Annual Report 2021-2022
Introduction to EFPSA

The European Federation of Psychology Students’ Associations (EFPSA), established in 1987, is a non-profit, student-run Federation. EFPSA represents a diverse network of psychology students working on a voluntary basis by and for psychology students of Europe. In the mandate of 2021-2022, the Federation consisted of 34 Member Organisations and 2 Observer Organisations.

As a platform for academic, professional, and personal growth with a broad selection of unique opportunities, promoting development and creative initiatives, EFPSA attracts more students every year, with the number of its members continually increasing across Europe. Psychology students benefit from our Services or contribute to the organisation’s future by fulfilling positions within its Working Community, consisting of the Executive Board and Member Representatives. Altogether EFPSA has positioned itself to provide psychology students with unique and exciting opportunities for academic, professional, and personal development.
**Mission**
EFPSA’s mission is to bring psychology students together on a European level to enrich their concept and application of psychology; encourage skill development in order to contribute to the improvement of the field; have a positive impact on society and its perception of psychology; support scientific and social interaction and cultural exchange between psychology students, academics and professionals.

How does the Federation implement this? By consistently developing our Services, Events and the quality of interaction between European psychology students and their national, regional, and local associations, EFPSA creates an encouraging environment for psychology as a professional and scientific field in Europe.

**Vision**
EFPSA’s vision is to have a psychologically aware society where the misconceptions that surround it are diminished in order to enhance general well-being; to provide services and events that accommodate the vast expanse of needs of psychology students to develop themselves professionally and reach interconnectedness across all of Europe.

**Values**
Association: As an organisation, to be connected both internally and externally, within the EFPSA Working Community and with organisations who share a similar mission and values.
Clarity: To have an integral, coherent, and consistent approach to all aspects of our operations.
Diversity: To accept the differences; to respect and welcome them as valuable assets.
Fortitude: To have courage in adversity and unforeseen circumstances.
EFPSA Executive Board

The Board

The mandate of 2021-2022

The Board was elected at the 35th EFPSA Congress that took place virtually due to the COVID-19 pandemic. The first few weeks of the mandate were quite the challenge since at the second General Assembly of the Congress, no Finance Officer nor Marketing Officer was elected. However, the call for these positions was opened immediately and EFPSA welcomed their new Finance and Marketing Officer on the 15th of May 2021. During the Congress, the Board held interviews to select the Executive Board of 2021-2022 and had several online meetings, working sessions, training and discussions. During the next few months, EFPSA started preparing to have several events in-person again, while developing a COVID-19 events policy. The Research Summer School, Train the Trainers Summer School, In-Person Board Meetings, Joint Executive Board & Member Representatives Meeting, and Conference all took place in a hybrid environment. For each event all covid-regulations of the hosting country were closely monitored, creating an as safe environment for our participants as possible. The mandate 2021-2022 ended during the 36th EFPSA Congress that took place in Cyprus.
General Assemblies and e-votings

Six General Assemblies took place since the beginning of the mandate, starting with the General Assembly being held at the 35th Virtual EFPSA Congress. During the first General Assembly a new procedure for Tier Scale Transfer was created, making it easier for Member Organisations to transfer to a different kind of membership. Ukraine joined EFPSA in the first-stage membership and both Italy as well as Belgium transitioned to second-stage membership. EFPSA also formed collaborations with five other student organisations. As every year, the annual financial report was approved. Most importantly, finance-related, the change of fiscal year was approved. As of now, EFPSA will have its fiscal year from the 1st of January until the 31st of December. The second General Assembly revolved around the election of the Board 2021-2022. During the third General Assembly, held approximately two weeks after the Virtual Congress, the remaining Board positions were filled. This latter General Assembly also included approval of the first version of EFPSA’s financial guidelines, approval of the Executive Board, Internal Audit Committee and Ethics Committee, EFPSA Representative in EFPA of E-Health, the position paper on Social Action and the draft of the Strategic Planning 2023-2027.

Another two General Assemblies took place during the hybrid Joint Executive Board & Member Representatives Meeting 2021. During the first General Assembly, the Finance Officer, after long discussion and consideration, was dismissed. During the second General Assembly many EFPSA Representatives in EFPA were elected for their two-year mandate of 2021-2023. Additionally, a new position was created, the ‘Community Responsible’, who will focus on supporting EFPSA’s sense of community, improving the well-being of volunteers within EFPSA and organising social activities. An Organisational Task Force was also approved which will perform organisational evaluations on the whole Working Community of EFPSA and analyse its structures and common working practice over the course of two years, based on scientific evidence and literature about organisational evaluations. While the team for the Task Force has not been selected yet, a call for this Task Force will be opened within the start of the upcoming mandate 2022-2023.
There were four seasonal e-voting sessions during the mandate: in June 2021, July 2021, December 2021 and March 2022. One additional and exceptional e-voting took place during June.

During the June e-voting the following Proposals were approved. You can find more information in this document as well as the Outcomes of June e-voting.

1. Approval of the Congress 2021 General Assembly Minutes
2. Approval of EFPSA Preliminary Budget 2021
3. Approval of Executive Board 2021-2022
4. Approval of Board Action Plans

During the second and exceptional June e-voting the following Proposals were approved. You can find more information in this document as well as the Outcomes of June e-voting.

1. Approval of the Dismissal of the TrT Org Com of Azerbaijan
2. Approval of the New TrT Org Com 2021
3. Approval of New Executive Board members 2021-2022

During the September e-voting the following Proposals were approved. You can find more information in this document as well as the Outcomes of September e-voting.

1. Approval for the Name Change of the Policy Team
2. Approval of the External Relations Team Member Position
3. Approval of the Social Media Team Member Position
4. Approval of Board Action Plans of the Finance and Marketing Officer
5. Approval of the new Executive Board 2021-2022 members
6. Approval of the Congress 2023 Coordinators

During the December e-voting the following Proposals were approved. You can find more information in this document as well as the Outcomes of December e-voting.

1. Approval of the Audit of the Internal Audit Committee
2. Approval of the Revised Financial Guidelines
3. Approval of the Memorandum of Understanding with EHSAS
4. Approval of the New Executive Board Members 2021-2022
5. Approval of the Collective Role Description of the EFPA Representatives
6. Approval of the Minutes of General Assembly I of the Joint EB&MR Meeting 2021
7. Approval of the Minutes of General Assembly II of the Joint EB&MR Meeting 2021
During the March e-voting the following Proposals were approved. You can find more information in this document as well as the Outcomes of March e-voting.

1. Approval of the Human Resources Office
2. Approval of the Human Resources Coordinator
3. Approval of the Coaching and Mediation Responsible
4. Approval of the Training Office Team Member
5. Approval of the Social Impact Initiative (A)live! Project Responsible
6. Approval of the Certificate Requirements for the Working Community

Ever since the COVID-19 pandemic, EFPSA was finally able to organise an in-person Congress again! During this Congress, three General Assemblies were held hybrid of which two still belonged to this mandate. During the General Assembly I, some standard proposals were approved such as the official resignation of the exiting Board, the annual financial report, the financial discharge of the Board, the Internal Audit Committee report, and amendments to the Statutes and Internal Regulations. Additionally, the membership fees and groups according to Gross Domestic Product (GDP) and the penalty and dismissal procedure of Member Organisations were updated. Complete new proposals were the approval of the Strategic Planning 2023-2027 and the individual membership. Also, some Member Organisations became new members or switched between local and national organisations (Applied Psychology Students’ Axon of Montenegro, Associazione Psicologi Europe in Formazione of Italy, and Psihomnia of Croatia) and some Member Organisations unfortunately were dismissed due to a variety of reasons (Voice of Albanian Psychology Students’ of Albania, Psychology Students SINAPSA of Bosnia and Herzegovina, Young Psychologists Public Union of Azerbaijan, and PSI Student Affairs Group of Ireland). Last, a new Memorandum of Understanding with the Global Student Psychology Committee (GSPC and a Call to Action (Students Building Community Psychology) were also approved. During the General Assembly II, elections for the Board of 2022-2023 were held.

**Board Representatives at EFPSA Events**

During the mandate 2021-2022 was still quite uncertain because of the pandemic. This reflected on EFPSA events and some of the events being postponed, cancelled, organised virtually or hybrid. In all Events the EFPSA Presentation was delivered to introduce EFPSA to any participants unfamiliar with the Federation, and the representatives were also available for questions, discussions and meetings throughout if necessary. At least one Board member attended each event as a representative of EFPSA and as support to the Organising Committees.

**Research Summer School 2021** | Ana Lubej (Academic Affairs Officer) attended the Research Summer School 2021 in Croatia.
In-Person Board Meeting 2021 | All Board members were present either in person or virtually at the Board Meeting in Belgium.

Train the Trainers Summer School 2021 | Deianara Couwet (President) attended the Train the Trainers Summer School 2021 that took place in Belgium.

Joint Executive Board & Member Representatives (EB&MR) Meeting 2021 | All Board members were present either in person or virtually at the Joint EB&MR in Malta.

EFPSA Conference 2021 | Deianara Couwet (President) attended the Conference that took place in Portugal.

In-Person Board Meeting 2022 | All Board members were present either in person or virtually at the Board Meeting in Croatia.

Congress 2022 | All Board members were present either in person or virtually at the Joint EB&MR in Cyprus.
President | Deianara Couwet

Presidential Office

Presidential Office Tasks & Meetings
The Presidential Office had meetings every week and prepared the Agenda for the weekly Board Meetings, the agendas for the face to face Board Meetings, meetings held at the Congress and the Joint Executive Board and Member Representatives Meeting. Preparations included asking the Board for suggested topics as well as collecting suggested topics from the Executive Board and Member Representatives via the “BM Survey”. This practice is very important for the Board to receive input from the Working Community before making decisions.

During the weekly meetings the Presidential Office discussed any important issues in the Board itself or in the Working Community and planned the upcoming tasks for the Board. At the beginning of the Mandate the President wrote a welcome email to the Working Community, MO Presidents and external partners and also sent all the important documents for the start of the Mandate to the Working Community. The President wrote various Reference Letters, as well as Proofs per Position for members of the Working Community throughout the mandate. Additionally, the President wrote Invitation Letters for Statutory Meetings as necessary and other Invitation Letters were sent to partner organisations. The President also signed contracts with External organisations, Memorandums of Understanding with student organisations, and any other contracts in regard to grants, legal registration and bank cards. This procedure should be continued as it is mandatory by Belgian law.

