Development of a European Talent Support Network

Adopted by the General Assembly
of the European Council of High Ability (ECHA)

"If you want to travel fast, travel alone. If you want to travel far, travel together." (African proverb) "Networking is easier than it seems to be. When you start building the network itself, in many cases you realize that it already exists." (members of the Towards a European Talent Support Network conference)

1. Background and proposal to establish a European Talent Support Network

ECHA was established more than 25 years ago “to promote research, development and education in the field of high ability” (Article 2.1.). In this, ECHA has been highly successful, notably in its local and biannual international conferences, and has become a valuable influence across Europe for the benefit of the most able. At recent ECHA Conferences ideas emerged that highly able young people\(^1\) in Europe could be helped by ECHA in a varied, intensive and continuing programme designed for them and led by ECHA.

In fact, the promotion of talent support is an important part of the constitutional aims of ECHA. This support includes cross-regional and cross-national exchange of best practices, application of high-level research results, as well as the development of policies, curricula and programs of formal and informal learning methods. Over the past few years, increasingly more sophisticated methods of communication and cooperation across Europe have provided the means to set up a new, ECHA-guided framework for leading effectiveness in support of the most able.

As the endpoint of a year long discussions with increasingly larger and larger rounds of ECHA members, the General Assembly of ECHA agreed that ECHA supports, regulates and guides the formation of a European Talent Support Network (abbreviated as Network in the following text). This Network would never replace any of the current functions of ECHA. Rather, it would be a dynamic Network of continuously developing cooperative contacts between organisations involved in the field of high ability – supported, regulated and guided by ECHA. ECHA agrees that the school system is a primary focus of talent identification and support. The Network will not compete by the school system, will not form an ‘alternative’ system, but will help the school system in its efforts to identify and help talented young people. In fact, ECHA expects that the Network will have many nurseries, schools, universities and other institutions of the school system as its nodes. The Network would

1. increase the identification and help of highly able young people in Europe;
2. boost research activity in the field of high ability and help transfer findings to practice;
3. extend the current sharing of best practices in the field of high ability;
4. help the increase of ECHA membership further by increasing the number of people knowing and acknowledging ECHA’s activities in theory, research and practice, and
5. would demonstrate that people involved in the field of high ability have reached a “critical mass” at the European level which needs to be taken into account when discussing EU and

\(^1\)Since in various European countries various expressions are used for denoting highly able people, please consider „talent support” as the support of the highly able, gifted and talented in a wide range of activities including cognitive talent, arts, sports, manual skills, etc. Talent support activities may focus on very early age, any age-period of childhood and adolescence and may also include life-long-learning. An especially important area is that of gifted underachievers.
national policies in Europe (such as in education, research, innovation, social affairs, public health, etc.) related to high ability.

The Network would do all these activities avoiding bureaucratic, over-controlling, hierarchical measures, and concentrating on indirect and direct helps of the highly able. Sharing and giving, reciprocity and transparency would be the major values of the Network. The Network would be open but not overwhelming, informal and personal helping motivation and building trust. The network would be civil in the sense that sees the individual at all different ages and their context irrespective of socio-economic status with interconnections at pre-school, school and university level.

The idea of forming the European Talent Support Network has already found acceptance from many ECHA members and organisations in the field of high ability in various countries across Europe. Both the European Parliament and the European Commission have expressed interest and support to help this Network both politically and financially (the latter in the frame of the renewed Erasmus+ program; by inclusion to Research & Innovation support, like Horizon2020, as well as to the social innovation programs of the European Social Fund). However, ECHA itself will not be a coordinator of such grant applications, and will enter such applications as a participant after careful considerations.

The European Talent Support Network would consist of two types of participants.

- European Talent Centres would organise activities in the field of high ability in a region or a whole country (meaning that there might be more than one European Talent Centre per European country). European Talent Centres would be registered by the Accreditation Committee of the European Council of High Ability (ECHA) elected by the General Assembly from ECHA members having a strong reputation and long-term (minimum ten years) expertise in the field of high ability. The General Committee of ECHA will be represented in the Accreditation Committee.

