

AP Activity Plan 2026-27

Organization: Executive Committee
Resolution date: 02.03.2026
Agenda item: 4. Reports and plans

Resolution text

1 The activity plan is designed to cover the period from April 2026 to April 2027.
2

3 **We will Empower progressive changemakers by:**

4 Annual Work Plan: Green youth for diversity of life –
5 Exploring the interplay of climate crisis, biodiversity, and
6 human rights

7 The Work Plan (WP) aims to to explore the interplay between biodiversity,
8 climate crisis, and human rights with green youth organisations in Eastern
9 Europe and equip them with knowledge, tools, and skills in the areas of
10 education, policymaking, and advocacy related to protection of biodiversity and
11 human rights.

12 The WP will incorporate two phases and will consist of an international
13 Biodiversity Summer Camp, followed by Local Actions (LAs).

14 • Summer Camp

15 The first activity of the WP, the Biodiversity Summer Camp, will be a 6-day
16 International Activity hosted by Frontline Youth Network (TBC). With this
17 activity we aim to equip 35 representatives of green youth organisations from EE
18 with knowledge related to biodiversity loss and destruction, its connection to
19 climate crisis and human rights, and equip them with the tools for education,
20 policy making, and advocating for biodiversity protection and restoration.

21 • Local Actions

22 After the Summer Camp, we will support 7 organisations through Local Actions
23 that allow young green activists to take the lessons learned and skills gained
24 from the previous stage and bring them to local and regional levels. In this
25 phase, individuals that participated in the earlier phase and young people in
26 the EE green network will be able to transfer the knowledge and skills gathered
27 at the first event to their peers within their organisations, as well as to the
28 wider circle of their activist allies. In addition, they will be supported to
29 organise activities with aims of education, policymaking and advocacy related to
30 biodiversity protection and restoration. Therefore, this activity aims to enable
31 green youth activists and organisations to increase their capacities in

32 education, policymaking, and advocacy related to biodiversity and human rights
33 protection in different contexts in Eastern Europe.

34 Work Plan 2027

35 The Annual Work Plan 2027 (application to be submitted in March/April 2026) will
36 be focused on the social inclusion. It will aim to increase youth activists'
37 understanding of inclusion, minority protection, inequalities and strengthen
38 their capacity to create more inclusive environment for people from diverse
39 minority groups, with a specific focus on migrants, people with different ethnic
40 and religious backgrounds. The exact objectives and shape of activities will be
41 decided by the Executive Committee responsible and Project Coordinator in the
42 application period.

43 Training programme Taste the Change: Capacity Building for 44 Sustainable Food Systems in Eastern Europe.

45 The project aims to strengthen the organisational and advocacy capacity of
46 youth-led and civil society organisations in Eastern Europe to engage in
47 advancing sustainable and more plant-forward food systems in their
48 municipalities, regions and countries.

49 Through a series of three in-person activities and an online course, the
50 participants of the project will learn about food systems and just transition,
51 and organisations they are coming from will experience increased capacities in
52 advocacy, policy writing and engaging the society through participatory
53 democracy. The project duration will be June 2026-April 2027, and include
54 following activities:

- 55 • International activity Sustainable Plates, Sustainable Politics (18
56 participants, 4-days, October 2026), aiming to increase participants'
57 knowledge in the foundations of sustainable food systems and strategic
58 capacity building.
- 59 • Two smaller thematic workshops (10 participants each):
 - 60 • Sustainable Food Policy Workshop (2-days, December 2026), aiming to
61 increase the policy development and advocacy tools of projects'
62 participants, and their skills in translating food transition ideas into
63 realistic policy postulates.
 - 64 • Environmental Democracy Workshop (2-days, February 2027), aiming to raise
65 the awareness and learn methods of civic mobilisation, participatory and
66 democracy methods to advance the just transition agendas in Eastern
67 European countries.
- 68 • Online course and digital exchange between the participants.

69 CDN will employ additional person (3/4 time, remote) for the project managing
70 during the direction of the project. With regards to IRPs, the person will be
71 selected by EC for the first three months of the project (June-August 2026), and

72 then can prolong this person or issue an open call for the further phases. The
73 host cities will be selected in the project.

74 Regional Meeting: Towards political autonomy of youth wings 75 II

76 This year Regional Meeting will be another time merged with Summer Camp. It will
77 be continuation on the main topic of the 2025-27 cooperation with Green Forum,
78 i.e. political autonomy of youth wings. Build upon the work made in 2025, i. e.
79 the definition of political autonomy and its shapes, we will create region-
80 specific roadmaps to achieve it in the coming years that can be firstly
81 evaluated during the Regional Meeting in 2027.

82 International activity: „Climate Migration Academy“ (TBC)

83 The 3-days event on the topic of Climate Migration will gather 15 young people
84 to discuss the intersection of climate change, migration, and human rights in
85 the region and beyond. The participants will explore the theoretical basis of
86 migration, the specific realities of climate migrants and host communities, and
87 critically look at the political narratives shaping the public debate on
88 migration.

89 The financing of the project is secured, but its implementation depends of the
90 capacities of the Office and EC in Q3-Q4.

91 Training for Trainers

92 Following the success of 2025 Training of Trainers and securing the funding we
93 will continue organisation of smaller-scale events focused on building the
94 crucial skills and knowledge in project-specific areas.

95 The two-day activity will take place in Q4-2026 in Serbia, and the skill focus
96 of the programme will be decided after the results of MO Survey by 2026-27
97 Executive Committee.

98 AMAZ Project

99 We become the partner in the AMAZ project with our activists, focusing on co-
100 existing and cross-border cooperation between young people from Armenia and
101 Azerbaijan. It aims to strengthen their cooperation through jointly creating
102 aimed pieces, focused on queer community.

103 CDN's role will be co-ordinating this cooperation and bringing the international
104 and regional aspect.

105 We will Strengthen the Network by:

106 General Assembly

107 The General Assembly (GA) the highest decision-making body of our network that
108 will take place in 28-29th March in Riga, Latvia. The GA will elect the new
109 Executive Committee (EC) and Secretary General, hear and adopt reports and
110 plans, adopt resolutions and amendments to the documents, approve/reject
111 candidate members of the Network. In 2026, it will also vote on the new Internal
112 Rules of Procedure. The General Assembly will include public conference on the
113 intersection of topics of arts&culture and feminism.

114 2027 General Assembly will be a smaller event, due to the rising costs related
115 to increased number of MOs and inflation. As for plan, it will consist of only 1
116 delegate per Member Organisation. The new Executive Committee will have a right
117 to decide on moving the event to the online/hybrid form, or (if funding allows)
118 increase the scope of the event to normal in-person form. Due to the new IRPs,
119 the GA since 2027 should be more effective and less beaurocratic.

120 Tentative dates for 2027 General Assembly are end of March/Early April. Its
121 programme will be shaped by the 2026/27 Executive Committee based on the new
122 IRPs and sustainability needs.

123 Effective Internal Governance

124 In 2026, CDN will continue to put emphasis on its internal governance,
125 strengthening the work and position of EC and Office. This will be done by
126 following:

127 Effective and Productive Executive Committee Meetings

128 We will continue increasing productivity and effectiveness of live EC Meetings.
129 We will keep improving the transfer period, so that newly elected EC can start
130 their work immediately after the GA as it happened in 2025.

131 Refined internal documents

132 In 2026, the office transfer documents will be adopted, and the
133 guidelines/handbook for prep-teams created.

134 Diversifying Funding Sources

135 This year, CDN will put more focus on structural fundraising. We will put more
136 emphasis on the fundraising campaigns and new grant applications. Especially
137 small-scale fundraising will be prioritised to stabilise the finances of CDN and
138 make it more sustainable before applying for large-scale projects.

139 Enhanced Communication with Member Organisations

140 The Executive Committee regional responsables will continue good practice to
141 organise regional calls with MOs, in all the regions. We will adapt the handbook
142 for the Regional Responsible EC Members and increase the budget for visit of EC
143 Members on the MO's events. Moreover, the increase presence of dissemination of
144 MO's actions in our newsletter, website and social media is strategical priority
145 for 2026-28.

146 Internship programme

147 CDN evaluate the internship programme as success and will strive for its
148 continuation, if funding allows. CDN EC 2026/27 will decide on the exact form
149 and timeline of the internship, as well as for fundraising or making savings
150 allowing the next edition of the programme. The recommendation includes that
151 Office define that the intership is focused either on the communication, or the
152 projects, not merging it, to make task division and supervision more clear for
153 the Office.

154 Action Teams

155 The Feminist Action Team (FemAT) will continue its work. New EC together with
156 FemAT will define action points for 2026 and 2027.

157 The Arts&Culture Action Team will continue to exist as a group, potentially to
158 be engaged in any activities or campaign related to the topics of art and
159 culture.

160 **We will Bring Eastern European Perspective by:**

161 Enhanced External Communication

162 In 2026, we will continue the focus on enhance the CDN external communication,
163 both in terms of substantive content, as of methods and channels. The
164 strategical priorities in external communication will be to increase the number
165 of opinion pieces and authors published on our social media and website, and to
166 increase the engagement in the newsletter.

167 The campaigns planned for 2026 will include: one campaign addressing the
168 monopolies in Eastern European economy, and one on femicide laws in the region.
169 We will have also a campaign for International Mine Awareness Day, the follow-up
170 phase of the International Activity „Environmental Consequences of War:
171 Overcoming and Monitoring“.

172 We will also focus on digital activities by creating engaging, whole-year
173 activities as reading clubs etc.

174 Networking with Green European Movement and Beyond

175 As in 2025, we will continue good practices on cooperation with other green
176 organisations in Europe from last year, especially regarding the contacts and

177 common activities with Federation of Young European Greens. We will also
178 continue to attend the events of European Green Party, Green European Foundation
179 and other organisations, try to build partnership with other Green foundations
180 (as HBS offices in the region) as well as increase our advocacy among them. We
181 will also strive to develop closer relations with our observer organisations and
182 other Green youth organisations in Europe.

183 We will continue networking and start new cooperations with other youth
184 organisations in Europe. We will also strive to become an observer in European
185 Youth Forum.

AR Activity Report 2025-26

Organization: CDN
Resolution date: 18.02.2026
Agenda item: 4. Reports and plans

Resolution text

1 The activity report covers the period from April 2025 to March 2026.

2 **We Empowered progressive changemakers by:**

3 Annual Work Plan: Keep your fist up and your head held high!

4 Building resilience of green youth organisation in Eastern
5 Europe

6 The Work Plan of 2025 consists of an international Resilience Building Summer
7 Camp as the first phase, followed by Local Actions realised in 7 countries
8 across Eastern Europe. Both activities aimed to support green youth
9 organisations in Eastern Europe to build resilience for operating within
10 environments characterised by democratic backsliding and deterioration of
11 democratic values, and maintain capacity to advocate for improvement of
12 democratic processes to counter these trends.

