

CSP Network for International Politics and Co-operation (reg. assoc.)
VR 23175 B
Amtsgericht Charlottenburg
Amtsgerichtsplatz 1
14057 Berlin

Annual Report 2022

Statement of accounts

Authors: Greta Bartels, Pia Buller, Alina Dausendschön, Tobias Denskus, Lisa Köhl, Rachel Pekker
with input from: WG Diversity and WG CSP Network 2030 – CSP for Future

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Statement of the Board

Dear fellow Carl@s,

Another year of transition is coming to its end climaxing with an in-person Autumn Meeting in Berlin this year.

After a digital first half of the 2022 board tenure, we enjoyed finally meeting the Network members physically again. The Spring Meeting in Berlin, the Summer Seminar in Bonn and quite a few local gatherings in 2022 provided exciting opportunities to meet in person again.

However, we are not simply returning to the “old normal” from before the pandemic. We find ourselves in an interesting period of transition defining a new path for the Network between virtual and hybrid opportunities on the one hand and continuation of popular traditions on the other. The digital job and internship fair hosted by the Foreign Office attracted thousands of virtual participants from across the globe and will remain digital. The selection of new CSP fellows for cohort 22 also worked well virtually and will likely remain in place, reducing travel, facilitating scheduling and allowing for more flexible arrangements for selection committee members with various duties or applicant students who need to complete final assignments at their universities. Moreover, hosting digital information sessions before the physical summer seminar helped to focus the in-person part on getting to know each other and participating in workshops.

As the Board, we are also figuring out what hybridity means for the Network. Working digitally across three continents and four countries (Germany, Sweden, Ethiopia & Vietnam) has – again – been an interesting case study of remote collaboration for the Board.

Talking about Berlin: This is also the first year that the Network had support from the professionalized *Geschäftsstelle*, one of the biggest projects in recent CSP Network history. Maria Semikina did a great job, started many important projects such as the professionalization of IT, the updating of the website and the outline of a communication strategy. Unfortunately, Maria will move on as it is in life after the Autumn Meeting, but we are very excited to welcome Bettina Ohnesorge, Carla and former Board member, as our new office manager!

The Board is very grateful for the German Academic Exchange Service’s (DAAD) continued financial support of CSP Network events. In 2022, the DAAD subsidized the Spring Meeting in Berlin, the Board Retreat in Hamburg and the Autumn Meeting with in total €25,099.00 of funds from the Federal Ministry of Education and Research (BMBF). Despite the generous funding from the DAAD organising in-person meetings is becoming more costly. The overall price increase which accelerated after the Russian invasion of and protracted war against Ukraine meant that the Board had to frequently recalculate costs of events. While the outlook of membership and related fees is positive, the inflation projections for 2023 and the budget cuts for the DAAD hint at financially challenging times ahead.

We are definitely looking forward to more (re-)connections in person across the Carl@ globe!

Your Board 2022

Greta Bartels, Pia Buller, Alina Dausendschön, Tobias Denskus, Lisa Köhl & Rachel Pekker

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1. MEETINGS AND ACTIVITIES 2021-2022

1.1. Seminar about Junior Professional Officer (JPO) programme in International Organisations together with Bureau for Personnel in International Organisations (BFIO)

More than 60 Carl@s joined Daniel Maier (cohort 3) and special guest Hellmut Meinhof (Head of Team, Bureau for Personnel in International Organizations) on Zoom on 7 February 2022 to discuss the JPO programme and careers in International Organizations.

1.2. Spring Meeting

From 1 to 3 April 2022 more than 20 Carl@s met for the first in-person meeting of the Network since 2020, hosted by Anna Joachimmeyer (cohort 5) at the Hertie School of Governance in the heart of Berlin. The participants discussed the format and content of this year's Autumn Meeting.

1.3. Event Series - Get ready for...

Lisa Marie Ullrich (cohort 12, Munich Security Conference), Barbara Gerold-Wolke (cohort 9, then Ärzte ohne Grenzen (MSF Germany) & Christoph Lüttmann (cohort 5, CSSP-Berlin Center for Integrative Mediation) joined us for sessions of the event series "Get ready for ..." in December, March and September respectively. The Board is planning to continue this very hands-on virtual format to reflect on different careers in the Network and inspire newer cohorts to go for opportunities.