- European Talent Points would organise local activities in the field of high ability. These could be organisations focusing on talent support (e.g. educational institutions), and/or of highly able young people, and/or their parents, teachers, mentors, etc. (see a more detailed list of potential participants below). European Talent Points would be registered by European Talent Centres.

In the following sections, selection criteria for both European Talent Centres and European Talent Points will be proposed. However, it is important to emphasise that the selection criteria for European Talent Points would be formulated by individual European Talent Centres and so they would differ from each other taking into account the cultural differences in Europe. Thus, the proposal below for the selection criteria of European Talent Points is a general guideline, which would be specialised for the particular country or region of the respective European Talent Centre.

2. European Talent Centres

European Talent Centres would be registered by the Accreditation Committee of the European Council of High Ability elected by the General Assembly of ECHA. A European Talent Centre should be an organisation, or a distinct part of a larger organisation established for this role. European Talent Centres may receive support from the EU grants of the Erasmus+ program and possibly other programs in the future.
Proposed selection criteria for a European Talent Centre

A European Talent Centre

- most importantly: has a well established expertise, activity and efficiency in coordinating talent support activity of a region or a country in Europe;
- has a paid or volunteer work devoted to talent support-related activities equivalent to at least 2 full time employees;
- volunteers or staff members of the Centre have a proven expertise in research and/or practice of talent support;
- has the support of at least 10 potential European Talent Points (see description later) representing at least 5 geographically distinct locations;
- has at least 5 internationally well-known experts in the field of high ability in form of an International Advisory Board;
- able to provide high quality information on theoretical and practical issues of gifted education and talent support guiding the work of its European Talent Points, participating in discussions with other European Talent Centres and helping the formulation of proposals and joint actions at the European level;
- is willing and able to coordinate joint actions and other help of highly able young people (including e.g. regional, national, international events, like Talent Days, young musicians’ competitions, young scientists competitions, Olympics of the Mind, etc.; development of qualifying curricula e.g. European Master Degree and research projects e.g. European Graduate School; education and training activities e.g. that of teachers, parents of highly able etc.);
- is able to keep records on the talent support activity of its region including the registration, help and coordination of European Talent Points and making this information available on the web (e.g. in form of a Talent Support Map of the region);
- is willing to cooperate with other European Talent Centres and with ECHA e.g.: in setting up joint actions, submitting joint proposals and grant applications, discussing joint policies and guidelines in the field of high ability, etc.;
- is open to be visited by representatives, experts, talented young people of other European Talent Centres;
- is willing to help and influence decisions on regional, national and/or European policies in the field of high ability (e.g. by public relations activities, media influence, lobbying etc.).

The Accreditation Committee should evaluate applications for registration by treating the above list of selection criteria as a whole and ensuring a high quality of all criteria together and not each of them separately. Proven past activity and its efficiency would be of key importance in this judgement.

European Talent Centres would be first registered in 2015. Existing European Talent Centres would be re-evaluated every other year (i.e. in 2017, 2019 etc.) by the Accreditation Committee of ECHA as to whether they still fulfil the selection criteria. If the selection criteria are no longer fulfilled, the title of European Talent Centre may be suspended or withdrawn by the Committee. Decisions of the Committee have to be supported by written reasoning. In extreme cases (such as a logical contradiction between the selection criteria and the written reasoning) Committee decisions can be appealed to the ECHA General Assembly with detailed written reasoning why the Committee decision was not acceptable.

2Obviously, such records must be collected and kept only in accordance with the involved European countries’ traditions and legislation. Records of highly able persons – if collected at all, which is not a mandatory function of a European Talent Centre – should be especially handled and treated with extreme cautiousness and care ensuring confidentiality. Proper data handling policies should be worked out by the European Talent Centres involved in such activities.
3. **European Talent Points**

European Talent Points will be registered by the European Talent Centres. The status of being a European Talent Point would extend cooperation options to the involved organizations in the field of high ability. European Talent Centres may also be able to support their European Talent Points financially (however, this will certainly differ from Centre to Centre and from country to country).