13 • Summer Camp

14 The first phase, Resilience Building Summer Camp took place in Chisinau,
15 Moldova, hosted by Gutta-Club on 7-13th July 2025. The Summer Camp intended to
16 equip participants with knowledge and skills related to resilience building for
17 operating in environments characterised by democratic backsliding, and empower
18 them to disseminate that knowledge and skills among their peers. It gathered 39
19 people, and was well evaluated (report of increased capacities: 4.5 out of 5 on
20 average).

21 • Financial Support/Subgranting (Local Actions)

22 The Local Actions aimed to enable green youth activists to disseminate further
23 the knowledge, skills, and resources related to resilience and by doing so
24 strengthen the capacities of green youth organisations for upholding democracy

25 and democratic values within different contexts in Eastern Europe.. We supported
26 following organisations and projects:

- 27 • Resilient Frontliners by Frontline Youth Network
- 28 • Green Youth Forum by Youth for a Green Future
- 29 • Strong roots, strong voice by Revolt
- 30 • Don't stay aside by Green Youth of Ukraine
- 31 • Czech Young Green's General Assembly 2025 Brno and following activities
- 32 • Local Action title: Pathways to Resilience: Building Solidarity Across
33 Movements Genç Yeşiller
- 34 • Democracy: time for a reality check? by Zeleni prozor

35 As well as the Local Action by the CDN Feminist Action Team.

36 Cross-Regional Meeting: Towards political autonomy of youth 37 wings

38 This year Regional Meeting was another time merged with Summer Camp. It focused
39 on the specific topic being the leading part of our new project with Green
40 Forum, i. e. political autonomy of youth wings. The participants created the
41 working definition of political autonomy ([link](#)) with the short roadmap to its
42 achievement in the areas of operation, representation, finances, strategy and
43 ideology; as well as discussed the membership engagement ladder that can be used
44 as resource by the Member Organisations ([link](#)). Both documents will be a basis
45 for activities realised with the support of Green Foun in 2026.

46 Study Session

47 The Study Session „Art and Cultural Cooperation of Green European Youth“ Study
48 Session "Canvas of Change: Youth, Culture and Political Participation" was held
49 from 29 September to 4 October 2025 in European Youth Centre in Strasbourg,
50 France together with FYEG.

51 Learn to challenge the systems of oppression - capitalism, patriarchy, and
52 imperialism = through brush, colors, pens, and art" was one of the key messages
53 shared by 35 young activists during our study session. The key learning point -
54 the critical role that art and culture play in shaping political processes.
55 Participants engaged in various workshops (such as performance, music, creative
56 writing, and zine making) and benefited from guest lecturers and rich exchanges
57 that were all viewed through an intersectional lens.

58 The participants created zine Corpus Erectus, and the institutionalised the
59 Arts&Culture Action Team.

60 EYF Special Call for Ukraine – „Environmental Consequences 61 of War: Monitoring and Overcoming“

62 The international activity organised as part of EYF Special Call for Ukraine was
63 held in Sheptytskyi, Ukraine on 26-30.08. It gathered 26 young people with the
64 aim empower and mobilise them for cross-border cooperation in spreading the
65 awareness of the environmental consequences of Russian aggression on Ukraine,
66 and its cross-border effects on youth, democracy and human rights by providing
67 them with space, theoretical knowledge and skills necessary to advocate for
68 their rights related to the environment on the local, national and European
69 level. We discussed how to make the environment more resilient and how the
70 international community can contribute to the sustainable reconstruction of
71 Ukraine. participants created three campaign plans: on the consequences of
72 mining of Ukraine, the long-term consequences of Kakhovka Dam Destruction, and
73 the protection of the environment in criminal law, which were or are to be
74 implemented in adjusted form.

75 We are grateful for the town of Sheptytskyi for a warm welcoming and for the
76 Centre of Environmental Initiatives Ecoaction for materials and provided
77 workshop.

78 Training for Trainers: Non-formal Education and Green and 79 Progressive Politics

80 The Training for Trainers was an additional activity organised thanks to
81 additional funding from International Foundation GroenLinks. It gathered 10
82 participants from MOs to strengthen their capacity to design and conduct
83 educational activities within their organisations and communities by equipping
84 participants with tools and methodologies of non-formal education while
85 deepening their understanding of Green and progressive politics in the regional
86 context. It consisted of two parts: (1) critical thinking of values in the local
87 context (including discussion with Serbian MP Biljana Djordjević), (2) non-
88 formal education and project coordination training. The participants were
89 selected by Executive Committee, based on their activity and experience (up to
90 26 years old, and attending at least one event in the 2025, with high level of
91 participation), and regional balance.

92 The resource pack “CDN Non-Formal Education Guidebook” was created, available on
93 the [website](#).

94 **We Strengthened the Network by:**

95 General Assembly

96 The 15th General Assembly of Cooperation and Development Network Eastern Europe
97 (CDNEE), took place 29-30 March in Zagreb, Croatia, hosted by Zeleni prozor.

98 The main output of GA was brand new Political Platform - a comprehensive and
99 detailed document that will be a basis of CDN advocacy during the next years. We
100 also elected Executive Committee, adopted activity and financial plan for the
101 next year, amended documents. Two resolutions were created: [Saving the democracy](#)

102 [– right to protest in Eastern Europe, with emphasis on Serbia and Georgia,](#)
103 [Keeping Green Values in the age of AI.](#) We also welcomed three new Member
104 organisations: Youth for a Green Future (Bulgaria), The Union of Young Democrats
105 (Lithuania), TG – Youth – Možemo and Tematska grupa Mladi, Možemo! - politička
106 platforma.

107 The political conference consisted of two panels: „Student Protests in Serbia
108 and Croatia: Striving for Better Education and Democracy“ and the round-table
109 „Be resilient!“.

110 During the preparation of 2026 GA, two workshops were held in order to create
111 the resolutions together with MOs in the policy areas selected via poll:
112 Arts&Culture and Feminism.

113 Feminist Action Team

114 Feminist Action Team started in August 2025 to create local action to build the
115 resilience women and non-binary activists together, inspire each other, share
116 experiences, create campaigns, and build a safe network. It covers the topic of
117 gender equality and feminism. The local action consisted of webinar with experts
118 on the female sexuality, sex work, and sex education in the context of Eastern
119 Europe and book club meetings. FemAT currently gathers 25 people and will
120 continue its work in 2026.

121 Arts&Culture Action Team

122 Arts&Culture Action Team was created after the Study Session to create the
123 second edition of the Corpus Erectus zine, gathering 14 members, participants of
124 the StS. The zine was published in February and is available on the website.

125 Effective Internal Governance

126 In 2025-26, CDN put more emphasis on its internal governance, strengthening the
127 work and position of EC and Office. The work will be continued throughout next
128 year.

129 Effective and Productive Executive Committee Meetings

130 We organised three EC Meetings:: (1) in Chisinau, Republic of Moldova on 5-
131 6.07.2025, (2) in Bohinjska Bistrica, Slovenia on 25-27.10.2025, (3) in
132 Bucuresti, Romania on 14-15.02.2026. The focus of the EC meetings was as always
133 planning of topics and activities and making political decisions about the
134 network. The main topics of the meetings were: for the first meeting planning
135 the activities for 2026 and updating the IRPs, for 2nd meeting mid-term strategy
136 evaluation, for 3rd meeting updating the activity plan and GA documents
137 preparation. The minutes from the meetings are available on the website.

138 Due to strengthening the procedures, the transfer meeting took place online,
139 thus EC started work immediately after the GA and all the meetings were working
140 ones.

141 Office retreat

142 Office retreat took place in June, in Montenegro and focused on improving the
143 sustainability of CDN. The new transfer documents (main one, and for each
144 position) were created, thus improving the quality of onboarding and transfer of
145 knowledge in the office before new people arriving in 2026.

146 Refined internal documents

147 Internal Rules of Procedure were revisited and refined during EC Meetings. There
148 were 2 consultations calls regarding the changes in December, with the
149 participation of six MOs. Based on their input and internal discussion, EC put
150 forward the ready document.

151 On the II ECM, the mid-term evaluation of the strategy was discussed. The
152 strategy was evaluated well, with three amendments put by EC to be voted by GA
153 and Key Performance Indicators refined to better reflect the goals of CDN.

154 Diversifying Funding Sources

155 As mentioned previously, we received additional grant for Special Call Ukraine
156 that included up to 17% administrative/structural costs. We also sent one
157 another application (rejected), and planned to re-apply for SI Creative
158 Partnership (rejected in 2024), though the programme was not opened yet at the
159 moment of writing the report. Due to the capacities taken for organisation
160 additional event, we did not focus on smaller-scale fundraising.

161 Enhanced Communication with Member Organisations

162 The Executive Committee regional responsables continued good practice to
163 organise regional calls with MOs, in all the regions. During the Local Actions,
164 we visited Czech Young Greens and planned to visit Youth for a Green Future
165 (unfortunately visit was cancelled due to the health issues).

166 Internship programme

167 CDN open its internship programme Communication and Projects Intern in June
168 2025. We received 60 applications, and invited 6 people for the interview. The
169 selected intern, Sintija Krivina, works from September 2025 to February 2026
170 (prolonged for March 2026, due to the GA).

171 The internship programme focuses on the communication, especially during the
172 project. The main learning outcomes was creating and implementing the
173 communication plans about the events (mostly during the StS) and campaigns
174 (especially Stop Ecocide, organising smaller-scale activities (FemAT local
175 actions). The internship programme proved to be succesful, contributing to
176 enhancement the external communication and improvement of the Office's workload,
177 with the recommendation to make the more precise plan of internship with defined
178 main fields of work and learning outcomes for each month of intern's work.

179 Office changes

180 The term of Secretary General finishes at 2026 GA. Igor decided not to run for
181 another term. The call was opened together with the call for EC. EC decided to
182 recommend Filip Janković for the position. The transfer period will be in April
183 and May.

184 The contract of Project Coordinator finished in 2026, and PC decided not to
185 prolong it. We opened the call in February, which is still opened at the moment
186 of publishing the report. New person will be selected by EC before the GA. The
187 transfer period is planned for May and June (to be decided with person
188 selected).

189 The transition periods was planned in advance (more in the activity plan).

190 **We Brought Eastern European Perspective by:**

191 **Enhanced External Communication**

192 Increasing the outreach and engagement of the external communication was one of
193 the priorities for 2025. We managed to increase the quality of communication,
194 however, this was limited due to capacities moved to the additional educational
195 projects that were prioritised.

196 We organised two campaigns (below), as well as decided on organisation on the
197 additional campaigns in 2026 to be implemented around the GA: Culture. A Public
198 Good and Stop Femicide. We experimented with new forms of content (as interactive
199 maps, quizzes etc.), while maintaining the seriousness of communication.