1.4. Autumn Meeting

The 2022 Autumn Meeting takes place at bUm – Community Space for non-profit organizations and activists in Berlin on Friday, 4 November and Saturday, 5 November focusing on the topic of "Conflicts, Catastrophes and other Crises". The first in-person annual meeting since 2019 features a mix of discussion panels, networking events and keynotes on Friday, the General Assembly on Saturday morning as well as excursions and the traditional CSParty later on Saturday! The emphasis this year will be on in-person networking. We explored options for a hybrid General Assembly which we decided not to implement because of the high cost of several thousand Euros.

1.5. Board internal meetings

During the year, the Board met approximately every second week via Zoom for internal Board meetings to plan and discuss current issues and tasks.

Meeting to introduce the Board 2021

During the hand-over phase in December 2021 and January 2022, members of the 2021 and 2022 Boards participated in virtual meetings to discuss roles and tasks of Board members as well as ideas for the year to come with the goal to facilitate a smooth transition of the Network's business.

The six positions were newly assigned as follows:

- Chairperson of the board: Lisa Köhl (cohort 17)
- Deputy chairperson: Pia Buller (cohort 4)
- Chief Financial Officer: Greta Bartels (cohort 18)
- Management of the office: Tobias Denskus (cohort 2)
- Diversity: Alina Dausendschön (cohort 16)
- Berlin: Rachel Pekker (cohort 16)

Board Retreat (Hamburg)

Board members came together in Hamburg for a strategic hybrid retreat from 20-22 May 2022, held meetings with five Board members traveling to Hamburg, caught up with the local group and enjoyed a chat about sustainable coffee and communication at the Hanns-Neumann-Stiftung.

1.6. Activities in Local Groups

Local in-person gatherings took place in Berlin, Bonn, Brussels, Frankfurt/Main, Hamburg, Malmö, Paris, Washington DC and others. The Geneva group is planning a visit to CERN in November. We are happy that more (re)-connections in person were finally possible for Carl@s this year!

2. ACTIVITIES AND INFORMATION RELATED TO NEWEST CSP COHORTS: COHORT 22 AND 21

2.1. CSP selection procedure Cohort 22

On 26 January 2021, the DAAD organized an online Question & Answer Live-Chat on Facebook for applicants to the CSP cohort 2022. Carl@s from our Network participated in this live session by answering questions regarding the application procedure and sharing their experiences with the potential applicants.

The DAAD received 696 applications for the Carlo Schmid Programme this year. The pre-selection process on the basis of written applications took place 14. - 18. March 2022 with the help of 6 Carl@s.

The oral selection process took place 30 May - 1 June 2022 via virtual interviews again. All 6 members of the Board joined as voting jury members. Each day, more than 70 applicants were interviewed by six separate committees. Additionally, other Carl@s from various cohorts joined the commission as regular members based on their academic and professional expertise.

Cohort 2022

About 100 scholarships were awarded in 2022. Most new Carl@s of the 22nd Cohort have already begun their fellowship by October 2022. As in past years, the biggest groups of Carl@s will be in Switzerland (Geneva), the USA (New York, Washington D.C.) and Belgium (Brussels).

2.2. Summer Seminar 2022

About 80 new Fellows joined the Studienstiftung and the DAAD from 28-30 July 2022 for an in-person Summer Seminar in Bonn, Gustav-Stresemann-Institut.

The event was preceded by two digital onboarding sessions for the new cohort; one organized by the Studienstiftung and the other by the DAAD. The Board also introduced the alumni association in one of these virtual sessions.

Lisa Köhl, Alina Dausendschön & Tobias Denskus represented the Board at the seminar. Moreover, Daniel Esser (cohort 1) and Alina welcomed new fellows at IDOS/DEval, Farshad Mohammad-Avvali (cohort 11), Dorothee Fischer (cohort 3) and Tobias, Katharina Sipple (cohort 14) and Martin Schunk (cohort 19) offered workshops on Saturday. Board and Network members rounded off the two days with a proper beer garden meeting with the Cologne/Bonn local group and about ten alumni who joined the regional get-together.

