Who we are

The European Society of Endocrinology (ESE) is at the centre of Europe’s endocrine community – representing over 22,500 endocrinologists across the continent. We are actively shaping the future of endocrinology – the study of hormones – to improve science, knowledge and health across Europe and beyond. Our diverse communities allow us to innovate, and this wide inclusion is our strength. By uniting, supporting and representing our community, we can help drive better medical outcomes for patients.

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European curriculum and exam
Endocrine nurses

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European Congress of Endocrinology 2019
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Research projects
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Meet the Team

The ESE core team (left to right):
Alex Harrison, Scientific Programmes Manager
Victoria Withy, Sales and Marketing Manager
Mischa van Eimeren, EU Liaison Officer
Andrea Davis, Governance and Office Manager
Helen Gregson, Chief Executive Officer
Dirk De Rijdt, Director of Strategic Partnerships
(not pictured: Armelle Mabiala, Executive Assistant, Claire Arrigoni, Event Manager, and Vicki Di Giusto (joined 2020), Scientific Programmes Manager)
Dear Friends

As I reflect on 2019 for ESE and our wonderful community, my thoughts are so positive. Despite now living through the most challenging times as we face COVID-19, it is important to recall the year we had, when I hope ESE supported you and undertook its responsibilities well.

My approach as President has a clear theme, ‘inclusivity’. Among my main goals are: increasing our membership, to truly represent the community in Europe, up to the highest institutional levels; raising awareness of hormones’ crucial role in health; and improving conditions for the millions of endocrine patients across the continent. These required a clear set of priority actions, which have been the diligent focus of the Executive Committee and the ESE Team.

We have therefore introduced committees to support membership, finance and rare disease, and a specific Policy and Advocacy Task Force. Our new office in Brussels, and the appointment of Brussels-based public affairs and media agency Hill & Knowlton, will support our aspirations to promote endocrinology and ESE worldwide.

Work with our National Affiliated Societies on the ESE Advocacy Representation Scheme (EARS) will ensure we represent the broader endocrine community in our advocacy priorities, and further strengthen our collaboration with national societies. We have also assimilated the priorities of the early career EYES community, by implementing a specific task force within the Education Committee. Hard work on financial sustainability has seen the preparation of break-even budgets (albeit pre-COVID-19) for the coming years, despite expanding our activities.

This all complements our usual endeavours, including our fantastic ECE 2019 in Lyon, France, where over 4000 attendees met and 96 countries were represented. I am delighted that our membership rose by 7.6% in 2019, and we celebrate the increase in impact factor for European Journal of Endocrinology, to an incredible 5.107. I can provide reassurance around our financial position in the face of COVID-19. You will be aware that we cannot hold ECE 2020 face-to-face. Instead, the wonderful content will be presented as an online event later in 2020, so helping the Society financially, with the support of our industry partners. Because we have managed ESE’s affairs very carefully, with excellent Treasurer support throughout the Society’s existence, we have financial reserves to cover the situation’s substantial financial impact. We remain strong, and are here to support you, as we always have!

I thank the Officers and the Executive Committee for their great support. This is definitely not a one-person job. Their input and engagement have been invaluable. I reiterate how proud I am of your work on the front line, in supporting our endocrine and metabolic patients. I look forward to seeing you soon, to celebrate our discipline and friendship in the European endocrine community to which we all belong.

Andrea Giustina
President, European Society of Endocrinology

ESE Executive Committee: shaping endocrinology
Supporting careers

ESE strives to build and support the endocrine community, by attracting researchers, clinicians and other health professionals to the field, and by supporting their education and development.

Helping early career endocrinologists and scientists

2019 saw further integration of EYES (formerly the European Young Endocrine Scientists) into ESE. The change in name from the European Young Endocrine Scientists reflects the group’s role in supporting early career clinicians and scientists, and its position as an established community within ESE.

ESE members now receive an electronic version of the expanded EYES Newsletter, to ensure good communication of early career activities both amongst the EYES community and with ESE as a whole. Strategic use of social media, and closer liaison with the ESE Office, will help develop EYES initiatives and align them with ESE’s work.

