



# EFPSA

## General Assembly I

### Minutes

Joint Executive Board & Member  
Representatives Meeting 2017  
Maaseik, Belgium

Monday 16<sup>th</sup> October 2017









splitting it may show, that I am not completely in favour but I have not decided yet.

- MD: Then they should only abstain.
- EK: Local Organisations cannot show that National Organisations have more weight than Local Organisation but not to divide the vote. Local Organisation would not have the opportunity to show that anyway.
- CC: And for us it is very ambiguous when we receive the votes. We don't know if some people split and some didn't. we just receive the final counting.
- Katja Damgaard Andersen (Denmark, Congress 2019 Coordinator): Abstaining votes don't show my preference, because I go to majority.
- MD: The votes only count to reach quorum. For example, some proposals require 2/3 of votes in favour to pass. If you have 3 in favour, 2 abstaining and 2 against, the proposal doesn't pass. It's not as if you had 5 in favour.
- Victoria Firsching (MOC): I can see a problem with anonymity, because if we have only 1 Local Organisation, then the one that has odd number, we know that it was the Local Organisation voting here. So, what about the anonymity of Local Organisation?
- CC: We discussed it when I was a Member Representative, but there was no suitable outcome of the discussion that would be okay for everyone; I think it is for bigger discussion than we can have here but I invite you to discuss that within the MR group if you wish.
- Petar Lukic (Serbia): I have a suggestion to have more papers.
- MD: In that case you could not ensure that MOs do not split the votes.
- CC please vote in favour, against or abstaining.

36 in favour  
8 against  
5 abstaining

**Proposal passes.**

10. Approval of - CC reads the proposal.  
Transfer of - EK: As the MR of Swedish Psychological cannot  
Membership of attend, I'll do the presentation. They are



**Sweden**

transferring the membership from Psykologstudent Sverige (PS) to the Swedish Psychological Association's Student Council (SR). The SR is part of the Swedish Psychological Association that was formed in 1955. They provide several services and access to certain events, magazines and lectures. This association represents more psychology students than PS and they want their students to engage more in EFPSA activities. Their Mission, Vision and Values (MVV) are also in line with EFPSA's MVV. As said, I had a lot of exchange with them, they provided all the documents, they are very happy, the decision was made by the old and possibly new MO. It was a mutual decision. We believe it will be a great change for Sweden.

- CC: They want to do this to increase their reach and for many years Sweden has had troubles finding an active MR and they believe this might solve that.
- George Savage (Ireland): Do you think it is fair they skip the observer phase? 49 in favour  
0 against  
0 abstaining
- MD: I have an opinion on that but I believe that is not a question for now because this is possible in Statutes so I would say to discuss that during a Working Session and in case of agreement that amendments should be made, a proposal can be put forward.

**Proposal passes.**

- CC: Please vote in favour, abstaining or against.

**11. Approval of Dismissal of Photographer**

- CC reads the proposal.
- NF: Once the Congress was over, Maria Papagianni (Photographer) was not very active. After some time, the teams noticed the lack of tasks and communication. The team tried to approach her but there was no reply. Then, the Marketing Coordinator and Officer contacted her asking if she was okay and if she would not communicate she would be dismissed. She agreed with the dismissal but did not send any resignation. 47 in favour  
0 against  
2 abstaining

**Proposal passes.**

- CC: If there are no questions, please vote in favour,



abstaining or against.

**12. Approval of Dismissal of Policy Team Member**

- CC reads the proposal. The Policy Team Member is supposed to help the Policy Coordinator. Since the Congress, there has been no contribution to tasks, including the Action Plan, he did not attend any Skype meetings and did not attend the Skype Reports with Presidential Office. First, the Coordinator contacted him and he said it was due to exams but afterwards he did not reply at all. There is no communication for 2-3 months. We really need help of someone else in the team. As BM Responsible of the External Relations Office I contacted Žan Lep to see if he was okay and after receiving no reply, about his dismissal once agreed within the Policy Team. However, I received no reply to emails or Facebook messages. Anja Javorič from Slovenia told us that Žan is aware of this proposal and that he is fine with it.

49 in favour  
0 against  
0 abstaining

- CC: Please vote in favour, against or abstaining.

**Proposal passes.**

**13. Approval of Dismissal of Marketing Officer**

- CC reads the proposal and gives an overview of the Role Description.  
- CC: Reasons for dismissal: since the election at the Congress Tiago Moderno (Marketing Office) has not contributed to the development of EFPSA, we tried to help him to adapt to the work, we changed the work dynamics, we sent tasks lists, we had Skype meetings, we took tasks on ourselves, there was lack of contribution to email discussions and weekly Skype meetings. He would just give updates. First, we gave him more support, then we had the EB Reports and Marketing Office did not report any major lack of support from Tiago besides the Coordinator.  
- NF: Eventually we also got feedback from other teams regarding the lack of response from Tiago. Clara and I held one to one individual BM Skype reports. I had the meeting with Tiago. We tackled the issue regarding his productivity. We received some reasons for his actions, regarding workload, a lot of promises regarding improvement. Then at BMM 1, we worked a lot as a team and we said it would be the time for Tiago to progress in his





tasks. During the feedback session each BM member gave open feedback to each BM member. For the time being, this was kept between the Presidential Office.