Member Organisation Presidential Meetings
During the mandate, the Presidential Office, together with the Member Representatives Officer had three meetings with the Presidents of the Member Organisations (MO). The aim of these meetings is to discuss the current practices and the relationship between Member Organisations and EFPSA, and how it can be improved. During these three meetings we discussed new initiatives such as EFPSA Week, good & bad practices of their Member Organisation, introduction and presentation of each of the Member Organisations and possibility to ask questions and learn from each other, the EFPSA Congress, transition of the EFPSA Mandate, and how EFPSA should react to the war in Ukraine and how we can support the Ukrainian MO and its students.
External Relations Office
Although the mandate 2021-2022 was still not a typical mandate due to the pandemic, and travel opportunities for the External Relations Office were restricted, the achievements were outstanding. The External Relations Office was responsible for establishing and supporting meaningful partnerships with external organisations and voicing EFPSA’s opinion publicly through EFPSA’s first ever Call to Action. The External Relations Office was completely reviewed. We added new positions to the team and rebranded existing positions. The External Relations Office consisted of the Public Relations Coordinator, the External Relations Coordinator and Team Member, the Advocacy Coordinator and three Advocacy Writers.

The Public Relations Coordinator position had a slow start since it was a completely new position. During the mandate, we mainly worked on figuring out how this position could be of most impact for EFPSA and on which projects to contribute to. The Public Relations Coordinator started collaborating with the Advocacy Team and Scientific team of the Conference Organising Committee on the Call to Action and with the Social Impact Initiative on their new Suicide Prevention campaign.
The External Relations team collaborated with 10 other student organisations over the world to organise the Mental Health Project between the 10th and 20th of October 2021. In total, 4 days were organised full of webinars, workshops and training sessions. Each day had its own theme such as: Mental Health Around the World, Mental Health Today, First Aid in Mental Health, and Students & Advocacy. During the rest of the mandate, the External Relations team worked on collaborating with existing partnerships and establishing new relationships. EFPSA established a Memorandum of Understanding with the Global Student Psychology Committee (GPSC), an organisation intended to bring psychology students together from all over the world. The collaboration went really well and the President was even invited to be a panellist at their webinar in January 2022.

The Advocacy Team (which used to be the Policy Team) was completely rebranded. The team worked hard on identifying in what ways their work can be of the most influence on EFPSA and how the working practices should change to being able to accomplish this. The team started thinking more about long-term accomplishments rather than short-term ones. Instead of writing a certain amount of policy papers on a yearly basis and not being able to follow up on the dissemination. The Advocacy Team decided to take another approach to look at EFPSA’s current projects and themes of events and how they can contribute to that. This led to the Advocacy Team writing EFPSA’s first ever Call to Action in collaboration with the Scientific team of the Conference Organising Committee on Students Building Community Psychology. The Call to Action you can find here.
External Events

EFPA Presidents’ Council Meeting May 2021 | Virtual
EFPSA was invited to EFPA’s Presidents’ Council Meeting that took place virtually on the 7th of May 2021 due to the pandemic restrictions. Deianara Couwet (President) represented EFPSA and updated about the start of the new mandate in EFPSA and the upcoming plans and events.

General Assembly of EFPA 2021 | Virtual
Deianara Couwet (President) joined the General Assembly of EFPA that took place on the 29th of June 2021 virtually. During the General Assembly the finances of EFPA were discussed and the executive council of 2021-2023 was elected.

BPS Conference 2021 | Virtual
EFPSA was invited to the Conference of the British Psychological Society to present EFPSA and our work. Deianara Couwet (President) attended the conference on the 10th of July 2021 and gave a presentation about EFPSA.

PsySSA and EFPSA Social Event | Virtual
On the 24th of July 2021, EFPSA organised a social event with psychology students of South Africa (PsySSA). Students of EFPSA and PsySSA were mixed into groups and played games together. It was a lovely way to bring students from different continents together, to get to know each other and each other's' cultures.

EFPA Presidents’ Council Meeting October 2021 | Virtual
EFPSA was invited to EFPA’s Presidents’ Council Meeting that took place virtually on the 19th of October 2021. Deianara Couwet (President) represented EFPSA and updated about EFPSA’s activities so far and the upcoming plans and events of the mandate.

IFISO Autumn Meeting 2021 | Virtual
Robert Meyka (Secretary General) attended IFISO’s Autumn Meeting. During IFISO meetings international organisations come together to discuss several topics and share bad and good practices. This way organisations can learn from each other. Interesting topics for EFPSA were talking about grant applications and fundraising.

EFPA Associate Members Meeting November 2021 | Virtual
EFPSA was invited to EFPA’s Associate Members Meeting that took place virtually on the 29th of November 2021. Deianara Couwet (President) represented EFPSA and gave a short presentation to the other associate members about EFPSA. The meeting was the perfect opportunity for all of the organisations to share ideas and discuss possible collaborations.
General Assembly of EFPA 2021 | Virtual
Deianara Couwet (President) joined the General Assembly of EFPA that took place on the 10th of December 2021 virtually.

APA Student Division Panel Session | Virtual
On the 14th of January 2022, the President (Deianara Couwet) was invited to be a speaker at a panel session of the APA Student Division. The panel session was very enlightening. Several students in leadership positions of international organisations talked about their experiences. The President of EFPSA talked about her journey as a leader of EFPSA and how she approaches international leadership as a student.

European Health Students’ Associations Summit Meetings 2021-2022 | Virtual
Throughout the mandate of 2021-2022, representatives of EHSAS organisations met every 2-3 months to discuss new projects and ongoing collaboration. On the 1st of January 2022, EFPSA became the chair of EHSAS.

EFPSA Representatives in EFPA Working Groups
Four EFPSA Representatives in European Federation of Psychologists were elected at the General Assemblies and e-voting 2020. Usually EFPSA Representatives in EFPA have mandates of 2 years, however these mandates will end in 2021, because the last call was in October 2019, which means that the mandate lasts from 2019-2021. For this reason it has been decided that the Representatives elected in 2020 will instead of a one year mandate stay in their positions until 2023. The representatives are expected to contribute to the work of their Working Group, presenting the view of psychology students and liaise between EFPA and EFPSA. During the mandate, the EFPSA Representatives work closely with their Working Groups and update EFPSA, through the Secretary General, about progress of the Working Group and ideas for collaboration.

Alumni

Mentoring System
For the first time ever, we have established a mentoring system for the Working Community members. The Alumni who were willing, could become mentors to current EFPSA volunteers who chose to have a mentor. A mentor supports a volunteer in various ways: the mentor is a person a member can go to and talk about time management, have sessions on how to have efficient planning, talk about personal things or to vent about things that are happening.

Master classes
The Alumni Board organised masterclasses during the 36th Congress 2022. Anyone from the Alumni network had a chance to apply and deliver a masterclass on a topic related to their career and share their knowledge and skills with students.
Vice President | Johann Börner

Social Impact Initiative
The Social Impact Initiative Team continued working on the Campaigns throughout the mandate by dividing the workload between the Team Members. They had meetings twice a month to update each other and think about next steps in their Campaigns and Projects.

This mandate we started a new project for our Campaigns. We wanted to increase the accessibility and validity of our workshops. This is why we had several professionals go through the materials of the workshops and give their professional approval. Furthermore, we started doing research on how to make our workshops more accessible to persons with disabilities. We want to find professionals in this field to guide us through creating alternatives (of certain aspects) of the workshops.

Mind the Mind
At the start of the mandate, the team took over the mentoring of the National (NCs) and Local Coordinators (LCs) for the seventh wave of the Mind the Mind campaign. Afterwards, they ensured that the campaign finished smoothly and made the certificates for LCs, volunteers, and trainers who earned them. They also collected evaluations from LCs, volunteers, and trainers.

During August, the team issued a new Call for LCs and NCs for the seventh wave of the Mind the Mind campaign. Many candidates applied and in total we selected 19 National Coordinators and 94 Local Coordinators which means that our campaign is active in 19 countries.

They moderated the Social Impact Initiative and Mind the Mind Facebook pages and the Mind the Mind Instagram account, which were both a success in the mandate.

Better Together
During August, the team issued a new Call for LCs for the fifth wave of the Better Together campaign. Many candidates applied and in total we selected 38 Local Coordinators from 14 countries.

Throughout the mandate, the SII Team coordinated Local Coordinators and evaluated the current workshops which were updated. They collaborated with the Training Office. Besides that, the team worked hard on promoting the Campaign with making the Better Together Facebook page active and on the Better Together Instagram account.

Organised Acts of Kindness
The OAK Responsible worked hard on developing the Campaign and managed to keep up with regular posts about Kindness on Facebook and Instagram.

This mandate OAK continued a new collaboration. Together with A Creative Pause, an organisation that organises experiential art learning workshops.
Besides the main Campaigns SII is working on, they have worked on other projects which will be continued in the next mandate:

(A)live Campaign
The Campaign received a Project Responsible position with the beginning of the mandate, manifesting it as the newest addition to the campaigns of SII. It focuses on raising awareness regarding suicide with the goal of suicide prevention among high school students and youth. The SII Team continued to promote the campaign very actively on social media, hosted their first online-workshop and is working on implementing workshops to be delivered in different countries much like Mind the Mind and Better Together.

Additionally the SII team worked on creating a new campaign focusing on the impact of climate change on mental health and created the new campaign called Planet A. In the next mandate the team will continue working on establishing this campaign next to the already existing ones.

Training Office
The Training Office (TO) had a turbulent mandate. Due to personal circumstances of certain team members the team composition changed drastically over the course of the mandate. The TO managed to welcome new trainers into the EFPSA Training Community that started their trainers career at other organisations and are now motivated to deliver sessions for EFPSA. Trainers from different generations delivered team building sessions at the beginning of the congress to help each team find their path into the mandate. For the Research Summer School the TO took care of the selection of trainers supporting the event and the needs analysis of each research team. Moreover, following each EFPSA event the TO
worked on the evaluations of events and training sessions, organised mentor and mentee processes for the EFPSA Trainer candidates’ development and followed up with any relevant handbooks and reports. The Training Office also prepared and delivered the Train the Trainers Summer School 2021 in Retie, Belgium. Lastly, the TO opened calls for EFPSA Trainer Candidates to join the Pool and for external Trainers to join the Community.

**Training Image Responsible**
This position was open for a longer period of time during the mandate. Once it was filled the Training Image Responsible focused on re-establishing a presence on social media, promoting calls for events for trainers. Towards the end of the mandate the Training Office decided to order polo shirts for EFPSA Trainers attending the EFPSA Congress and together with the Trainers’ Community Responsible the Training Image Responsible worked on the design and the order of this.

