White card campaign

**3100** people on Facebook

**5600** people on LinkedIn

**1** new logo for the EWS committee with visual identify and webpage on ENGSO Education

**500** people with newsletters



# Committees: ExCom

The ENGSO Executive Committee is the strategic decision-making body behind the day-to-day activities. It approves, executes and controls the running of operations and also sets up the Committees and working groups.

# Committees:

## Executive Committee

### Purpose

The ENGSO Executive Committee is reflecting the diverse ENGSO membership to provide as wide a vision as possible when taking responsibility for the execution and implementation of decisions taken by the General Assembly.

### In 2022, the ExCom was comprised of:

- President: Stefan Bergh (Swedish Sports Confederation),
- Vice-President: Lotte Büchert (National Olympic Committee and Sports Confederation of Denmark),
- Secretary General: Sara Massini (OPES Italia),
- Chair ENGSO Youth: Ugne Chmeliauskaite (Lithuanian Union of Sports Federations),
- Treasurer: Magnus Sverdrup (Norwegian Olympic and Paralympic Committee and Confederation of Sports)
- Member: Filipa Godinho (Portuguese Sports Confederation), Anna-Maria Wiesner (Sport Austria), Edina Andrejko (Hungarian Competitive Sport Federation)
- Observer: EWS Chair Sallie Barker, EU Advisory Committee Chair Theo Neyenhuis (Dutch Olympic Committee\*Dutch Sports Federation)



• • • **What has been the most enriching  
• • • experience/discussion  
• • • in the **ENGSO ExCom** in 2022?**



**Stefan  
Bergh**

*"2022 was for me a year when I saw ENGSO as an organisation take a huge leap in terms of how we more visibly have positioned ourselves in the European sport movement and how we have reached a new qualitative level in how we organise our events and reach out to our members and other important stakeholders."*



**Lotte  
Büchert**

*"The work we do in ENGSO is important because it has an impact on a lot of sports clubs in the European countries. Personally I'm very excited about the CHAMP project because it makes a difference in the way we look at the modern sports clubs because of the innovative tools used at the project."*



**Sara  
Massini**

*"The most enriching experience of 2022 was our GA at Faroe Island. In fact, after so many years of online meetings having all our members in the same room and being able to speak, exchange and discuss the most important and relevant matters for the sport movement in Europe it is definitely the best moment for ENGSO to be able to serve and represent grassroots sport in Europe."*



**Magnus  
Sverdrup**

*"For me, the discussions on the urgent and relevant topics for European grassroots sports have been the most enriching in 2022. This includes how we best can deal with the effects on the pandemic, how we can support our members with regards to the energy crisis, and to present a clear position on the question of the European Sports Model."*



**Ugne  
Chmeliauskaite**

*"Some of the most enriching discussions in ENGSO ExCom in 2022 were about resilience and the role of sport in crisis management. Not only how we can keep grassroots sport structures, especially sport clubs, alive, but also the value they add in order to assure stability, peace and inclusion."*



**Filipa  
Godinho**

*"In my opinion, the ENGSO ExCom in 2022, was at the leading edge of discussing key issues in Europe and particularly in sport, addressing sector concerns and promoting appropriate support to ENGSO members."*



**Annamaria  
Wiesner**

*"For me, 2022 was a year "back" to face-to-face meetings; after countless online- and hybrid-meetings, it was motivating and inspiring to meet the team in person again and to continue to further develop the organization. ENGSO has continued to grow, both in terms of staff and in visibility and the attention it receives, I am happy to be part of such a great organization."*



**Edina  
Andrejko**

*"The ENGSO ExCom started strong with a joint ENGSO/ENGSO Youth meeting in Sicily which highlighted the organisation's role in the European grassroots sport movement. It was a well organised event from which I returned with new inputs and experiences."*



**Sallie  
Barker**

*"I think the most enriching experience for me was the ESP in the Netherlands in October. It was a great Conference, well put together by the staff and ExCom and I learnt a lot. Of course the work on EWS is always very enriching!"*



**Theo  
Neyenhuis**

*"For me the most interesting discussions in ExCom last year were the ones about the future strategy: Overseeing EU policy developments, considering the impact for local grassroots sports and making sure the ENGSO network offers the most added value on these topics for its member organisations."*





# ENGSO and its Committees

Working for and with the members is one of ENGSO's premises. Therefore ENGSO invites its members to become an active part of the ENGSO structure by nominating a representative for one of the ENGSO Committees. These Committees help ENGSO ensure that first-hand expertise feeds into the work but also enables co-ownership of the campaigns and initiatives.

# Committees:

## EU Advisory Committee

### Purpose

The EU Advisory Committee is working on a strategic level, advising the ENGSO Executive Committee on EU policy matters. In this role, the EU Advisory Committee is also contributing to drafting ENGSO position papers and proposals on regulations or legislation of current interest. Additionally, the EU Advisory Committee is also providing information to the ENGSO members by organising topical online seminars to build the capacity of the ENGSO members at large.

