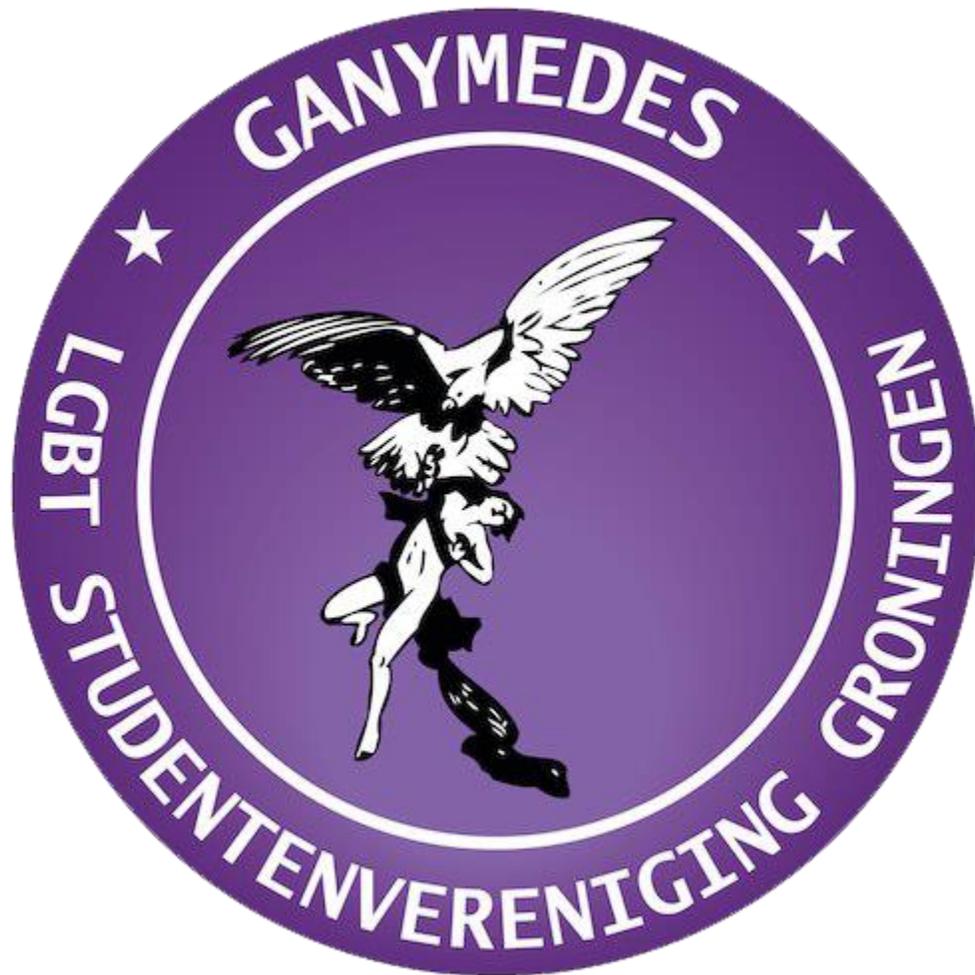


Ganymedes LGBT Student Association Groningen

Policy Plan 2022-2023

Board XIV



Preface

2022-2023, the year that COVID-19 does not seem to dominate the world as much anymore. The unpredictability of the situation in the previous years seems to have faded away and makes place for more certainty within the organisation of our association's beloved activities. After Board XIII strived to slowly bring Ganymedes back to normal – and had a lockdown again in Winter, so that it had to pause the buildup to normal and start again after that – Board XIV hopes to continue this buildup with more confidence. We aim towards keeping everything offline with physical attendance – if the measures allow it of course (see also 3.15 COVID-19). We will be bringing back some old ideas that were lost due to COVID-19 (such as the BLOOM parties); and we will keep our association's steady strive for visibility within Groningen.

Our vision consists of three C's: Communication, Connection and Collaboration. We chose "Communication" as the first C, since we not only want to build on the online presence the previous board has established, but also want to update, clean up, and restructure here and there. Our second spearhead is "Connection". We have noticed in the past that new members struggle to be integrated into the association. We want to ensure that long standing, newer and newest members feel welcome and heard within the association. Lastly, we have Collaboration. We aspire to reach out as much as we can to start new collaborations and strengthen old connections.

In the first section of this policy plan (*1 Vision*), the three points mentioned above will be further elaborated. This will be followed by a description of each board member's function (*2 The Board*), a section on the internal affairs (*3 Internal Affairs*) and a section on the external affairs (*4 External Affairs*). After this, the policy plan will be concluded with our addition of a section on public relations (*5 Public Relations*) and an explanation of the budget for the upcoming year (*6 Finances*).