**Train the Trainers Summer School 2021**
After successfully delivering the first event during the Covid-19 Pandemic and the first ever Train the Trainers Winter School in Türkiye in February 2021 the Training Office was looking forward to get back to the normal EFPSA calendar and delivering TtT in Summer in Belgium. Due to certain positions not being filled the trainers’ team was filled by trainers from outside the team. The Vice President took over the coordinating role of the team while another EFPSA trainer joined as an additional teammate. All those challenges were worked through to help the new generation, the BANG generation successfully go through the Summer School of 2021.
**Secretary General | Robert Meyka**

**EFPSA Office**
The EFPSA Office is responsible for external and internal communication, well-being of the Working Community, and documentation. Therefore, the EFPSA Office is composed of eight Executive Board positions: Secretary General (Board Responsible), Creative Writer & Editor, two Content Review Responsibilities, Data Analysis Responsible, two Human Resources Responsibilities, Community Responsible and Web Support Coordinator.

The EFPSA Office has monthly social meetings, while also personal meetings with SG regarding the tasks and workload and summarising the achieved monthly tasks on a collective spreadsheet.

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**Creative Writer & Editor**
The Creative Writer & Editor is responsible for the communication with EFPSA - alongside with the Secretary General. This year we have improved the practice of sending out Birthday cards (each member of the Working community getting a birthday card for their birthday on their personal email) by establishing a birthday database and individualising each birthday wish (with haikus, recommended music for the day, and recipes). The goal of this was that the members of the Working Community feel more connected to the Community and that they feel appreciated by EFPSA.
EFPSA Magazine

The EFPSA Magazine is a combination of external and internal newsletter that is sent out to the Working Community, Supporting Community, Member Organisations and other externals. In it, we share the updates of our Working Community, their projects and their work, together with the summary of events that happened (‘What’s hot in EFPSA’). Because we also wanted to make the magazine more appealing to people outside of EFPSA, we have included a trainers corner in addition to the creative corner, with useful advice and insights from EFPSA Trainers on the work and studies of students, and also a word from our Creative Writer & Editor, who is in charge of the whole magazine and its content. The goal of the EFPSA Magazine was to share the work done by the Working Community, giving them the recognition they deserved. Apart from it within the Magazine the updates from our Member Organisations, EFPSA events, and partner organisations in collaboration with the External Relations Office. The magazine was created with the support of the Marketing Office to make it more visually appealing to everyone.

EFPSA Promotional newsletter

Next to our Magazine, which functions as a newsletter for updates of already completed projects within and in collaboration with EFPSA, we also re-established a promotional newsletter for Open calls of upcoming events, open positions, and webinars. This was already used to be a practice and was eventually replaced with the EFPSA Magazine. Since the last mandate, we collected the consent of participants of webinars and applicants for the Working Community to receive further Newsletters which promote upcoming opportunities.
Content Review Responsibilities
Our two Content Review Responsibilities were making sure that every document and every post and text that EFPSA sends out, is reviewed and in accordance with our Corporate Visual Identity. Throughout this mandate, we implemented a Discord channel for quicker review of Social Media posts. During the mandate, the two Responsibilities reviewed booklets, google forms, social media posts, presentations, policies, reports and other documents that were sent to them. They also delivered two Content Review workshops, one in-person at the joint EB&MR event and another one online in December, which helped educate the Working Community on how to write texts that are in accordance with EFPSA while also facilitating creativity and assertiveness in writing documents and social media posts.

Web Support Coordinator
This year especially, online work has become the norm. To ensure efficient communication and that everything goes smoothly, we have a position of Web Support Coordinator. This year, the main task of the Web Support Coordinator was updating the website - the structure was changed, drop-down menus added and every content was updated. Besides EFPSA’s main page (efpsa.org), the WSC also worked on the several other websites, such as the Congress 2022 website, the Conference 2021 website, the JEPS website (in relations to the migration of the webservers) and he supported the launch of the Research Programme blog as well as the Mind the Mind Germany website. The other task of the Web Support Coordinator is to oversee the g-drive organisation and emails, and once again this year many new emails were created for our events and members of the Working Community.

EFPSA Website
Continuing with the last mandate’s ambition of restructuring the website, this mandate we focused on improving the User Interface design of the website, organising the content of the website more and making it more user-friendly for several audiences. For this, we outlined a Task Force together with Member Representatives, members of the Executive Board, and external volunteers, in which a user analysis was performed on a scientific basis, after also receiving quantitative and qualitative feedback from the current Working Community and further visitors of the website. Unfortunately, the Task Force team eventually was not created, however the plans still exist and could be pursued in the future. In addition to that, we migrated the hosting of our website from an American server to a European one, decreasing the loading times of the website to a minimum and further adding to the quality of the experience when browsing through our website.

To summarise the progress of the website:
The first launch of the EFPSA website happened over 20 years ago, in March 2001:
Fast forward, an example was taken by the Task Force from the structures of the website design back in 2017, which had an outdated but neat design of the website:


The website was updated in 2018. It had better designs, yet longer loading times and no dropdown menus (less overview):


More updates came through the purchase of a new template, with new icons and design, giving the website a modern look and slightly quicker loading times:


This year, we changed the American hosts of our web servers and switched to Krystal, a hosting provider from the United Kingdom. Through this, the loading speed, security and capacity of our website could be improved significantly while at the same time lowering our costs for maintaining the web pages of EFPSA. With this, EFPSA now has the technical capacities to host webpages and subdomains to the latest modern standards and look forward to furtherly improving the structure and content of our website. Additionally, EFPSA is now having more capacities to enable the Supporting Community of EFPSA in creating subdomains. For example, per request we were able to provide Mind the Mind Germany with a website on their own that is hosted as a subdomain of EFPSA.

Data Analysis Responsible

The Data Analysis Responsible oversees the collection and analysis of EFPSA applications, Events, Services, and internal surveys for the Working Community. All the applications were according to the EU General Data Protection Regulation (GDPR) guidelines and it was ensured that sensitive data was handled in a proper manner. The DAR created a GDPR manual that was sent out to the Working Community for helping them with their DATA collection. The DAR also helped analyse feedback for services (Mind the Mind, Better Together), Events (EB&MR, etc.), and the surveys that were sent to the Working Community by the Board. Following on the collected data from last mandate, the outcomes of feedback and surveys of this mandate could also be compared with the last mandate. This practice will also be continued in the next mandate. A new drive is now being used for all the future applications, which will make it easier for DAR to oversee the data and archive the data at a proper time.

Human Resources Responsible

The purpose of this role is to oversee, manage, and evaluate the Working Community working practices with the aim of developing the Federation. One of the main tasks was conducting the mid-term and end-term evaluations of members in the Working Community. The feedback and google-forms were analysed anonymously and then presented to the Board to be aware of the issues and improvements.
The Human Resources Responsible revised, updated and improved applications of the Research Summer School according to the needs of supervisors, the research project team and previous experiences with Research Summer School, with the aim of selecting the right candidates for the positions. According to the feedback the HRR got from the Working Community members, the Board made sure that the role descriptions for each position.

Due to the pandemic circumstances and general improvement and space for development of the future in EFPSA, we have decided to add a second Human Resources Responsible to the EFPSA Office. More about the new position can be found under structural changes later in the document.

This year, a second Human Resources Responsible was added. One HRR was working for Services and the other one for Offices, with both also taking care for the Supporting Community whenever something would come up. This proved as necessary, as mediations and first evaluations were conducted for the Supporting Community, the teams of which now knew of an extended support branch.

Additionally, a proposal for a Long-Term Task Force was approved for an Organisational Evaluation, which would analyse and assess the Federation as a whole and how well working processes as well as collaboration in-between teams are working.

At BMM1, discussions started about creating an Human Resources Office team with two added positions, an HR Coordinator and an HRR for the Supporting Community. After positive feedback and insights of further team evaluations, we improved our ideas and further discussions for a finalised version of an HR Office were discussed and finally a proposal approved in March. Below are more details about the new HR Office.

**Human Resources Office**

Since the approval of adding Human Resources Responsible (HRR) positions to EFPSA’s Executive Board in 2019, many additional changes and additions have been made to the original idea of these positions. A lot of original ideas from that approval (e.g. coordinating the recruitment process) were adapted, got lost, or shifted throughout the years according to the needs of the Working Community and the effects of the pandemic.

Next to well-functioning aspects of the HRRs, like being there for needs and concerns of the Working Community (WC), original responsibilities like taking part in the recruitment of the WC and organising quarterly Team Reports could not be realised by the Human Resources Responsible or were changed into biannual Team Evaluations.
Thanks to the Team Evaluations and regular checkups of teams done by the HRRs, we were able to notice an increase in signs of overworking within the WC. Although overworking could partially be ascribed to the effects of the COVID-19 pandemic on our volunteer’s mental health or other external factors, it can also be related to our human resource management (HRM) practices. For instance, insufficient onboarding processes for new WC members, possible conflicts within the team or with the Board Responsible that were not addressed directly, a lack of a sense of community within our Federation and so forth.

We already took efforts to combat these concerns (e.g. by creating a second HRR position to improve the availability for Services and Offices; by creating the Band-Aid -or Well-Being-Project to facilitate discussions about mental health within the WC; and by creating the Community Responsible position to take over the mentioned project and foster internal communication within the WC). Nevertheless, we believe that it is time to establish a new office within the Executive Board to improve the coordination of tasks and the collaboration between these positions. Moreover, we believe that this Office will have the potential to revive and add additional ideas to the already existing ones regarding our HRM practices. That is why we propose to create the Human Resources Office (HRO), which would have its main focus on the volunteers of the Federation, as well as their recruitment processes, well-being, and development (professionally and individually).

The Human Resources Office (HRO) will consist of five positions, including a Human Resources Coordinator (HRC), two Human Resources Responsibles (HRRs), one Coaching & Mediation Responsible (CMR) and one Community Responsible (CR).

The purpose of the HRO will be to oversee, manage and evaluate working practices of the WC aiming to develop the Federation and its members professionally and individually.

Members of the HRO will be working together and collaborating on their projects. Each member will have to sign a Confidentiality Agreement, however, they will be able to use the option of Shared Confidentiality within their team to discuss delicate matters to contribute to an efficient solution (i.e. intervention).