“I identify this community as a valuable resource that has helped me stay active throughout training and motherhood. From the bottom of my heart, thank you!”

Kyriaki Gkoufa, Switzerland

The EYES community now exceeds 520 early career investigators

ESE Annual Review 2019

EYES Annual Meeting 2019

This very successful meeting in Athens, Greece, was rated highly by delegates:

- Scientific programme: ★★★★★
- Time schedule: ★★★★★
- Meeting venue: ★★★★★
- Secretariat services: ★★★★★
- Accommodation: ★★★★★
- Social programme: ★★★★★

The abstracts from the EYES Meeting were published for the first time in Endocrine Abstracts.

The EYES Symposium at ECE 2019 in Lyon, France, was also very well-attended.

Providing learning opportunities for all

A wide range of ESE courses supported members’ career development in 2019.

- Postgraduate Courses for early career clinical endocrinologists took place in Bled, Slovenia, attracting 110 delegates, and Rotterdam, The Netherlands, with 84 delegates.
- Clinical Updates in Abu Dhabi and the Baltic area informed healthcare professionals of the latest developments.
- EuroPit in Annecy, France, gave 30 early career delegates a comprehensive perspective on the interdisciplinary management of pituitary disorders.
- The 44th Symposium on Hormones and Cell Regulation in Mont Ste Odile, France, was attended by 65 basic science researchers with an interest in ‘Inositol lipids in health and diseases’.

ESE was pleased to continue working with the Society of Endocrinology and Metabolism of Turkey and the Endocrine Society to organise EndoBridge 2019 in Antalya, Turkey, attracting 680 delegates from 41 countries.
Standardising education across Europe

The ESE Recommended Curriculum of Specialisation and the European Board Examination both cover endocrinology, diabetes and metabolism, and support the development of all clinical endocrinologists, particularly early in their careers. They contribute towards improving and harmonising education in clinical endocrinology across Europe.

The Curriculum was updated by the Education Committee in 2019. It is now available in an enhanced and extended online format, with lists of resources for each topic. Educational content from pre-recorded lectures, published research and clinical information are easily accessible.

The Board Exam attracted similar candidate numbers to 2018, with members of the ESE Council of Affiliated Societies (ECAS) helping to encourage participation. Grants covering 50% of the Board Exam fee were made available for ESE members in the ‘in-training’ or ‘reduced rate’ categories.

Supporting endocrine nurses

ESE seeks to raise the profile of endocrine nursing in Europe. We encourage nurses to become ESE members, and support them with educational resources and by strengthening collaboration with other endocrine nursing groups and patient advocacy groups.

The ESE Nurses’ Working Group became the Nurse Committee in 2019, formally recognising endocrine nurses’ unique and vital role. Another highlight was the launch of the well-received textbook, specifically for nurses, Advanced Practice in Endocrinology Nursing.

Some of the contributors at the launch of Advanced Practice in Endocrinology Nursing

The dedicated Nurses’ Programme at ECE 2019 attracted almost 60 attendees. In addition, 40 representatives from patient advocacy groups joined us at our pre-Congress session.

As well as establishing links with the French Endocrine Nursing Group and WAPO (World Alliance of Pituitary Organisations), our activities included further translations of the Competency Framework for Adult Endocrine Nursing, the Endocrine Educational Exchange Programme and the European-wide Audit on Adrenal Insufficiency.

The Curriculum is available at www.ese-hormones.org/ese-online-curriculum

Board Exam

71 candidates from 22 countries

“I’m an endocrinology resident in Brazil. I intend to be an active member of ESE and I think this examination can show that I have the level of ability in endocrinology of a trained endocrinologist in Europe.”

Board Exam Candidate, 2019

See www.eseondemand.org.

ESE On Demand has been a repository for ECE content since 2017. Now renamed as ESE On Demand, its content will increase to include My ESE (a personal resource), ESE educational materials and additional information from ESE courses.

