



European Pirates

Work Plan 2026

Draft

..

Period covered: 1 January 2026 – 31 December 2026
Responsible body: European Pirate party Board

To be adopted by the 20th Council meeting on 31 January 2026



1. Purpose and Scope

This Work Plan sets out the objectives, priorities, and key activities of the European Pirates for the year 2026. It provides a framework for coordinated action across Secretariat teams and serves, together with the annual budget, as a basis for transparency, accountability, and reporting towards the member organizations.

The Work Plan focuses on operational, organisational, and political coordination tasks carried out by the board and the Secretariat, recognising the volunteer-driven nature of the organisation. It does not replace the statutes or decisions adopted by the Council.

As a reminder, the following long-term vision (2029 horizon) was adopted in the 2025 Work plan:

By 2029, the European Pirate community has a coherent culture, delivers resources, and provides opportunities for its members (all pirates).

The European Pirate Party has active and effective external communication channels that enable maximum outreach when communicating with audiences outside the pirate movement.

The channels used for communication within the movement are user-friendly and compatible with the pirate values of openness, privacy, and transparency.

The European Pirate Party has a strong network of allies that includes individuals,



political parties, industry, NGOs, and academia.

By 2029, we are known for our openness and our desire to empower PEOPLE. Our party is perceived as disruptive experts with fresh ideas and methods.

By 2029, the European Pirate Party will be able to address its financial needs through a multi-pronged strategy that leverages the network. It does not rely solely on Commission funding.

2. Strategic Context for 2026

The year 2026 follows the European election cycle and is a period of consolidation, capacity-building, and strategic preparation. Key factors include:

- Strengthening cooperation among member and observer parties
- Consolidating the structures and working methods of the Secretariat
- Maintaining political visibility and relevance between election cycles
- Ensuring organisational, financial, and legal sustainability
- Preparing the groundwork for future electoral and political milestones

3. Structure and Responsibilities

The Board is responsible for overseeing the implementation of this Work Plan and the work of the Secretariat during the year. The Work Plan is adopted by the Council, who retain ultimate authority under the statutes, while the Board ensures coordination, continuity, and accountability between Council meetings.

The Secretariat currently operates through the following teams: Communications, Finance, IT, Outreach, Operations, and Policy. Each team is responsible for planning and implementing activities within its mandate, in coordination with the Secretariat as a whole and under the oversight of the Management Team, led by the Secretary General.

5. Board

The Board is responsible for implementing the political and strategic decisions adopted by the Council and for ensuring their translation into the work of the Secretariat. It appoints the Secretary General to lead the Secretariat, monitors its activities, provide political guidance, and



ensures that the organisation's work is carried out in line with adopted decisions, statutes, and this Work Plan.

Priority objectives for 2026

- Consolidation of Board onboarding and registration
- Review of the Organisation's, Board's and Council's regulations to ensure compliance and foster healthy functioning
- Cooperation with the Council to establish political guidance, needs and areas of support

Examples of actions leading to objective completions

- Motions to modify regulations
- Board Handbook about key regulations and information
- Regular coordination meetings with Council Members outside of Council Meetings
- Monthly Board Meetings
- Council Meetings

5. Secretariat

This section outlines the objectives and key activities of each Secretariat team for 2026. Together, these team work plans constitute the operational implementation of this Work Plan and provide a basis for coordination, transparency, and reporting.

Across all teams, the Secretariat will pay particular attention to transparency and internal democracy, inclusiveness and accessibility, data protection and ethical standards, and volunteer sustainability.

5.1 Communications Team

Mandate

The Communications Team is responsible for internal and external communications, visibility, messaging coherence, and the maintenance of European Pirates' public communication channels.

Priority objectives for 2026

- Strengthen the visibility and recognisability of European Pirates at European level through an overhaul of our visual identity
- Update the website to better reflect the current structure of the organisation

Key Activities and Deliverables

- Maintain and update official communication channels
- Produce communication materials supporting campaigns, policy work, and events
- Develop and apply communication guidelines
- Support the Board and Secretariat teams with communication tools and advice



5.2 Finance Team

Mandate

The Finance Team is responsible for financial planning, monitoring, reporting, and compliance, in line with statutory obligations and applicable funding rules.

Priority objectives for 2026

- Get the fundraising project up and running to meet the budget expectations in donations
- Complete the transition to a new bank account in Luxembourg

Key Activities and Deliverables

- Prepare and monitor the annual budget
- Produce periodic financial reports to strengthen financial procedures and internal controls
- Ensure compliance with legal and funding requirements
- Support fundraising and resource planning where applicable

5.3 IT Team

Mandate

The IT Team ensures the availability, security, and usability of the organisation's digital infrastructure and tools.

Priority objectives for 2026

- Follow up on the transfer of all the IT services to the IT team to ensure that there's no lingering issues caused by the transfer
- Provide the organisation with email addresses for the board and volunteers

Key Activities and Deliverables

- Maintain and support internal collaboration platforms
- Manage access rights and technical documentation
- Support the website and digital communication tools
- Implement basic security and data protection measures



5.4 Outreach Team

Mandate

The Outreach Team is responsible for engagement with Member organisation, capacity-building, and fostering cross-border cooperation among our Members. The Outreach Team is also responsible for external relations with like minded political organisations and NGOs.

Priority objectives for 2026

- Create and maintain a Membership database for all our Member organisations
- Co-organise the Think Twice Conference together with Pirate Parties International, in collaboration with our Policy team

Key Activities and Deliverables

- Maintain regular contact with member and observer parties
- Coordinate or support events and joint activities
- Regular networking with like minded organisations in Brussels

5.5 Operations Team

Mandate

The Operations Team is responsible for people-centred organisational support, with a primary focus on volunteer management, recruitment, onboarding, and wellbeing. The team ensures that the Secretariat and its teams are supported by clear roles, sustainable working practices, and appropriate internal processes.

Priority objectives for 2026

- Ensure sustainable recruitment and onboarding of volunteers through a dedicated recruitment page on the webpage
- Create an organigram, including clear organisational structures and role descriptions

Key Activities and Deliverables

- Coordinate recruitment processes for volunteers, team leads, and other roles as mandated
- Develop and maintain onboarding materials and role descriptions
- Support volunteers and teams with guidance on roles, responsibilities, and expectations
- Contribute to the development of practices supporting volunteer wellbeing and sustainability
- Maintain core internal documentation related to roles, processes, and organisational structure



5.6 Policy Team

Mandate

The Policy Team coordinates the development, maintenance, and communication of common political positions and policy work.

Priority objectives for 2026

- Coordinate the content for the Think Twice Conference together with Pirate Parties International, in collaboration with our Policy team
- Draft Consultation replies to all EU Consultations in our field of expertise
- Set up a structure with associated Policy Experts, who has volunteered to give us input within their field of expertise

Key Activities and Deliverables

- Coordinate policy work and thematic discussions
- Draft and update policy documents as mandated
- Support campaigns and public positions with policy content

6. Governance and Accountability

6.1 Reporting

Progress on this Work Plan will be monitored by the Secretariat and reported to the Board on a regular basis. Adjustments may be made by the Board during the year in response to political developments, resource availability, or decisions adopted by the Council.

6.2 Adoption and Validity

This Work Plan enters into force upon adoption by the Council and applies for the period from 1 January 2026 to 31 December 2026.