The Board Responsible for the HRO will be the Secretary General, who will take over a supervisory role as long as confidentiality is not breached by either the Secretary General or the HRO. The Secretary General oversees the work of the HRO and maintains a constant flow of communication with the HRC. Additionally, the Immediate Past President (IPP) will be the supervisor for Team Evaluations and Team Reports to ensure independence of these tasks.

Lastly, we would like to emphasise that we do not intend to establish a “stereotypical” HR Office from a regular company that operates in isolation, dismisses people, rates people and creates bureaucratic processes which are rather blocking than supporting teams. Instead, we intend the HRO of EFPSA to be a helping hand for teams when it comes to developing and reflecting in terms of their work. Moreover,
we envision HRO playing a supporting role for WC by improving the working environment and practices of our Federation to increase well-being and collaboration among teams, as well as preventing issues that might escalate into resignation or dismissal.

Community Responsible & Well-Being Project

The idea of the well-being project, formerly known as Band-Aid project, was to create a space where members of the EFPSA Working Community can find information and support to build resilience in stressful times and find a balance between work and personal life. The Band-Aid Project was established in the last mandate (2020-2021) out of the outcomes of Team Evaluations for the Working Community. This year, we re-evaluated this project and the needs of the Working Community and again want to emphasise the importance of taking care of oneself and each other. Doing this, we use the EFPSA values as a guideline: we wanted to use the strength of being connected within the working community, we wanted to respect and value the diversity of our volunteers and work in a coherent, integral and consistent manner.

After noticing how the Well-Being Project of the last mandate was rather putting additional workload on the volunteers who participated in it, the Human Resources Responsibles suggested a stable position to take care of the Working Community and promote both the Well-Being Project as well as cross-team communication, furtherly improving the sense of community within EFPSA. The position of the EFPSA Community Responsible was approved during the joint EB&MR event and since the approval of the applicant in December, the Community Responsible took efforts into establishing Self-Check Mondays, in which the Working Community is being asked about how they have been doing in the past week and how highly they feel overworked while encouraging social talks with each other. Additionally, social events were organised on a bimonthly basis while preparing the continuation of the Well-Being Project for the upcoming mandate.

In light of establishing the Human Resources Office, the Role Description of the Community Responsible was revised to be more aligned with the tasks of the new team and to add the focus of internally promoting team accomplishments and facilitation of collaboration and idea creation.

Guidelines & Policies: HR Contact Form Policy, Abbreviations Dictionary, Exit Form

Next to working on the creation of the Human Resources Office, the Human Resources Responsibles (HRRs) wrote further guidelines and policies that would already help the current Working Community on several issues as well as give a headstart for the new Human Resources Office team to work on further guidelines.

First, the HRRs created a Contact Form Policy with clear instructions on who to contact in which possible ways for any kind of concern or for seeking support within the Working Community.
Second, an Exit Form was created to evaluate the reasons behind resignations and to facilitate guidance for volunteers who are considering to resign within the mandate.

And last but not least, an Abbreviations Dictionary was created with the help of the Marketing Office, where all abbreviations that are commonly used in EFPSA are being explained for each Office, Service, document and other working practice.
The Finance Officer is the person in charge of ensuring sustainability of the Federation, maintaining existing and adding new income streams as well as effectively coordinating all financial activities. Person in the position holds a place within the Board, directly works with Finance Offices and collaborates with Organising Committees of each event, as well as externals such as accountant and lawyer. The position requires a lot of responsibility, organisational and communication skills, and knowledge of accounting and budgeting. In return it provides an insight into the financial aspects of leading the organisation and continuous opportunities for networking, learning and growth, both for the individual holding the position and the Federation.

Finance Offices
Finance Offices are responsible for maintaining Federation’s financial sustainability, search and acquire new means to do so, and support and oversee any financial activities done by the Organising Committees. Each of the teams under the collective name of Finance Offices - Finance Office, Grants Office and Partnerships Office - contributed to financial aspects specific to its tasks, such as budgeting and fundraising, applying for grants and making beneficial partnerships, respectively. Over the mandate, Offices held more than 60 meetings combined, discussing current and upcoming tasks and possibilities that EFPSA could financially thrive from.

Finance Office
Implemented in the Federation at the beginning of this mandate, the Finance Office consists of two positions: Fundraising Responsible and Accounting & Budgeting Responsible. Later of which replaced and improved the position of the Finance Office Team Member, priorly responsible for helping Finance Officer in tasks related to budgeting. Working mostly with the Finance Officer, team work on creating and implementing new ways of acquiring funds for the Federation, and making sure all financial related documents are collected. Both positions collaborated with Organising Committees, further developing the their newly established roles.

Fundraising Responsible helped Organising Committees in acquiring financial means for supporting their events, as well as worked on creating a general guidelines for organisation of fundraising events. Accounting & Budgeting Responsible helped Organising Committees in collecting reimbursement documents and helped Finance Officer in daily budgeting tasks such as overseeing the payments of participation fees for the events and assessing the financial needs of the Offices and Services of the Federation.
Grants Office
As the name suggests, Grants Office is responsible for searching and applying for grants with the aim of securing funding for the Federation’s activities. Two main grants EFPSA relies on are the European Youth Foundation grant and Erasmus+ grant, both which the Office applied for during this mandate.

During the early months of the mandate and throughout the summer, Grants Office was engaged in application writing for the European Youth Foundation International Activity Grant. EFPSA applied with the Congress as our main activity but, unfortunately, have not received the grant. Another grant that the Office has applied for during this mandate is Erasmus Civil Society Cooperation in the field of Youth Grant, for which we are still waiting for the results.

Apart from applying for new grants, the Office wrote together a report for Erasmus Grant received in the mandate 2019/2020.

This mandate, Grants Office consisted of a Grants Coordinator, three Grants Responsibilities and one Grants Team Member. Responsibilities and Team Member were divided equally in teams of two and in charge of each grant application, with Coordinator supervising their work. Idea of implementing Events Grants Responsible, position responsible for helping Organising Committees is searching and applying for local grants, was discussed in this mandate. However, it was decided that the position should be implemented should the next mandate prove it to be needed.

Partnerships Office
Partnerships Office is in charge of any short or long-term financial collaboration with external organisations and companies. It works mostly to create beneficial connections for the Federation but also for events as well, helping Organising Committees in finding and acquiring sponsors for their events.

During the mandate 2021/2022 the Partnership Office had been working on maintaining current partnerships (Eurosender, IAAP, Willingness, Ubobox etc.) and approaching new, potential ones. Due to the ongoing COVID-19 pandemic, it was quite difficult to find new partners with whom the Partnership Office could make financial partnerships. In spite of that, the partnership with Iris.ai, an ai-engine for scientific text understanding has been established. Partnership was established solemnly for the purposes of Research Summer School participants gaining an access to scientific literature, which Iris.ai provided EFPSA for free. Another temporary partnership was
established with the MIND Foundation, European non-profit science and educational organisation that promotes psychedelic research and therapy. After a year of successful collaboration EFPSA, in collaboration with the Social Impact Initiative, renewed the agreement with A Creative Pause.

Apart from establishing partnerships, the Office created a QR Code for Partnership Idea Box, making suggesting potential partners more simple.

**Finance Task Force**

During the previous mandates, Task Forces were formed to help Offices in their long-term tasks, and this mandate was no exception. Instead of forming two separate Task Forces with similar goals, Grants and Partnerships Office decided to have one joint Task Force. A Finance Task Force was formed with the aim of creating a database of international and local sponsors and grants that could be used by EFPSA’s Organising Committees. With Grants Responsible as the Coordinator of the Task Force, the team was planned to have three to five members. However, due to lack of interest in joining the Force among the Member Representatives, the project was soon shut down.

**Finances and Member Organisations**

A workshop on managing finances in non-profit organisations was conducted by the Finance Officer. The workshop is made to explain the process behind managing the account as well as guidelines on acquiring financial support, creating a realistic budget and maintaining financial stability. Due to the active nature of the workshop, it is held for a smaller number of participants at time. So far, the workshop was held for psychology students’ organisations under the Croatian Member Organisation. Workshop for the psychology students’ organisations from Serbia is planned for after the Congress, with more workshops to come.

**Finances & Events**

Throughout the mandate, Organising Committees were supported by Finance Offices, with each team advising Organising Committees on ways of acquiring financial support and helping them in doing so. Finance Officer held regular meetings with each Finance Team of Organising Committees to help Organising Committees with budgeting and financial management tasks, as well as to supervise the financial flow.

EFPSA Conference 2022 and Train the Advanced Trainers was financially supported by the Federation due to reasons explained in the Expenditure. Clear and transparent communication was established between all involved parties and it is agreed that the Organising Committees of said event will reimburse EFPSA expenses that were made in their name.
Collaboration with externals

Lawyer
During the last mandate, EFPSA lawyer was onboarded to support the Federation with its current and any potential future legal challenges. This mandate, issue of the venue “Castle De Berckt” for the 35\(^{th}\) EFPSA Congress has been successfully resolved. Due to covid-19 pandemic, the event that was supposed to be held there was cancelled too late resulting in the Federation receiving the financial claim of 70 000€. Negotiations to reduce the amount have been done by the Finance Officer in the previous mandate and the settlement contract has been reviewed and confirmed by the lawyer. The Federation ended up paying Castle De Berckt settlement of ___€.

Accountant
During the second half of the previous mandate, D&D Group was onboarded as external accountant. Throughout the mandate, they conducted audits on two financial reports, one for half of the mandate.
The Marketing Office is responsible for developing different promotional campaigns for EFPSA, for providing designs for the whole Woking Community and for establishing a professional visual identity for EFPSA.

Office Structure Change
The role of Social Media Team Member was added to the team roster this mandate. This role was included to support in copywriting and posting social media content, with the aim that the Social Media Responsible can focus more on planning and working with the Marketing Officer to strengthen working relations with other social media accounts under the EFPSA umbrella such as events and services’ pages. The rest of the team remained the same with the Marketing Officer as head, 4 Designers, Social Media Team (Responsible+ Team Member), and a Videographer.

EFPSA Day
EPSA Day became a new EFPSA event officially during the EFPSA Congress (2010) in The Netherlands. This means that this mandate we already had the twelfth EFPSA Day! It can be described as a big European movement for one day, where EFPSA will be promoted in a fun and interactive way. This way we hope to reach more Psychology students throughout Europe and make EFPSA more visible. This year, the theme was Light in Darkness.