*A European Talent Point may have the properties one or more of the following organisational types*

- organisations/institutions focusing mainly on talent support: research, identification, development of highly able young people (e.g. schools, university departments, talent centres, excellence centres, art, sport organizations focusing to talent development, NGOs, etc.);
- talent-related policy makers on national or international level (ministries, local authorities);
- business corporation with talent management programmes (talent identification, corporate responsibility programs, creative climate);
- organizations of young people participating in talent support programs;
- organizations of parents of highly able children;
- or an umbrella organization (network) of the organizational types above.

The above types of organizations were only listed as examples. European Talent Centres may extend this list, but the organizations involved have to be related to the support of highly able young people.

*Proposed guidelines of selection criteria for a European Talent Point*

A European Talent Point

- has a strategy/action plan connected to talent (e.g. identification, various forms of support including complex programs, enrichment, competitions, etc., research, education, training, curriculum development, carrier planning, etc.) and a practice of this plan for minimum one year;
- is willing to share information on its talent support practices and other talent-related matters with other European Talent Points and European Talent Centres (by e.g. sharing programs, the strategy/action plan, data supporting its minimum one year of practice, best practices/research results on the web, organizing/attending joint conferences, organizing/attending joint Talent Days, etc.);
- is willing to cooperate with other European Talent Points including participation in joint programs, being open to be visited by representatives, experts, and/or talented young people of other European Talent Points.

Selection criteria would be accepted by European Talent Centres first during 2015. Existing European Talent Points would be re-evaluated every other year (i.e. in 2017, 2019 etc.) by their registering European Talent Centre, as to whether they still fulfil the selection criteria. Rules and procedures of this re-evaluation should be worked out, and should be accepted by European Talent Centres.

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3European Talent Centres would not have „mandatory regions” belonging only to a single Centre. Though registration of a European Talent Point would be performed by one of the European Centres, European Talent Points are highly encouraged establish contacts with more than one European Talent Centres.

4Among others ECHA Conferences provide an excellent forum for doing most of these activities.
4. The involvement of ECHA in the formation of the European Talent Support Network

ECHA would provide the following help to establish and maintain the European Talent Support Network:

- the General Assembly of ECHA approved this document and is responsible for any of its modifications;
- the General Assembly of ECHA elects the Accreditation Committee of European Talent Centres; the Accreditation Committee which consists of 5 ECHA members having a strong reputation and long-term (minimum ten years) expertise in the field of high ability, each being a resident of a different European country; the term of Accreditation Committee membership would be 4 years with the initial rule that 2 out of the five persons elected in 2014 having received the least votes have a mandate of 2 years only; the General Assembly first elects the president of the Accreditation Committee and then the remaining 4 members by secret ballot. The president and the members are nominated by the General Committee, but nominations can also be submitted by ECHA members at the General Assembly. Election of the Accreditation Committee must ensure an overlap of at least one person between the Accreditation Committee and the General Committee. The Accreditation Committee will elect a secretary from its members on its first meeting. Other rules and procedures of the Accreditation Committee will be formed by the Committee itself, to be included in the report of the Accreditation Committee to the General Assembly;
- the General Assembly of ECHA will regularly place on its meetings agenda a report on the Accreditation Committee’s work, as well as will re-evaluate the selection criteria, if necessary;
- application(s) will be submitted for the EU and other funds supporting the organisation of the European Talent Support Network (including the work of the Accreditation Committee and support of the European Talent Centres; with the note said before on the role of ECHA in these applications);
- ECHA will organize regular meetings of European Talent Centre and European Talent Point representatives to discuss their experiences and to learn best practices from each other using and extending the current options of the biannual ECHA Conferences;
- in connection of its role to represent its members and the field of high ability at the European level, ECHA will extend its representation including the European Talent Support Network in the European Parliament, European Commission and in European countries.

