Annual Report 2025

European Network of Medical Residents in Public Health

Board and Leads 2025

Carlotta CARBONI - President, resigned on 4 November 2025
Sofia BERETTA- Vice-President
Alessandro BERTI- General Secretary
Soundarya PAVADE - Treasurer
Edoardo MIOTTO - Advocacy Lead
Riccardo MIMMO - Research Lead
Corinna FORTUNATO- Capacity Building Lead
Pietro MELODIA - Communication Lead
Lilia AGUIRREZABALA - Newsletter Lead
Veronica RAIMONDI: Members Lead
Nicky RENNA- Internships Lead
Cristina ILLÁN CORTADELLES - Meetings Lead
Aldo GORGA- Webmaster Lead
Carolina BAPTISTA - Alumni Lead

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Introduction

Welcome to the EuroNet MRPH Board and Leads Annual Report 2025!
This document intends to summarise the work developed in this term. Having a report will allow future teams to look back and detect former issues and successes to better design the work they are responsible for.
The report is structured in two sections: the annual report and the financial report. The former includes EuroNet MRPH's main achievements, as well as the main challenges that the team faced. In the latter, you can find the final balance as of December 1st 2024.
For easier reading, we divided it into sections. Each section is related to a specific position within the Board and Leads.

Presidency (President and Vice President)

President

Name: Carlotta Carboni

Vice-President

Name: Sofia Beretta

Introduction

The President of EuroNet MRPH is responsible for coordinating the Board and Leads, overseeing the realisation of the Annual Plan and steering the Network through the mandate. She is also EuroNet MRPH's official representative, and is thus responsible for representing the network in international events.The Vice-president of EuroNet MRPH is responsible for assisting the president in their coordination of the Board and Leads.

This year, EuroNet's President was on maternity leave from June and officially resigned in November. As Vice President, I had to ensure the functioning of the association, facing several difficulties linked to the absence of a handover and to the lack of administrative delegations required to sign official documents. My main focus during the mandate was addressing internal challenges, including the redrafting and approval of the Policies and Procedures document, as well as implementing the new Statutes adopted in January.

Given these circumstances, I had limited resources to devote to external partnerships. While we ensured that partners were updated and our relations remained positive, exchanges were necessarily minimal.

Main Achievements

- The new **Policies and Procedures document** was finalised and approved, providing clearer internal guidance for the association.
- The **implementation of the new Statutes** adopted in January was initiated, ensuring alignment with updated governance structures.
- The **coordination of the Board and Leads** was maintained throughout the year, allowing core activities to continue despite leadership instability.

- **Numerous calls for external events** were launched, open to the Leads, National Commissions and the full Network, according to the Procedures.
- Work began on drafting a **Policies and Procedures document dedicated to the Spring Meeting**, with the aim of supporting future organising teams.
- EuroNet was **represented at the World Health Assembly.**
- An **EYF grant application** was submitted.

Main Challenges

The main challenge this year was the prolonged absence of the President, which began in June and culminated in her official resignation in November. This situation created considerable operational difficulties, particularly regarding the signing of official documents and managing administrative procedures. Additionally, the absence of a Treasurer until April, followed by delays in obtaining access to the bank account, required significant time and effort to resolve.

For future Boards, we recommend ensuring that the President's availability is confirmed and that clear procedures are established for absences and temporary delegation of responsibilities in case of absence. This year, the transition between the President and the Vice President, who assumed an acting presidential role from June, first informally and later formally, was not clearly defined. There was no structured handover when the President became unavailable, which contributed to uncertainty regarding responsibilities.

More broadly, a lack of coordination and communication among the Board and Leads stemmed partly from the fact that we did not organise enough coordination meetings early in the term to define roles and establish common working procedures.

An additional challenge is finding a city to host the Spring Meeting for 2026: we identify the lack of a reliable budget as one of the main challenges. In the future, procedures to find a spring meeting host-city should be started as early as possible.

Funding remains one of the main issues of the network. Ensuring a stable and reliable founding source would greatly help smoothing our activities, and allow us to concentrate on the content of our work. Moreover, this year has demonstrated that we need to change our bank account to make it more flexible and easier to access.