New initiatives and projects
While the Marketing team can be quite independent in how tasks are delegated, we had some Office-wide projects:

Hard Skills Database
The Marketing Office created an internal course database for future Marketing Offices to check out in case they wanted to improve any hard skills related to the Office. Examples included how to edit videos, how to create posters, and how to improve social media strategy.
CVI Newsletter
Since the CVI Brandbook had a few updates last mandate, the Office decided to break down the most recent edition into a series of short emails in the first few months of the mandate. These emails, that were written by a different Office member every month in order to ensure fairness.

EFPSA Week
This was a week long webinar series promoting the different Offices and Services within EFPSA (collaboration with all of the Working Community). The theme was Diversity, as it highlights the beauty and unity in the difference between the Federation’s teams.

Members of EFPSA
This was a YouTube series introducing EFPSA’s Member Organisations (collaboration with Member Representatives)

Creation of EFPSA GIFs
The Marketing Office looked into creating GIFs for social media and Discord. These included the EFPSA logo and cute EFPSAnaut and EFPSA Dinosaur GIPs.

EFPSA’s 35th Anniversary campaign kick off
The Office wanted to celebrate EFPSA’s existence by creating an anniversary campaign, looking back at EFPSA’s story and forward to the future. A special logo was designed and merchandise was also created to be sold at our events by the respective Organising Committee and Member Representatives.
Mental ESCAPE Health Project
This mandate, one of the Marketing Office’s Designers collaborated within this project more directly by joining the project as a designing team member. This solidified the working relationship between us. The designer will continue to be a person of contact and connection between EFPSA and Mental ESCAPE Health Project, even after the end of their mandate.

Reviewal of EFPSA Logo and EFPSA font
The Marketing Office evaluated updating the EFPSA logo and font. This was done with the intention of loosening the rigidity of the CVI Brandbook so far, in relation to these two aspects of EFPSA’s image. After much discussion with the Working Community, the official fonts of EFPSA are both: Bell MT and Georgia.

The dancing PSYs remained the same and all that changed is that the EFPSA slogan “Minding the Future, Shaping Psychology” will be used instead of the current full name in merchandise. The original EFPSA logo with the full name will remain the official logo. A cleaned up logo will be used for social media.

Updates:

![Merchandise logo]

![Simplified social media logo]
**Miscellaneous tasks**

Besides this, the Marketing Office was providing the Working Community with different requests, designs, videos and approvals of others designs. Materials made by the Marketing Office:

- Updated EFPSA Map, showing all the EFPSA Members as of 2022
- Updated EFPSA Presentation for internal and external use
- G-Suite profile photo for everyone in the Working Community
- ZOOM background picture for all ZOOM accounts belonging to EFPSA
- EFPSA Acronym Dictionary, collaboration with EFPSA Office
- Advocacy August campaign in collaboration with Advocacy Office
- Open Call of Working Community promotional material and reels
- Social media takeovers by different members of the Board and Working Community
- Photo edits from EFPSA’s events, example: EB&MR 2021
- EFPSA Magazine designs, in collaboration with EFPSA Office
- Working Community Certificates 2021-2022

Materials reviewed by Marketing Office:

- All social media content from the Working Community
- Documents, portfolios, infopacks, logos and other promotional materials from EFPSA Events, especially Congress 2022.

We never got to meet as a whole team, in person, but we made the most of every meeting, both social and professional <3

Hugs,
The Marketing Office
Martie (Marketing Officer), Boja, Vega, Tamara, Max (Designers), Milica (Social Media), and Ece (Videographer)
Member Representatives Officer | Veronika Kocmanová

The Member Representatives Officer’s role is to oversee the activity and connection of all the Member Representatives with each other and with their respective Member Organisation, as well as with the rest of EFPSA’s Working Community. The position required a lot of organisation and leadership skills, however it also allowed for a lot of networking, connection through humour, and learning together through conversation. By continuing previous practices and creating new ones, the Members Office and I worked to create an online community that went beyond borders and device screens. Additionally, I also formed part of the dynamic Board team, which I worked with to generally improve the quality of EFPSA through communication within the community, fortitude in times of crisis, and lots of EFPSA hugs!

Members Office

The Members Office is a small but mighty group of four people that comprises the Member Representatives Officer (MRO, Board responsible), the Members and Observers Coordinator (MOC), and the two Members Office Team Members (MOTM). Together, we were responsible for holistically managing relations and activities related to Member and Observer Organisations of the Federation. In total, 34 Member Representatives, 2 Observer Representatives and 42 Vice Member Representatives were included in the team. We strived and succeeded to establish and keep a strong connection between Member Organisations and EFPSA whilst also collaborating with other EFPSA teams and services. 20 Members Office meetings and a couple of working sessions were hosted. We reviewed and created 4 new guidelines (FPSA Congress Participants’ Selection Procedure, Discord and NemoVote Guidelines, MR Collective Knowledge Transfer) and documents to help members remain informed on EFPSA as well as to aid any applicants in their membership process. MRs updated regularly the contact database of the MO Presidents, and information about their MO on the webpage.
Membership

Members Office proposed a concept of Individual membership for students who do not have the member organisation in their country (yet). We also reviewed the dismissal procedure of the member organisations in order to give them more opportunities to stay in EFPSA in case they cannot cover the membership fee.

During the mandate 2021-2022, the Members Office kept working on maintaining and expanding its contacts with Organisations that were interested in applying for membership in EFPSA. We provided guidance to our Observer Organisations from France (Fenepsy) and Ukraine (Student's division of NPA), as well as a new organisation from Montenegro (AAPS Axon).

Montenegro successfully applied for the first-stage membership at the end of the mandate. Our two Observer Organisations failed to apply for the second-stage membership this year. According to EFPSA Statues, Ukraine will have one more year of allowance for being in the observer status. However, Fenepsy held this status for two mandates which means that they cannot hold this status for the next mandate.

Following the last mandate, we tried to reach out to new organisations (from Latvia, Russia, and Bulgaria). We did not find any student organisations in those countries and we will hand over our knowledge to our successors next mandate.

A membership transfer has taken place. The National Organisation Društvo studenata psihologije Psihomnia from Croatia applied to become the singular student Member Organisation (MO) for their country, replacing the current Member Organisation Students’ Section “Psihomnia.” This proposal was voted upon at the Congress at the end of the current mandate.

Associazione Psicologi Europe in Formazione (A.P.E. in FO) from Italy became a local member organisation within EFPSA at the virtual Congress 2021. During the mandate, they spread their activities around Italy and showed their motivation to tier their membership and become a national member organisation.

While Albania, Azerbaijan, Bosnia and Herzegovina, and Ireland are not member countries of the Federation from the General Assembly I held at the Congress 2022, we established stronger connections with member organisations in Denmark, and Luxembourg.

Individual membership

During the last mandate, individuals approached the Members Office to form part of EFPSA. However, these individuals did not have their member organisation who formed part of EFPSA or did not have a member organisation. The purpose of this membership is to allow individual members to have the
opportunity to apply for EFPSA events and services. The Members Office has been working on this membership the whole mandate, and we are happy to implement this concept to the EFPSA structure since the Congress 2022.

**Penalty and Dismissal procedure of the member organisations**

Past two mandates, we noticed that a lot of MOs have been struggling with paying the membership fee due to financial troubles. Therefore, we adjusted the dismissal procedure in order to make it more MO-friendly that was voted upon at the General Assembly I at the Congress 2022.

**Help Ukrainian Observer Organisation in the Ukraine-Russia war**

The war in Ukraine started at the end of this mandate that became a big topic for all EFPSA members. In terms of the MR team, we discussed how MRs see EFPSA to get involved in European and national initiatives, what member organisations need and how EFPSA could help them. We created a database of initiatives going on all around Europe and collected contact information to the organisations that students can join to help Ukrainian refugees coming to their countries. Members Office also got in touch with the Observer Organisation in Ukraine to share the database with them and to know how EFPSA can support them.

**Member Representatives (MRs) and Vice Member Representatives (Vice MRs)**

Inspired by the name of the last generation, the name of the current Vice/MR team is Connection Strikes Back. Both MR and Vice MR teams got teambuilding sessions at the beginning of the mandate. MRs met for 11 monthly meetings, Vice MRs for the 12 monthly live meetings on Zoom. A lot of EB members and external guests also joined the monthly meetings to introduce the activities of their teams, and also to discuss a lot of topics with the MRs and Vice MRs. Live meetings received a very positive feedback, enhanced engagement of the Vice/MRs and contribution to discussions. Besides social meetings and training sessions to enhance their soft skills, MRs joined 8 working sessions at the Joint Executive Board and Members Representatives Meeting.

MRs represent their member organisations and EB voters their EB teams during voting sessions at the General Assemblies and E-Votings. They voted in 6 GAs and 5 E-Voting sessions on the NemoVote platform.
They formed smaller working groups (Task Forces) to start working on projects and collaborations that they were interested in. The groups were focusing on collecting the good & bad practices of Member Organisations (MOs), updating the MR Knowledge Transfer, and the last team was in charge of the social activities during the mandate. To ensure maintenance and wellbeing of those in the Task Forces, the Members Office delegated the mentorship of 3 Task Forces.

To easily communicate with this large group, we followed good practices from previous mandates and used the online platform Discord. We could separate channels for different topics and projects both work and social-related. Besides that, we implemented a new Discord channel #mrs-meet-eb where MRs could contact any EB members with quick questions.

In collaboration with the Training Office, online training sessions were organised for the MRs and Vices - everyone could choose a topic from three options: communication, networking and team work, and self-motivation.

MRs and Vice MRs promoted many calls and opportunities throughout the mandate, but they also contributed to other projects. For instance they contributed to the gathering information about the national helplines and initiatives related to the Ukraine-Russia war. They helped to update the information about Member Organisations on the EFPSA webpage, and promoted over 40 open calls.

Member Organisations’ Structure Project
This project’s initiative came from a wish in the 2020-2021 Members Office and the Board to expand on previous mandates’ knowledge of the organisational structure of the Member Organisations (MOs) that form part of EFPSA.

Three questionnaires were shared with the MRs, MO Board and regular members to collect the information about their experience. All the data were analysed by the Data Analysis Responsible (DAR) who made the final outcome of the questionnaires. We have used the data for the discussion about EFPSA future and planning the activities for our member organisations and students in general. The outcomes also helped the Federation to note patterns in the MOs' practices such as how they are related to their universities as well as to adapt proportionate and therefore better strategies of collaborations, recruitment (events' participants and even Working Community), and marketing strategies.