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See www.eseondemand.org.
Nurturing a community

Effective collaboration is vital to scientific research and clinical practice. ESE brings endocrinologists together, to exchange ideas, work effectively and drive the development of our discipline.

Bringing people together

ESE’s premier annual event, the European Congress of Endocrinology (ECE), is a world-leading international congress featuring the latest endocrine developments. In addition to 4 award lectures, delegates at ECE 2019 enjoyed 7 plenary lectures and 6 debates, plus a host of other sessions including 30 symposia. The programme was extended even further by 4 pre-Congress courses and 9 satellite symposia.

The ECE Hub was launched at ECE 2019. This theatre in the exhibition hall provided sponsors with slots of 15−30 minutes, for presentations during official breaks. Of the delegates who provided feedback after attending a session in the ECE Hub, 75% rated the experience as good or very good.

Statistics are based on the post-event survey response. *Includes pre-Congress activities.

Maximising European collaboration

ECAS (the ESE Council of Affiliated Societies) strengthens European endocrinology by enhancing links between ESE and the national endocrine societies of Europe. It provides a forum for discussion and a way for the Affiliated Societies to reflect their members’ opinions. In 2019, 43% of ESE members took advantage of the National Affiliated Membership scheme.

Inclusion of an ECAS representative on the ESE Executive, Programme Organising and Congress Committees meant the Affiliated Societies were involved across ESE activities.

The ESE lecture programme provided European experts to talk at National Affiliated Society meetings. ECAS and the National Affiliated Societies supported ESE’s policy and advocacy activity by taking part in pan-European representation of endocrinology at EU institutions in Brussels.

The 3rd Early Career Clinical Endocrinologists (ECCE) Meeting in 2019 was led by ECAS, and examined the referral process from primary care to the endocrinology unit. An ECAS project on centres of special interest aims to support education and clinical networking amongst European endocrinologists.

ECE 2019 attendee numbers by ESE Focus Area

Attendees were asked to select all the ESE Focus Areas that were of interest to them.

<table>
<thead>
<tr>
<th>Focus Area</th>
<th>Attendees</th>
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<tbody>
<tr>
<td>Adrenal and Neuroendocrine Tumours</td>
<td>1069</td>
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<tr>
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</tr>
<tr>
<td>Reproductive Endocrinology</td>
<td>812</td>
</tr>
<tr>
<td>Thyroid</td>
<td>1151</td>
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ECE 2019 Lyon, France

More than 4000 attendees*
Over 1750 abstracts accepted
96 countries represented

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New Affiliated Society in 2019

Association of Endocrinologists and Diabetologists of the Republic of Srpska (Bosnia Herzegovina)
**Extending the community**

ESE’s vision is to make sure that endocrinologists’ voices are heard far and wide, by everyone from policymakers to the general public. We must share our knowledge to make healthcare better for everyone.

**Ensuring endocrinologists’ voices are heard**

We seek to shape the future of endocrinology, and to ensure that endocrinologists have a role in developing European health policies. To do this, we must influence policymakers at the EU level.

In 2019, we established an **ESE Office in Brussels** to focus on assessing health policies under consideration by European institutions. We developed our own list of priorities, and engaged with policymakers through meetings and consultation responses, particularly on Horizon Europe and endocrine-disrupting chemicals (EDCs).

Late in 2019, we developed an **ESE Policy and Advocacy Task Force**, with representatives from ECAS and the Endo-ERN (European Reference Network on Rare Endocrine Conditions), and scientific experts in the different policy areas we have identified.

ESE successfully supported a resolution towards a **comprehensive EU framework on EDCs**, which was adopted by the European Parliament in April. The ESE Working Group on EDCs, headed by Josef Köhrle (Germany), played a very active role.

We also ran **social media campaigns** around several disease awareness days, such as:
- World Rare Disease Day
- European and World Obesity Day
- World Osteoporosis Day
- World Neuroendocrine Cancer Day.