Overall, much of my energy was focused on ensuring the association's basic functioning. Despite this, many Leads demonstrated great autonomy, which greatly supported continuity during this challenging year.

General Secretary

Name: Alessandro Berti

Introduction

During this mandate, the Secretariat focused on improving communication within EuroNet, maintaining digital tools, coordinating meetings, and supporting events to ensure smooth internal operations and organizational continuity.

Main Achievements

- Ensured timely inbox management and facilitated communication between B&Ls, NCs, and external partners.
- Maintained EuroNet's digital infrastructure.
- Coordinated monthly Board and B&L meetings, sharing materials, and archiving minutes.
- Supported documentation updates for the mandate handover.
- Assisted with logistics and communication for internal and external meetings.
- Updated and maintained EuroNet's official public profiles across external platforms.

Main Challenges

- Variable responsiveness from NCs and B&Ls affected communication flow.
- Sustained documentation efforts required frequent follow-up.

Treasurer

Name Soundarya PAVADE

Introduction

The role of treasurer is to manage the association's bank account, ensure membership from different countries, and find funding sources. I was treasurer of the association starting in April after the resignation of the treasurer who had been nominated for the 2024-2025 term. I therefore took over their duties midway through.
Having started my medical residency last year, my ambitions were mainly to understand how the association worked and to gain access to the bank account in order to manage transaction movements.

Main Achievements

- One of the main objectives was to recover and change the access codes for the bank account. I was able to send all the necessary documents to the person in charge of the matter.
- The invoices for the different NCs have been sent. We received payment from 4 countries, but we are still waiting for the others (5 countries : Ireland, Netherlands, Slovenia, Spain, Turkey)
- Updating the treasurer's Drive folder with the various invoices, as well as a tracking document listing the invoices that still need to be paid for the 2024–2025 year.

Main Challenges

- Accessing the bank account has been very complicated: although all the requested documents were submitted, I still haven't received any response, and it has been very difficult to reach the person in charge by phone or in person. I will do my best to complete the transfer for the new committee.
- Without access to the bank account, it has also been difficult to monitor transaction movements or carry out any financial operations.

- On a more personal note, since I took over the role halfway through the term, it was difficult for me to clearly understand the concrete objectives and deadlines of this position. As a result, the invoices for the NCs were sent out quite late in the year, and some payments are therefore still overdue.
- I put the search for funding somewhat aside, mainly because of the major difficulties encountered in recovering access to the account.

Financial Report YEAR 2025

Expanse Statement EuroNet MRPH 1 January 2025 - 31st December 2025					
Costs	Units	Quantity	Unit cost	Total cost	Notes
Website					
Administration				**383.38**	
Website	Year			47,38	
Zoom	Year	1	180	180	
Bank charges	Month	12	13	156.00	
Insurance	Year				missing
Total				**383.38**	

Income Statement EuroNet MRPH expected by the 31st December 2025					
Income	Unit	Quantity	Unit price	Total Income	Notes
Member fees				**410**	
Fees from the national associations for 2024-2025	Year	5	80	400	
Fees from Individual members	year	1	10	10	
Total				**410**	

Due to the lack of access to the bank account, we do not have all the exact transactions made this year.
The total remaining amount as of 01/12/2025 is: 1831,15 €

Advocacy Lead

Name Edoardo Miotto

Introduction

As I began my second mandate in this role, I started with strong motivation and many ideas. Over the course of the year, I graduated and transitioned from being a public health resident to a public health consultant within a hospital management unit, and consequently my availability changed significantly. In addition, I observed within our network several issues commonly seen in similar associations—something I had already experienced during my involvement with other student organizations (such as the Italian Medical Students' Association, SISM): a highly motivated national coordination team with a disproportionate concentration of activities at the national commission level, and limited engagement and participation from local branches.

All of this gradually led me to lose some motivation and commitment, knowing that moving forward alone has limited impact.

For the future, I hope to see stronger collaboration with the national commissions, together with greater involvement and visibility of the local network, in order to reach more people and enhance participation.