There were 3 parallel surveys sent out, targeting different parts of the organisations: Survey 1 - To the Member Representatives about their position as the bridge of EFPSA and their organisation. Survey 2 - To students in administrative positions in all MOs (example: secretary general/ vice president/finance officer). It could not be the MR or MO President since EFPSA is already in contact with these people.
Survey 3 - To the passive MO members (not executive or managing) student members in all MOs (that receive newsletters, come to events, and those that follow the MO on social media etc).

Part 3: Result & Data analysis
This was the job for the Data Analysis Responsible (DAR). This person collected the raw data of the forms and helped the MO Structure Project team and the Board understand/analyse what can be done about the new information.

Part 4: Discussion & planning
Results of the project were sent to all MO Presidents as well as MRs in autumn so the MOs could also benefit from the surveys. Following ideas were discussed and implemented, and some next steps will be taken next mandate to strengthen the relationship between EFPSA & the Member Organisations.

EFPSA Week in October
The idea of the EFPSA Week was raised by my Office’s members, and we also invited Events, Marketing and Academic Affairs Officers to collaborate on the project. The idea of this online event was to promote EFPSA on both national and international level more, and introduce the activities that EFPSA does. It was a week of YouTube live streams where every team introduced themselves at the beginning of the new academic year. In comparison to the EFPSA Day, EFPSA teams presented themselves, and people also could ask them questions directly in the live streams.

EFPSA Day
EFPSA Day is organised by the MRs and local organisers on the 1st Wednesday in December. The idea is that all member countries promote EFPSA and organise international/national activities on a local level. This year, member countries created a video on the theme “Light in Darkness.” MRs were very motivated, proactive and enthusiastic about the event. MRs organised it in person, online or hybrid, and also invited EB members or Org Com to share their experience. Some MRs even organised an online international event.

MO Online Vernissage for MO Presidents and other (Board) members in December
MRs came with an idea to organise an MO Online Vernissage for the MO members after a similar vernissage had been held during the Joint EB&MR Meeting. Students from 20 member organisations joined to share their activities, discuss their ideas and get inspired by experiences. Participants enjoyed the evening a lot and we received very positive feedback on this event.
Evaluation of the 36th EFPSA Congress applicants
After three years, the 36th EFPSA Congress will happen in a hybrid form this year which means that MRs evaluated applications of students who would like to participate in person. It was a very intense week for the Members Office to sort out all applications according to the countries, and for MRs to then go through the motivational part and give a certain number of points according to the objective selection procedure. In this way, the same number of applicants from every country can participate in the Congress.

EFPSA Exchanges
Exchanges are week-long events organised by students with the aim to get to know another member country, meet students and locals, and participate in both scientific and social activities. This mandate exchange was organised between Malta and Austria. Students from Greece and Poland started planning the exchange at the end of this mandate and will organise it next mandate.

3 Presidential Meetings
The Presidential Office and MRO met with the MO Presidents three times during the mandate. In July, we introduced the purpose of the MO Presidential Meetings, and EFPSA’s activities in general. We discussed how Member Organisations can benefit from EFPSA, the idea of the EFPSA Week and whether MO Presidents prefer any platform besides email to communicate. Second meeting was combined with the MO Online Vernissage (mentioned above). The last meeting in March focused on closure of the EFPSA mandate so we summarised how the mandate transition will look like, what it means for the member organisations, what they and MRs are asked to do. We gathered feedback on this mandate and asked for ideas for the next mandate. We also discussed how the situation looks like in the member organisations in terms of the war in Ukraine and what support they need from EFPSA.

Partnership with NemoVote
Since the end of the mandate 2019-2020, EFPSA has been using NemoVote as the primary voting platform. Last year, the Members Office solidified the working relationship with the Managing Director of NemoVote, and formed a Partnership Contract with NemoVote. We continued the partnership with NemoVote this mandate and used this platform for 11 voting sessions.
Events Officer | Luka Ursic

Events Office
The Events Office exists of the Events Officer, Events Coordinator, Training Events Coordinator, Events Office Team Member, and all the Coordinators of EFPSA’s events.

Events
During the mandate of 2021-2022 the following events were organised:

- EFPSA Academy – online
- Research Summer School (RSS) – Croatia
- Train the Trainers Summer School (TtT) – Belgium
- Joint EB&MR Meeting – Malta
- Conference – Portugal
- 36th Congress – Cyprus
Academic Affairs Officer - Ana Lubej

The position of the Academic Affairs Officer is fairly new and therefore still has room for development. These are the achievements we accomplished in this mandate, as the Academic Affairs Officer I am responsible for three EFPSA services and the development and coordination of the following projects.

Study & Travel Abroad

Study & Travel Abroad (STA) had a productive year, with frequent team meetings which allowed the team to connect on a professional as well as personal level. They worked on the STA Blog and its promotion by posting blog posts. The STA Team was collecting experience stories throughout the mandate and published interesting blog posts on various travelling and studying topics. The team also organised a week long event titled Study&Travel Abroad webinar week. The event consisted of a workshop which covered the topic of writing a good CV as well as three panel sessions, two in collaboration with the EFPSA Alumni and one in collaboration with students who have studied abroad. The event also included training sessions on time management as well as how to perform well in an interview. STA is also working on a Travel Week, which will take place in the summer. Each specific STA Team worked on their own projects and tasks.

Study Abroad

The Study Abroad Team collaborated with the Working Community on evaluating and updating the Master & PhD Database. They uploaded the database of the previous mandate and updated the database again at the end of this mandate. Besides this, they worked on the further development of the Study Abroad Guidebook. They created a sketch which includes the following: first research is presented alongside some useful links (as well as our maps link) how to find a good masters programme, then after that the start of application, organising all important documents, opening profiles on university websites and some tips, then also chapters on motivational letter and CV. The STA also worked on Blog Posts about people’s Study Abroad experiences.

Travel Network

The Travel Network Team has updated the host database in the EFPSA Travel Network Group on Facebook and has maintained the group. The Travel Network team has been looking for hostel deals of two kinds: 1) hostel deals for our Working Community in cities where our events are happening and 2) hostel deals in big cities all over Europe for our students to stay at during the whole year. We have continued our 2 hostel deals with Stay Generator in 13 European cities (Amsterdam, Barcelona, Berlin, Copenhagen, Dublin, Hamburg, London, Madrid, Venice, Paris, Rome, Stockholm) and hostel Le Banc in Istanbul. Furthermore, we have also continued our hostel deal with HousingAnywhere.
**Internships**

STA continued the Memorandum of Understanding (MoU) with Willingness from Malta, which will be reviewed and resigned each year. During April, we selected a new group of students for the internship of Willingness.

Last mandate, we started The Internships Task Force, which continued during this mandate. Members of this Task Force were the Internships Responsible, STA Coordinator, Members’ Office Coordinator and 5 Member Representatives. The main goal of the Internships Task Force is to keep an updated online accessible internships database to create more opportunities for our students. The database is now up and running and we will work on collecting internship opportunities during each mandate.

During the mandate, Internships Responsible was contacted by many students seeking information about internships. Internships Responsible researched possible internships and gathered information which was provided to the students via email. Internships Responsible also checked up on these students to see if they were able to secure internship.

**Exchanges**

During this mandate, the Exchanges Responsible helped facilitate our EFPSA Exchanges. An exchange was organised by Austria and Malta, Exchanges Responsible is additionally helping facilitate 4 more exchanges; Greece- Poland exchange, Turkey - Portugal exchange, Norway - Switzerland exchange and Serbia - Germany exchange. Each pair has a dedicated Discord channel to ensure smooth communication as well as retention of important information and updates.

**Book of Proceedings**

We are working on implementing the Book of Proceedings as a part of our scientific events. We also made a decision that when the Congress Book of Proceedings is implemented, it will include publications by the Research Programme Teams. Since Research Programme Teams present at the Congress they would write an article for the Congress Book of Proceedings, which would count for the publication for the certificate.

**EFPSA Webinars**

This year we decided that the Webinars will be a task of the Fundraising Responsible. EFPSA organised multiple Webinars during mandates and will develop on this project even more in the future because they showed to be a very popular initiative for students and professionals all over Europe, attended by over 400 participants. An important initiative through the Webinars registration was asking participants if they would like to receive EFPSA promotional emails and open calls, in this way we have acquired a great number of potential participants at our events and future working community members. Webinars are also a way to raise the money needed to cover the expenses.
Mental ESCAPE Health project
Mental ESCAPE health Project is an Erasmus+ funded international project consisting of the associates Waldritter, Learning Designers, RUSIHAK, EFQuBL, APICE and EFPSA. EFPSA was approached and offered this opportunity at the beginning of the previous mandate, and we decided that the responsible for the project would be the Academic Affairs Officer.

Mental ESCAPE will create escape rooms (2 pop-ups and at least one digital) as experiential educational tools on the topic of mental health issues such as addiction and depression. The project aims to raise awareness on the issues of addiction and depression, approach sensitivity and empathy on mental health in society, and build the capacity of youth workers on the use of experiential learning processes and gamification of youth empowerment. EFPSA’s involvement in this project was in the form of a research collaboration, where we would provide our expertise on the topic of mental health to develop the Escape rooms. 8 individuals are presenting EFPSA in this project for a mandate of 3 years. EFPSA will also get the opportunity to host the ESCAPE rooms at some of our events. Mental ESCAPE has made further progress on their project during this years mandate.

During this mandate it was decided that one of the EFPSA designers, from the Marketing Office will join the Mental ESCAPE project and work as a designer. We created an additional contract for this individual and they have already started working alongside the team.

Journal of European Psychology Students

JEPS in Numbers:
- Number of papers archived: 17
- Number currently in editing: 23
- Number published this mandate: 7

JEPS Collaborated with the Research Programme throughout the mandate. Together with the Research Programme, they have established good collaboration practices and made their collaboration more by creating an agreement with specific information of their collaboration. JEPS attended the Research Summer School 2021/2022 online and organised workshops about JEPS and Registered Reports, as well as a workshop on writing and structuring a research paper. JEPS has also remained available and approachable to the research program teams for any potential questions via the Discord group or email.

