



european
creative
hubs
network ²⁰²⁵





Curated and Produced by
European Creative Hubs Network

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There's no place like home

Dorothy, The Wizard of Oz.

VAGA - WALK & TALK / PORTUGAL

I vividly remember the day I first heard about the Creative Hub Idea. It is almost 10 years from the very first time that all the dreams and aspirations about a creative home for all my creative peers were bonded together. Endless discussions with several co hubbers go on endlessly from that day, trying to distill every little idea and every single aspect of the perfect hub.

But every time we compile a document with pictures from our beautiful family I remember and see clearly that it is not about spaces and specifications but about people and communities.

We are committed in dreaming together and making exciting and improbable new things. Today we know that embracing culture and creativity greatly influences the way we use our spaces and how we go about our lives. Our family has grown over the last years including amazing new members. The capacities and the activities of our network have been constantly expanding making us more capable and powerful together.

This book is not intended to be a tool or an instructions manual but aims to remind us all about our unique and amazing family, cause there's no place like home.

Vassilis Charalampidis
President of the board

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A large group of people, mostly women, are posing for a group photo in a courtyard. They are arranged in several rows, with some people waving. The background features a building with a large, colorful mural on its wall. The entire image has a blue tint.

What is ECHN?

Dear Hub Leaders,
Welcome to our vibrant
community of creative
hubs around Europe!

Our mission is to
enhance the creative,
economic and
social impact of
creative hubs in Europe
and neighbouring
countries.

ECHN is a peer-led network with more than 200 hubs around Europe!



The European Creative Hubs Network is a peer-led network with a mission to enhance the creative, economic and social impact of hubs around Europe and neighboring countries.

As focal points for creative professionals and businesses, hubs offer the most effective way to support the growth and development of cultural and creative industries.

The main objective of the European Creative Hubs Network is to help the CCSI:

Face common challenges

Nurture talents

Innovate

Generate jobs and sustainable growth

To make this real, ECHN is launching a series of initiatives dedicated to hubs, the network and the industry, sectors and ecosystem as a whole.

Through these three lenses, creative hubs will access mobility programs, annual meetups, learning opportunities, networking and advocacy initiatives.



History



2013

CREATIVE
HUBS
IDEA
BIRTH

Creative Hubs and their Network have a short but exciting history. This history is the result of the vision and the efforts of several organizations and people from across the creative and cultural ecosystem and all the relevant support systems

FIRST MEETINGS

Up to 2013 several cultural and creative structures across Europe supporting the relevant sectors and professionals identified themselves as cultural centers, incubators, collaborative workspaces, makerspaces, fablabs etc. But it was clear that all those identifiers were not representative enough. Through informal meetings and online exchanges a new naming idea takes birth and slowly is adopted by several structures across Europe with great enthusiasm. This is how Creative Hubs are born.

2015



FORUM

In 2015 Creative Hubs are already spreading, across Europe and the world with great speed and this new cultural structure becomes a buzz word. Additionally, a cultural organization for the CCS in Portugal takes on the initiative for the first time ever to bring together Creative Hubs in a conference in Lisbon in order to discuss joint challenges. The conference leads to writing a first manifesto about Creative Hubs, conducts a mapping research (delivered by ECBN) and ignites the discussion for the need of a European Creative Hubs Network.

2016



EU FUNDED PROJECT

European Creative Hubs Network started as a two-year project in 2016, co-funded by the European Commission.

The British Council with six creative hubs across Europe – Bios in Greece, Roco in the UK, Betahaus in Germany, Nova Iskra in Serbia, Creative Edinburgh in UK and Factoria Cultural in Spain, as well as the European Business and Innovation Centres Network (EBN). Throughout the project, it became evident that the potential that European creative hubs carry as new, agile “species” of organisations within the CCS, is immense. Sitting at the crossing of cultural production as we know it, the frontlines of the fourth industrial revolution and the knowledge economy, hubs are the ultimate change-makers.



2018



2022



PAN-EUROPEAN ASSOCIATION

Following the open discussions which took place at the Forum in Sheffield (2017), an informal group of hubs proposed at the ECHN Campus in Brussels (2018) to take the first steps to officially set-up the network and invite members to join.

Hubs that facilitated this transition phase until the first General Assembly of the network were: Bios Romantso in Greece (Vassilis Charalambidis), Nova Iskra in Serbia (Relja Bobic), Republikken in Denmark (Ivan Lopez Garrido), Kaapeli in Finland (Kai Huotari), ATÖLYE in Turkey (Atilim Sahin, Kerem Alper) and CRU Creative Hub in Porto (Tânia Santos). And this is how ECHN evolved from a project to a network.

PART OF CREATIVE EUROPE NETWORKS

ECHN is selected and has proudly joined the Creative Europe Networks, a support system that gathers different European networks specialised in different sectors of the CCSI, including music, performing arts, architecture, heritage and multidisciplinary.

With the support of this program, ECHN contributes to the reinforcement of the CCSI's capacity to operate transnationally and internationally, connecting professionals, disseminating ideas and advocating on key sectoral issues.

Our Values

Our Values



TRANSPARENCY

We believe in transparency and accountability, as a way to sustain real relationships, clearly communicate and build an open and inclusive community.



COLLABORATION

We believe in collaboration as a key process to achieve greater impact and create a stronger ecosystem.



RESPONSIBILITY

We believe in responsibility as a key element to be effective partners, amplify our voice and create a fair community.

ECHN program

By joining the European Creative Hub Network, you become part of a family that empowers each one of the member organisations, offers many opportunities to advance their communities, and acts beyond borders.