Main Achievements

- Review of the network priorities to work on for developing future policy topics
- Contribution to the statement on the US withdrawal from WHO and foreign aid suspension
- Consultation for the Lancet Countdown on Health and Climate Change in Europe
- Collaboration with capacity building Lead for the organization of one session of the mini-course on CC and MH, resulted in a poster presentation at 18th EPH (Helsinki 11-14 november)
- Positive result to the application to WHO Civil Society Task Force on AMR
- Launch of 4 working groups for policy development
- Draft of policy on euronet publications
- Draft of advocacy action plan 2026-28

Main Challenges

- Change between the student position and the working/job-position // time balance
- Discontinuous participation to working groups

Research Lead

Name: Riccardo Mimmo

Introduction

For this mandate, my ambitions were to strengthen the network, gain a better understanding of the members' needs, and provide empowering opportunities and tools for conducting

research, as well as a safe space to share the members' research achievements during the European Scientific Contest. During this mandate, I had the opportunity to clarify the role of the area by enriching the EuroNet MRPH website page and updating the Policy and Procedures document.

Main Achievements

1. Organisation and conduction of the European Scientific Contest (ESC) during the Spring Meeting
   From February to May, I organised the members' scientific presentation contest that was to take place during EuroNet's Spring Meeting. This work involved several main tasks: identifying the jurors, launching an open call and gathering topics and presenters, organising the overall structure of the presentations, scheduling the contest, preparing all the materials needed by the jurors, and arranging the award ceremony.
   In the end, we had five jurors and received eight abstract submissions, six of which were selected and presented. The contest took place on the first and last day of the Spring Meeting, with the award ceremony held immediately after the final session. The level of the presentations was high, and the ESC was one of the most appreciated moments of the Spring Meeting.
2. Opening of a new research group on the Spring Meeting Evaluation
   Alongside the work to organise the ESC, my team and I developed an evaluation system for the Spring Meeting itself. This required extensive work to design a survey tool intended to assess participants' attitudes before and after the event in relation to its main themes. This phase involved the research team, members of the Board and Leads, as well as the Organising Committee.
   In the end, we collected enough material to establish a research group dedicated to writing a paper on the Spring Meeting experience, open to all members. All the data used by the group were gathered with the appropriate consent for scientific purposes. Recently, the group has nearly completed the first part of the work and is continuing to develop a second paper based on qualitative material. The whole experience has provided an opportunity for all the members involved to learn and actively participate in a forthcoming scientific publication.
3. Network assessment and a new platform integration
   At both the beginning and the end of this mandate, I carried out an assessment survey of the network in order to plan future activities. The first survey focused on members' expectations regarding the area, while the second addressed the organisation of EuroTuesday, food and alcohol policies, and the possibility of a capacity-building course. All the information collected was shared with the Board & Leads to support planning and, where necessary, adjustments to activities.
   In the second part of the year, I created a free account on KoboToolbox. This tool is very useful for gathering and storing previous surveys, allowing comparisons with current results. It can now be consulted not only by the Research Leads but also by all members of the Board & Leads.
4. Opening the collaboration with AJRAM
   This spring, I established contact with AJRAM, a partner association of EuroNet, with the aim of initiating a scientific collaboration. They are committed to antimicrobial resistance policies, and a potential partnership could strengthen both networks.
   At the time of writing this report, we have agreed to launch a survey on public health

residents' attitudes toward antimicrobial resistance, which will be shared across the countries represented in EuroNet and AJRAM.

5. Making a clearer position on the Policy and Procedures document and on the website
   With the help of the Webmaster Lead, I added useful and explanatory information about the area to the website. Additionally, I included new sections on conflicts of interest in the Board & Leads Policy and Procedures document.

Main Challenges

During this mandate, I sought to initiate several projects and to open calls and opportunities for members. At the beginning, I did not expect this to be difficult, but in reality, finding people who would respond to the calls—such as jurors and even abstract submissions for the ESC—proved challenging. At various points, I felt that I needed more collaboration in communicating my intentions and the opportunities available to the outside. This is also reflected in the survey responses from many members who—although limited in number—expressed the need for a stronger social media presence and improved communication capacity within the network.

However, in stating this, I do not intend to criticise specific individuals; rather, I wish to highlight that I felt a lack of coordination and overall vision among the different components of the organisation, which, in my personal view, the Board was not able to provide to the Leads in carrying out their activities. Unfortunately, I often had the impression that my work was not of interest to the Board, as I never received recognition for the activities carried out within the area.

