

XVIIIth ERIAC BOARD MEETING

Online meeting
December 16, 2025
Minutes

Present:

Board Members:

Bjørn Berge, Deputy Secretary General, Council of Europe, Member of the Board
Ismael Cortés, Professor and lecturer, Member of the Board
Ioanida Costache, Professor and lecturer, Stanford University, Member of the Board
Mensur Haliti, Director, Roma for Democracy, Chairman of the Board
Dijana Pavlović, Artist, Deputy Chair of the Board

Observers and other invitees:

Kirsten Graumann, Office of the Special Representative of the Federal Foreign Office for Relations with Jewish Organisations, Issues Relating to Antisemitism, International Sinti and Roma Affairs, and Holocaust Remembrance
Eleni Tsetsekou, Head of the Roma and Traveller Division, Council of Europe
Oana Tabă, Roma and Traveller Division, Council of Europe
Irene Kitsou-Milonas, Senior Adviser, Private Office of the Secretary General and of the Deputy Secretary General, Council of Europe

ERiac Management:

Timea Junghaus, Executive Director
Anna Mirga-Kruszelnicka, Deputy Director
Neven Mesec, Finance Manager

Welcome

Following a closed session of the board, Mensur Haliti, Chairman of the Board, opened the meeting and welcomed all participants. He introduced the agenda and presented the objectives of the meeting.

Agenda Item 1: ERIAC Activity Plan 2026

Timea Junghaus, Executive Director and Anna Mirga-Kruszelnicka, Deputy Director, presented the 2026 activity plan. Neven Mesec, Finance Manager, presented the 2026 financial plan.

The Board noted the significant effort made at developing a detailed financial and activity plan for 2026 that incorporates the elements of the new strategy. At the same time, the Board noted that further work is needed to demonstrate the strategic shift throughout ERIAC operations in 2026, including deeper consideration of the ERIAC organigram, allocation of financial and human resources to specific strategic pillars and a careful balance between legacy commitments and new elements of the ERIAC strategy 2026-2030. The Board requested to consider how 2026 activity and finance plan can better reflect:

- A shift toward a Roma-facing, Pride- and Identity-driven mandate
- A shift toward evidence, measurement, and accountability
- A shift toward organisational redesign and institutional readiness

The members of the Board of the Association have passed the following resolutions:

Board Resolution No. 1.1/16122025 under agenda item 1 :

1.1., 1.2. The Board took note of the Activity and Financial Plans 2026. The Board approved the plans conditionally and requested the incoming Executive Director to submit a revised 2026 Activity and Financial plans during the first quarter of 2026. ERIAC Executive Director will work closely with Chairman of the Board to ensure 2026 plans reflect the expectations of ERIAC strategic shift. All Board Members present voted in favor unanimously.

Minute taker: Anna Mirga-Kruszelnicka, Deputy Director. Dated, as above.

Berlin, December 26, 2025

Signed by:

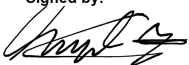
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Mensur Haliti
Chair of the Board

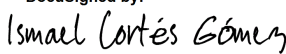
Firmato da:

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Dijana Pavlović
Deputy Chair of the Board

Signed by:

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Hallvard Gorseth on behalf of Bjørn Berge
Member of the Board

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Ioanida Costache
Member of the Board

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Ismael Cortés
Member of the Board