5. Closing remarks

Besides the contact structure of European Talent Centres and their European Talent Points, the European Talent Support Network should have a very dense horizontal contact structure. In their horizontal contacts, similar European Talent Points from the same or different European countries will be encouraged to find similar points in their activity and organize meetings, student-, teacher-, mentor-, expert-exchanges and more regular contacts along these similarities.

The above summary on the establishment and development of a European Talent Support Network is – obviously – very much incomplete, since it cannot take into account all possible situations, conflicts, problems and last but not least – creative solutions to overcome the unexpected difficulties during this process. It will be the task of the General Committee of ECHA to oversee and help this process. The President and the Secretary of the General Committee will regularly include a section dealing with the matters of the European Talent Support Network in their report to the General Assembly of ECHA.
The European Talent Support Network helps sharing of information and knowledge, gives and makes accessible additional resources, connects partners, who worked separately before, extends and multiply trustful, motivating environments, and does all this by a flexible, sustainable, non-bureaucratic, not over-controlling, non-hierarchical manner, concentrating on indirect and direct help of the highly able.

Ljubljana, 18th September 2014
Report on the first two years of the European Talent Support Network + proposals to its development

(accepted by the 2016 ECHA General Assembly in Vienna)

1. Brief chronology of events after the decision of the 2014 ECHA General Assembly to support, regulate and guide the formation of the European Talent Support Network

a.) 18 September 2014: The General Assembly of ECHA accepted the proposal for the Development of a European Talent Support Network with no votes against and 4 abstentions and elected Lianne Hoogeveen as president, Christian Fischer and Margaret Sutherland (2014-2018), Csilla Fuszek and Colm O'Reilly (2014-2016) as members of the ECHA Accreditation Committee by a secret ballot.

b.) 20 September 2014: the Accreditation Committee had its first meeting in Ljubljana.

c.) 17 October 2014: the Accreditation Committee had its second meeting in Dublin.

d.) 3 November 2014: answers to several frequently asked questions on the European Talent Support network were published on the ECHA web-site (http://echa.info/110-frequently-asked-questions-on-the-european-talent-support-network).

e.) 11 February 2015: a widely publicized open call for applications to be a European Talent Centre was published on the ECHA web-site (http://echa.info/121-call-for-application-to-be-a-european-talent-centre), and was sent (among others) to all ECHA members.

f.) 7 April 2015: 28 applications from 18 European countries (Austria, Belgium, Czech Republic, Denmark, Estonia, France, Germany, Hungary, Ireland, Italy, Lithuania, the Netherlands, Russia, Slovakia, Slovenia, Spain, Switzerland and Turkey) and even one from Brasil were submitted (http://echa.info/125-large-interest-for-the-establishment-of-a-european-talent-support-network).

g.) 14 April 2015: the Accreditation Committee had its third meeting in Nijmegen.

h.) 4 July 2015: after a careful evaluation, 15 of these applications (more than half) was judged by the ECHA Accreditation Committee as passing the 70% scoring threshold of the clearly worded selection criteria, which were published at the time of the open call for applications including the scoring sheet of the applications; after notifying the applicants the organization of the Estonian European Talent Centre informed us that in the meantime there was a sudden unfavourable change in the life of this organization, which made them unable to act as a European Talent Centre in the first round of the applications. This is how the final number of European Talent Centres in the first round of the application process became 14 (http://echa.info/129-breaking-news-the-first-14-european-talent-centres; http://echa.info/high-ability-in-europe/#).