BIGS / GRECE / FLIP PROJECT & HUBS MEETING





What does the network do to support its members?

Annual conferences & networking events

Mobility programs

Learning and capacity building

Advocacy strategies at local and European level

Shared knowledge and research

Participation in EU-funded projects

Annual meetups

Every year, the ECHN family will gather in two major physical events across Europe.

Here hubs can network and discuss the current CCSI trends, as well as exploring the local ecosystem of the hosting countries.



Annual
meetups



Culture & Creativity Conference

350
participants
from the
CCSI

**different
country
& topic**
Every year

**3 days
long**
networking
events
and workshops

members'
benefits

Your travel accommodation costs covered

You will network and connect with other members

You will meet local stakeholders and policy makers

You will join an industry-wide conversation

Knowledge exchange and training

The big yearly forum for hubs and cultural and creative professionals. The overarching theme of each year will change according to the trending topics of interest and priorities of the CCS.

Each Conference will include 15-20 sessions (part of the sessions will be co-created and hosted by members of ECHN). The Conference will bring together annually more than 350 participants of the cultural and creative sectors and will provide them with networking, mentoring, training and peer learning opportunities.

In addition, each Conference will be a unique opportunity to get to know the local creative ecosystem of the hosting country and will spark long-term collaborations/alliances.

Annual meetups



150
participants
from the
HUBS

**different
country
& topic**
Every year

**2 days
long**
networking
events
and workshops

The second biggest gathering focusing on creative hubs and their current topics of interest and challenges.

Over three days, participating hubs representatives gather to exchange on the specific topics identified by the yearly surveys on the hubs' needs or challenges.

members' benefits

| |
|--|
| Your Travel accommodation costs covered |
| Intense connecting and networking with other members |
| You will showcase your work to the network |
| You will see in person the ECHN community |

Mobility

Professional exchanges foster career development, new opportunities and cross-sectoral cooperations.

Mobility is at the heart of the network's mission to support creative hubs and the CCSI as a whole.



Mobility



10
professionals
per
year

Running
all
year
long

**up
to 5**
nights of
exchange

Hubs Alliance

members'
benefits

Travel & accomodation costs covered

You will visit and connect with other European workspaces

You will meet the community of another European hub

You will create an extended European workspace

The Hubs Alliance program enables hub members to travel and work to another hub of their choice in Europe.

The participating hubs may apply to this program to spend up to five days working in another country, extending the workspace of cultural and creative professionals and creating a unified Europe-wide workspace.

Allowing cultural and creative professionals to combine their travels, with the security of a place that is guaranteed to make them feel at home, making it easier and more convenient for them to travel, work and connect with other amazing communities, get to know other cultures and exchange ideas!

Mobility



10
staff
members
per year

From
**2 weeks to
3 months**
of exchange

**Free
format**

Staff Exchange

members'
benefits

You travel costs covered

You will have an upskilling professional experience

You will innovate your hub of origin

You will choose the form of professional experience
that suits you the most

The Staff exchange aims to broaden skills and capacities of the participants, but also to provide them with good practices and innovations to introduce in their own company/organisation upon their return.

10 ECHN members will be selected (all levels of career) eager to upskill and broaden their professional perspectives. Duration (1 week - 3 months) and format (job shadowing, discussions, hands-on experience...) of the exchange can vary according to needs, interest, and availability of the participants.



Learning

A shared knowledge among hubs allows for a more dynamic flow of information, where even the youngest and small-scale realities can share their precious experiences with other professionals.

Culture and creativity are an asset that we can include in the curricula of educational institutions.

Learning



members'
benefits

Your travel and accommodation costs covered

You will connect well-established and emerging hubs

You will get a budget to showcase your work at the end of the exchange

You will find new cross-sectoral cooperations

10 Hub managers or cultural or creative professionals will be selected every year to be part of a peer-to-peer learning program that aims to engage leading, established, and innovative creative hubs with peers from emerging creative hubs across Europe.

The idea of the exchanges is to seek new formats of cross-sectoral cooperation, to initiate projects of co-creation or collaborative plans, as well as to share knowledge and expertise across Europe through public and/or community events.

Learning



4
days long
workshops

**Priority
to
emerging
hubs**

**Hybrid
format**

members'
benefits

You will get a budget to organise your own workshop

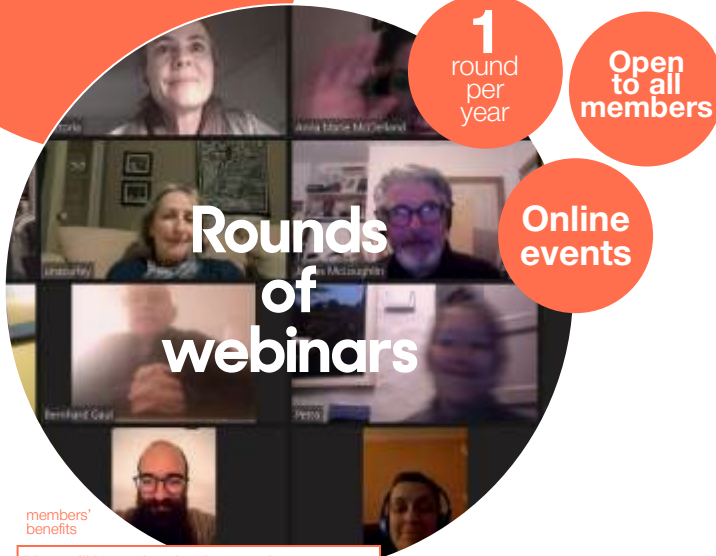
You will share your hub's expertise with other professionals

You will give more visibility to your emerging hub

15 hub managers or cultural and creative professionals will participate each year in the ECHN workshops.