200 **Biodiversity in Eastern Europe campaign**

201 Campaign aimed to promote our political platform's chapter on biodiversity
202 through showing the real examples of Eastern European nature that need to be
203 protected. It consisted of series of interactive instagram stories, posts and
204 reels, and the website page with the map of Wonders of Eastern European nature
205 with over 20 places submitted on instagram story question.

206 **Stop Ecocide campaign**

207 Focus of the campaign was to increase awareness of the russian ecocide in
208 Ukraine and to lobby for implementation of ecocide in the international law. The
209 campaign was created as the follow-up of „Environmental Consequences of War“
210 event. It consisted of 7 posts, informative website, 3 webinars and related
211 stickers with QR-code leading to the website.

212 **Electionvision**

213 There was three episodes of ElectionVision: (1) Elections 2024/25: Europe and
214 World; (2) on presidential elections in Romania and Poland; (3) on parliamentary
215 elections in Czechia and Moldova.

216 **Networking with Green European Movement and Beyond**

217 We continued good relations with FYEG, mostly in organising study session and
218 publishing joint statements (eg. on political prisoners in Belarus, on the
219 political violence in Serbia or on Bulgaria joining the Eurozone). We were
220 mutually represented at most of our events, and took part in each other's
221 digital activities as speakers (eg. ElectionVision: Eastern Europe and World
222 2024/25).

223 We kept the good contacts with other international youth NGOs and were mutually
224 present at some of our events and digital activities, but finally did not submit
225 any joint projects. We applied for the status of delegate in Eastern Partnership
226 Civil Society Forum, not received information at the moment of publishing the
227 report.

F1 GA 2025 Minutes

Organization: CDN
Resolution date: 30.03.2025
Agenda item: 1. Formalities

Resolution text

- 1 The minutes are available under the [link](#).

F4 Preparation rules of the General Assembly

Organization: Executive Committee
Resolution date: 23.03.2026
Agenda item: 1. Formalities

Resolution text

- 1 The rules of the preparation of the General Assembly has been fulfilled and all
- 2 deadlines met.
- 3 The only exception is the call for the Executive Committee and Member
- 4 Organisations, with the original deadline on February 26th, Thursday, which was
- 5 extended until February 28th, Saturday - to fit with the month.

FP Financial Plan 2026-27

Organization: Executive Committee
Resolution date: 13.03.2026
Agenda item: 4. Reports and plans

Resolution text

1 The financial plan comprehends the proposed activity plan for 2026 and 2027. The
2 plan follows similar pattern to the previous year with minor changes.

3 The narrative parts focuses on 2026, with the more detailed plan on 2027 can be
4 found in the excel attached in the end.

5 The total planned expenditure for the period amounts to 229,560.07 EUR, while
6 the total projected income is 227,771.00 EUR (compared to 184,717.79 in 2025),
7 resulting in a planned surplus 1788 EUR.

8 Expenditure:

9 Category 1: Personnel Costs

10 This budget line covers salaries, staff trainings, and meetings. The total
11 personnel expenditure amounts to 57,003.75 EUR, including overhours. It includes
12 1300 EUR planned previously for 2025 (thus most of the deficit).

13 The plan also includes 1,903.75 EUR for internship fees and overhours. The plan
14 includes only current intern – the new internship programme is not planned yet
15 and is subject to savings or fundraising (as in activity plan).

16 In addition, 450.00 EUR is allocated for staff trainings and meetings, including
17 250.00 EUR for trainings for staff and Executive Committee members and 200.00
18 EUR for staff meetings or retreats.

19 As in previous years, the organisation will explore opportunities to expand the
20 Secretariat in relation to potential project funding. This includes position of
21 Taste the Change programme coordinator, though due to the project contract not
22 yet signed, it is included in one line with the whole programme.

23 Category 2: Infrastructure and Operating costs

24 This category covers office, infrastructure, and operational costs related to
25 physical and digital maintenance, ensuring smooth operations, and supporting
26 organisational functionality. It includes expenses such as office rent,
27 utilities, office equipment, different software and website maintenance, all
28 vital for sustaining smooth and effective daily operations. Total costs of this
29 category are 11480 EUR and are similar to previous years, with adjustment to
30 inflation.

31 Category 3: Administrative expenditure

32 This budgetary category covers costs related to administrative functioning that
33 includes legal fees, extraordinary admin costs, audit, and bank charges.
34 Compared to previous year, it is increased due to the the new employment
35 legalisation processes (600 EUR), totalling to the 4300 EUR.

36 Category 4: Statutory Meetings

37 This budget category covers statutory events and governance-related activities.
38 The total planned expenditure in this category amounts to 31,357.60 EUR.

39 Executive Committee meetings are budgeted at 7,000.00 EUR, ensuring that the
40 governing body can meet regularly and effectively to oversee the organisation's
41 work. This is the projects' money, and savings possibilities are limited.

42 The General Assembly and Conference represent the largest item in this category,
43 with a total planned expenditure of 22,357.60 EUR. This is a biggest chunk of
44 the money, that grows year by year due to the increased number of MOs and their
45 activity.

46 Additionally, 2,000.00 EUR is allocated for other meetings and representation
47 activities. This includes 500.00 EUR for visits to member organisations or study
48 visits and 1,500.00 EUR for networking and political cooperation with partners.

49 Category 5: Capacity Building and Regional Activities

50 This category represents the largest share of the budget, with a total planned
51 expenditure of 121,841.77 EUR. It includes the organisation's seminars,
52 conferences, regional activities, and educational programmes.

53 EYF Work Plan activities will cost 49,764.77 EUR for the EYF Work Plan, which
54 supports a series of educational activities such as seminars, trainings, and
55 conferences. Additional 6,500.00 EUR for the (Cross)Regional Meeting combined
56 with the Summer Camp.

57 An additional 53,163.00 EUR is allocated for the Taste the Change Programme.
58 That includes whole programme, with activities for 2026 and 2027, and salary of
59 programme coordinator (10 months). The division between 2026 and 2027 will be
60 done later, due to the project requirements.

61 12414 EUR includes money for the additional activities: Training of Trainers and
62 the Climate Refugees Seminar. The exact division will be made close to the
63 activities.

64 At this stage, no separate ad hoc projects are included in the financial plan.

65 Incomes:

66 Category 1: Administrative Income

67 Administrative income amounts to 100,268.00 EUR.

68 The largest contribution comes from the Green Forum Foundation, providing
69 64,708.00 EUR (700,000 SEK). The amount might differ due to the exchange rate
70 fluctuation. We will receive 24,500.00 EUR from the EYF Structural Grant (we
71 received slightly less than in previous cycle) and 10,000.00 EUR from FYEG.

72 Category 2: Projects

73 Project income amounts to 127,503.00 EUR. The main component is the EYF Work
74 Plan grant, contributing 60,000.00 EUR (including administrative costs). An
75 adjustment of –1,000.00 EUR is included for potentially rejected invoices from
76 the 2025 Local Actions.

77 Important project funding includes 55,463.00 EUR from the Green Forum
78 Neighbourhood Programme (Taste the Change project), 5,040.00 EUR from the New
79 Democracy Fund (AMAZ project), and 7,000.00 EUR from the International
80 Foundation GroenLinks.

81 Attachment: [Financial Plan 2026-27 \(Detailed\)](#).

FR Financial Report 2025

Organization: Executive Committee
Resolution date: 13.03.2026
Agenda item: 4. Reports and plans

Resolution text

1 The report shows the State of Finances from 1st of January to 31st of December
2 2025.

3 We finished the year with 9271.10 EUR surplus (surplus of 1622.58 EUR was
4 calculated in the Financial Plan). It resulted mostly from three things: (1)
5 underspending on the General Assembly (~3200 EUR compared to the plan), (2)
6 additional administrative money resulting from the “Environmental Consequences
7 of War” activity (~2500 EUR), (3) additional money due to the SEK/EUR exchange
8 rate (~2500 EUR). Hence, it is one-time surplus, making CDN finances much more
9 secure for next years, but does not mean sustainable increase of funding.

10 In regard to financial management, nothing important changed. We continued to
11 have good practices implemented in the previous years.

12 Expenditure:

13 Category 1: Personnel costs

14 Not much changes in this category. EC decided on introducing 1350 EUR year-end
15 reward to office (450 EUR per person). We moved one salary (1300 EUR) to 2026
16 due to the transfer period in Office happening finally in 2026 not 2025. We
17 saved a bit on the Internship costs, because of having fully remote internship,
18 thus not including the relocation costs.

19 Category 2: Infrastructure and operating costs

20 In this category we overspent 15%. This results from the decision of EC to spent
21 money saved on other activities to buy new computers for Office. The previous
22 computers were bought ~5 years ago, and were too old and sometimes not working
23 properly. Nothing important changed in other fields.

24 Category 3: Administrative expenditure

25 We spent 86% in this category – most of the savings were made on legal expenses
26 as there was no need for doing them in 2026.

27 Category 4: Statutory meetings

28 We underspent 4,284.35 EUR (14,09%) in this category. This results from the
29 savings on the General Assembly mostly, and a bit from savings on all the other
30 sub-categories. It's due to better management and planning than in previous

31 years, and maybe also planning of bigger budgets. GA underspending results also
32 from 3-4 last-minute cancellations (~170 EUR per person for accommodation and
33 meals + reimbursement costs).

34 **Category 5: Capacity Building and Regional** 35 **Activities:**

36 This category includes expenses for Special Call activity and ad hoc event
37 (Training of Trainers) that were mostly or fully funded by the new project
38 grants. Almost everything else went as in plan, within the margin of error.

39 **Incomes:**

40 We received more money from Green Forum (2390.98) due to the exchange rate gain.
41 This money will need to be used in 2026/27 or secure any exchange rate loss in
42 these years.

43 We received additional 3000 EUR from International Foundation GroenLinks for the
44 organisations of Training for Trainers, and 25000 EUR for the Special Call
45 activity (21.503,26 EUR spent in 2025, rest for the follow-up campaigns).

46 EYF rejected some invoices for 2024 Local Actions, resulting in receiving 350,42
47 EUR less than planned for 2024 AWP grant.

48 **Profit and Loss:**

49 Total profit for 2024 is 9271 EUR. We planned to have 1622.58 EUR savings, and
50 1300 EUR was moved to 2026. Thus, compared to the Financial Plan adopted in
51 Zagreb GA, we saved 6348.51.

52 The total savings are now 20,075.25.

53 Attachment: [Financial Report 2025 \(Detailed\)](#)

IRP-NEW New Internal Rules of Procedure

Organization: Executive Committee

Resolution date: 24.02.2026

Agenda item: 3. Organisational and Internal Documents

Resolution text

1 Preamble

2 Cooperation and Development Network Eastern Europe, abbreviated CDN, is the
3 organisation that empowers green and progressive youth from the countries of
4 Eastern Europe.

5 Eastern Europe, for the purposes of work of the network, is the region of the
6 European continent comprising the following countries: Albania, Armenia,
7 Azerbaijan, Belarus, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Czechia,
8 Estonia, Georgia, Greece, Hungary, Kosovo, Latvia, Lithuania, Moldova,
9 Montenegro, North Macedonia, Poland, Romania, Serbia, Slovakia, Slovenia,
10 Türkiye, Ukraine.