2.3. CS Pep (Patenschaftsprogramm)

As in previous years, the CSP office matched alumnae and alumni with current CSP Fellows as part of our mentoring program. This year, 58 mentees and 63 mentors signed up and were connected.

3. SPONSORS, EXTERNAL COOPERATION AND OUTREACH

3.1. Federal Foreign Office Fair (digital)

The CSP was represented by various Network members at the Federal Foreign Office's (Auswärtiges Amt) annual career fair, which was held online this year on 27 and 28 January 2022.

Nina Henke and Tobias Denskus introduced the Carlo Schmid Programme on one of the official panel to more than 200 virtual participants. Board members and additional volunteers participated in the chat at the virtual DAAD booth. The Board also ran a parallel Zoom room organized by the Diversity WG to enable direct private chats with candidates.

3.2. Meet ZIF – the Zentrum für Internationale Friedenseinsätze (digital)

On 16 March 2022, the Board organized a digital event with ZIF, featuring Tobias Pietz (cohort 1), ZIF Human Resources specialist Kristin Kasch and Katharina Mauz (cohort 19), a Carla who was seconded through a ZIF appointment, to get an overview over ZIF's work, including training courses, secondments and rosters.

3.3. Chance Hoch 2 event at the Mercator foundation (Essen)

On 9 June 2022, Simon Hartmann (cohort 17) and former Board member Daniel Esser (cohort 2) introduced the programme to more than 30 high school pupils and entry-level university students with non-academic family backgrounds, both with and without migration experience at the Mercator foundation's headquarters in Essen.

4. CSP-OFFICE (GESCHÄFTSSTELLE)

Maria Semikina led day-to-day activities of the CSP office from November 2021 including member database administration, funding applications and reports for Spring Meeting, Board Retreat, Autumn Meeting, in particular organization of venues, logistics and participants administration.

She also supported the Board in moving documentation from the Remote Desktop to SharePoint which facilitated access to current paperwork by all active Board members. The use of the cloud also allows to archive all documents in one place and decreases the risk of losing them on Board members' personal devices as it could have happened in the past.

She updated and designed several communication tools:

- the CSP website
- flyer for new Carl@s
- CSP Poster
- Starter-Pack

Hand-over at the office from Maria Semikina to Bettina Ohnesorge

After a little over a year, Maria decided to leave her position for private reasons by mid-November 2022. The Board advertised the position with slightly revised profile to better reflect the actual work in September 2022 and received a total of four applications, two of which came from Network members. The Board, with the support of the Diversity WG and members from the Network who had been involved in the previous recruitment process, reviewed the applications, interviewed three

candidates and decided to offer the position to Bettina Ohnesorge, a Carla from the 9th cohort and former Board member (2010). Bettina and Maria will work together from 15 October 2022 until mid-November to ensure a smooth transition of duties alongside the Autumn Meeting preparations and follow-up tasks. Bettina Ohnesorge will be contracted for two years starting on 15 October 2022 with a probationary period of six months at the salary level of TVÖD – 11.

5. MEMBER MANAGEMENT

New and resigned members

102 new members joined the Network in 2022 (out of those 88 are trial members from the Cohort 22). Since the 2021 Autumn Meeting, 105 new members have joined.

Since the 2021 Autumn Meeting, 17 members have resigned (of which 9 resigned in 2022).

29 members of the Cohort 20 are currently full members of the Network (members of the Cohort 21 can still remain trial members until the end of 2022). Most of those (33) became members of the Network before the end of their trial membership and are therefore not included in the number of members who have joined the Network presented in the Table below. Unfortunately, our data management tool makes it difficult to see who switched from a trial to a full membership in a certain year.