The learning workshops will be led and facilitated by member hubs with the support of the ECHN research team. Smaller hub members will be prioritised to be selected to take on this task. The workshops will be based on a blended model: participants will start their first meetings with the mentors digitally, followed by a 4-day physical meeting in the organising hub location.

Learning



You will be trained to be a trainer

You will access digital learning sessions

You will play a role in identifying the
trainings and trainers that hubs need

A series of webinars will respond to the training needs of creative professionals and will identify tutors and specialists on these specific needs.

Learning



5
collaborations

1
focus
group

members'
benefits

You will collaborate with an educational institution to create an innovative curriculum

Your project's outputs will be showcased to European policy-makers

You will connect with the educational sector

Learning & collaboration program on enhancing cross-sectoral benefits between CCIs and the educational sector by fostering transversal skills and promoting the role of creativity in curricula.

We will pilot 5 different collaborations among a hub and an arts education institution selected through an open call. At the end of the program, a policy recommendations publication will be produced and a roundtable in Brussels with policy makers will be organised to present the project's outputs.

Advocacy

ECHN advocates for more acknowledgment and visibility of creative hubs in the panorama of European policy-making, by presenting good practices, highlighting the importance of creative hub ecosystems and their contribution to inclusion, the green transition and skills development.



Advocacy



20
participants

With local
stakeholders
& policy
makers

2 days
long
workshop

Creative Policy Workshops

members'
benefits

Your hubs might be presented as a study case to local policy-makers

You can make your voice be heard by
local stakeholders and administrations

ECHN will facilitate a Local Policy Workshop using co-design methods with stakeholders and policymakers.

The workshop will take place in the country of the current C&C Conference, six months after its implementation.

Advocacy

1 round
per
year

**National
& regional
policy
makers**



Roundtable discussion

members'
benefits

Your hubs might be presented as a study case to local policy-makers

You can make your voice be heard
by local stakeholders and administrations

ECHN will host one roundtable discussion with national and regional governments to advocate cultural and creative initiatives as a method for social inclusion and green practice.

Advocacy

18
case
studies

Impact Case Studies Report

ECHN will collate 18 impact case studies on the impact on social inclusion, green practices, and cultural and creative education.

members'
benefits

You can be selected as a remarkable hub from the ECHN network

You can showcase your models to peers, policy-makers and researchers

Research

By facilitating academic research and collecting data from the industry, ECHN is advancing the role of creative hubs in the broader field of research of the CCSI.



Research



Interactive Tool & Repository

members'
benefits

You will access a constantly updated repository

You will contribute to enhancing the role of creative hubs in research

Your hub can become a research case study

The ECHN research team will work in building a new platform showcasing new methodologies and practices for research, tailored to the needs of the CCSs as part of the new website platform.

ECHN for the first time will try to bring together all the organisations doing surveys and research within the sectors and discuss a common approach and an available – open data repository for all interested researchers.

Research

1
per
year

Barometer

members'
benefits

You will be part of the first pan-European research project

You will have a say on the current state of the industry

The research topics and results will form for the first time a tailored pan-European open research resource for the CCSs giving over the years data and comparative research observation results.

In this way, we will monitor all current changes, trends, and tendencies within Hubs and the sectors.

What's in it for you in a nutshell

5

free trips
around
Europe

6

countries
visited
per year

3

workshops
per year

200+

hub members
to connect
with

8

toolkits &
surveys
produced
per year

EU Projects

ECHN is active in several other EU-funded projects with other European partners.

Most of these projects have direct benefits for the Network's members too.





EU Projects



CENTRINNO

CENTRINNO is a research project focused on industrial historical sites under transformation. It will showcase the potential of these cultural landscapes to become new and inclusive hubs of entrepreneurship for city residents while fostering sustainability.

centrinno.eu

EU Projects



Coral ITN

Coral ITN envisages providing specialized and tailor-made training to 15 young researchers to better understand and support the development processes of collaborative workspaces in rural and peripheral areas in the EU, their wider impacts at the local and the regional level, as well as at the level of the individual worker and the enterprise.

coral-itn.eu



EU Projects

CYANOTYPES

CYANOTYPES

The CYANOTYPES project brings together a wide variety of organisations, stakeholders, and European networks to address the needs and skills gaps in the Cultural & Creative Industries.

Based on innovative multidisciplinary approaches, CYANOTYPES tackles the sector's potential for innovation and competitiveness, which deals as well with challenges presented by, among others, COVID-19, the digital transition, and the green shift. CYANOTYPES builds anticipation into its methodological framework to empower creators to imagine multiple futures and to make their processes more environmental-friendly, sustainable, resilient, and dynamic.

EU Projects



EIT CULTURE & CREATIVITY

EIT Culture & Creativity

EIT Culture & Creativity will house a sustainable ecosystem for European Cultural and Creative Sectors and Industries (CCSI), connecting and collaborating with world-class partners, accelerating ecosystem-centred innovations and businesses, reaching hearts and minds of global audiences with experiences, products and services to shape resilient futures.

Culture and creativity is the soul of Europe, with the power to improve lives, transform communities, generate jobs and growth, and create spill-over effects into other sectors, ensuring that Europe becomes the powerhouse of innovation in the world.

EU Projects



Future Divercities

Future DiverCities seeks to re-imagine culture-led regeneration of urban empty space in an ecological way, developing new kinds of cultural interventions in 8 European Cities.