11 For the purposes of the network's work, CDN operates across the time zones of
12 the countries listed in the Preamble, namely CET/CEST, EET/EEST, and
13 GET/AZT/AMT, and schedules meetings and deadlines accordingly.

14 CDN has minimal statutes that only contain what legally matters, and they will
15 be revised in case the Belgian law changes. IRP is a supplementary document to
16 Statutes. In case of contradiction between the Statute and IRPs, the former
17 shall prevail. CDN Executive Committee (EC) can adopt internal documents, such
18 as Office Guidelines, EC Guidelines, etc., that further define and are adopted
19 by the EC.

20 For the purposes of this document, the following abbreviations are used:

- 21 • CDN – Cooperation and Development Network Eastern Europe
- 22 • MO – Member Organisation
- 23 • OO – Observer Organisation
- 24 • GA – General Assembly
- 25 • CoM – Council of Members
- 26 • EC – Executive Committee
- 27 • OC – Oversight Committee
- 28 • Office – the Secretariat of CDN
- 29 • PT – Prep Teams
- 30 • AT – Action Teams
- 31 • CET – Central European Time
- 32 • CEST – Central European Summer Time
- 33 • EET – Eastern European Time
- 34 • EEST – Eastern European Summer Time
- 35 • GET – Georgia Standard Time
- 36 • AZT – Azerbaijan Time
- 37 • AMT – Armenia Time
- 38 • Definition of voting majorities:
 - 39 ◦ Present votes at the General Assembly: all registered votes at the
 - 40 ◦ beginning of a General Assembly;
 - 41 ◦ Supermajority: At least 2/3 of present votes;
 - 42 ◦ Absolute majority: 50% plus one vote of present votes;
 - 43 ◦ Simple majority: the highest number of all present votes.

44 1. Member Organisations

- 45 1. The definition of Member Organisations is explained in detail in the
- 46 Statutes.
- 47 2. Observer Organisations express interest in the political and topical
- 48 issues of the region and want to get involved and contribute to CDN, while
- 49 not necessarily being bound to Eastern Europe geographically. They have

50 the right to participate in CDN's events and structures, if the specific
51 project allows. Reimbursement of travel costs to statutory meetings will
52 be done according to CDN's financial possibilities.

53 3. Criteria for becoming a Member organisation:

54 1. Organisation has a democratic structure, is youth-led, has statutes
55 or other guiding documents and continuously conducts its activities.

56 2. Organisation's political values must be compatible with the CDN
57 Political Platform and open to Green values as a whole, even if
58 their actions focus on specific issues.

59 3. The representatives of the organisation need to participate in at
60 least two CDN events in the two years before the application, and/or
61 be active in CDN digital spaces.

62 4. Organisation has a status of a candidate for at least one year.

63 4. Candidate member organisations are the organisations with ambition to
64 apply for full membership. They need to fulfil all the criteria for
65 becoming MO. If organisation does not apply for membership during next two
66 years, the candidate member organisation status is revoked.

67 5. The membership and observership candidates are presented at the General
68 Assembly (GA). After receiving the application, EC has to formulate and
69 present a report on the membership application.

70 6. Member organisations can send comments, suggestions and proposals to the
71 EC or Office, as well as ask CDN to promote activities, actions and
72 developments of MOs in its channels of communication at any time. EC or
73 Office should address this motion within 14 days after receiving it.

74 7. The EC can propose to the GA expulsion of MO/OO based on inactivity for
75 more than a year (which means lack of presence at the GA or other CDN
76 events and/or lack of contact with EC) or departure from the principles of
77 internal democracy or green values.

78 **2. General Assembly Rules of Procedure:**

79 1. General Assembly is the highest decision-making body of CDN and consists
80 of delegates from every Member Organisation.

81 2. Every Member Organisation can have up to two delegates. The second
82 delegate needs to pay a fee. Representatives of Observer Organisations and
83 guests can be registered if there is logistical possibility, and upon a
84 fee. The fee amounts are decided by the EC every year based on approved
85 budget.

86 3. The deadlines for the announcement and preparations of GA are following:

87 1. at least 3 months before the GA: announcement of the date and
88 location of GA,

- 89 2. at least 2 months before the GA: publication of the official
 90 invitation, including registration form, provisional agenda and the
 91 link to online platforms, and all open calls.
- 92 3. 45 days before the GA: deadline for the registration of MOs
 93 delegates, submission of candidacies for the Secretary-General (if
 94 applicable).
- 95 4. 28 days before the GA: deadline for submission of candidacies for
 96 new Member Organisations and EC Members (can be prolonged once by
 97 outgoing EC),
- 98 5. 15 days before the GA: deadline for the submission of resolutions,
 99 motions and amendments to the CDN documents,
- 100 6. 5 days before the GA: deadline for the submission of amendments to
 101 resolutions
- 102 1. In case of amendments to amendments as well as amendments to
 103 the resolutions, the compromise can be reached between the
 104 proposers during the GA, and a new alternative version can be
 105 suggested.
- 106 2. Emergency resolutions can be submitted after the deadline, but
 107 no later than the opening of the GA. The EC should decide if
 108 the resolution is to be discussed and voted on.
- 109 4. Resolutions express the political stance of CDN. Directives express the
 110 recommendations to CDN or provide the interpretation of the other
 111 documents. Both are binding and valid indefinitely, unless stated
 112 otherwise in the text of the resolution. The EC may repeal a resolution if
 113 it deems it out of date and must announce this at the next GA.
- 114 5. Any member organisation may propose changes to the agenda before and
 115 during the GA.
- 116 6. GA is chaired by the Presidency, consisting of 3-5 people, and is to be
 117 selected by the EC. The Presidency can be selected via an open call. The
 118 main responsibilities of the Presidency are to:
- 119 1. Ensure that the Statutes and the IRPs are being respected before and
 120 during the General Assembly.
- 121 2. chair the meeting,
- 122 3. moderate the discussion,
- 123 4. manage and present the voting,
- 124 5. make sure that voting and elections are taken according to the IRPs
 125 and Statutes,

- 126 6. take down the minutes of the GA.
- 127 7. The presidency members cannot run for any positions or be members of
128 candidate organisations, they cannot express their opinions regarding any
129 of the candidates or motions.
- 130 8. The rules of procedure for the efficient realisation of the GA shall be
131 shown and explained at the beginning of every GA. The legal fulfilment of
132 all obligations must be validated by supermajority of the present
133 organisations before the start of the GA. Approval of the agenda by
134 supermajority follows.
- 135 9. Only the delegates of Member Organisations, EC, co-presidents of the CoM,
136 OC, candidates and Office have speaking rights at the formal sessions of
137 GA.
- 138 10. The Minutes of the GA include decisions and votes together with the
139 explanatory information and are published within 30 days after the end of
140 the GA.
- 141 11. Voting and elections:
- 142 1. All the MOs have two votes.
- 143 2. In case of justified absence of delegation to the GA (due to the
144 visa problems, sickness, etc.) or on its parts, GA may approve
145 delegation of voting rights to another MO present at the GA. One MO
146 can only be delegated the vote of another MO. The request for voting
147 delegation needs to be sent to the Presidency before the start of GA
148 and contain the voting recommendations.
- 149 3. All elections must be held by secret voting.
- 150 4. The quorum can be questioned by any present MO or the EC, at the
151 approval of the Presidency.
- 152 5. In principle, all decisions must be made with an absolute majority
153 of votes, unless determined otherwise.
- 154 6. Final adoption of the organisational documents (IRPs, Political
155 Platform, Statutes) requires supermajority.
- 156 7. For the acceptance or dismissal of membership in CDN as an MO/OO, a
157 supermajority at the GA is required.
- 158 8. For the election of the Secretary-General, a candidate must secure
159 an absolute majority at the GA. If no candidate achieves an absolute
160 majority in the first round, a second round of voting will be
161 conducted with up to two candidates. The candidate that secures
162 simple majority of votes will be selected for the position of
163 Secretary-General.

- 164 9. Secretary-General recommends to the GA the number of members to be
165 elected for the new EC.
- 166 10. For becoming member in the CDN EC, a supermajority in favour of all
167 present votes at the GA is required.
- 168 11. If more candidates secure a supermajority of votes in favor than
169 available seats, the candidate(s) with the highest number of votes
170 in favour will be elected.
- 171 12. If one or more candidates get less than supermajority in favour of
172 all present votes at the GA, an absolute majority of present votes
173 in favour at the GA in a second round is required. Then, in case
174 of:
- 175 1. 1 Candidate: a second round of voting is conducted. If, after
176 this round candidate does not reach an absolute majority, the
177 seat remains vacant.
- 178 2. 2 or more candidates: The candidate with the highest number of
179 votes is elected, considering that they have secured absolute
180 majority.

181 3. Executive Committee rules and procedures

- 182 1. Executive Committee tasks include the following:
- 183 1. Making strategic and political decisions concerning the organisation
184 - based on the strategy and CDN's best interest,
- 185 2. Contribute to the implementation of Activity Plan, shaping and
186 adhering to the political direction while ensuring alignment with
187 the strategy,
- 188 3. Maintaining close and continuous communication with Member
189 organisations,
- 190 4. Monitoring the workflow of CDN structures,
- 191 5. Representing and promoting CDN during its and partners' activities,
- 192 6. Actively participating in the regular bi-weekly online and in-person
193 EC meetings,
- 194 7. Keeping track of the well-being of CDN's Office

- 195 8. Preparation of activity and financial plans for the next year, as
196 well as presenting activity and financial reports covering their
197 mandate.
- 198 2. The EC should comprise of 5-7 people.
- 199 3. The Treasurer is selected from EC and is obliged to make a financial
200 update to the EC at every physical meeting (including general expenditures
201 and incomes). The treasurer also presents a detailed annual financial
202 report to the GA.
- 203 4. Further responsibilities and tasks are defined by Internal Delegation
204 Order, which outlines the authority granted to one or more individuals to
205 make decisions on behalf of CDN, as well as the procedures involved, where
206 applicable. It is adopted by the EC on an annual basis, detailed
207 procedures are defined within the document. Delegation order and task
208 division have to be published at latest 4 weeks after the election.
- 209 1. The time of regular online meetings, dates and places of in-person
210 meetings should be announced on the website in advance, and the
211 minutes of in-person meetings should be published latest 30 days
212 after the meeting.
- 213 5. In case of EC member's unjustified absence from the meetings for over 30
214 days, the rest of the EC has a right to terminate their mandate and/or co-
215 opt a new person until the end of their mandate. The decision should be
216 made by supermajority of all the remaining EC members. When possible, the
217 new EC member is elected via by-elections.
- 218 6. In case of Safe Space violation or harm to the organisation by an EC
219 member, their continuation or termination of mandate can be decided by a
220 supermajority vote of all other members of the EC. The person who is
221 subject to vote does not participate in the voting.
- 222 7. In case of the lack of capacities, the EC has the right to delegate a
223 person outside of the EC to represent CDN on certain occasions, with
224 obligation to present a report.
- 225 8. Executive Committee members must have their residence in one of the
226 Eastern European countries listed in the Preamble. If a member's residence
227 is outside those countries, they may serve only if they can assure the
228 General Assembly that they can regularly participate in meetings scheduled
229 to respect the time zones listed in the Preamble. Any travel cost
230 reimbursement for members whose residence is outside the Preamble
231 countries requires prior written approval from both the Treasurer and the
232 Secretary-General, in line with the organisation's travel and budget
233 rules.