It is possible that the Board intended to give its Leads full autonomy, but I would have preferred to have a shared vision and to integrate my activities into a common project, rather than feeling that the area—although functioning well thanks to my team—was working in isolation.

Capacity Building Lead

Name: Corinna Fortunato

Introduction

As Capacity Building Lead, I entered this role with the expectation of helping strengthen the network's ability to grow, learn, and collaborate more effectively. My aim was to create initiatives that would not only support members in developing new skills, but also foster a sense of belonging and shared purpose. I hoped to build an environment where young public health professionals could feel empowered, better equipped, and more connected to opportunities within the network and beyond.

Main Achievements

- Team Development: one of the most significant achievements was the creation of a dedicated and highly skilled team. Over time, the group has proven to be both competent and cohesive, demonstrating strong collaboration, commitment, and a shared enthusiasm for capacity-building activities.

- Mini-Course on Climate Change, Mental Health, and Advocacy: I coordinated the development of a mini-course on Climate Change, Mental Health, and Advocacy, which not only engaged participants in a timely and interdisciplinary topic but also led

to the acceptance of an abstract describing this initiative for the European Public Health (EPH) Conference 2025 in Helsinki.

- EuroTuesdays Series: Another key accomplishment was the organization of seven EuroTuesday sessions on pressing public health topics such as antimicrobial resistance (AMR), artificial intelligence, and commercial determinants of health. Additionally, some sessions focused on career development and how to leverage both internal and external opportunities within the network. A consistent effort was made to invite external partners, with the goal of strengthening collaboration and enhancing the network's visibility.

- Collaboration with the Young WFPHA: We also collaborated with the Young World Federation of Public Health Associations (WFPHA) to co-create the workshop "Public Health Capacity Building Course for Young Professionals: Developing Skills for the Next Generation of Health Policymakers," which we are currently organizing for February 2026. The objective of this workshop is to empower early-career public health professionals with a comprehensive set of theoretical and practical tools, enabling them to engage effectively in health policymaking and contribute to international cooperation in both European and global public health contexts.

Main Challenges

Despite progress, several challenges remain. The first relates to the collaboration with ASPHER, which, although reaffirmed in principle, has yet to materialize into concrete projects or joint initiatives. Revitalizing this partnership requires renewed commitment and clearer shared goals.

Another ongoing challenge concerns managing deadlines and maintaining a sustainable rhythm for EuroTuesdays. Organizing one session each month has proven extremely demanding, making it necessary to rethink the format and explore more manageable approaches to ensure both quality and continuity.

Communication Lead

Name: Pietro Melodia

Introduction

As Communication Lead of EuroNet MRPH, my main focus in the past year has been to strengthen the network's digital presence and to promote our internal activities and partnerships in a clear, accessible, and engaging way.

Working primarily through Instagram and LinkedIn, and complementing these with WhatsApp and Telegram channels, I have aimed to:

- give more visibility to the work of our members and partners,

- Highlight opportunities and events within EuroNet and across our wider partner network.
- and support EuroNet's role as a European platform for collaboration.

My activities have combined content planning, day-to-day management of social media channels, and ongoing coordination with the Board and other Leads to ensure that key initiatives are communicated in a timely and consistent way.

Main Achievements

- **Solid social media presence**

  I managed the EuroNet MRPH Instagram and LinkedIn accounts with a structured and regular posting schedule, increasing the visibility of our network, events, and outputs among residents and partner organisations.

- **Promotion of internal activities**

  In close collaboration with the Board and Leads, I promoted calls for participation, surveys, webinars, meetings, and project results, helping to reach residents across different countries and encouraging active involvement.

- **Support to partnerships and joint initiatives**
  I contributed to the visibility of EuroNet MRPH partnerships by communicating joint events, opportunities, and statements through our channels, reinforcing our image as a reliable and proactive partner in the European public health arena.
- **Use of WhatsApp and Telegram for internal communication**I promoted the use of WhatsApp and Telegram groups to spread key information quickly among members, making Working Group leads more autonomous in day-to-day communication while I monitored these channels to ensure consistency with our public messaging.
- **Coherent visual and editorial identity**
  I contributed to a coherent look-and-feel of our social media presence, by closing obsolete social media (facebook,twitter), content (templates, tone of voice, type of posts) and to a clearer distinction between content for external audiences (Instagram/LinkedIn) and more operational updates (WhatsApp/Telegram).