i.) 29 September 2015: the first 14 European Talent Centres were inaugurated in the Brussels building of the European Parliament (http://echa.info/137-talent-support-map-of-europe-info-on-european-talent-centres-was-published) in the presence of Tibor Navracics, the EU Commissioner of education, culture, youth and sports, Robert-Jan Smits, the Director
General of research & innovation, as well as several members of the European Parliament (Kinga Gál/HU hosting the event, Sean Kelly/IE and Igor Soltes/SL). Representatives of all 14 European Talent Centres had their first meeting electing Lianne Hoogeveen as interim Representative of the Network, and Csilla Fuszek as interim coordinator of the Network until 31 December 2016. Centre representatives agreed a.) to continue their discussions on a regular basis; b.) to issue a call for the registration of European Talent Points and on the main guidelines of the registration process; c.) to apply for EU funds in Erasmus+, Creative Europe and Horizon2020 calls; d.) to establish a Youth Committee by delegating one young talented person per Centre; e.) to consider the feasibility of the establishment of a European Talent Portal. Representatives welcomed the European Youth Summit (http://www.youthsummit.eu/) taking place in parallel with the 2018 ECHA Conference in Vienna.

j.) 12 November 2015: an open call for the application to become a European Talent Point was published on the ECHA web-site, and was widely publicized (http://echa.info/141-call-for-application-to-be-a-european-talent-point).

k.) 31 January 2016: more than 200 applications to become a European Talent Point from more than 20 European countries were received.

l.) February 2016: preparation of a joint Erasmus+ application (coordinator Colm O'Reilly), Creative Europe application in 2016 (coordinator Csilla Fuszek), as well as a Horizon2020 application in 2017 (coordinators: Albert Ziegler and Heidrun Stöger) was intensified; preparation of a 2nd call for European Talent Centres (now with the possibility of Associated European Talent Centres) is ongoing, and with coordination of Javier Touron a thinking process started on a potential European Talent Space, which will be a 3D virtual world social network for the highly able people in Europe.

m.) 12 February 2016: the Accreditation/Qualification Committee had its fourth meeting in Budapest

n.) March 2016: the Qualification Committee will have its fifth meeting in Vienna

o.) 15 March 2016: the second call on European Talent Centres will be published

p.) 30 April 2016: deadline of the second call on European Talent Centres

q.) June 2016: the Qualification Committee will have its sixth meeting in Vienna

r.) 30 September 2016: planned deadline of the second call on European Talent Points


2. Take-home messages of the first two years of the European Talent Support Network

The application process to become a European Talent Centre was a widely publicized grass-root process. In the year of the establishment a great diversity of size, focus, type of expertise, type of activities and sources of support in the European Talent Centres is observable. This is an advantage, since in this way their strengths are complementing each other and they can also learn a lot from each other. Since trust and personal contacts proved to be crucial in the networking process, it is obvious that without the traditions and the ongoing networking activities of ECHA the European Talent Support Network could have never been established.

4 of the first 14 Centres (29%) are from the organizations which are led by members of the Committee judging the applications (obviously, these representatives did not take part in the judgement of their own centre). This was expected, since the Committee members were selected from those institutions, which, in fact, had already been operating as "European Talent Centres" before this process. There will be future rounds of applications most probably each coming year, but definitely in 2016. It is possible that quite many of the 13 initial
applicants, that are not approved in the first round, will pass the selection threshold in the second round, since in the consultations before, during and after the selection process some centres worked hard to improve their work and/or application further, and made efforts to become qualified as a European Talent Centre. We also know about other organizations from other European countries, which will most probably submit an application in 2016, or later. Importantly, there is a growing interest to cooperate with the European Talent Support Network in other continents such as America or Asia. This is why the General Committee suggests the General Assembly to support the establishment of the status of Associated European Talent Centres, for those organisations which are situated outside Europe. Led by the ECHA Qualification Committee these organisations will go through the same qualification process by using the same standards with an important addition, that they must show evidence of regular and intensive previous cooperation with European organizations in the field of high ability.

During the development of the European Talent Support Network it became clear that the word "accreditation" has a rather different meaning in various European languages. As we learned, the meaning and connotation of the word "accreditation" is perhaps the strictest in Germany (and in other German speaking countries and regions in Europe). This was the reason why the European Talent Centre representatives suggested that the word "accreditation" should be changed to "qualification", since the essence of this process is not giving a certification of competency, credibility or – not at all! – authority, but to increase a joint identity and a community-feeling to help joint actions and cooperation. This is why the General Committee suggest to the General Assembly to change the word "accreditation" to "qualification" in respect of the European Talent Support Network. Consequently, the former ECHA Accreditation Committee is suggested to be renamed as ECHA Qualification Committee.