234 4. Oversight Committee rules and procedures

- 235 1. The Oversight Committee is an independent supervisory and interpretative
236 body of CDN. It acts as a safeguard of compliance with the Statutes,
237 Internal Rules of Procedure, and other internal acts of the organisation.
- 238 2. The Oversight Committee consists of 3 people, selected for a one-year term
239 by the EC and approved by the GA. Members of the Oversight Committee must
240 be independent, impartial, and act in the best interest of the
241 organisation. They cannot simultaneously hold a mandate in the EC, Office,
242 or Council of Members.
- 243 3. The Oversight Committee meets upon request of the EC, Council of Members,
244 Secretary-General, or at least one Member Organisation, or on its own
245 initiative when necessary. Decisions are taken by a simple majority of all
246 members, unless specified otherwise...
- 247 4. The Advisory Council tasks include the following:
- 248 1. Decision on the compliance of internal acts and decisions with the
249 Statutes and IRPs,
 - 250 2. Providing binding interpretation of the Statutes, IRPs and other
251 internal acts of CDN
 - 252 3. Deciding on the compliance of internal acts and decisions with the
253 Statutes,
 - 254 4. Resolving competence conflicts between CDN bodies,
 - 255 5. Acting as a second-instance body in Safe Space procedures.

256 5. Council of Members rules and procedures:

- 257 1. The Council of Members (CoM) is the second-highest political body of CDN
258 and ensures continuity of political action and decision-making between
259 sessions of the GA.
- 260 2. The Council of Members is composed of:
- 261 1. One representative of each Member Organisation (referred hereinafter
262 as MO Reps),
 - 263 2. All members of the EC,
 - 264 3. Two co-chairpersons of CoM selected by the GA.

- 265 4. Secretary General (who doesn't have voting rights).
- 266 3. Each Member Organisation communicates the name of its Representative to
267 the Office. The person can be changed anytime by the MO.
- 268 4. The responsibilities of the CoM include:
269 1. Adopting resolutions, declarations, positions, and other advocacy or
270 strategic documents,
271 2. Providing political guidance to the EC between GAs,
272 3. Convening the GA upon a justified proposal of the EC,
273 4. Submitting an annual report on its work to the GA.
- 274 5. The CoM is presided by one Member Organisation for a one-year term. The
275 presiding MO is elected by the GA. The presiding Member Organisation is
276 responsible for setting political agenda for the work of the CoM and
277 defining its priorities during its one-term mandate.
- 278 6. The Co-Chairpersons of CoM are elected by the GA. They are responsible for
279 convening and moderating meetings of the CoM and ensuring proper
280 documentation and follow-up of decisions. Co-Chairpersons of CoM must be
281 gender balanced.
- 282 7. CoM meets at least quarterly, online or in the country of presiding
283 organisation. The meeting agenda is set up by the Chairpersons of CoM,
284 with the political input of MOs and the EC.

285 6. Office rules and procedures:

- 286 1. The daily work of the Network is carried out by the Office under the
287 responsibility of the Secretary General. The working conditions are
288 defined in the Office Guidelines.
- 289 2. The Secretary General is elected for a two-year term by the GA in the
290 procedure stated above. Pre-selection of candidates is carried out by EC
291 in accordance with the delegation order. Candidates not elected by the EC
292 can still run for the position and present themselves at the GA. The term
293 of the Secretary General may be extended once but cannot exceed two terms
294 in total.
- 295 3. The Secretary General is responsible for the legal representation of the
296 organisation; managing the Office; coordinating the work of the EC;
297 supervising the HR; supervising statutory activities; overseeing finances
298 with the relevant employee and the treasurer; overseeing external
299 communication; structural fundraising, ensuring and monitoring the
300 strategy implementation, representing the organisation.
- 301 4. All members of the office are appointed by the EC based on the proposal by
302 the Secretary General. EC cannot dismiss any member of the office without

- 303 the consultation of the Secretary General. The selection criteria for an
304 employee will be decided by the EC.
- 305 5. In case of Safe Space violation from the Office member, the violator's
306 contract may be terminated by a supermajority vote from EC. First instance
307 body in arbitration is the EC Office Responsible, and the second instance
308 is the Oversight Committee.
- 309 6. The office is responsible for:
- 310 1. Daily Management of the organisation,
 - 311 2. Supervising the development and responsibility for all formal
312 contract obligations of projects towards funders,
 - 313 3. Coordination and facilitation of the CDN Activity Plan and Strategy.
 - 314 4. Support of the EC work and facilitation of EC meetings,
 - 315 5. Reporting of all its responsibilities to the EC,
 - 316 6. Other duties and responsibilities of the office that are explained
317 in the internal documents of CDN and Office contracts.
- 318 7. The work of the office is more closely defined in the Office Guidelines.
- 319 8. The EC must publish an open call for candidates for any paid position
320 longer than 3 months. Specific project-based positions can be excluded
321 from the open call.

322 7. Temporary bodies

- 323 1. Prep-Teams are temporary bodies for the planning, organisation and follow-
324 up of specific projects. They can take decisions regarding the project
325 independently and can consult EC for support or in case of internal
326 problems.
 - 327 1. Prep team members are selected by the EC, preferably via an open
328 call.
 - 329 2. The leader of the Prep-Team is the Programme Director, usually the
330 Office member responsible for the project.
 - 331 3. If EC Member is part of the Prep-Team, they are responsible for
332 political direction of the event and for communication between Prep-
333 Team and the EC.
 - 334 4. Prep Team Members can be dismissed by the Programme Director and EC
335 responsible during preparation or activity in the event of non-
336 fulfilment of duties, prolonged and unexcused absences from PT
337 responsibilities, or violations of the Safe Space. The decision will
338 be effective immediately and, if possible, a replacement member will

339 be found. The PT member excluded can appeal to the Oversight
340 Committee, which will decide on the righteousness of the decision.

- 341 2. Action Teams are comprised of three or more people who collaborate to
342 accomplish specific aims or objectives within the organisation. These
343 teams are formed to initiate and execute projects, actions, or campaigns
344 aimed at advancing CDN's mission and goals. Action Teams
- 345 3. operate under the guidance and approval of the EC, ensuring alignment with
346 the organisation's Political Platform.
- 347 4. Members of any CDN structure or participants of the events cannot be older
348 than 35 at the end of their mandate. The further limitations are defined
349 in adopted documents or in specific project requirements.

350 8. Event & Financial Management

- 351 1. Participants who are subject to reimbursement can only get reimbursed for
352 their travel costs only in the case of 85% of their attendance of official
353 programme (exceptions can be made under adequately justified
354 circumstances).
- 355 2. The Office sets the financial and reimbursement rules based on the
356 guidelines from the EC. These rules become binding once they are sent to
357 participants before the event.
- 358 3. The host organisations of CDN events are selected based on the project
359 requirements and the previous open call for host organisations. The call
360 needs to be issued at least once every two years.
- 361 4. CDN promotes environmentally friendly approach during its events:
 - 362 1. Only travel by land to CDN events is subject to reimbursement, in
363 case the trip lasts less than 15 hours. An exception can be made for
364 people who have health-related issues or urgent obligations.
 - 365 2. Only a sustainable and nutritionally balanced vegan or vegetarian
366 diet is provided, with the preference to vegan options whenever
367 possible.
 - 368 3. Special attention is put on recycling during the event, using tap
369 water or reducing digital footprint.

Reason

The new Internal Rules of Procedure are simplifying the procedures, reducing not needed beaurocracy, and making them more relating with reality. The document includes changes consulted with representatives of MOs during December's consultation calls. The detailed presentation of the document will take place at the GA.

OR-REC EC Recommendations – Membership and Observership Applications

Organization: Executive Committee
Resolution date: 23.03.2026
Agenda item: 8. Candidate Organisations

Resolution text

1 This document is the assessment of the applications for CDN Membership or
2 Observership done by the Executive Committee, and recommendation to GA. Of
3 course, the final decision is up to the GA.

4 **1. Restart Gavar Youth NGO**

5 We had contacts with Restart Gavar Youth NGO previously, with their
6 International Project Manager Nona present at two of our events (but as
7 representative of FYN), and some members participating in our digital space.

8 Regarding the membership criteria:

- 9 • General criteria: The deeper research is needed. The organisation is
10 youth-led, but the limit is only 18+ (no upper age limit). Regarding the
11 democratic structures, the role of president in the status is quite high
12 (only one defined position, elected for the 5-years term). EC assess it
13 might work in the local context, but that further contact with the
14 organisation in the next year needs to be established in order to assess
15 the democratic structures of the organisation.
- 16 • Sustainability criteria: Fulfilled. The organisation is working in a
17 continuous way, organising several projects each year. It was established
18 in 2023, and gained a stable volunteer base.
- 19 • Value and issue criteria: The deeper research is needed. The organisation
20 is working especially on democracy and youth participation, which are core
21 CDN values, but we are not able to assess their stance on other CDN and
22 Green values. We believe that closer research next year is needed.

23 Our current organisation from Armenia, FYN, was asked about their opinion, but
24 did not reply in a given time.

25 Thus, EC says that it is yet too early to say if Restart Gavar Youth NGO fulfill
26 all the membership criteria. EC thus recommends voting against Restart Gavar
27 Youth NGO as a Member Organisation, and instead recommends accepting it as an
28 Observer Organisation, with potential pathway to membership in next years.

29 **2. JUST**

30 No contacts with JUST were established previously. One of the JUST's board
31 members was present at our event, but a bit before the establishment of the

32 organisation. We just became aware of the existence of organisation in the
33 moment of receiving an application.

34 Regarding the membership criteria:

- 35 • General criteria: Fulfilled. The organisation is youth-only, registered,
36 and has democratic structures (board and general assembly).
- 37 • Sustainability criteria: Not fulfilled. The organisation was only
38 established in October 2025. The application states that they are
39 conducting the activities, but are not listing them, and we are not aware
40 about their specific activities.
- 41 • Value and issue criteria: The deeper research is needed. The organisation
42 claims to promote green values in most of its policy areas. We do not have
43 reasons to not believe them, but due to the lack of previous contact, we
44 cannot assess it positively as well.