The project's pilots, led by 9 Creative hubs, will explore the positive facets of the void in cityspace and imagine new ways to create and to design participative cultural interventions in vacant urban spaces to enhance its ecological value. The creative hubs and their partners will be trained along the way building expertise in urban ecology and capacity as ecological changemakers.



EU Projects

GLAMMONS

GLAMMONS

The outbreak of the pandemic created unprecedented challenges for galleries, libraries, archives and museums (GLAMs), which were already struggling during the last years with issues of underfunding, increased maintenance and operational costs and challenges imposed by over-tourism.

GLAMMONS project aims to provide answers to the above challenges, fill gaps and advance research and policy employing the theory of the commons.



EU Projects

S4FASHION

members'
benefits

| |
|------------------------------------|
| Access to the S4F Toolkit for SMEs |
| Networking |
| Best practices |
| Fund-finder support |

S4Fashion

S4Fashion is empowering small medium-sized enterprises to introduce new sustainable and circular economy products, services, methods, tools and business models for the fashion industry.

s4fashion.eu

EU Projects



Mobility programs for makers

Online and physical learning exchanges

New cross-sectoral collaborations

MakersXchange

MAX (Makers' eXchange) project is a pilot policy project, co-funded by the European Union, that aims to define and test policies and actions supporting the mobility and exchanges of experience between the cultural and creative industries, creative hubs, maker-spaces, fab-labs and formal and non-formal learning and skills development systems in a cross-sectoral way and embed makers' mobility schemes for skills development and inclusion into mainstream CCIs support programmes, policies and ecosystems across Europe.

makersxchange.eu

EU Projects



creativeflip.eu

members'
benefits

Mobility programs for hubs

Learning Labs bridging the CCS with schools

Fund-finder support

Creative FLIP

A Preparatory Action for Finance, Learning, Innovation and Intellectual property. The goal is building a stronger resilience of the cultural and creative sector, by further strengthening their overall ecosystem.

creativeflip.eu

Initiatives

ECHN has built up side initiatives to respond to current social challenges and needs.



Initiatives

Actions in times of urgency

As a response to the challenges that the CCSI are facing nowadays, ECHN has put to effect a series of supportive initiatives

Amidst the COVID-19 pandemic, ECHN and the MAX partners disseminated a survey to assess the impact of the pandemic on creative and cultural workers.



makersxchange.eu/the-not-so-hidden-crisis/

A series of internal resources are dedicated to communities in need. Lately, this has been particularly helpful for displaced Ukrainian CCS workers, who were supported with an ad-hoc open call and fund.



creativehubs.net/ukrainenews/

Initiatives

Creatives Unite

Creatives Unite is an online platform that meets the pressing need of gathering in one place pertinent initiatives and information related to the CCS in the EU.

This platform is run together with the Goethe Institute and includes news from the sector, job opportunities and tools for Intellectual Property and fund raising.

You can navigate the platform exploring different professional sectors, geographical areas and types of opportunities, from residencies to events or fund schemes. The news section is always updated on a regular basis and you can actively contribute adding any relevant news or job opportunity!

creativesunite.eu

Define
yourself

Are you a creative hub?

Creative hubs are multi-layered structures that share different governance models and organisational structures.

Our definition of Creative Hubs

A creative hub is a place, either physical or virtual, which brings creative people together.

It is a convenor, providing space and support for networking, business development and community engagement within the creative, cultural and tech sectors.

Hubs may differ in size, shape and focus of activities, but all of them produce cultural and creative value for their local ecosystem and the wider creative ecosystem.



Creative hub models

PROSTOR / CROATIA

[PROSTOR]

Creative hubs come in all different shapes and sizes, and can be described in many different ways – collectives, co-operatives, labs, incubators and can be static, mobile or online.

Here are a few of their most common features.



Creative hub models



CENTRE

Large scale building which may have other assets such as a cafe, bar, cinema, maker space, shop, exhibition space.



DISTRIBUTED HUB

A hub present at a neighbourhood level with a different array of activities hosted by different facilities in the area.



STUDIO

Small collective of individuals and/or small businesses, in a co-working space.



CLUSTER

Co-located creatives individuals and businesses in a geographic area. maker space, shop, exhibition space.



NETWORK

Dispersed group of individuals and/or businesses – tends to be sector or place specific. maker space, shop, exhibition space.

ALT

ALTERNATIVE

Focused on experimentation with new communities, sectors and financial models. maker space, shop, exhibition space.



MAKERSPACE

Collaborative workspaces equipped for making, prototyping and digital fabrication. It offers space, learning, tooling and socializing around the practice of making. Fab Labs are makerspaces that follow a charter and governed by a foundation.



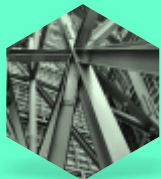
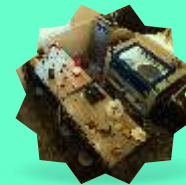
ONLINE PLATFORM

Uses only online methods – website, social media to engage with a dispersed audience. maker space, shop, exhibition space. And is part of a specific local community

Hubs unique features

Hubs are defined and shaped by their unique features.

A combination of governance structure, professional sectors and offered services makes every hub different and specifically designed around its community.



STRUCTURE

FOR PROFIT / PRIVATE
NON-PROFIT /
SOCIAL VENTURE /
CHARITABLE



SECTOR

MULTI-DISCIPLINARY – I.E. MIX
OF CREATIVE, CULTURAL,
TECHNOLOGY, SOCIAL
ENTERPRISE

SECTOR SPECIFIC – I.E.
GAMES HUB, DESIGN HUB,
TECH HUB

HUB OFFERS

HOTDESKING / STUDIO SPACE
/TRAINING, WORKSHOPS,
EVENTS / MOBILE WORKING /
EXHIBITION - PERFORMANCE
SPACE.