Main Challenges

- **Balancing visibility with limited time and resources**
  As Communication Lead in a volunteer-based organisation, one ongoing challenge has been to respond to increasing communication needs (more activities, more partnerships, more content) with limited time and operational capacity.

- **Ensuring a steady flow of content from all B&L and Euronet Partners**
  EuroNet MRPH is a diverse network, and it remains challenging to collect updates, news, and materials from all B&L and Euronet Partners in a consistent way throughout the year.

- **Adapting to different platforms and audiences**
  Instagram, LinkedIn, WhatsApp, and Telegram have different audiences and dynamics. Finding the right balance between professional, advocacy-oriented content and more informal, community-building posts requires continuous adjustment.

- **Measuring the impact of communication efforts**
  While basic metrics such as followers, reach, and engagement can be monitored, it is still challenging to fully capture how communication activities translate into higher participation, stronger partnerships, or greater recognition of residents' voices.

Newsletter Lead

Name: Lilia Aguirrezabala

Introduction

This position's main purpose is to help all EuroNet members to stay informed:

Receive the latest news about meetings, upcoming events, internships, and residency rotations coordinated by EuroNet MRPH, about educational opportunities such as training programmes, research calls, and exchange possibilities specifically designed for public-health residents, learn about fellow residents, alumni stories and partner organisations growing your professional network across Europe.

Main Achievements (key indicator indicated in the Action Plan)

Send one newsletter per month (December 2024 – November 2025 & Handover December 2025) (11/12).

Main Challenges

Gathering consistent content and creating engaging and meaningful content.

Members Lead

Name : Veronica Raimondi

Introduction

The Members Lead serves as the main point of contact between the Board & Lead (B&L) and the National Commissions within the network. The role ensures smooth and effective communication, develops a clear understanding of the needs and expectations of the National Commissions, and promotes their active engagement in Euronet initiatives.
Key responsibilities include:

- Ensuring regular involvement of the National Commissions.
- Organising meetings and activities to support their participation.
- Supporting the growth and expansion of the network by reaching out to potential new member countries.

Main achievements

- Conduct individual meetings with all National Commissions to get to know their structure and needs.
- Prepare and distribute a questionnaire to gather information about their internal organisation.
- Actively involve National Commissions in Euronet activities and ensure that B&L initiatives are shared within their national networks.
- Support network expansion through meetings with Croatian, Polish, Norwegian, and German residents.
- Organise four general meetings with all National Commissions, giving some of them the opportunity to present their National Association, residency programmes, and career opportunities.

Main challenges

- **Communication difficulties:** National Commissions did not always respond to messages, often requiring repeated follow-ups.
- **Lack of consistency:** Managing the role alone made it difficult to maintain regularity and structure.
- **Complexity of network expansion:** Reaching new countries and establishing new contacts proved slower and more challenging than expected.

Internships Lead

Name: Nicky Renna

Introduction

In my role as Internships Lead, I supported Public Health residents in accessing international internship opportunities through EuroNet's Internship Facilitation Programme, which is available to all residents from our member countries. My work focused on identifying relevant placements, maintaining accurate and up-to-date information, and serving as a point of contact for residents and National Commissions.

Main Achievements

Over the past year, I updated the text and tables across all internship web pages on EuroNet's webpage.

To ensure residents had timely access to new opportunities, I conducted regular scans of international institutions offering internships. I updated the "Open Internship Positions" table accordingly so that residents could rely on it as an up-to-date reference.

I refreshed the Rotations page by adding new examples of interesting rotations and placements available to residents within their member countries. When necessary, I contacted National Commissions to verify opportunities or gather missing information.

When needed, I provided direct support to residents who reached out with internship-related questions and coordinated with the respective National Commissions to help them navigate the process of undertaking an internship or rotation abroad.