45 Our current MO from Georgia did not have strong preference for or against JUST,
46 having little knowledge of them as well.

47 Thus, EC assess JUST at this moment does not fulfill all the membership
48 criteria. EC thus recommends voting against JUST as a Member Organisation, and
49 instead recommends accepting it as an Observer Organisation, with potential
50 pathway to membership in next years.

51 3. CKO

52 We have contacts with people from CKO, but as back-then members of our Serbian
53 MO ZOS. No institutional contact between CDN and CKO was established previously.

54 Regarding the membership criteria:

- 55 • General criteria: Fulfilled. The organisation is youth-only, registered,
56 and has democratic structures (board and general assembly).
- 57 • Sustainability criteria: Fulfilled. The organisation is implementing
58 multiple projects on different topics.
- 59 • Value and issue criteria: The deeper research is needed. The organisation
60 core values and activities include democracy, human rights and social
61 justice, however deeper research would be needed to assess their stance
62 towards green values and green political family as a whole.

63 Our current MO from ZOS recommends to vote against the organisation. The reasons
64 will be explained by the EC for the delegates at the General Assembly.

65 Thus, EC assess CKO at this moment does not fulfill all the membership criteria.
66 EC thus recommends voting against CKO as a Member Organisation.

67 4. Climate Pioneers

68 The contact person of Climate Pioneers was present at our 2025 Study Session. No
69 further institutional contacts were established as per now.

70 Regarding the membership criteria:

- 71 • General criteria: Fulfilled. The organisation is youth-only, registered,
72 and has democratic structures (board and general assembly).
- 73 • Sustainability criteria: Fulfilled. They are a successful NGO, working
74 since 2021 with multiple projects.
- 75 • Value and issue criteria: Not fully fulfilled. The organisation is working
76 in the climate field, but staying apolitical in other areas. We believe
77 that the participants from Climate Pioneers are thus valuable for CDN and
78 its MOs, but do not qualify for MO.

79 We received a negative recommendation for their Membership, but positive for the
80 Observership, from our current Turkish MO Genç Yeşiller. GY wants to cooperate
81 with Climate Pioneers, but believes that they do not fulfill the criteria. The
82 reasons were included in this recommendation.

83 Thus, EC assess Climate Pioneers do not fulfill all the membership criteria. EC
84 thinks that they are a valuable point of the civic society in Eastern Europe and
85 wants to have cooperation with them, thus recommending voting against Climate
86 Pioneers as a Member Organisation, but instead recommends accepting it as an
87 Observer Organisation.

88 5. NGO “SATELLITE”

89 We had established contact with NGO “Satellite” since at least July 2025. We
90 participated in a call together regarding potential cooperation and path to
91 Membership. Two representatives of the organisation participated in
92 “Environmental consequences of war” activity, their CEO Anna Bilous was also the
93 speaker on “Sustainable recovery and reconstruction” webinar organised together
94 by CDN and Polish YGs in February 2026.

95 Regarding the membership criteria:

- 96 • General criteria: Fulfilled. It is a youth organisation (age limit 13-35),
97 it has democratic structures (annual General Assembly, Board elected for 2
98 years term).
- 99 • Sustainability criteria: Fulfilled. They are a well-established
100 organisation, conducting their activities since 2023 in a continuous way.
101 Their organised events and programmes on the environment, as well as
102 capacity-building non-formal education events.
- 103 • Value and issue criteria: Fulfilled. They organised the activities on
104 almost all the pillars of democracy, environment, security and peace-
105 building. Also inclusion policy is one of their priorities.

106 Hence, EC assesses that NGO “Satellite” fulfills all the membership criteria
107 defined in the IRPs. However, due to the application coming up late (deadline
108 prolonged by the EC), and thus, EC being out of capacities and deciding not to
109 contact our current organisation from Ukraine, EC decides to not recommend the
110 NGO “Satellite” for the Membership, and leave this decision to the GA.

111 In case of an Observership vote, EC recommends the NGO “Satellite” for the
112 Observership status.

R-INT1 The resolution linked to the new IRPs – election to the Oversight Committee and Council of Members in 2026

Organization: Executive Committee

Resolution date: 10.03.2026

Agenda item: 5. Resolutions

Resolution text

- 1 According to the proposed new Internal Rules of Procedure, two new bodies: the
2 Oversight Committee (OC) and Council of Members (CoM) are introduced.
- 3 The General Assembly recognises that the election for the positions designated
4 in these bodies can not take place at GA 2026, as the election procedures were
5 not defined in IRPs nor Statutes valid as per 11.02.2025, i.e. the deadline for
6 registration of candidates.
- 7 To allow OC and CoM to start work in 2026, the General Assembly decides that:
- 8 1. The members of the OC for the term 2026-27 will be selected by the
9 Executive Committee, at the latest, 90 days after the GA.
 - 10 1. It is interpreted that the OC is constituted at the moment of
11 election;
 - 12 2. The CoM co-chairpersons, chairing MO and the annual agenda for the work of
13 CoM (as proposed by the chairing MO) for the term 2026-27 will be selected
14 by the Council of Members, at the latest, 90 days after the GA.
 - 15 1. It is interpreted that the CoM is constituted at the moment of
16 election of co-chairperson, chairing MO and annual agenda of work
17 the CoM
 - 18 3. The changes in Statutes related to the OC and CoM will be prepared and
19 voted on at the 2027 General Assembly. The OC and CoM will have their
20 legal basis and authority derived from the IRPs and this directive.
 - 21 1. The GA explicitly restricts these bodies to make any decisions
22 regarding the legal interpretation of the Statutes and the procedures
23 stipulated in the Statutes until changes are approved by the GA
24 session in the year of 2027.
- 25 It is noted that this directive can only be valid in case of approval of the new
26 Internal Rules of Procedure.

Reason

Holding elections for newly introduced bodies would be contrary to the democratic principles of transparency and equal access to candidacy. At the same time, the lack of any transitional solution would prevent the bodies from starting the operations next year. Therefore, EC propose a temporary transitional solution.

R-INT2 Proposal of the Executive Committee for the annual fee contribution

Organization: Executive Committee
Resolution date: 12.03.2026
Agenda item: 5. Resolutions

Resolution text

- 1 In accordance with the Article 5bis.1 of the Statutes of the Cooperation and
- 2 Development Network Eastern Europe, the Executive Committee of CDN (in Statutes
- 3 referred as Administration Council) is proposing that annual fee contribution
- 4 for the mandate is equivalent to 0€ (in text: zero Euros).

- 5 Pursuant to the Article 5bis.2 of the Statutes of the Cooperation and
- 6 Developemnt Network Eastern Europe, members must pay their contribution fee for
- 7 the current year by the month of September. In accordance with this, it is the
- 8 responsibility of the Treasurer to give a written statement in case of a
- 9 failiure of payment.

- 10 Having in mind the amount of the proposed annual fee contribution, the Treasurer
- 11 has the right to decide not to require invoice or any form of written
- 12 cofnirmation for fullfilment of the Statutory requirement.

Reason

This is a bureocratic decision that we must take in order to respect the Statutes. The EC does not support the idea of paying of membership fees, but it must adhere to responsibilities stipulated in the Statutes.

R1 Enabling creation, preserving memory. For the progressive cultural policy for Eastern Europe.

Organization: Executive Committee
Resolution date: 14.02.2026
Agenda item: 5. Resolutions

Resolution text

1 Across Eastern Europe, culture is increasingly treated as a marginal or
2 instrumental policy rather than a public good. Artists and cultural workers are
3 often deprived of social security, forced to take on additional jobs outside the
4 cultural sector, and pushed into precarious employment conditions, rendering
5 long-term cultural work unsustainable. This leads to talent drain, burnout,
6 emigration of artists and cultural workers, and the exclusion of people from
7 less privileged backgrounds from artistic and cultural professions. At the same
8 time, underfunding of cultural institutions in some countries, such as Serbia,
9 is a political tool used to silence critical and anti-government narratives,
10 further contributing to the precarity of culture workers and undermining
11 artistic freedom. The fair pay and social security of artists and culture
12 workers, as well as good, sustainable funding of institutions, should thus be a
13 priority of cultural policy. The universal basic income for artists can be
14 considered, following the evidence from pilot programmes, eg, in Ireland, that
15 show strong socio-economic profits from such investments[1].

16 Participation in culture needs to be encouraged, especially among young people.
17 There are several good practices already implemented in Eastern European
18 countries, such as free museum entrance days programmes existing in Bulgaria or
19 cultural vouchers covering entry to cultural institutions for students and
20 teachers in Slovakia[2]. Young people need to be treated as creators of culture,
21 not just consumers, and have spaces to create and participate in shaping
22 cultural spaces and programmes in their communities. Culture needs to be
23 integrated into education. There are some good ways to do it, such as school
24 visits to cultural institutions or the Estonian initiative to organise the
25 lessons with trained culture workers[3]. This needs to be tailored to the age
26 and needs of children, to build the habit of enjoying culture, and go in pair
27 with broader reform and modernisation of the educational system. Regional
28 culture and local institutions should be financed to be attractive for young
29 people, and cooperate with schools.

30 Systematic underfunding or neglect of cultural infrastructure also affects the
31 cultural heritage. Archives, collections and documentations of historical and
32 contemporary culture are often neglected or fragmented. Cultural products
33 sectors as early digital art, video games, etc., are being lost[4]. The
34 initiatives such as Stop Destroying Videogames[5] highlight the need for legal
35 and institutional frameworks that allow preservation, archiving and public
36 access to digital cultural works. Moreover, the neglect of digitalisation and
37 the lack of open-source and free digital materials lead to further inequalities
38 in access to culture, especially between big cities and towns and rural areas
39 with little to no cultural institutions. Countries should follow examples such
40 like Slovakiana cultural portal that has digitised over 180.000 objects from
41 over 75 institutions.[6].

42 Promoting cultural heritage and collective memory is an important aspect of
43 building resilience and decolonisation in some countries, such as Moldova or the
44 Baltic States. On the other hand, historical revisionism is a key discourse
45 point of Vucic's or Orban's regimes, and even in democratic countries, it is
46 often a political tool used to consolidate power and spread hatred towards
47 minorities and neighbours. For example, the Institute of the Romanian Revolution
48 of December 1989 was led for 17 years by former president Ion Iliescu and used
49 to promote himself and his political movements rather than conduct independent
50 and reliable research. Similarly, the Polish Institute of National Remembrance,
51 despite some successes, is widely used to legitimise current right-wing politics
52 and whitewash Polish crimes (such as Operation Vistula). While promoting further
53 decolonisation, states should depoliticise collective memory and focus on
54 creating research institutions that promote high-quality scientific research,
55 archiving, institutional intercultural dialogue, and funding for interactive and
56 immersive museums.