“*The European institutions have great ambitions around healthcare and research. Securing that endocrine health is included in this EU agenda at different levels must be ESE’s key objective, and drives our activities in Brussels*”

Dirk De Rijdt, ESE Director of Strategic Partnerships

**Engaging partners in industry**

ESE collaborated with colleagues in industry to advance education, practice and policy. ECE 2019 saw meetings with our **Corporate Members** and other companies. In total, 23 companies engaged with ECE 2019, leading to a well-attended exhibition and 9 industry satellites that enhanced the Congress programme.

Our **Industry Partnership Board**, which includes representatives from our Premium Corporate Members, has contributed to discussions on our policy and advocacy strategy. Our Corporate Members continue to generously support ESE educational programmes.

**Endocrinology in the news**

Two articles from **European Journal of Endocrinology** each stimulated over 100 press articles:
- ’Mentally tiring work may increase diabetes risk in women’ (120 articles)
- ’Vitamin D suplementation may slow diabetes progression’ (101 articles)

ECE 2019 received 623 mentions in print, online and broadcast media across 56 countries worldwide and in 19 different languages.

**Thank you to our Corporate Members**

**Premium Corporate Members:** Ipsen, Pfizer, Takeda

**Corporate Members:**
- Advanced Accelerator Applications,
- Aegerion (now part of Amryt Pharmaceuticals DAC), Laboratoire HRA Pharma,
- Merck Serono, Novo Nordisk,
- Saendoz International GmbH, Siemens-Healthineers, Strongbridge Biopharma,
- Uni-Pharma

**Supporter:** Chiasma

*new for 2019*
Investing in the future

ESE provides the resources for members to fulfil their potential, in the clinic or in the lab. As well as grants, we produce quality journals to publish and promote their research, and co-ordinate research projects.

Publishing and promoting quality research

ESE’s peer-reviewed journals ensure that there is a high quality home for our members’ latest research or review, whichever aspect of endocrinology it concerns: basic science, clinical studies or translational research.

By ensuring that our journals achieve consistently high impact factors, we can guarantee that authors’ papers appear alongside other high calibre, international studies and will be seen by a wide audience of their peers. Online journal access is free to ESE members; they are also entitled to reduced rates on print subscriptions and discounts on open-access publication fees.

“Excellent process from start to finish. Kudos to Endocrine Connections and all staff involved. Very speedy review and publication time.”
Respondent, Author Survey

Wiebke Arlt became Editor-in-Chief of European Journal of Endocrinology, recruiting Olaf Dekkers, Juliane Léger and Robert Semple as Deputy Editors. European Journal of Endocrinology’s impact factor reached its highest ever value: 5.107. More than a third of published articles in the journal (36%) were written by ESE members.

Endocrine Connections published 183 articles in 2019: an increase of 43% in 2 years.

Meeting unmet needs across Europe

To fulfil ESE’s mission to promote European research, we support the endocrine community in addressing unmet needs around education or data collection. We engage with research projects and establish Special Interest Groups.

In 2019, the ESE PARAT Programme (aiming to improve outcomes and care in parathyroid disorders) held its 2nd Expert Meeting. Progress was summarised in a comprehensive Focus Report at www.ese-hormones.org/parat. ESE is grateful to Takeda for supporting the PARAT Programme.

The AGHD Audit (examining treatment of adult growth hormone deficiency) began the collection phase of the process in July. See www.ese-hormones.org/research/aghd-audit. ESE thanks Pfizer for supporting the AGHD Audit.
In 2019, ESE awarded over €184 500 in grants and awards.