In the beginning of the mandate JEPS opened a call for new Associated Editors. The call was successful and JEPS welcomed new Associated Editors. Towards the end of the mandate JEPS also opened a call for new Copyeditors. The call was successful and JEPS welcomed new Copyeditors.
This year JEPS has collaborated and communicated with the Research Programme team. For the purpose of the Research Summer School 2021 the two services organised a meeting prior to the event to arrange the specifics of JEPS involvement in the upcoming RSS and Research Programme mandate. During the RSS the JEPS team organised an introductory presentation about JEPS and two workshops, one about Registered Reports and one about structuring and writing a research paper. Both workshops received positive feedback from the Student Researchers attending RSS. Before the deadline for the Registered Reports another feedback session was organised. All of the Registered Reports were submitted and the first technical review was completed. The document Submitting the Registered Report to JEPS, which was created during the last mandate, was included in the supervisors and student researchers call.

JEPS is currently working on a collaboration with the organising committee of the Student’s Day at the 17th European Congress of Psychology.

This year JEPS updated their Submission Requirements. Since JEPS is a student journal, they added to the requirements that authors of the manuscripts must be students, which means that (assistant/associate) professors should not be listed as authors. They are also looking to implement CRediT during the next mandate.

**EFPSA Research Programme**

The EFPSA Research Programme (EFPSA RP) consists of a team of previously three, now four individuals. The RP Coordinator, the RP Research Responsible and the two RP Team Members. The team works on two generations of Research Projects, all projects start in July and end in July the next year. This report will record EFPSA’s Research Programme Cohort 2021/2022 and EFPSA’s Research Programme Cohort 2022/2023.

This year we implemented some changes to the Research Programme to further develop it. We updated the Supervisors Agreement as well as the Participants Agreement. Additionally we implemented the changes to the schedule of the RSS 2022/2023 which we derived from the meeting with the Supervisors, which was held during the RSS 2021/2022. We also updated the Research Programme Team Member Role Description to reflect the changes and new tasks we implemented.

This year we further developed the guidelines for the whole Research Programme, the Selection of Supervisors and Student Researchers and collaboration with JEPS. This year the Research Programme team has established a stronger collaboration and better communication with the Research Summer School Organising Committee. This increased communication has flourished into a better and improved programme of the Research Summer School. Now the Organising Committee understands the vision that should be portrayed within this event and both teams are on the same page.
Research Programme Team introduced a new project during this mandate - the RP Blog. First submission has already been published and we are looking forward to the future developments of the project.

As the EFPSA Research Programme made new plans for future projects, we decided to propose adding an additional Team Member position to the team. Therefore the next mandate EFPSA Research Programme will consist of the RP Coordinator, the RP Research Responsible and two RP Team Members. An additional RP Team Member as well as the updated Role Description have been approved by the Board and will be incorporated into the next Mandate.

**EFPSA's Research Programme Cohort 2021/2022**

The selected topic of this year’s Research Programme was initially e-Mental Health, however we were forced to adapt it as we were unable to find enough supervisors. Although the RP team and the RSS Org Com did not have an easy mandate and had to make a lot of difficult decisions, we were able to carry out the event in person.

Each year we select five supervisors with topics under the annual theme, these are the six research projects and the supervisors:

1. Gabriela Pop - An e-mental health programme targeting anger regulation
2. Anne Etzelmüller - Investigating the effectiveness of e-Mental Health interventions when implemented in routine care
3. Pedro Rafael Altungy Labrador - The Pied Piper of Extremism: who are the children now? The influence of Intolerance of Uncertainty and Need for Cognitive Closure in Extremism
4. Paula Pedić Duić - “Are we smarter without smartphones?”: The curious case of Instagram usage on working memory of young adults
5. Božidar Nikša Tarabić - E-Mental Health 101: Online Mental Health Intervention Program (e-MHIP) development and efficacy assessment

The Research Summer School was held in Stara Sušica, Croatia from the 12th to the 19th of July. It was organised as an hybrid event therefore becomings a first hybrid scientific event organised by EFPSA. We did not expect that we could achieve a working yet friendly and close environment for 6 days online. The first day included all the EFPSA presentations including JEPS and RP, along with the EFPA Advisory Board presentation by Nicola Falzon, EFPSA Representative in the Board of Educational Affairs. During the event we organised meetings with the Supervisors to listen to their feedback about different aspects of the event, such as the workload, schedule, presentations, etc. We organised team buildings with the Training Office and had a flexible time slot for team work in the afternoon, after which social events were prepared. The JEPS team organised two workshops, one on Registered Reports and another on academic writing.
After the Research Summer School we used Discord to communicate with the teams as well as to organise workshops and presentations for them. We organised a Registered Reports session with JEPS as well as a session with a supervisor from one of the previous Summer Schools.

The RP Team has been tracking the progress of the six teams throughout the year, by organising meetings with the supervisors, and my communication with the Communication Responsibles from each team after they would fill out their monthly reports.

The teams have been progressing with their research projects. All teams submitted their Registered Reports to the JEPS team and all teams have managed to acquire ethical approvals.

All teams presented their work up-to-date at the EFPSA Congress. The teams had a timeslot to present their work after which discussions took place.

**EFPSA’s Research Programme Cohort 2021/2022**

The annual theme of the Research Programme 2021/2022 is **Community Psychology: Seeking Empowerment, Embracing Diversity**. The Research Programme team is looking forward to contributing to the scientific community and general public with the research findings from these projects. The Research Summer School of 2022 is being organised in Greece in person. The Research Summer School Organising Committee is working hard to organise an in person event that will follow all regulations of Covid-19, but also to acquire proper funding that will decrease the costs of the participation fees for students. We are looking forward to the outcomes of another Research Summer School.

**Additional Bodies in EFPSA**

**EFPSA Ethics Committee**

The Ethics Committee consisted of the Immediate Past President Vita Bogdanić as the Chair of the Ethics Committee, the Board Representative Johann Börner, EB Representative Barlet Beqiri and MR Representative Aline Frick. During the mandate 2021/2022 one ethical complaint has been received.

The Ethics Committee has additionally met several times throughout the mandate in order to work on improving the functioning of the Ethics Committee. During these meetings the Ethics Committee Guidelines have been reviewed and the discussion, whether the Ethics Committee should stay an advisory body within EFPSA, or should it gain the power, continued. As no new sources have been found the decision has been made that the Ethics Committee will remain an advisory body, until its working practices have been standardised in a way that ultimate objectivity can be guaranteed.

**EFPSA Internal Audit Committee**

The Internal Audit Committee of EFPSA was formed in the mandate of 2018-2019. The main responsibility of the Internal Committee is checking the transactions made by the Finance Officer of the
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EFPSA. Every year during the Congress the new Internal Audit Committee is selected from the Working Community members that are interested in the Auditing.

The Internal Audit Committee consists of 1 member from the Board, a member from the Executive Board and one more member from Member Representatives.

The Individuals behind EFPSA

The Board

Deianara Couwet Belgium President
Johann Börner Austria Vice President
Robert Meyka Austria Secretary General
Dora Milić Croatia Finance Officer
Martina Marie Aquilina Malta Marketing Officer
Veronika Kocmanová Czech Republic Member Representatives Officer
Luka Uršič Slovenia Events Officer
Ana Lubej Slovenia Academic Affairs Officer

Immediate Past President

Vita Bogdanić Spain Immediate Past President

External Relations Office

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Emilia Grigorean Romania Advocacy Coordinator
Ana Kraljević Croatia Advocacy Writer
Esma Sude Şimşek Turkey Advocacy Writer

EFPSA Office

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Katja Zemljič Slovenia Content Review Responsible
Seray Soyman Slovenia Content Review Responsible
Gligorije Jevtić Serbia Web Support Coordinator
Aleksandar Milovanović Serbia Data Analysis Responsible
Ivana Nera Markulin Netherlands Human Resources Responsible
Fruzsina Szécsényi Hungary Human Resources Responsible
Špela Novak Slovenia EFPSA Community Responsible
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- Ivana Cilevska  
  North Macedonia  
  EFPSA RP Research Responsible
- Diana Sarca  
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  Serbia  
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  SII Projects Responsible of Mind the Mind
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  STA Team Member
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Heidi Ilk                  Poland               Training Image Responsible

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Barlet Beqiri              Executive Board Representative
Aline Frick                Member Representative's Representative

Internal Audit Committee
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Vega Jana Bogdanić         Executive Board Responsible
Magdalini Ouzouni          Member Representative’s Responsible

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Duygu Naz Dedecğlu Turkey
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Anja Javoric Alumni Board Member
Mykeku Kisanga Onesmo Alumni Board Member

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Joana Moura Board on Human Rights
Nicola Falzon Board of Education
Seray Soyman Board of Scientific Affairs
Uroš Nović Board of Cultural and Ethnic Diversity
Tajana Hinić Board of Clinical neuropsychology
Kristina Mozūraitytė Board of Crisis & Disaster and Trauma
Frida Rovik Board of Promotion and Prevention
Katja Zemljič Standing Committee on Psychology and Health
Wibke Eickmann Standing Committee on Community Psychology
Ana Kraljević Standing Committee on Geropsychology
Denisa Mouchová Standing Committee Psychology in Education
Fruzsina Szécsényi Standing Committee on Work and Organisational Psychology
Vita Bogdanić Project Group of E-Health

Sponsors, Partners & Associates
We would like to say a sincere thank you to all of our sponsors, partners, and associates. We would like you to take a look on our webpage which mentions all of those who have been supporting EFPSA.
Acknowledgments

President | Deianara Couwet
What. A. Mandate. This mandate has again exceeded my expectations. Thanks to having fulfilled the role of Vice President the mandate before, I could not have been prepared better, and yet.. And yet it has been a wild but amazing rollercoaster of a mandate.

This mandate has definitely been a challenging one, both on a professional level as well as on a personal level. I could not have done any of this without the support of my Vice President, Johann. Johann, thank you for having my back through everything. Thank you for the ridiculous jokes and never ending sarcasm. Thank you for reading my mind and anticipating my actions. Thank you for becoming such an amazing friend. I could not have asked for a better partner.

I would also like to say an incredible thank you to my other Board members: Robert, Dora, Martie, Veronika, Luka, and Ana. I am proud of all the work we have done and the ideas we implemented. But most of all, I am proud of each and every one of you for making this Board feel like a family. It saddens me that we were not able to finish the mandate all together but at the same time it fills my heart with joy to have spent this mandate with you.

And then, my amazing External Relations Office. You have been a gem. Within my position I was not always able to guide you as much as I would have liked to do, but you did not need me to be. I am amazed by how independent you all were and which amazing ideas you implemented. Thank you to Rosa, Uros, Emilia, Ana, Sude, and Ella Marie.