During the preparation of the call of registration to be a European Talent Centre the following points became clear.

- Applications for the registration to be European Talent Points need to be submitted in any European language to increase the availability of this possibility to more qualified organizations. However, European Talent Points must be able to communicate in at least one more European languages besides their mother tongue and the summary of the European Talent Point activities must be published on the web in English, too.
- Similarly to European Talent Centre applications, we should allow joint applications of organizations related to gifted education or talent support to become a European Talent Point.
- The re-evaluation of the (potentially large number of) European Talent Points may be sufficient in each third year.
- It is important to emphasize that European Talent Points may become European Talent Centres, if they are qualified by the ECHA Qualification Committee after submitting their application following a regular call.

Therefore, the General Committee suggests the General Assembly to support these changes in the former 2014 decision.

In the first phase of European Talent Point registration European Talent Centres suggested to apply the quality criteria described in the 2014 ECHA General Assembly decision. However, later it may be feasible to select a few European Talent Points as "qualified" European Talent Points, which fulfil even a more rigorous set of criteria. If it seems feasible the details of this qualification process will be prepared by the European Talent Centre representatives.
What is the advantage of being accredited (in fact, with a better use of the words: qualified) as a European Talent Centre, and why is that more than an administrative ballast? This qualification process increases several benefits of inter-organizational cooperation, such as

- exchange of best practices;
- increase the number of cross-country research projects in the field.
- increase of the visibility of our issues leading to a better chance to change gifted education policies;
- increase of the stability and robustness of everyday work (due to the increased exchangeability of colleagues in case of maternity/paternity-leave, sickness, personal problems, etc.);
- increase of community-feeling giving emotional and structural help for those participating in the network;
- increase of the effectiveness of using material resources in a region;
- increase of cooperation between talented young people enhancing their creative productivity (e.g. by using peer-support to become more excellent);
- extension of the number of gifted/talented people receiving recognition and support;
- extension of the number of people (teachers, mentors, parents, experts, scientists or business people) involved in talent support;
- creation of better and/or more effective chances to obtain local, corporate social responsibility, national and EU funding;
- establishment of internationally supported / grounded standards of talent management and talent support programmes in a region, country or (finally) in Europe.

Why may a qualification process increase the chances of the above forms of cooperation?

Being qualified re-assures the organization that it is indeed belonging to a family of organizations, who are able to promote cross-country, European cooperation in gifted education and talent support. A key point of the qualification process is, that all these organizations (later European Talent Centres) pledged to foster cooperation in all the above ways. This was a crucial point of their application. By being qualified they did not gain authority, but accepted a community service of network creation. All European Talent Centres accepted that the network they make will not be a hierarchical network, but a network with many horizontal contacts. Their position is not a "directing" position, but a position of community service. As we already witnessed during the process and on September 29th, European Talent Centre qualification indeed re-assured and increased a feeling of joint identity, joint service, as well as a community feeling. These are all preconditions of strong and continuous cooperation, which may also be called networking. The need of such continuous cooperation connected to the practical application of scientific results in gifted education was repeatedly expressed in recent ECHA Conferences and other forums.

An initial segment of all the above benefits became visible by the enthusiasm of European Talent Centre representatives to cooperate in gifted education and talent support including the submission of several joint grant applications, as well as by the recognition of the European Talent Support Network by high ranking officials of the European Commission and members of the European Parliament. There were and are a number of ongoing networking discussions in various European countries, where not only the current European Talent Centres, but many other organizations were and are participating. Thus the European Talent Support Network is not a secluded, exclusive activity of an "elite club" declaring itself an elite, but a rapidly expanding self-organization process, mobilizing larger and larger amount of European people.
devoted to gifted education and talent support, and making high-quality work in their field to cooperate with each other in the various ways listed above.