Main Challenges

We do not currently know how many residents are actively using the service or whether the existing offer fully meets their needs. My impression is that many of the internships advertised by institutions on their websites, and which we repost, are primarily designed for bachelor's and master's students. As residents, we may often be overqualified for these opportunities. At the same time, it is much more difficult to find internships or rotations specifically suited to public health residents online. This has somewhat reduced my motivation to continue searching for this type of opportunity. In this sense, I find the rotations page more valuable, and I would suggest placing greater emphasis on developing that resource.

To better understand usage, expectations, and potential areas for improvement, it would be useful to conduct an internships survey among members. Unfortunately, this was not possible this year due to time constraints.

Another challenge is the limited availability of testimonies from residents who have completed international internships through EuroNet's contacts. Collecting these stories and gathering them on a dedicated webpage, along with an FAQ, would help illustrate the

benefits of international placements, encourage more residents to participate and enable us to provide more tailored support and clearer information.

Meetings Lead

Name: Cristina Illán Cortadelles

Introduction

This lead position was first launched last year 2024 to establish a direct connection between the EuroNet MRPH Board and Leads and the Organising Committees of the Network's main annual meetings: the Spring Meeting (May-June) and the Winter Meeting (December). Both hold the Network's General Assembly and are open to all EuroNetters.

Main Achievements

Spring Meeting Paris (France) 2025

Held during the 19th-21st May, the event's theme was Medicine digitalisation and artificial intelligence (Digital Era). We recorded a high attendance of European Public Health residents and alumni (120 participants). As Meetings Lead, I gave support during the organisation and planning, attending and scheduling meetings, regularly updating the B&L, and helping out with the Scientific Contest along with the Research Lead. All activities detailed in the B&L Action Plan 2025 were accomplished.

Winter Meeting (online) - December 2025

Given that the dates coincide with conference season, we have once again opted for an online format this year. The most notable change is that, in addition to the General Assembly, it will focus on networking. With the support of the Member's Lead and the Research Lead, we have succeeded to carry out hackathon activities about differences in the residency programme among European countries. Plus, we have asked participants to point out how EuroNet MRPH could improve their residency training and be up to their expectations.

Spring Meeting L'Aquila (Italy) 2026

In anticipation of the handover to the new B&L, the Meetings Lead opens the submission of candidacies to all National Commissions (NC) to be the next host country. The first call was launched in June, to assess interested NCs. A second call was launched in September, despite the efforts to bring forward the voting period. We achieved two former proposals, and the votes went to l'Aquila, Italy, successfully constituting the Organising Committee (OC) and allowing the B&L to apply for the EYF grant. Moreover, as a novelty, we launched a call for volunteers among NCs, during June-July, to give logistic support and be part of the OC.

Application to the European Youth Foundation (EYF) grant, regarding the 2026 SM Launch for Volunteers for the 2026 Spring Meeting

Policy document on the Spring Meeting

To facilitate the organisation of future events, with particular emphasis on the dynamic communication that must exist between the Board and the Organising Committee, and the need to comply with the association's values, I have drafted a policy document addressing key points and providing guidance. With the collaboration of other board members, we have drawn up recommendations and detailed the responsibilities of certain positions, believing that this will facilitate the work for everyone involved. It will also help to know what minimum requirements must be met from the outset.

General support to the B&L

I also contributed to B&L activities such as EuroTuesday, webinars, collaborated on various EuroNet MRPH projects, and supported the development of essential documentation such as charter of values, P&P. Throughout the year, I made an effort to attend the maximum number of B&L meetings possible to ensure active engagement and contribution.

Main Challenges

Main challenges concern achieving the lead's goals, such as to ensure that the mission and values of EuroNet MRPH are met at the Spring and Winter meetings, and that both align with what EuroNet members expect. Organising and launching the call for the next Spring Meeting is particularly exhausting. Initial applications may withdraw, requiring to repeat the workflow and to rush for grant submissions. And, more importantly, the launching period coincides with a period (September) in which quite a few National Commissions are changing their boards, –or will do so in the near future–, making it very difficult to reach a solid agreement. Other difficulties arise during the organisation of the events, from the fact that as a Meetings Lead you have to very attentive to information from others, especially when tasks begin to be distributed but communication with the OC and between OC and B&L is "interrupted".