Table 1: Membership developments 2022

	2022*	2021
All members	790	812
Full members	608	624
Members who have joined since the last autumn meeting (full members)**	17	20
Members who have left since the last autumn meeting	17	14

* as of 31.10.2022

** members who convert their membership from a trial to a full membership directly (within or at the end of their trial membership) are not included in this number

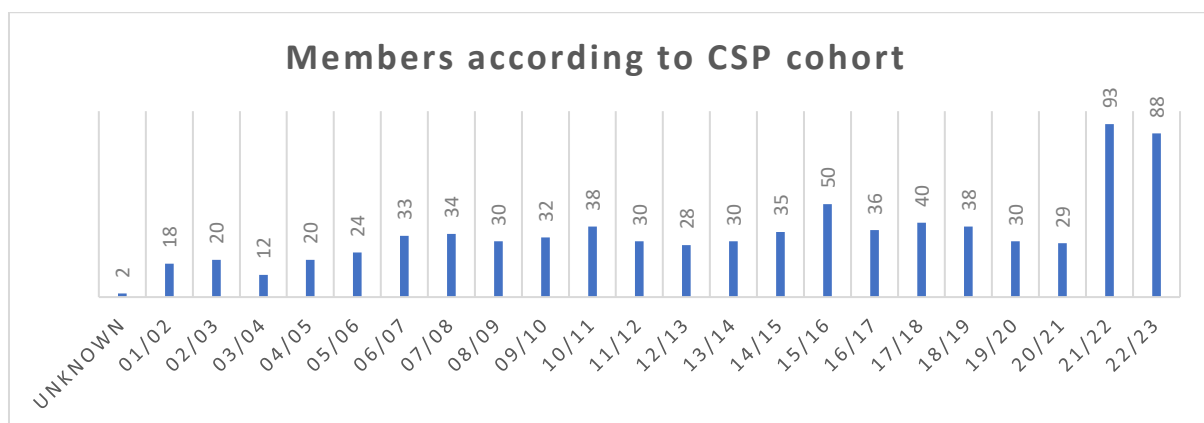


Figure 1: Members according to CSP Cohort

C-Line

The Network currently has 26 C-Line members, of which 20 are trial members from the Cohort 22. The Board contacted all C-line members to find out about their interests and needs regarding the Network.

6. COMMUNICATION

6.1. Newsletter

The Board sent out four newsletters in March, May, July and October 2022 so far. Newsletters are created with Mailchimp, distributed via Email and also posted on Yammer.

6.2. Yammer

Yammer activity throughout the year has been lively, with daily postings in different groups, especially the Jobs groups. According to our database out of 790 members, 702 have access to Yammer.

6.3. Website

As the website has just been relaunched in the past year, only minor changes were made. Basically, the information from the flyer had been displayed on the main page was re-distributed into newly created subpages.

6.4. LinkedIn

Our LinkedIn page has been mostly a placeholder for Carl@s to tag us within their profiles. However, the unofficial “Carlo Schmid Alumni” group is an interesting and eclectic collection of more than 400 members. The Board is in the process of discussing with the owner a transition of group ownership to the office and better integration into our communication strategy.

7. FINANCES

An overview of this year’s main financial in- and outflows as well as a comparison with 2021 is provided in Table 2. A complete and detailed overview can be found in Table 4 followed by an explanatory narrative.

Table 2 Comparison of the most important financial items in 2021 and 2022

	Financial year 2022 (01/01/2022 until 22/10/2022) in EUR	Financial year 2021 in EUR
Membership fees and donations	35,762.51	36,272.62
Network events*	-1,700.10 *	-2,281.73 **
Publicity	-1,206.20	0.00
Administrative costs	-23,644.65	-26,074.64

* Not including the 2022 Autumn Meeting and expenses from previous year

** Not including funding / expenses related to events which took place 2020 but including expenses for the Autumn Meeting 2021, which occurred in 2022

Total income of the CSP Network in the form of membership fees amounted to €35,762.51 in 2022. This is a slight decrease compared to 2021 (€36,272.62), which can be explained by the number of new registrations obtained during the Autumn Meeting 2021, including those who were not members of our Network at that time. This year, no donations have been received so far.

Costs for the events in 2022, including an estimate for the 2022 Autumn Meeting, are likely to be higher than in 2021 and 2020. Due to the pandemic, most Network events in previous years had taken place in a completely or mostly virtual format. This saved costs for accommodation and catering, which usually constitute the main cost items of events. However, as major CSP Network events returned to take place in person this year, expenses and funding obtained from the DAAD increased compared to previous years (Table 3). In addition, the expenses for catering and accommodation are expected to be significantly higher than in pre-pandemic years due to increasing prices. The Board is very grateful to the DAAD for its continued financial support including €20,000.00 for the Autumn Meeting. The Board had applied for funding of €25,000.00 but received a lower amount due to limited funds following budget cuts at the DAAD. The prospect of funding from the DAAD in the upcoming years is difficult to predict; yet, the Board takes note of the cuts in the DAAD's funding obtained from the Federal Foreign Office.