And last but not least, thank you to all of the EFPSA volunteers and partners that helped make this mandate into an incredible success. Without each and everyone of you, EFPSA would not be able to exist and provide all of the opportunities for our students. I appreciate all of the work you have done.

Lots of love
Deianara

Vice President | Johann Börner
Looking back I could write entire books about the year as Vice President for EFPSA. It changed me and my perception of myself, but also my perception of others and what is important in life. I had the pleasure of working together with some of the most inspiring, kind and loving people in my life and am happy to call a few more people my friends after this year.

Nothing ever works the way as intended but for this mandate I can truly say that it did not go in any way I expected. I started the mandate panicking after my election, realising the impact that vote will have had on my life. Already then and for the rest of the year my greatest resource was Deia, my president who
always listened and guided me through my questions and who knew what I thought before even I was aware of my own thoughts. I am proud to have been working together in the Presidential Office and stand together as one unit against all the challenges that we faced.

Additionally I am grateful for working this mandate together with Robert, our Secretary General, with whom I took every single step in EFPSA together. After so many years working for students and our ideals, it is truly inspiring to see what kind of a person he became.

I want to thank the rest of the Board, Veronika, Dora, Martie, Luka and Ana for sharing this incredible time with me.

I was lucky enough to supervise great teams and services.

The SII-girls, who I sometimes had to give more freedoms than I wanted to because of all my other responsibilities. Thank you all for working on these campaigns, I am especially proud of seeing Planet A starting and fulfilling one hope of mine at the end of the mandate, for EFPSA to do more in regards to the climate crisis.

My other team, the Training Office, who underwent crazy changes throughout the mandate and still created amazing sessions and initiatives, like finally giving the trainers’ community the first merch in many years.

I am forever grateful for being part of EFPSA and will continue to watch from the outside.

Johann

**Secretary General | Robert Meyka**

I believe it is fair to say that this mandate and being part of the Board of EFPSA changed my life and had a sustainable impact for the rest of my life. And it is equally fair to say that none of these profound experiences and insights I have gotten throughout this year could have been possible without the amazing people I had the fortune to be surrounded with.

I am especially grateful for my predecessor Katja, who was always able to give me deep insights about the position while offering me her honest thoughts and feedback on my plans. At the same time, Deianara and Johann were likewise great support while writing and preparing my application.

Once it was time to create a team for the EFPSA Office, I could not have been happier about both the wonderful people who applied and created a tough competition, which made proposing the best fitting people a beautifully hard decision, but also for the team that lastly stood in front of me. The EFPSA Office turned out to be a ship full of aspiring, venturesome and sometimes seasick people, all of us had the wanderlust to explore ourselves and our positions with the goal of leaving something sustainable behind, despite the heavy times we were still facing during the pandemic.
Likewise, the Board, even though small at first, was a collection of people who were willing to move this Federation forward, despite the crises we were already facing and about to face throughout the mandate. Back then, sitting in my little room in snowy Finland, far away from everything that I might call a comfort zone, I felt scared, but also hopeful and grateful for all of the people who were honestly trying.

And this is, in short, who I would like to express my gratitude to. To all of the people who were willing to try. Thank you to all of the people who started this mandate with heavy hearts and big hopes. Thank you to everyone who realised that their projects turned out to be too much and who actively decided to step down. It takes a lot to realise this, and yet this can be the best step for everyone. Thank you to everyone who stayed and who were willing to persist. You motivated me to push through even the hardest times. Thank you for all of the heavy talks, the most difficult decisions, the critiques, maybe even hate, and for all of the moments of goofing around. All of these moments defined this mandate and impacted me for the rest of my life. Thank you for the inspiring EFPSA Representatives in EFPA, to my wonderful EFPSA Office team, the oh-so-resilient-and-lovely Partnership Office and all Working Community members I had the pleasure to support. And thank you so much my dear Boardies, who held my back whenever needed and who were there through the heaviest times. All of you will always stay in my heart and mind!

Lastly, thanks to you, who is actually reading the Annual Report and who hopefully finds some inspiration out of this Annual Report. Damn, there’s so much to read. So thank you for reading until here and staying interested in EFPSA!

Finance Officer | Dora Mihić
If someone told me 2 years ago I would be where I am now, I would not have believed them. Having a place in EFPSA Working Community was my aspiration for a long time but never in my wildest dreams have I thought I would find my place in the Board, the very heart of the Federation.

It was that same Board that welcomed me with their hands wide open and accepted me as an equal member even though I was late to join them. Together we accomplished so much and overcame many obstacles this mandate has thrown in front of us, and all of that together. We worked hard and laughed even harder, we debated a lot and hugged even more. If asked what a team is, I would point to those seven people and no words would be necessary. So to my Boardies, Deia, Johann, Robert, Verča, Martie, Luka and Ana, I thank you from the bottom of my heart for being a true team.

Big thank you to all the other teams I had the pleasure of working with this mandate. To my Finance and Grants Office, for being amazing and always ready to divert working meetings into social ones. To my Partnership Office, my little octopi, thank you: Denisa, for being my rock all throughout the mandate; and Sofija, for always being positive and bringing sunshine even on the most cloudy of days. Special thanks to all other members of the Working and Supporting Community, for being true presenters of EFPSA spirit.
I would like to express endless gratitude to Iva Žužić, my darling EFPSA dinosaur, who convinced me to join finances because "It's fun, trust me!" and as always, she was right. She showed me all the possibilities this world has for a psychology student and pushed me to take them, never leaving my side and always ready to support me in whichever direction I take. Thank you for being you and helping me shape myself into the person I am today.

This mandate has been far more eventful than I ever imagined and has dared me to push my limits on each step. I have learned so much and grow both professionally and personally. It was truly a life changing experience. If I was to describe it in one word, I would say this mandate was a rollercoaster, but thanks to my fellow EFPSAnauts I was not afraid to join the ride.

Hugs to all of you,
Dora

Marketing Officer | Martina Marie Aquilina
This mandate was one of the greatest and most rewarding challenges in my career with EFPSA. I started out this mandate with just a couple of ideas.
Fast forward a few months, and I could not imagine being in any other team this mandate. I was blessed with such creative and hard working people. From the entire reviewal of our CVI Bible to the creation of EFPSAnaut GIFs, we brainstormed, created, and gave each other feedback through it all. We were a true collage of people, in that we were all different but together, through love, communication, and humour, we made a pretty picture! I could not ask for a better team to lead, for sure. Boja, Vega, Max, Tam, Milica, Ivana, Busra, Ece, thank you for your trust, your honesty, and dedication. You guys have my heart forever 😍❤️

Then, of course, I cannot forget the awesomeness that was this Board. This mandate was not easy for us, for many different reasons. However, we faced it together and grew stronger through it. I admire our dedication to the Federation. We always thought: “How will this situation or experience improve EFPSA?” and then we went ahead and did it. It wasn’t all work and no play, we had plenty of fun times. I can’t hear the Celebration song without going YA-HOO (thanks Deia 😘).
You all know how much I love you guys so I won’t flood this section, but to me the Board was not just a professional team, but a family and support system. We were a united front, and always got the job done, and did it with heart until the very end.
Deia, Johann, Dora, Verca, Luka, Ana. Thank you and I love you ❤️

Member Representatives Officer | Veronika Kocmanová
Looking back at the beginning of the mandate, I felt very excited about the new position and I expected a lot to happen. Looking at the mandate now, much more has happened than I could ever imagine. It was such a big life-learning experience. I met a lot of amazing people who became my very close friends and
truly “EFPSA family,” I was learning something new almost every day. I got many unforgettable moments, and I grew a lot both personally and professionally.

I am extremely grateful for an opportunity to work with my fellow Boardies Deia, Johann, Robert, Dora, Martie, Luka and Ana. I enjoyed every single moment with you. You taught me lots of soft and hard skills, showed me how to think in a bigger picture, made me passionate about EFPSA even more, and encouraged me to step out of my comfort zone. Thank you for going through crises together as well as for all your support, especially Deia for your patience and warm talks in difficult times. <3

Big thanks belong to Armand, Barlet and Heidi - my lovely Members Office. You worked very hard throughout the whole mandate to support Member Organisations and to bring new associations to EFPSA. Next to the achievements, the most important was all the fun we had and how we bonded as a team together. I could always rely on you, ask for help to take over and stand in for each other. I will always remember this incredible spirit. When I called my Members Office a “dream team,” I truly meant it!

After this mandate, I am leaving the Vice and MR team after more than three years. When I joined Vicky’s MR generation in 2019, I would have not even imagined that I could be in charge of such a diverse group of enthusiastic students. You taught me to be patient, tolerant, flexible and open-minded. Seeing you excited about activities that you were doing and coming up with your own initiatives really kept my motivation up. You did a great job while bringing opportunities within EFPSA to students in your countries and vice versa. Thank you also for all virtual and live hugs. Last but not least, huge thanks goes to all MROs who I could get a chance to meet and work with - Vicky, Mária and Martie. Not only were you always here to answer my questions, but you really supported me whenever I turned to you! I would never stand at this point without you! <3

During the mandate, I came across all teams in the Working Community. I really thank you for the smooth and inspiring collaboration with you, it was always a pleasure to work with you. I appreciate everyone who contributed to all activities and achievements that we made together. Thanks for making this extraordinary mandate unforgettable!

Lots of virtual EFPSA Hugs,
Veronika
Academic Affairs Officer | Ana Lubej

This mandate would be quite impossible to describe with just a few words. It was simultaneously amazing and difficult, a learning experience as a professional as well as a person. Many things happened throughout the mandate, from global events to changes in EFPSA. I would like to thank my fellow Board members for support and encouragement throughout the mandate. Being in the Board taught me a lot but what was the most meaningful was being able to work together with Deianara, Johann, Robert, Veronika, Martie, Dora and Luka. I would also like to thank everyone I worked with during this mandate and especially my Services, specifically, Study and Travel Abroad, Research Programme and Journal of European Psychology Students.

I am looking forward to seeing EFPSA develop further and members of the Working Community grow together. Each year brings new challenges and opportunities, and the upcoming mandate will not be different in that regard. It may be difficult at times however it will also be rewarding and amazing! I believe the new Board will make the upcoming mandate amazing and together they can achieve anything they set their minds to.

I am proud of the achievements of the Working Community, as they persevered through so many challenges this mandate. You can be incredibly proud of yourselves for making this mandate wonderful as well as achieving so much in EFPSA. I am grateful as I was able to meet so many wonderful, hardworking and talented individuals this year and I wish everyone all the best on whichever path life takes you!

Hugs,
Ana