Webmaster Lead

Name: Aldo Gorga

Introduction

The focus of the Webmaster Lead mandate for 2025 was a massive structural overhaul and security hardening of the website. The primary goal was to move away from outdated, heavy tools to a streamlined, secure, and modern infrastructure. While the graphical interface remains static, the website is now technically clean, significantly lighter, and ready for future (much needed) aesthetic improvements.

Main Achievements

- **Structural Optimization:** Greatly simplified the website structure by reducing the number of active plugins from 38 to 7 and reducing the page count from 67 to 42.
- **Modernization:** Migrated the website infrastructure from the obsolete "SiteOrigin" page builder to the standard WordPress Block Editor. This involved rebuilding every old page using new tools to remove structural bloat.

- **Security Hardening:** Implemented a firewall, hardened general website security, and integrated reCAPTCHA v3. Removed all plain-text email addresses from the site to prevent scraping, replacing them with protected contact forms. Implemented SSL via htacces and database corrections instead of using plugins.
- **Tool Consolidation:** Replaced five different contact form plugins with a single tool (Forminator) to consolidate archives, functionality and security.
- **Maintenance Automation:** Implemented automatic backups via Updraft.
- **Admin Cleanup:** Removed old admin permissions to not active users, cleaned up OVH cloud active domains, databases and permissions.
- **Content Updates:** Kept the blog updated with new posts, refreshed key content areas, specifically the "Research" page, and implemented entirely new sections, such as the "Alumni" page.
- **BONUS Grant Application:** Collaborated in the application process for the European Youth Foundation (EYF) grant.
- **BONUS Spring Meeting 2025:** Served as a member of the Organizing Committee for the Paris meeting.

Main Challenges

- **Legacy Content Quality:** While the technical structure is fixed, the content itself still needs significant attention. The "Meetings" and "Working Groups" areas are currently disorganized groups of pages rather than cohesive sections. Also The information regarding specific Residencies is still absolutely out of date, difficult to update with support from NCs, and fragmented across many pages that could be merged with a bit of creativity. The content in general could still use a “big review”.
- **Graphical Updates:** Due to the immense time required for the structural cleanup and plugin migration, the graphical redesign (theme change) could not be completed during this term.
- **Database Optimization:** While the frontend was cleaned, the database and media library still require optimization to remove leftover data from deleted plugins and unoptimized images.

Alumni Lead

Name: Carolina Baptista

Introduction

The Alumni Lead was a new role for the year 2025 that came along with the creation of EuroNet’s Alumni Section. This role is responsible for overseeing the Alumni Section, ensuring the integration of its activities into the broader Euronet MRPH network. My mission for this first year as Alumni Lead was to define a structure and goals for the section, presenting the section and its potential opportunities to both public health residents and alumni, and starting to build a foundation for the exchange of knowledge and experience between alumni and current public health residents. All established goals for the year 2025 have been achieved, and planned activities within each goal have been adapted to the context and feasibility. Overall, the creation of the Alumni Section has been a very important

step in reconnecting EuroNet's Alumni with the network, which already brought this year much added value both to alumni and current residents.