57 With this, we urge the Eastern European politicians:

- 58 • Guarantee stable and independent public funding for culture, including a
59 minimum budget threshold;
- 60 • Introduce social protection mechanisms, including healthcare, for cultural
61 workers.
- 62 • Expand participatory cultural governance, including participatory
63 budgeting and public involvement in shaping cultural priorities and
64 programmes;
- 65 • Integrate culture meaningfully into education systems.
- 66 • Ensure public access to publicly funded culture, including the principle
67 that cultural content financed publicly should be available digitally
68 whenever possible and the implementation of good programmes from other
69 countries.

70 CDN will contribute to these processes by:

- 71 • Advocating for cultural workers' rights and proper culture funding,
72 including social security and fair pay, and promoting evidence-based
73 policy arguments and good practices from Eastern European countries;
- 74 • Continuing its work to provide counter- and alternative narratives
75 addressing populist use of prejudices and collective memory, supporting
76 intercultural dialogue and decolonisation processes;
- 77 • Promoting digital access and archiving of culture, including open-access
78 cultural content or initiatives to preserve endangered cultural forms;
- 79 • Working with its partners to develop youth-focused cultural participation
80 programmes, with emphasis on active creation, such as a guidebook for
81 leading school theatre or peer-led performances on important environmental
82 issues

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R2 An end to violence against women and non-binary people. For a more feminist Eastern Europe.

Organization: Feminist Action Team
Resolution date: 13.03.2026
Agenda item: 5. Resolutions

Resolution text

1 Across the whole Eastern Europe, women and non-binary people are faced with
2 challenges on almost all levels: society, policy, culture, economics, health,
3 and law. Gender-based violence is a systemic problem maintained by institutional
4 inefficiency. The common enemy is patriarchy, and it is deeply rooted in our
5 society.

6 A critical issue that continues to affect society is the serious violence faced
7 by women and gender minorities. Across much of Eastern Europe, legislation aimed
8 at preventing and addressing violence against women remains insufficient, while
9 legal protections for non-binary individuals are almost entirely absent. Even in
10 countries where relevant legislation is formally in place, authorities often
11 fail to deliver timely and adequate protection to individuals facing violence.
12 Institutional reactions often come only after multiple reports, escalations of
13 violence, or deaths.¹

14 In the end, institutional responses to violence are often insufficient and fall
15 far short of delivering justice. The lack of preventive measures, uneven
16 judicial practice, weak intersectional and inter-sectoral cooperation and
17 chronic underestimation of the role of civil society organizations lead to the
18 normalization of violence against women and non-binary people².

19 Institutional responses remain insufficient, and perpetrators of violence
20 against women and non-binary individuals are rarely held accountable, even in
21 jurisdictions where legal protections are formally established. A lack of
22 specific legal definitions for intimate partner violence and psychological abuse
23 in domestic law results in inconsistent prosecution³.

24 Effective measures and transformative policies remain absent, and deterrence
25 through both rehabilitation and punishment of perpetrators is insufficient. For
26 example, HRA report states that in Montenegro from 2022 to 2025, “[i]ndictments
27 were filed in every fifth case, half of the complaints were dismissed, while
28 almost one-third of the cases remained unresolved”⁴.

29 Physical violence is the most egregious and obvious manifestation of violence,
30 yet far from the only one. Violence can take the form of mental abuse, emotional
31 abuse, sexual abuse, digital and cyber abuse, or verbal abuse.

32 Statistics on these topics are also not updated regularly, reflecting a lack of
33 prioritization in monitoring and response. In reality, the true scale of this
34 phenomenon is unknown, as many women and non-binary people never report the
35 various forms of violence against them.

36 It must be recognized that the growing influence of autocratic governance, far-
37 right ideologies, and ongoing wars has intensified structural violence against

38 women and gender minorities, which is frequently normalized within societies.
39 The consequences of the war in Ukraine on women is much less talked about than
40 other parts of the Russia's terror, and the world is especially silent on the
41 amount of sexual violence women face⁵. Along with other wars and genocides that
42 have been going on in the world (including, but not limited to, Gaza, Iran, and
43 Sudan), we have to stand for all the female and non-binary victims who are
44 suffering, often in silence.

45 According to EU data, 25 % of women in Latvia have experienced physical and/or
46 sexual violence in their lifetime, indicating persistent gender-based violence⁶.
47 Youth in Montenegro have a relatively high level of awareness about the
48 existence and seriousness of violence against women, yet many remain unsure
49 where to seek help. Bulgaria saw large protest waves in 2023 after a high-
50 profile attack⁷. In Serbia, the Autonomous Women's Center reported 28,413
51 registered domestic-violence incidents in 2023⁸. European Institute for Gender
52 Equality country profile notes tens of thousands of men reported to police for
53 domestic violence in Poland in 2022, with far fewer resulting in sentencing⁹. In
54 Croatia, 19 women were victims of femicide in 2025¹⁰, and in Turkey that number
55 is 456¹¹.

56 In Serbia in 2024, there were reports of Telegram group in which large number of
57 sexually explicit, violent, degrading and illicit content of women was shared
58 without consent¹².

59 It has also been noted that a large number of women in Eastern European region
60 think that violence is "common/fairly common" (88% in Albania, 67% in Bosnia and
61 Herzegovina, 62% in Montenegro, 60% in North Macedonia and 85% in Serbia)¹³.

62 Across Eastern Europe, shelters and crisis centres for victims of domestic
63 violence are often provided through a combination of municipal services and non-
64 governmental organizations. Shelter infrastructure remains insufficient to meet
65 international standards. The Council of Europe recommends one family shelter
66 place per 10,000 inhabitants, yet many countries in the region fall well below
67 this level¹⁴. Shelters also tend to be concentrated in urban areas and are
68 primarily operated by non-governmental organizations with limited and unstable
69 funding¹⁵. As a result, victims, particularly those in rural regions, often face
70 serious barriers when seeking safe accommodation and support. While assistance
71 is available, shelters and crisis facilities also apply internal rules related
72 to safety and capacity, which can affect immediate access in certain situations.

73 Access to safe and legal abortion remains uneven across Eastern Europe. While
74 abortion is formally legal in many countries, practical barriers such as
75 restrictive legislation, administrative obstacles, and widespread use of
76 conscientious objection by medical professionals significantly limit access to
77 reproductive healthcare. Poland currently has one of the most restrictive
78 abortion regimes in Europe following the 2020 Constitutional Tribunal ruling¹⁶,
79 while in countries such as Hungary¹⁷, Croatia, and Romania legal access is often
80 undermined by institutional barriers and refusal of services¹⁸.

81 Adolescents face particularly significant barriers in accessing reproductive
82 healthcare. Approximately 21 million adolescents aged 15–19 become pregnant each
83 year in developing regions, and complications from unsafe abortion remain a

84 major cause of maternal morbidity among young women¹⁹. In many Eastern European
85 countries, minors seeking abortion services must obtain parental or guardian
86 consent, and in some cases judicial authorization²⁰. These requirements can
87 delay or prevent access to timely care, particularly in situations where young
88 people cannot safely involve their families.

89 Despite these hardships, there is enough proof and work institutionally, as well
90 as in the field, to show that protection of women and gender minorities can be
91 achieved, maintained, and improved.

92 The Istanbul Convention (Council of Europe Convention on Preventing and
93 Combating Violence against Women and Domestic Violence) provides the most
94 comprehensive international legal framework for prevention, protection,
95 prosecution, and policy integration. Ratified in 39 countries²¹, it has faced
96 difficulties in recent years. Turkey, for example, officially withdrew from in
97 2021²². Poland announced an intention to withdraw from the Istanbul Convention
98 in 2020²³, and in Latvia protests occurred in 2025 amid parliamentary moves
99 initiating withdrawal proceedings²⁴. In both cases, the withdrawals were not
100 officially enacted.

101 Ongoing public mobilization in Latvia, through large protests and petitions
102 (60,000+ signatures), indicates strong civil society engagement. The country
103 also adopted national plans to prevent and combat violence against women and
104 intimate partner violence, and ratified new laws against sexual harassment
105 (2024) and broader awareness campaigns²⁵.

106 In 2024, Croatia passed a law outlining femicide as a separate crime²⁶.

107 Transparency and reporting requirements (e.g., employer pay audits, sanctions
108 for discriminatory wage policies) exist in some EU states and should be adopted.
109 (EU pay transparency directive frameworks available through EU Commission gender
110 strategy).

111 Across Eastern Europe, centers for help and victim support services actively
112 provide assistance to victims of domestic abuse and organise advocacy. In
113 Latvia, for example, support services are provided through municipal crisis
114 centres and non-governmental organizations such as the MARTA Centre²⁷.

115 All of these examples show that our region has real potential for change. Many
116 Eastern European activists and civil society organizations are already working
117 to support survivors and challenge gender-based violence. To achieve lasting
118 progress, these efforts must be strengthened through greater cooperation and
119 unity across the region.

120 We urge politicians in Eastern Europe:

- 121 • develop policies that prioritise the protection and prevention of violence
122 against women and non-binary people;
- 123 • strengthen implementation of existing laws and introduce clearer
124 protection measures for victims, including effective restraining orders
125 and coordinated institutional responses
- 126 • legislate clear definitions of all forms of violence (intimate partner,
127 psychological, stalking, digital) aligned with EU and Council of Europe
128 standards
- 129 • ensure adequate funding and accessibility of shelters and crisis centres,
130 in line with the Council of Europe recommendation of at least one family
131 shelter place per 10,000 inhabitants
- 132 • guarantee access to comprehensive reproductive healthcare, including safe
133 and legal abortion services, and remove unnecessary administrative
134 barriers that prevent timely access – particularly for young women and
135 those in vulnerable situations
- 136 • improve national data collection and research on gender-based violence and
137 victim support services
- 138 • strengthen education on equality, consent, and human rights
- 139 • provide stable financial support for civil society organisations working
140 on prevention, advocacy, and victim support
- 141 • address hate crimes targeting women and gender minorities, recognising
142 their link to gender-based violence.

143 Systemic change needs the support and inclusion of civil society and the general
144 public.

145 CDN will contribute to this struggle and strive to:

- 146 • continue working on feminist topics through its projects, activities, and
147 groups, such as the Feminist Action Team
- 148 • develop partnerships with NGOs which fight violence against women and
149 support victims of violence
- 150 • spread the word about different resources and organisations that provide
151 help to victims of different forms of violence against women and non-
152 binary people
- 153 • apply for and develop projects to address the issue of violence against
154 women
- 155 • advocate and campaign among our member organisations, as well as beyond
156 the network
- 157 • educate members on the topic and about the ways how they can fight for
158 better law and prevention in their countries
- 159 • spread the word about the issues of women and gender minorities in the
160 Eastern European region
- 161 • continue advocating for peace and the stopping of violence, especially in
162 the cases of organized attacks that harm women further, such as full scale
163 Russian invasion of Ukraine.

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Reason

The resolution was created and will be presented by the Feminist Action Team, with the full support of CDN Executive Committee.