ACCESS TO EQUIPMENT,
SKILLS, RESOURCES,
NETWORKS

INCUBATION, BUSINESS
SUPPORT, MENTORING,
FINANCING

RETAIL OPPORTUNITIES /
RESEARCH AND
DEVELOPMENT

Cultural structures

Cultural structures have evolved considerably in the last decades, shifting from rigid cultural institutions to more agile and hybrid realities.

Creative Hubs are the last link in an evolutionary chain that follows the developments of our societal structures and that is destined to develop even further.

1. MUSEUMS

A museum is a non-profit making, permanent institution in the service of society and of its development, and open to the public, which acquires, conserves, researches, communicates and exhibits, for purposes of study, education and enjoyment, material evidence of people and their environment.

2. CULTURAL CENTERS

A cultural center is an organization, building or complex that promotes culture and arts.

Cultural centers can be neighborhood community arts organizations, private facilities, government-sponsored, or activist-run.

3. CREATIVE HUBS

A creative hub is an organization, building or area that hosts culture and creative professionals. Creative Hubs can be neighborhood community arts organizations, private facilities, government-sponsored, or activist-run.

Creative Hubs build on strong and dynamic active communities.

**What's
the relation
between
culture &
creativity?**

Culture + Creativity

Cultural industries

The concept of “cultural industries” is more related to cultural heritage and traditional forms of creation

Creative industries

The concept of “creative industries” includes the applied arts practices, innovations and generating profit and creation of jobs by creating intellectual property.





The Ecosystem

FABLAB LISBOA / PORTUGAL

Cultural and Creative sectors operate within ecosystems. Cultural Ecology focuses on how cultural beliefs and practices helps human populations adapt to their environments and live within the means of their ecosystem.

Ecosystems

innovation through
rooted and connected
ecosystems















**Cultural and Creative sectors
operate within ecosystems.**

Cultural Ecology focuses on how cultural beliefs and practices help human populations adapt to their environments and live within the means of their ecosystem.

**Heritage is the core catalyst
for innovation.** A repository of ideas, languages, experiences and artworks that inspire the new generation of creators and refresh our understanding of the world and creative scene a catalyst for imagining change and belonging as a dynamic relationship with what we already know but from a new angle.

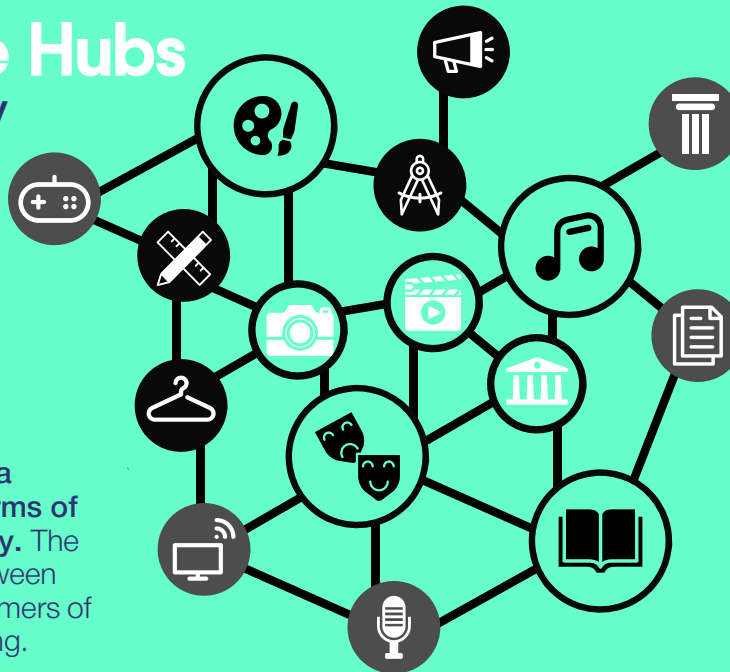
Creative Hubs are the glue uniting ecosystems, heritage and today's cultural and creative processes.



- Core cultural expression:**
 -  Literature
 -  Music
 -  Performing arts
 -  Visual arts
- Other core creative industries:**
 -  Film
 -  Museums, galleries, libraries
 -  Photography
- Creative industries:**
 -  Advertising
 -  Architecture
 -  Design
 -  Fashion
- Wider cultural industries:**
 -  Heritage services
 -  Publishing and print media
 -  Television and radio
 -  Sound recording
 -  Video games

Creative Hubs

interdisciplinarity
and access
to culture and
creativity for all







We are now seeing a transition to new forms of culture and creativity. The clear dividing line between producers and consumers of content is disappearing.




At a time of rapid urban development and societal change, it is more important than ever, that people find a sense of place and belonging.

Creative hubs offer a safe space that brings everyone from the creative, cultural and tech, sectors and industries together.