Publicity costs, which had not occurred in 2021, lie at €1,206.20 this year. With this amount the CSP Network sponsored drinks at a Networking evening at this year's Summer Seminar in Bonn. As the Summer Seminar is crucial in raising awareness among the new Carl@s of our alumni Network, the Board resumed this pre-pandemic tradition.

Administrative costs increased in 2022 compared to 2021 (- €18,217.96 administrative costs incurred until 10 October 2021) given the higher costs of the part-time position compared to student assistants in the Berlin office. Furthermore, a computer screen was bought for the Berlin office in 2021 and a second-hand smartphone was purchased in 2022 to provide productive and efficient working conditions.

Fortunately, monthly costs for telephone and internet service were reduced from €47.90 (status July 2021) to €22.98 for the first 12 months and €34.99 afterwards by switching to a different internet provider. This is reflected in a rather low costs of €210.69.

Table 3 Overview of DAAD Funding in 2022 and previous years

Meeting	DAAD Funding (in EUR) 2022	DAAD Funding (in EUR) 2021	DAAD Funding (in EUR) 2020
Spring Meeting	3,980.00	890.00	5,000.00
Board Meeting	1,119.00	481.30	433.50
Autumn Meeting	20,000.00	8,046.25	15,835.26

7.1. Financial inflows

The collection of 2022 membership fees took place end of February 2022. Net membership fees collected amounted to €35,762.51 in 2022, a slight decrease compared to €35,807.81 in 2021 with an annual membership fee of €60 (reduced rate: €30). 21 members did not pay this year's membership fee despite several reminders by September 2022. They were hence informed that their membership had expired. The number of cases in which the Network had deducted the full fee from members who then asked to pay only the reduced membership fee increased from one case in 2021 to two cases in 2022.

The CSP Network has not received any donations in 2022. On the day of report creation, 22 October 2022, the Network's bank balance was €57,245.10. Considering DAAD funding for the Autumn Meeting (€20,000.00), the expected costs of the Autumn Meeting to the Network (€2,880.00) and €5,575.00 of expected participation fees, the adjusted bank balance on 22 October 2022 was €28,790.10. In comparison, the adjusted bank balance on 10 October 2021 was €35,393.00.

7.2. Financial outflows

Financial outflows are expected to increase slightly in 2022 compared to 2021. There will be an increase in administrative expenses. The main reasons for this are the costs associated with higher salary, social security payments and tax for a part-time employee compared to the cost associated with expenses for the work of two student assistants. A detailed breakdown of financial in and outflows in 2021 and 2020 is provided in Table 4. As for financial outflows for Network events, deviations between Table 4 and Table 2 result, for example, from reimbursements paid and funding received in 2021 for events of the previous year, as all expenses and inflows are recorded at the exact time they occur.

Table 4 Detailed breakdown of financial in- and outflows in 2022 and 2021 (continues on following pages)

	Financial year 2022 (01/01/2022 until 22/10/2022) in EUR	Financial year 2021 in EUR
Financial in- and outflows	26,371.70	14,572.19
Membership fees and donations	35,762.51	36,272.62
Direct debit	34,730.00	34,280.00
Self payer	1,890.00	2,400.00
Subsequent payments of direct debit refusal	246.50	345.60
Direct debit refusal	-743.99	-764.95
Return of double payments	-300.00	0.00
Return of difference to reduced fees	-60.00	-30.00
Donations	0.00	41.97
Network events (Expenses here differ from Table 2 as this table records all expenses at the exact time they have occurred)	15,460.04	4,374.21
Autumn Meeting - previous year	-68.50	0.00
DAAD refund Autumn Meeting - previous year	-5,817.16	0.00
Hand-over meeting	0.00	0.00
Winter Meeting	0.00	0.00
DAAD contribution to Winter Meeting	0.00	0.00
Spring Meeting	-3,966.34	-394.34
DAAD contribution to Spring Meeting	3,980.00	890.00
DAAD refund Spring Meeting	-1,497.76	-655.66
Board meeting - previous year	0.00	-79.72