SG-REP Secretary General Report 2025-26

Organization: CDN
Resolution date: 13.03.2026
Agenda item: 4. Reports and plans

Resolution text

1 The report covers the period from April 2025 to March 2026, i.e. the second year
2 of the Sec-Gen's term.

3 Employment Conditions and Infrastructure

4 The working conditions remain decent. The salaries in the Office went up 50 EUR
5 in November 2025, amounting to EUR 1,350 for Sec-Gen (EUR 1,400 for next term)
6 and 1.300 for other full-time positions. The increase was planned (in the
7 financial plan) since January 2026, but savings were allowed to be implemented
8 earlier. The increase is due to the inflation and tax raises in Serbia, still
9 being around the average gross salary in Serbia (1,308 EUR in December 2025).
10 Additional raises or employing a new person would require receiving an
11 additional grant.

12 In addition, the EC decided to grant an office year-end reward of 450 EUR per
13 person. The EC decision states: In years where there is a profit compared to the
14 financial plan, the Office may be awarded a year-end reward of up to 20% of the
15 additional profit to be divided among personnel, which makes the reward clearly
16 defined and predictable.

17 The only significant change in the infrastructure is that, due to the savings in
18 2025 and the transfer periods incoming, we bought new computers for the office.

19 The adopted Office Guidelines show the total amount of overtime, which stayed at
20 the same level (around 120 in total for all Office personnel) despite the two
21 additional projects organised.

22 Internship programme

23 The Project&Communication Intern started working in September and works until
24 the GA is finished. The internship is remote, with participation in the Study
25 Session and EC Meetings, totalling 17.5 hours per week, with a salary of 550
26 EUR. The main tasks and learning outcomes were defined in the activity report.
27 The intern was supervised by the Secretary-General.

28 The internship brought improvement in the quality of the communication,
29 especially from the events, and the coherence. Thus, it was proven that it is a
30 good idea to have another position responsible for comms, even if part-time, or
31 just for a specific campaign period. Project-wise, Sintija contributed to the
32 FemAT Local Action as well as took some responsibilities from the Office in
33 reporting (though it was limited due to some funders changing deadlines).
34 Generally, the programme and intern's work has a big advantage for CDN.

35 As it was the first CDN internship in years, the planning was quite chaotic. The
36 internship plan was proven to be insufficient and needed to be adjusted during
37 the internship (also due to the changes in deadlines of some

38 applications/reports compared to the last year). This negatively affected the
39 learning process, but hopefully will not affect satisfaction with the
40 internship. It is recommended for the future to organise the internship
41 programmes, not necessarily every year, but depending on the needs and
42 capacities, to provide a good plan with learning outcomes.

43 It would be good to monitor somehow the situation of former interns, to check if
44 the knowledge gained during the internship benefits CDN or its MOs. It would be
45 fantastic if every intern applied for other positions, or EC, or Prep-Teams in
46 the coming years, but there are many circumstances that make it unpredictable.
47 The introduction of an alumni network might help in that as well.

48 Office Retreat and Internal Training

49 Office retreat was organised to create the transfer documents and team-build
50 before the in-live activities in 2025, with that realising it aims. The
51 documents were created, and the transfer will be much more straightforward.

52 We did not organise any internal training for Office, unfortunately. The Office
53 retreat was prioritised, as well as additional activities in Q2-Q4. Finally,
54 Office personnel also did not attend any in-person external training (one was
55 supposed to go, but withdraw due to the sickness) due to the combination of lack
56 of time and over-experience for some offered workshops.

57 New Office members will be encouraged to attend some external training,
58 especially for the first year. Some two-days internal training plus team-
59 building outside of Belgrade was proven to be a good practice as well, maybe
60 with the use of some online tools, and invitation of some external expert at the
61 later stage if needed.

62 Strategy Monitoring

63 We have met our strategic objectives in 92,11% (I goal: 100%, II goal: 94,31%,
64 III goal: 82%), which is increase of 11 p.p. comparing to 2024 (KPI monitoring
65 sheet available on request). We are succeeding in the educational events, and
66 improved compared to 2025 in transforming them into outputs (increased number of
67 publications). The goal 3: Bringing Eastern European perspective remains weaker
68 and harder to measure: we increased the traffic on website or social media
69 engagement, but it might be derivative of increased engagement in educational
70 activities etc.

71 At ECM2, steps were taken to improve the strategy itself and its monitoring.
72 KPIs were modified to measure the outreach and engagement of our external
73 communication, instead of just its individual forms (which, like Opinion Pieces
74 introduced last year, proved uninteresting and unengaging). At the same time, an
75 amendment to the strategy was proposed, defining the forms of communication and
76 their message, to avoid engagement farming (which in political movements is
77 usually negative and reactive messaging) simply to achieve KPIs. CDN is
78 committed to achieving engagement, but in a manner consistent with our
79 engagement ladder.

80 Contact with EC

81 The contact between Office and EC improved comparing to the last year. The daily
82 decision-making is quick on regular bi-weekly meetings, while the strategic
83 decision are focus of the live meetings.

84 The activity and responsiveness of all EC Members increased the productivity of
85 the network as a whole, also decreasing the amount of work put on the office. In
86 previous term (2024/25), the reshuffling of work, waiting for the input of two
87 inactive EC Members and forcing Office to make strategic decisions not in this
88 role meant a lot wasted time for Sec-Gen, as well as other, active EC Member. In
89 the 2025/26 term, this was freed up. Thus, the organisation of two additional
90 events (Environmental Consequences of War and Training for Trainers) was
91 possible thanks to EC being active and taking their work seriously.

92 While the EC task division was equal at the beginning, some people took
93 additional projects not defined at the beginning, that could lead to unequal
94 task division and overwork. There was reshuffling of tasks during live EC
95 Meetings to mitigate this risk, but maybe the check-in mechanism from the Office
96 should be implemented to monitor.

97 Fundraising

98 Due to the increase of Green Forum funding, we could fit the sensitive gaps in
99 our previous years' budgets such as co-funding for work plan and salaries, and
100 rather apply for grants based on our strategic priorities rather than to adjust
101 our priorities to the grant. This also meant that we did not have to look for
102 the additional co-funding of work plan, that previously required a lot of
103 additional work from the office that was freed-up this year.

104 We applied for additional grant (rejected), as well as created the concept of
105 additional programme Taste the Change: Youth Shaping Sustainable Food
106 Transitions in Municipalities that was not send due to posponing the call for
107 projects and can be used next year with some funder.

108 We need more work put in the small scale fundraising. We received only 20 EUR in
109 small-scale donations. We also need to pay attention in the changes in the donor
110 lanscape. The cuts in USAID did not concern us directly, as we have not applied
111 for any such grant; however, it means that some organisations previously funded
112 by USAID were applying for other grants. This means bigger competition for the
113 usual grants we were receiving or applying for. Due to that, we need to put more
114 focus on the applications for this funder; however, it is difficult because of a
115 lack of any feedback on applications from their side (they either accept or do
116 not). We will definitely need to pay more attention to CoE Youth Sector
117 priorities while planning activities.

118 Relations with Other Organisations

119 We continued good, and on-time communication with FYEG, sharing calendars and
120 doing some statement co-operation. We participated in the meeting with
121 Foundation Max van der Stoel (PvdA foundation, Netherlands) to get to know each
122 other and put stones towards potential cooperationa after GL-PvdA merger. We
123 were also again represented at EGP Congress, with no significant updates.

124 We stay in contact with other youth international NGOs, either via EYF events,
125 or participation in some events. This needs to be continued, but in order to
126 increase our position, we need to make steps towards joining European Youth

127 Forum. For this we need to increase the membership base, especially in our most
128 active MOs – thus, maybe they should be strategically prioritised over next 1-2
129 years.

130 Next steps and recommendations for next Sec-Gen

131 Finishing my mandate, I believe the plans and strategy for next year are well-
132 defined. A crucial thing will be to ensure the sustainable transfer of positions
133 and continuation of work, merging the current strategy with the vision of the
134 new Secretary-General. My recommendations for the next Sec-Gen, Office and EC
135 that were not put into other documents include:

- 136 • The financial management and budget planning should be sustainable and
137 reflect the challenges in the donor landscape. Thus, the amount of savings
138 should not decrease much, and preferably increase, over the next few years
139 in the case we do not need to implement any crisis management connected to
140 the termination of some grant. Small-scale fundraising might be
141 prioritised, as there is no need to gradually increase the activities of
142 CDN, but ensure they are sustainable.
- 143 • Division of tasks in the office could be more equal on the
144 institutional/document level. In my two years, we have quite an unequal
145 division at some points, which was not problematic due to the overall good
146 relations within the office, but can potentially cause problems in the
147 future. Reflecting on specific tasks should be done periodically,
148 especially to reduce the workload of the Finance and Office Manager in the
149 coming years.
- 150 • Communication priority should indeed bring the Eastern European
151 perspective regarding the developments in EE politics and our progressive
152 postulates for the change. We are sometimes the only ones or one of the
153 few pages that can gather the info about the region – the info from
154 political parties or other organisations is limited due to their electoral
155 aim, and the most popular info about the region often comes from Western
156 influencers. Thus, I suggest increasing the communication on the
157 developments in Eastern European countries, with the focus on positive
158 developments or counter- and alternative narratives, with informative
159 posts spreading the information. Furthermore, the fact that we are not
160 competing in the elections and our ladder of engagement leads through MOs
161 makes us less dependent on the outreach. Furthermore, this allows us to
162 experiment with some avant-garde forms, having much more freedom in
163 communications.
- 164 • Regarding the EC work, the task division can be clearer and more in line
165 with the strategic decisions of EC. Eg, the decision on enhanced internal
166 communication and trying out the new format (short videos) should include
167 a list of topics and the person responsible for recording the videos.
168 Maybe the role of (unofficial) spokesperson(s) should be discussed.

169 Moreover, repeating the point from last year, I strongly suggest rethinking the
170 role and format of the General Assembly. The GA's added value is low compared to
171 the capacity-building events considering the amount of money and office capacity
172 it takes, and, however necessary, can be shortened or be smaller, or even

173 organised online, sometimes, eg, every second year. With new IRPs that shorten
174 bureaucracy and implement changes increasing the roles of MOs in-between GAs,
175 and a new form of political conference that has already tried this year, we
176 might increase the added value of GA, so the next year I will be proven wrong.

177 Hence, I leave the the position CDN on a stable organisational basis, clear
178 strategic direction and strong human potential. The organisation has proven its
179 resilience, adaptability and relevance in a rapidly changing regional context,
180 and this is an asset to be further strengthened. Our strength is in trust-based
181 cooperation, flexibility and critically implemented Green and progressive
182 values. We can work beyond the standard NGO practices, innovate faster than the
183 systems we operate with, make some avant-garde, experimental forms of
184 communication, organisational or event formats, or decision-making, as long as
185 they remain transparent, accountable and politically meaningful.

186 I will stay (remotely) at CDN at least for three more months as coordinator of
187 Taste the Change programme.