Core cultural expression:

-  Literature
-  Music
-  Performing arts
-  Visual arts






Other core creative industries:

-  Film
-  Museums, galleries, libraries
-  Photography

Creative industries:

-  Advertising
-  Architecture
-  Design
-  Fashion

Wider cultural industries:

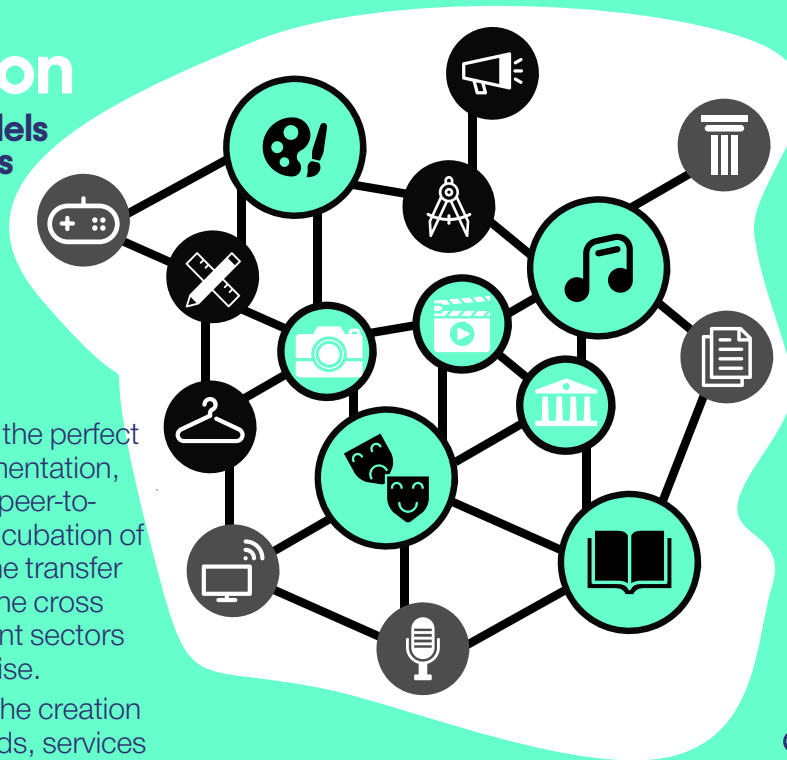
-  Heritage services
-  Publishing and print media
-  Television and radio
-  Sound recording
-  Video games

Education

education models in creative hubs

Creative Hubs are the perfect platform for experimentation, artistic expression, peer-to-peer learning and incubation of ideas. Facilitating the transfer of knowledge and the cross pollination of different sectors and areas of expertise.

This often leads to the creation of new value in goods, services and artistic practices what some might call innovation. As the society moves from being an industrial society to an intellectual one, the creative approach to solving tasks is becoming an important factor of competitiveness.



Core cultural expression:

- Literature
- Music
- Performing arts
- Visual arts

Other core creative industries:

- Film
- Museums, galleries, libraries
- Photography

Creative industries:

- Advertising
- Architecture
- Design
- Fashion

Wider cultural industries:

- Heritage services
- Publishing and print media
- Television and radio
- Sound recording
- Video games

A black and white photograph of a diverse group of young adults in a workshop or makerspace. They are smiling and holding various tools and electronic components. In the background, a pegboard is covered with tools like pliers, screwdrivers, and hammers. On a shelf above, several hard hats are visible. The foreground shows a workbench with a soldering iron, a smartphone, and other small electronic parts. A large dark blue triangle is overlaid on the center of the image, containing white text.

How to
join?
Three
easy steps.

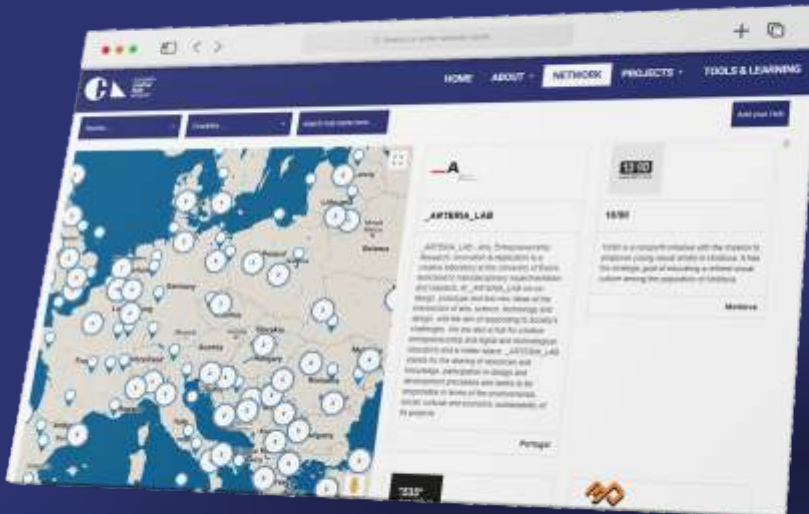
▼ Practical information about our network

▲ Add your hub

- ▼ The easiest way to be connected in the extended community is to simply add your Creative Hub to our website:
we have created an extensive mapping of the sector across Europe where you can gain visibility and also discover your peers!

You can add your hub here:

creativehubs.net/mapproject/form.php

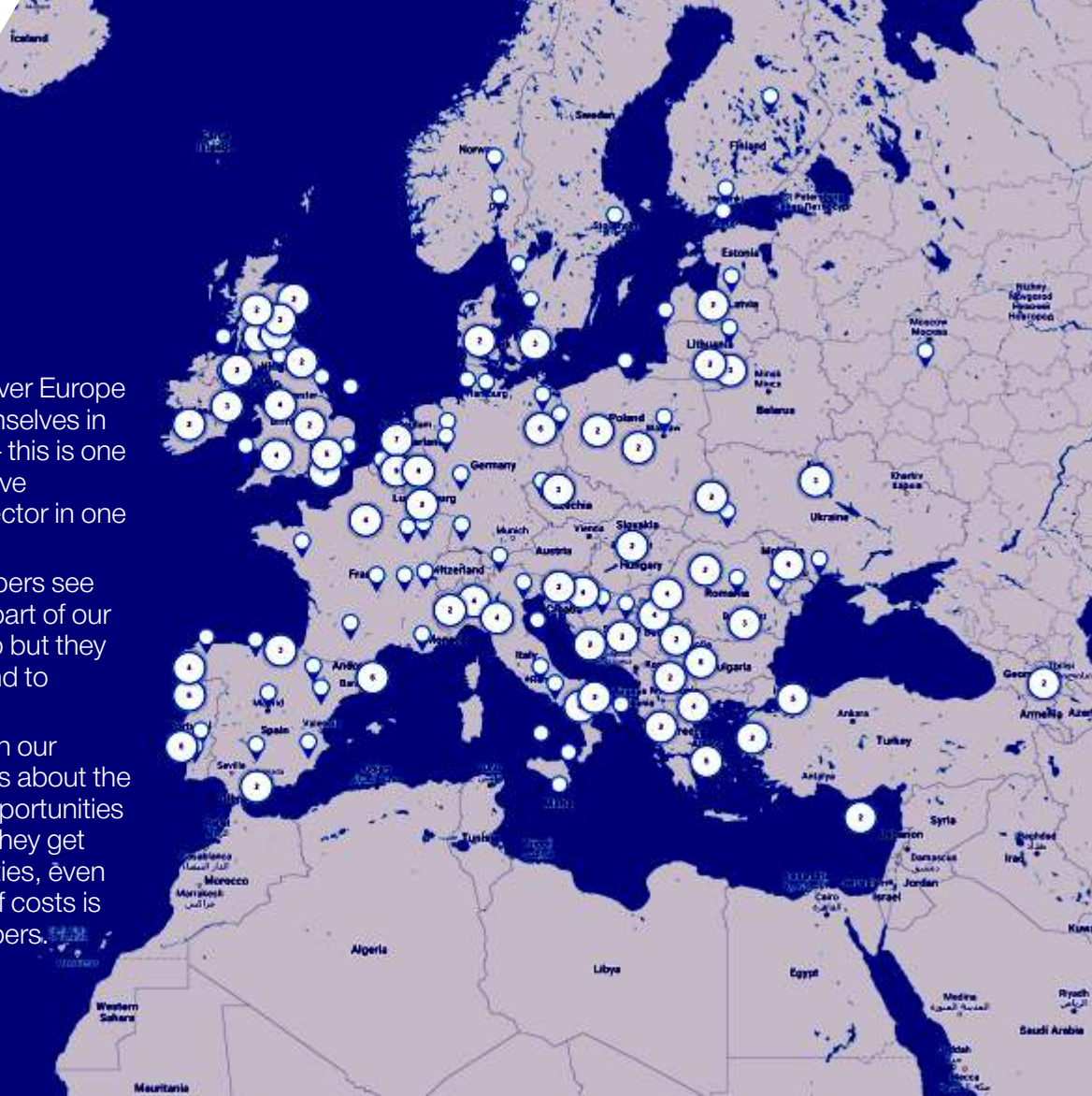


▲ Pinned Hubs

Creative Hubs all over Europe have mapped themselves in our 'Network' tool - this is one of the most extensive mappings of the sector in one place!

The 'Pinned' members see the value of being part of our Creative Hubs Map but they have no formal bond to ECHN.

They are included in our information streams about the latest news and opportunities for the sector and they get invited to the activities, even though the cover of costs is exclusive for members.





▲ Membership types

If you would like to be more involved and become part of the family you can easily apply to be a member and benefit from all our programs, network and initiatives.

There are two types of membership you can apply for:

- **Regular Membership** - if you fit into the definition of 'what is a Creative Hub' then you will likely be eligible to become a regular member!
- **Associate Membership** - if you are an Institution or a relevant professional in the CCS who wants to be part of it, you might also join as an Associate member.

▲ Memberships

Regular Membership

▼ Criteria to join the network

#1: A hub's focus must be to support the Creative and Cultural Industries (CCIs).

#2: A hub must be a base for multiple businesses and/or individuals from the Cultural and Creative Industries.

#3: A hub must have a physical community activation.

#4: A hub must be focused on the professional and social development of its community.

If you meet all the four criteria listed, you qualify to join the network as a **regular member**. By paying the annual membership fee*, regular members benefit from all of the network activities/resources, and have a right to vote, nominate etc.

Associate Membership

▼ We welcome hubs, organizations, institutions, networks and individuals that do not meet the regular membership's criteria to join the Network as Associate Members provided they have professional activity and interest relevant to the CCS.

Associate members have the right to benefit from all the activities and resources by paying an annual fee* *. Associate members are not eligible to vote or be nominated in the general assembly.

*&** : The network offered memberships free of charge for 2020 & 2021 as an act of solidarity to the sector that suffered from the COVID-19 crisis. In 2022, the annual fees have been resumed as before COVID. Nevertheless, we will keep supporting members facing financial challenges. Memberships are valid on a calendar year basis (January – December).

For applications that come in after July 1st of every year, members can pay half the membership fee for the current year.

▲ Membership Rates

Regular Membership

There are three proposed levels of membership fees, paid on an annual basis.

Hubs are welcome to pay whichever fee level they feel able to, however, guidance on an appropriate amount is provided below (and showing a monthly breakdown for reference).

The record of payments will be made public so there is transparency on contribution.

| | ▼ Annual turnover of the hub | ▼ Annual ECHN membership Fee |
|-------------------|------------------------------|------------------------------|
| Small hub | up to 150K € | 180 € |
| Medium hub | 150K - 1M € | 480 € |
| Large hub | + 1M € | 960 € |

▲ How to join? Three easy steps.