**Short-Term Fellowship Grants**
TOTAL €10 000
enabled 4 basic scientists to visit other labs

**Small Meeting Grants**
TOTAL €7 553
for the organisation of 6 events related to endocrinology

**Exam Grants**
TOTAL €48 753
supporting 14 clinicians-in-training to sit the Board exam

**ESE Awards**
TOTAL €47 604
in recognition of the achievements of world-leading scientists and clinicians

**ESE Young Investigator Awards**
TOTAL €18 418
for 12 high-scoring abstracts at ECE 2019

**Meeting Grants**
TOTAL €43 506
to help members attend ESE meetings or courses

**Basic Science Meeting Grants**
TOTAL €35 279
to help scientist members attend ECE 2019

**Poster Awards**
TOTAL €2 267
for the 8 best posters at ECE 2019

**Nurse Grants**
TOTAL €5 300
to support nurses attending the ECE 2019 Nurses’ pre-Congress event

**New for 2019**
The new ESE-SEEDER-EU grant was launched to provide €15 000 to aid participation by groups of endocrine scientists in European research. It supports consortia in preparing funding applications to large European research programmes. See www.ese-hormones.org/grants-and-awards/grants/ese-seeder-eu.

**Recognising achievement**
Our prestigious grants and awards recognise world-leading scientists and clinicians across the field of endocrinology, whilst our early career awards provide support for the next generation, to help them achieve their potential. ESE thanks Ipsen for supporting the Geoffrey Harris Award, and Novo Nordisk for supporting the Jens Sandahl Christiansen Award.

- **Geoffrey Harris Award**
  Günter Stalla
  (Germany)

- **European Journal of Endocrinology Award**
  Mirjam Christ-Crain
  (Switzerland)

- **European Hormone Medal**
  Jens Bollerslev
  (Norway)

- **Clinical Endocrinology Trust Award**
  Susan Webb
  (Spain)

- **Jens Sandahl Christiansen Award**
  Esben Søndergaard
  (Denmark)

- **Jens Sandahl Christiansen Award**
  Miguel López
  (Spain)

- **Honorary Membership**
  Maria Alevizaki
  (Greece)

- **Honorary Membership**
  Ezio Ghigo
  (Italy)

- **Special Recognition Award**
  Marija Pfeifer
  (Slovenia)

- **Special Recognition Award**
  Hans Romijn
  (The Netherlands)

- **Special Recognition Award**
  Richard Ross
  (UK)

12 Young Investigator Awards and 8 Poster Awards (two recipients pictured) were given for the best early career work presented at ECE 2019.
Society finances

ESE’s vision is to shape the future of endocrinology, and our mission is to advance the field. To be successful in these aims, our strategy is to establish financial sustainability and develop excellent commercial relationships with a long term perspective.

Treasurer’s report

The Executive Committee continued working to ensure the financial sustainability of ESE in 2019, to enable us to further develop our activities. We progressed with our short, medium and long term financial strategies, which were created to support activities in our strategic plan for 2017–2021, and which have proved a successful foundation. Our reserve policy aims to support ESE’s activities for 2 years, should there be major detrimental changes to revenue or costs.

Financial headlines 2019

- ESE’s main income continues to be derived from individual and corporate membership fees, sponsorship of activities, congress and publishing revenue and grant support.
- Our major items of expenditure were support of activities such as the annual congress, travel grants, awards, the newsletter and website, and European Journal of Endocrinology. In addition, the most significant overheads were related to running secretariat services, for outsourced and in-house staff, and meetings of the Executive Committee and other committees.
- An increase in individual membership of over 7% generated additional revenue, as did an increase in corporate membership.
- Strong delegate numbers and industry support led to a financial return from ECE 2019 that was substantially ahead of budget.
- We continued to invest in our policy and advocacy work, with a part time consultant, and in the development of a White Paper for Endocrinology in Europe.
- Two more staff were recruited to support Sales and Marketing and Office Administration, as we invested in our central team.
- The final outcome was an operating surplus of €74 500 for the year.
- 2019 overall was a strong time for investments, resulting in a substantial gain in this area. We follow a medium–low risk category with a balanced investment objective, and monitor this area closely.
- Funds carried forward are €4 700 000 (2018: €4 100 000).

We have continued to improve our financial processes and reporting, to achieve the highest possible standards, and to ensure that we can deal effectively with sometimes complex accounting and VAT issues. We retain a Finance Director on a consultancy basis for valuable advice, and our auditor is Moore Kingston Smith, a top 20-rated accountancy firm, who deliver an excellent service.