- CC: We had a set schedule during BMM1 and even then, he did not contribute to the discussion. After BMM1, we received some emails from him saying he would reply later, which gave us a bit of hope but there were no replies. After that, we had the EMP task and we needed designs from Marketing Office. Tiago did not provide them and he was the only one with access to it. We asked him to contact previous Marketing Officers if he didn't manage to find it in his emails or online storage. It was promised to get it by the end of the week but nothing happened.
- NF: The Marketing Office was approaching us with questions. We noticed a major lack of communication with the team. It became very apparent that there was a major lack of communication. The final communication was on the 20<sup>th</sup> September and then there was a Call to me on the 24<sup>th</sup> September. We know from friends he is alive and socialising.
- CC: After we discussed it with the BM, we sent him a final email asking how he was and asking him to consider if he still has time for EFPSA. We sent a second email with a deadline. I contacted him on every social media channel that I could. On the 3<sup>rd</sup> October, we discussed this within the BM and we unanimously voted in favour of his dismissal. I sent him an email afterwards informing about this.
- Darren Biggar (UK): I would like to hear a quick feedback from Marketing Office.
- Tea Jermaniš (Marketing Coordinator): This was frustrating for all the team because we were motivated to work and Tiago was not. I felt I didn't have a BM Responsible. I was thinking this position was not good for him. He started replying but during summer he disappeared a lot. We didn't do almost anything because we would not have a reply for 2-3 weeks. He was not present in the team. We



had social group messages but he was not there. We worked together but he didn't work with us. We didn't hear from him for a month at a time. He wasn't even fully aware of what we were doing. He didn't provide feedback. I tried to motivate him but it is hard to motivate someone who should be your boss.

- Robin Willems (Marketing Office Team Member): We have an online platform to work together and I think he made just one comment. We didn't have time to work because he would not tell us things. It would be CC checking on us.
- Catherine Friend (Content Coordinator): Tea has been doing so much work. She kept us all together. She has done a brilliant job so far.
- Tiana Ivanovska (Social Media Responsible): I want to acknowledge the work of Tea. If you vote against this proposal, with whom will we work?
- Darren Biggar(UK): But this case could involve mental health.
- Tiana Ivanovska (Social Media Responsible): But if it was a real job, he would have communicated that to someone.
- Robin Willems (Marketing Office Team Member): He never mentioned anything to us not even gave us reasons.
- Tea Jermaniš (Marketing Coordinator): I tried to reach him. He did share some things with us but it was ongoing stuff since the beginning.
- AA: We had to distinguish the personal mental issues some person might have to be demotivated and the work of EFPSA. So actually, it was a situation where you can easily say things can happen and bail on things so what we are trying to do here is to distinguish the personal part and the work in EFPSA. The way I see it is that if this was a real job, you would have the obligation to inform your boss. We are not disclosing personal information but we are trying to get the picture based on work and how this is affecting everyone.
- CC: I would like to say thank you to Marketing Office because they have been great and the



communication between us was very efficient despite all this.

- George Savage (Ireland): This is a psychological association so we should be considerate regarding situations where mental health issues are involved.
- MD: Why are we mentioning mental health issues for the case of Tiago and this was not raised to none of the previous dismissals? We did not mention at any point Tiago might have mental issues because if that is true we are not aware of it. Furthermore, even if this was the case, half the mandate has passed and the work needs to be done. We are all super supportive. I almost burned out last mandate, I just informed the BM and asked to take over my tasks for 2 weeks. We are here for each other and we don't judge when people are not able to attend a meeting or can't do a task on time. However, we always ask to be informed. A lot of times, our work depends on each other. We have Marketing Office tasks pending because they did not know they had to do them. The minimum is to be informed because if you don't do that you are disrespecting all these people, who are also volunteers. In my personal opinion, this took way too long. In September, Luc was sailing, CC was in Morocco, I was in Montenegro with a volunteering project and giving feedback to EMP designs at 2am. I sent a massive e-mail to the Presidential Office saying that this was enough for me. We cannot require the same level of commitment from everyone but you can at least say you will be out and ask to be backed up. This was happening with Tiago since the beginning. Even if he had mental issues, which is not the case, the work needs to be done and he is massively interfering with the work and motivations of entire teams.
- George Savage (Ireland): I am not saying that you are not working or that it was not hard for you.
- MD: I know, I know. I believe your questions are very valid. I am just explaining that even if you have mental issues, you can still respect people around you because they are also people who care



about you.

- AA: If things get looked into and there is a case of somebody being dismissed, there is no discrimination on that topic. If that person feels that they are being discriminated then they should fill a report or something and let us know. I don't get any bad intentions but we are all volunteers here.
- NF: Clara and I stopped our work in order to help. However, we didn't push to an extent to make him disappear.
- CC: It is too much for us. We can't keep delaying our tasks.
- Michaela Pace (Content Review Responsible): In my opinion, we all share the responsibility of mental health, we can reach out to Tiago. This should not be such a concern in regard to his dismissal. That should fall on us as individuals. Not dismissing doesn't mean making the mental health issues disappear. It is just leaving a team hanging.
- Tea Jermaniš (Marketing Coordinator): I was in Marketing Office with Tiago last year and I started feeling that this was not a good position for him during the Congress.
- Simone Wagner (Luxembourg): Along the fact, you tried to reach him.
- Gabija Kisieliute (Partnerships Team Member): What happens now?
- CC: What we have done is that we informed Tiago about this proposal, we had a meeting with Tea as Marketing Coordinator and we asked if she would like to take the role. We decided she will try it out this week and she will see how she feels about it. Then we'll discuss what to do with the Marketing Office together with them.
- NF: There is no formal procedure for this situation. We approached Tea first because it would make sense as she has been taking care of most of Tiago's responsibilities.
- Darren Biggar (UK): Are you considering to create a procedure for these situations?
- NF: These things are difficult to decide but it is

41 in favour  
4 against  
4 abstaining

**Proposal passes.**



something difficult to implement. It is difficult to make a procedure for this.

- CC: I would like to ask you to vote in favour, against or abstaining.

**14. Counting of the votes**

- AS and MS count the votes.
- Results of the voting are announced.
- Closing of the General Assembly.