▼ STEP .1

Fill in the online form, and thus sign up for membership.

creativehubs.net/mapproject/form.php

▼ STEP .2

You will receive **feedback** from our community manager: we will invite you for an **introductory call** to get to know each other and then you will receive the membership payment details and signup/ agreement letter so you can officially join the network.

▼ STEP .3

Once you **fill in** the membership papers and complete the payment of your first membership, you have officially **become a member** of the European Creative Hubs Network! Hooray!!

▲ A two-way relationship

What does it mean to be an active member?



▼ Our vision is to sustain a close-knit community of hubs that are willing to collaborate with each other, accountable to take responsibility to propel creative hubs forward.

For the network to be effective, members need to be active in their participation.

A network with a small number of active members can achieve much more than a large network of passive members.

It is therefore essential that, by joining the network, members will agree to actively participate in ECHN's activities, cascading information, request for advocacy support and support the network's advocacy activities, contribute to the network in: hosting a peer exchange visit, host workshops for members, mentor other hub leaders etc.

▲ A two-way relationship

How can you be an active member?

By participating and contributing in:

Peer to peer support:

learning together is one of the core values of the network: you can find complementary skills and launch new projects together

Voting:

Through a democratic process, every three years you will vote for the new Board members and discuss the future on the General Assembly

Regular social media

contributions:

On a weekly basis, hubs will have the chance to take over ECHN social media channels. A unique opportunity to showcase your most inspiring stories.

Feedback on the surveys:

You will be asked to contribute to important surveys and to make your voice heard, to collect some relevant data on the needs and trends of the CCSI locally and internationally.

Participating in events:

Regular online and in person events will animate ECHN's calendar, such as Online Family Brunches, Hubs Meetups and Conferences. These are crucial moments to keep connected, meet your peers and stay inspired.

Being ECHN ambassadors:

Our members are also spreading the word locally on the benefits of being part of this community.



▲ Governance



The Network is run by the Board of Directors, which consists of five members and two alternates, elected for 3 years by the General Assembly. The Board of Directors leads the management and the future direction of the network.

You are invited to read through the complete Statutes legal document of the network in full form. It is extensive as this is the version submitted to the court of Athens, as ECHN legal entity is based in Athens, Greece.

You can read the statutory on the following link

creativehubs.net/ECHN-ARTICLES-OF-ASSOCIATION_REVISION_11.pdf

▼ **Board of
Directors**



**Vassilis
Charalampidis**
President



**Esra
Gonen**
Vice
President



**Tom
Macpherson-Pope**
Secretary
General



**Tessa
Moroder**
Treasurer



**Agustin
Jamardo**
Member

▼ **Alternate
members**



**Raine
Heikkinen**



**Alejandro
Papadopoulos**

▼ **Management
Staff**



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Bobić**

Director of
Operations

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Cortes Oliveira**

Community
Manager

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**Natassa
Likourgjoti**

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**Lia
Tsapani**

Financial
Assistant

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**Konstantina
Zoumpou**

Accountant

▲ Publications

ECHN has produced a collection of useful publications and tools for emerging hubs or for hubs that want to adopt innovative strategies.

For a full overview of ECHN learning tools, check here:

creativehubs.net/tools-learning_echn/





ECHN logo usage

Once you join the ECHN family, you will be part of a broad platform of creative hubs.

Here is a short guideline on how to align the same visual identity for the whole family.

The Logo Symbol is a visual representation of the shapes of the Creative Hubs Network first letters through an addition and subtraction process with use of positive and negative spaces.

A disk, or sphere, becomes C by the subtraction of H, followed by a triangle that creates the shadow of N



▲ ECHN logo on members' materials

ECHN logo, positive, negative and blue version
Can be used in the footer, with or without the text “member of”

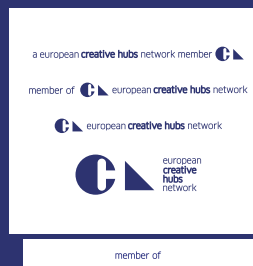
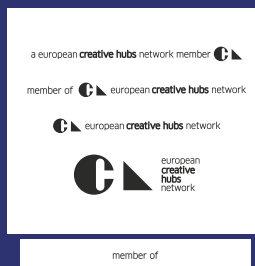


Alternate logo for members.
Can be used close to the hub's logo if permitted,
with or without “member of”

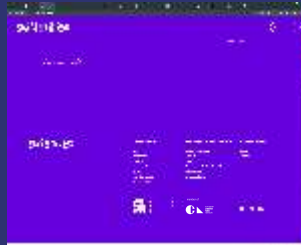
Use black or blue on light
backgrounds, white on dark.

Don't change the logo color,
font, element sizes.

Use of grey tints is permitted
if needed.



▲ ECHN logo on members' materials examples



You can position the logo on your site according to your design on the header, footer, on the about section, as a section or near the partners / supporters section





#techn
#culturalnetwork
#creativehubs

creativehubs.net

IN UNION
THERE IS
STRENGTH

A group of people in a creative workspace, smiling and looking at a sketchbook. The image has a blue tint.

We would love to hear from you!



Co-funded by
the European Union

We strongly believe that **In Union There is Strength!** and we are looking forward to welcoming you to the family!

If you still have any questions regarding memberships or future collaborations, feel free to contact us at

info@creativehubs.net



SKOLA6

creativehubs.net

PARĒJA LĀIŅI

Projektu vadītājs
"B" (pārvalde) projekts
Dāvis Silcāns
Sertona
GRIETAVA
Māru gaisma
A-DOT sadarbība
Tauts, un koka

Čerņomija
Pēteris Būklis

konf ID

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aktīvā krāsā

Zariņš

Hebe

BUR

BUR



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