Main Achievements

- **Goal 1. Defining and formalizing the structure and roles of the Alumni Section:** internal regulations for the section were drafted as a document, detailing the roles and responsibilities within the Alumni Section, as well as a governance framework outlining how the Alumni Section collaborates with other EuroNet MRPH leads. A 4-element Alumni Team (including the Alumni Lead) was then created through a call among residents and alumni to support the work of the Alumni Section throughout the year. The team met regularly, and tasks were assigned according to need and availability. The team revised the internal regulations, which were not submitted to National Commissions' (NCs) approval as initially predicted, since NCs had already shared their vision for the Alumni Section in the 2024 Alumni Survey, and also because this document was intended to guide the internal operations of the Alumni Section. This way, the internal regulations can be a dynamic document adapted to the goals and context of the Alumni Section each year, as long as it stays aligned with EuroNet's mission and goals, as well as the Alumni Lead responsibilities defined in EuroNet's Policies and Procedures document.
- **Goal 2. Strengthening communication and building the Alumni network:** a centralized Alumni database was built to track contact information, expertise, and willingness to mentor or deliver workshops/sessions to current residents. A WhatsApp group was subsequently created as a communication platform channel for the Alumni section members, according to the preference of the majority. All communication was always delivered both by email and in the WhatsApp group, to ensure access to information for all members. Further communication channels might be explored in the future, as LinkedIn and Telegram Groups have also been suggested by the section's members. Currently, 45 EuroNet alumni are members of the Alumni Section, and it would be relevant to conduct a call for membership each year as current residents complete their residency programmes, to ensure they stay connected and continue to contribute to the network.
- **Goal 3. Launching a mentorship programme between alumni and current residents:** a mentorship programme outline was drafted by the Alumni Team, based on the input collected from the 2024 Alumni Survey, detailing the programme structure, matching process and criteria, timeline, coordination framework, and monitoring and evaluation processes. A 4-month pilot mentorship programme was then implemented, beginning in September 2025 and lasting until December 2025. As the programme is still ongoing, its final evaluation has not yet been conducted. This task will nevertheless be undertaken as soon as the programme ends and used to inform a final report with recommendations for future improvement in the 2026 Mentorship Programme, which will be shared with the Alumni Lead for next year before the start of the mandate.
- **Goal 4. Hosting Alumni-led workshops and events:** an in-person networking session was hosted at the 2025 Euronet MRPH Spring Meeting in Paris to present the Alumni Section to alumni and current residents. The majority of the attendees at the Spring Meeting were residents, which proved useful in collecting topics they were interested in for future alumni-led workshops and events. To reach out to alumni and

other residents who were not present at the Spring meeting, a second launch of the Alumni Section was delivered under an online webinar format in September 2025. This second webinar had little attendance, but this allowed for more intimacy and sharing of alumni and residents' expectations towards the Alumni Section and, specifically, the mentorship programme. For next year, coordination with the EuroNet's Capacity-building and Research Leads and the Advocacy Officer will be relevant to deliver regular alumni-led workshops/events according to alumni's expertise and the topics of interest already identified by residents.

Main Challenges

- The greatest challenge, which I believe is transversal to all Board & Lead members, was to understand how different National Commissions work and communicate. Often, NCs do not meet as regularly as we would expect, and that means that every procedure we need them to review or respond to takes more time than ideal. Efforts to concentrate communication with NCs among B&L members are very important to not overload NCs with requests and ensure we all receive the feedback and answers we need to proceed with our activities.
- A slightly different but related challenge was to reach out effectively to all current residents and alumni. EuroNet's communication channels with residents are WhatsApp and Telegram; however, not all residents are within these channels, which means that for sharing EuroNet's opportunities, all communication should be sent through email to NCs' representatives as well, to ensure NCs are able to share them with their residents. Knowing this beforehand would have been useful, as the call for mentors and mentees was shared mainly through WhatsApp, Telegram and EuroNet's social media channels (Instagram and LinkedIn), which resulted in some members not receiving information on this opportunity to collaborate in due time.
- Finally, although we received 10 applications from alumni to become mentors in the pilot mentorship programme, which I consider to be a success, the weak adherence to the online webinar launch of the Alumni Section in September 2025 shows that engaging alumni is not an easy task. Busy schedules and other professional and personal priorities might be factors that contribute to this, so in order to adequately involve alumni in the network and ensure gains both for them and residents, it is important to better explore their expectations for the Section and activities they would like to see being developed. An opportunity that has not been explored this year, since the network database was still under development, but that could be very interesting and engaging, is to invite alumni as speakers for the 2026 Spring Meeting, including this way alumni-led sessions in the programme. This should be planned in coordination with the 2026 Spring Meeting Lead.

Final Remarks

This year has been a challenging one for the association. Thanks to the commitment of the Leads and their constant support, we were still able to move forward with important internal work. We now have clearer Statutes, updated Policies and Procedures, and a stronger structure that will hopefully make things easier for future Boards.

Working with an incomplete Board was not easy, but everyone’s involvement helped keep the association running and allowed us to make real progress. I hope that what we achieved this year will give the next Board a more solid starting point and help EuroNet continue growing within the European public health community.

EuroNet MRPH Board and Leads 2025