Due to the COVID−19 situation, ESE is carefully reviewing its plans and budgets for 2020 and beyond, aiming to adapt to the situation to ensure long term viability. Finally, as I step down as Treasurer in May 2020, I thank the Executive Committee and all our members. Working with ESE has been a very interesting experience over the years, and I look forward to ongoing close contact in the future. I wish ESE continued success, especially in light of the current COVID−19 challenges that face us all. I am confident the Society will continue to thrive with the benefit of our great endocrine community!

Bulent Yildiz, Treasurer, European Society of Endocrinology

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### Audited accounts

#### Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sponsorship and grants</td>
<td>€792,869</td>
</tr>
<tr>
<td>Congress and meeting income</td>
<td>€2,730,858</td>
</tr>
<tr>
<td>Publications income</td>
<td>€491,708</td>
</tr>
<tr>
<td>Membership subscriptions (including corporate)</td>
<td>€385,127</td>
</tr>
<tr>
<td>Rebates and commissions</td>
<td>€80,514</td>
</tr>
<tr>
<td>Investment income</td>
<td>€55,020</td>
</tr>
<tr>
<td><strong>Total revenue</strong></td>
<td>€4,536,096</td>
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#### Direct costs

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Congress costs</td>
<td>€2,064,202</td>
</tr>
<tr>
<td>Clinical and scientific activities</td>
<td>€474,932</td>
</tr>
<tr>
<td>Membership</td>
<td>€194,216</td>
</tr>
<tr>
<td>Annual meetings and events</td>
<td>€273,713</td>
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<tr>
<td>Communications, media and publicity</td>
<td>€218,385</td>
</tr>
<tr>
<td>Publications costs</td>
<td>€102,081</td>
</tr>
<tr>
<td>Grants and awards</td>
<td>€179,627</td>
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<tr>
<td><strong>Total direct costs</strong></td>
<td>€3,507,156</td>
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#### Gross surplus

<table>
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<tr>
<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td><strong>Gross surplus</strong></td>
<td>€1,028,940</td>
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</table>

#### Overheads

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office and staff costs</td>
<td>€352,592</td>
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<tr>
<td>Cost of trustees’ meetings</td>
<td>€146,919</td>
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<tr>
<td>ECE Local Organising Committee donation</td>
<td>€167,262</td>
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<tr>
<td>Legal and professional fees</td>
<td>€122,564</td>
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<tr>
<td>Policy and advocacy</td>
<td>€115,985</td>
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<tr>
<td>Investment manager, audit and accountancy</td>
<td>€43,126</td>
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<tr>
<td>Foreign exchange (gain)/loss</td>
<td>€5,980</td>
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<tr>
<td><strong>Total overheads</strong></td>
<td>€954,428</td>
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#### Operating surplus

<table>
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<tr>
<th>Source</th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Operating surplus</strong></td>
<td>€74,512</td>
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#### Impact of investments

<table>
<thead>
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<tbody>
<tr>
<td><strong>Impact of investments</strong></td>
<td>€602,225</td>
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#### Surplus/deficit on ordinary activities

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Surplus/deficit on ordinary activities</strong></td>
<td>€676,737</td>
</tr>
</tbody>
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**With thanks**

We thank our 2019 Premium Corporate Members — Ipsen, Pfizer and Takeda — for their support and engagement in the Industry Partnership Board. We also thank the supporters of our individual programmes — Novo Nordisk for their essential continued support of our postgraduate programme, Pfizer for providing extra support to the 25th Postgraduate Course (Rotterdam, The Netherlands) and Ipsen for supporting the EuroPit Postgraduate Course. We thank HRA Pharma for supporting our Cushing’s registry ERCUSYN. In addition, the ESE PARAT Programme and the AGHD Audit project have been kindly supported by Takeda and Pfizer respectively. Without this support from industry, these programmes would not have been possible. We are grateful to Ipsen and Novo Nordisk for supporting the Geoffrey Harris and Jens Sandahl Christensen Awards respectively.