### In 2022, the EU Advisory Committee consisted of:

Chair Theo Neyenhuis (Dutch Olympic Committee\* Dutch Sports Federation) and the 5 members:

- Julie Ravlo (Norwegian Olympic and Paralympic Committee and Confederation of Sports)
- Petra Gantnerova (Slovak Olympic and Sports Committee)
- Linda Rombola (OPES Italia)
- Julien Staskiewicz replaced by Pierre-Louis Magnani ( Comité National Olympique et Sportif Français)
- Tiago Guilherme (ENGSO Youth)



- • • **You are working on a strategic level, advising the**
- • • **ENGSO ExCom on EU policy matters. Why does**
- • • **grassroots sport need to engage with EU policy?**

First of all, let's not forget that nowadays many national legislation originates from European legislation. So if we think it is important to safeguard the position, and conditions for grassroots sports in national legislation, we need to have a clear focus on what is happening at a European level. But obviously, for most of our members a more pragmatic approach comes to mind. European policy delivers many opportunities to strengthen grassroots sports at every level. For instance by addressing EU-funding for projects and exchanges. When it comes to EU-funding, in some cases decisions are made at a national level. With our work we can empower our members to be better equipped to engage in discussions with their national policy makers. But we can also help them with linking to EU initiatives on topics such as sustainability or accessibility. EU-policy can be an important catalyst for national developments on these topics, and it is our ambition to help our members exploring this EU-dimension.

# Committees: Equality Within Sport

## Purpose

The Equality Within Sport (EWS) Committee is a hub of expertise on equality. It is the mission of the EWS to activate and inspire European sport organisations to act on equality, through active advocacy work, education and awareness-raising, strengthening the cooperation with ENGSO member organisation and other sport bodies and actors that actively foster equality in and through sport.

## In 2022, the EWS consisted of:

Chair Sallie Barker, and members:

- Sarah Townsend (European Gay and Lesbian Sport Federation)
- Ioanna Karyofylli (Hellenic Paralympic Committee)
- Rejhan Halili (Kosovo Olympic Committee)
- Tarja Krum (Finlands Svenska Idrott)
- Anabela Sousa Vaz Dos Reis (Portuguese Sports Confederation)
- Jennifer Browning (Sport and Recreation Alliance)
- Sofie Korbee (ENGSO Youth)

Additionally the EWS has admitted external experts to the work of the group. Liam Strasser from 100% SPORT - Austrian Centre of Excellence for Gender Equality and Safe Sport has joined the group in 2022.



## ⋮⋮⋮ **What makes the EWS a frontrunner** ⋮⋮⋮ **for equality topics in sport?**

EWS has established a clear vision for its work on equality in sport across Europe and has undertaken actions to start delivering this. We have a great Committee of experts advising and assisting in the delivery of our work who support ENGSO's members and individuals working in this field.

We have begun to co-ordinate the equality activity across Europe by establishing strong links with other organisations so we can ensure there is no duplication in our activities.

During last year implemented extensive research on the involvement of LGBTQI+ people in sport and have identified gaps for further research, run well supported webinars and produced a series of factsheets so we can disseminate knowledge on this topic across Europe.

Finally, we were invited as experts in the field of equality to attend over 24 events during 2022 and spoke at most of them.

## ⋮⋮⋮ **How do you benefit from the** ⋮⋮⋮ **association with ENGSO?**

By providing EWS with a home base, ENGSO has allowed the work on gender equality in Europe to flourish and grow.

We are also very grateful for the organisational support and staffing that ENGSO provides. Without it we would not be able to undertake all the work we do.

# Committees: ENGSO Youth

## Brief introduction:

ENGSO Youth is the independent youth body of the European Sports NGO (ENGSO). ENGSO Youth focuses on the youth sport-for-all sector in Europe and represents young Europeans under the age of 35 in sports in more than 30 countries. Since 2002, ENGSO Youth has been at the forefront of youth sport advocacy at European level.

## Purpose

To serve as an overarching platform in creating opportunities within the European youth sport sector through advocacy, strategic actions and networking.

## The ENGSO Youth Committee is composed of:

Chair, Vice-Chair and seven Committee Members, who are nominated by ENGSO member organisations and elected during the Youth Assembly for the two years mandate.



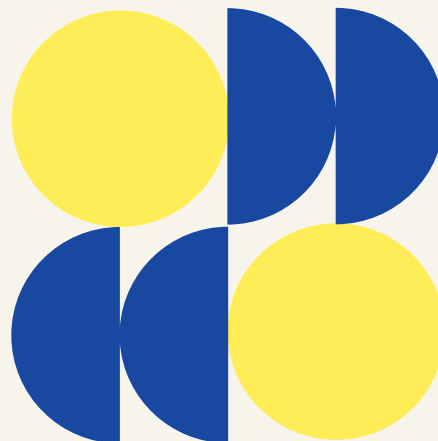
- • • **As ENGSO's independent youth body, what advice would you give an organisation struggling to set up youth representation, be it as a committee, an independent body, or across organisation bodies?**

Invest time. Starting with one hour per week, which would be dedicated for the development of the Youth involvement in the decision making process. And during that time work on youth involvement strategy, capacity building activities, relationship building. Consult with external actors and, if needed, nudge ENGSO Youth team – We are only one email away.



THE EUROPEAN  
SPORTS NGO

# ENGSO Annual Report



20  
22