Board meeting	-1,264.41	-693.22
DAAD contribution Board meeting	1,119.00	481.30
DAAD refund Board meeting	-70.59	-129.05
Autumn Meeting	3,045.80	-3,676.35
DAAD contribution Autumn Meeting	20,000.00	8,046.25
DAAD refund Autumn Meeting	0.00	0.00
DAAD contribution Diversity seminar	0.00	330.00
DAAD refund Diversity seminar - previous year	0.00	-252.00
Engagement Global contribution Diversity seminar - previous year	0.00	1,102.00
Diversity seminar	0.00	-595.00
Publicity	-1,206.20	0.00
Summer Seminar	-1,206.20	0.00
CSP Salons	0.00	0.00
Virtual Salons	0.00	0.00
Administrative costs	-23,644.65	-26,074.64
Salary student assistants	-677.70	-12,276.88
Social security payments student assistants	-114.78	-2,216.31
Salary part time employee	-11,941.12	-2,573.20
Social security payments part time employee	-6,707.45	-1,512.54
Refund social security payments part time employee	483.14	0.00
Wage tax	0.00	-224.16
Payroll costs	-168.00	-425.25
Rent Berlin office	-1,907.70	-2,289.24
Utility costs Berlin office	-126.23	-95.87
Internet and telephone	-210.69	-602.28
Smartphone Berlin Office	-201.98	0.00
Computer Screen Berlin office	0.00	-186.23
Professional liability insurance	-236.16	-224.91
Injury insurance	-51.49	-51.07
Costs for entry into the register of associations	-156.49	-231.61
Office supplies	0.00	-173.77
Mailing expenses	-38.60	-37.54
Credit card fees	0.00	-20.00
Bank account fees	-205.13	-311.72

Software online banking	-27.90	-33.48
Software for member administration	-298.80	-298.80
Software for surveys	-58.31	-408.17
Software video conferencing	-166.50	-255.14
Software digital document signature	-191.63	-337.12
Software Password Keeper	-34.80	0.00
Network server and website	-606.33	-869.28
Work dinners	0.00	0.00
Advertising fees for part-time position recruitment	0.00	-420.07

8. KNOWLEDGE MANAGEMENT

The Board started the use of the MS Teams Suite which constitutes a considerable advance in the association's ability to promote knowledge management. The transition has not yet been fully completed. A detailed data protection statement is available upon request from the office and also available on the website.

9. LOCAL GROUPS

Local CSP Network communities are now active in 13 cities and regions. The coordinating Carl@s in these localities (Local Community Coordinators, or LCCs) are the point of contact for new Fellows and all Carl@s who are moving to one of the cities or regions and have place-specific questions.

Local CSP Network group	Coordinating Carl@
Berlin	Gerrit Kurtz
Bonn	Daniel Esser
Brussels	Hannes Ackert
Frankfurt (Main)	Sebastian Aichele & Anja Werntges
Geneva	Celine Li
Hamburg	Nepomuk Wahl
Paris	Anke Windisch and Maximilian Brien
South America	Sebastian Sunderhaus and Katharina Mauz
New York	Inga Christina Mueller
Malmö/Copenhagen	Tobias Denskus
South-East Asia	Pia Buller
Nairobi	Laura Baensch
Rome	Martin Schunk

10. REPORT ON THE WORKING GROUP “PROFESSIONALISATION OF THE OFFICE”

The working group, led by Ben Bussiek, Gerrit Kurtz, Anna Joachimmeyer, met several times this year and a comprehensive CSP Network Member survey will be launched shortly after the autumn meeting.

11. REPORT BY THE WORKING GROUP DIVERSITY

The working group, particularly Nuray Atmaca, Sara Boda, Antje Lehmann and Anissia Orto, supported many activities of the Network throughout the year. Key to their efforts are mentoring initiatives where the working group has partnered with several organizations in Germany to offer information events that reach out to potential applicants from underrepresented and marginalized groups. Members also participated in the Foreign Office, successfully mentored applicants to be selected for a fellowship fair and launched a book club. Members also attended several regular board meetings, contributed to the newsletters and were kept in the loop through our board contact Alina Dausendschön.