Based on the grass-root organization of the European Talent Support Network and the enthusiasm along this process it is important to support the regular meetings of the representatives of European Talent Centres, the meetings of the Youth Committee of European Talent Centres as well as the election of a 5-membered Council of the European Talent Support Network continuing the organization work of the interim-representative, Lianne Hoogeveen and interim-coordinator, Csilla Fuszek after 31 December 2016. The details of the proposed election scheme are described in point 8 of the proposals below.

The increased activity of the European Talent Support Network has direct benefits for ECHA. As a sign of this the number of ECHA Facebook Group participants was tripled in the last year only showing an active, daily participation in sharing news on gifted education and talent support. ECHA membership was also significantly increased and already in December there were more than 500 registered participants of the 2016 ECHA Conference.

3. Decisions of ECHA General Assembly on the further development of the European Talent Support Network

1. Based on the arguments above the General Assembly changes word "accreditation" is changed to "qualification" in respect of the European Talent Support Network. Consequently the General Assembly renames the former ECHA Accreditation Committee as ECHA Qualification Committee.

2. The General Assembly establishes the status of the Associated European Talent Centre and Associated European Talent Point as follows.
   - Associated European Talent Centres are situated outside Europe. They are qualified by the ECHA Qualification Committee in the same process using the same standards as European Talent Centres, with the important any key addition, that Associated European Talent Centres must show evidence of regular and intensive previous cooperation with established European organizations in the field of high ability.
   - Similarly, Associated European Talent Points are situated outside Europe. They are registered by the (Associated) European Talent Centres assigned for this process. Registration criteria are the same as with European Talent Points, with the important and key addition, that Associated European Talent Points must show evidence of regular and intensive previous cooperation with established European organizations in the field of high ability.

3. The General Assembly agrees with the following regulations regarding European Talent Points.
   - Applications for the registration as European Talent Points may be submitted in their mother tongues or in any European language. However, European Talent Points must be able to communicate in at least one more European languages besides their mother tongue and the summary of the European Talent Point activities must be published on the web in English, too.
   - Organizations in the field of gifted education and/or talent support may submit a joint application to be registered as a European Talent Point.
   - European Talent Points will be re-evaluated in each third year, whether they still fulfil the registration criteria.
   - European Talent Points may become European Talent Centres, if they are qualified by the ECHA Qualification Committee.
4. The General Assembly supports the regular meetings of representatives of European Talent Centres (one per each Centre) to coordinate their cooperation, as well as the election of a Council of the European Talent Support Network to represent the Network and to provide a continuous coordination of its work.

5. The General Assembly welcomes Lianne Hoogeveen as an interim Representative of the European Talent Support Network, and Csilla Fuszek, as an interim Coordinator of the Network until 31 December 2016.

6. The General Assembly agrees that
   - the Council of the European Talent Support Network will be consisted of 4 members and the coordinator of the European Talent Support Network.
   - Council members and the coordinator should be elected for 2 years.
   - One of the 4 Council members will be the Representative of the European Talent Support Network transferring this position to a Council member, who has not been a Representative yet in each half year in the order agreed by the 4 Council members at the first meeting of the new Council.
   - The 4 Council members and the coordinator will be nominated by the representatives of European Talent Centres and will be elected by the European Talent Centres and European Talent Points in a secret ballot mailed to the Coordinator of the Network.
   - To compensate for the uneven distribution of European Talent Points the votes of European Talent Centres will have weight of 10 as compared the weight of 1 of European Talent Point votes. (Note that this weight ratio can be modified later as the distribution of European Talent Points will become more even.)
   - The first election will be accomplished by 31 December 2016 and will mandate the first Council for 2017-2018.

7. The General Assembly supports the organization of a Youth Committee of the European Talent Support Network, which consists of young, talented people nominated by the European Talent Centres.