We are glad to be presenting our policy plan to you as a five person board, since we have been in suspense about our formation until the last moment. And we are very much looking forward to working side by side with the members of Ganymedes, its committees, and other associations and institutions.

On behalf of the XIVth Board of Ganymedes LGBT Student Association Groningen,

Sam Broer, President;

Demi Laan, Secretary and Commissioner of Public Relations;

Sander van Beek, Treasurer;

Nena Veenstra, Commissioner of Internal Affairs and Vice-President;

Yoana Nikolova, Commissioner of External Affairs.

Table of Contents

Ganymedes LGBT Student Association Groningen	1
Preface	2
Table of Contents	3
Vision	5
1.1 Introduction	5
1.2 Communication	5
1.3 Connection	5
1.4 Collaboration	6
The Board	7
2.1 Introduction	7
2.2 President	7
2.3 Vice-President	7
2.4 Secretary	7
2.5 Treasurer	7
2.6 Commissioner of Internal Affairs	7
2.7 Commissioner of External Affairs	7
2.8 Commissioner of Public Relations	8
Internal Affairs	9
3.1 Management of memberships	9
3.2 Ganymedes Drinks	16
3.3 General Internal Policy	16
3.4 Overview Committees	17
3.5 Buddy system	19
3.6 Homepage	19
3.7 Advisory Council	20
3.8 Alumni	20
3.9 Disputen	20
3.10 Sports activities	21
3.11 Newsletter	21
3.12 Membership wristbands	21
3.13 Defaulters	21
3.14 WBTR	21
3.15 COVID-19	22
External Affairs	23
4.1 Pubs	23

4.2 Student associations and other organisations in Groningen	23
4.3 Sister associations	23
4.4 Sponsorships	24
Public Relations	25
5.1 Introduction	25
5.2 Social Media	25
5.3 Website	25
5.4 Brand Identity	26
Finances	27
6.1 Introduction	27
6.2 Budget	27
6.3 Explanation of budget items	29
6.3.1 Income	29
6.3.2 Expenditure	30

1. Vision

1.1 Introduction

How we envision the upcoming academic year 2022-2023 is characterised by the three C's: Communication, Connection, and Collaboration. These points will be clarified below.

1.2 Communication

Rethinking the ways in which we communicate our information internally and externally is one of our intentions for 2022-2023. By adding the function of Commissioner of Public Relations to the board (see also *2.8 Commissioner of Public Relations* and *5 Public Relations*), we hope to create the space to not only think out what changes would be useful, but also to follow them through practically. With the Commissioner of PR, we think the following goals will be within reach: 1. Making the house style of Ganymedes more recognisable; 2. cleaning up content; and 3. building on what has already been started by previous boards.

By using our house style consistently and drafting a writing style guide (see *5.4 Brand identity*), we want to boost the recognisability of Ganymedes externally and boost the association's professional outlook both externally and internally. We also believe a thorough cleaning up of our Facebook and Instagram would be fruitful, since it will enhance the legibility and the transparency of these channels (see *5.2 Social Media*). With this cleaning up, we try to bring out the full potential that we see in the social media presence previous Ganymedes boards have created. Additionally to this, we will continue Board XIII's hard work on the website, to keep it up to date, but also to make it a place where practical information about the association is easily accessible and potentially to create an online community, especially for members without social media (see *5.3 Website*). Besides, we want to update the LinkedIn account that Ganymedes has, to make the connections that Ganymedes has made in the past and the connections that are yet to be made, insightful over the course of this academic year (see *5.2 Social Media*).

1.3 Connection

In previous years, new members have struggled to really connect with the longer standing members in our association. Since the introduction period plays a large role in this connection between members, we want to rethink certain aspects of it. A part of this is the revamping of the GMUs. The Gany Meetups are fixed groups of new members with a set of older members, the GMU-parents, who met up before going to the weekly drinks. We take this concept, give it a different name (Ganymedes Introduction Groups), and change it up by switching the groups around every week (see *3.4 Overview Committees*). Each week, the new members will have dinner together at a different host's place and get to know a different set of new members. We view this as an experiment in order to find the best way to introduce our members to each other and will be

evaluating it carefully afterwards, so that future boards have not one, but two formats of introduction groups to choose from, the GMUs and the GIGs.

Another way we hope to create connection is by organising activities for the alumni and current members alike. Previously, we have organised Friday afternoon drinks for this purpose, but we aim to brainstorm with our alumni to figure out a different approach this year (see 3.8 *Alumni*). All in all, we hope that Ganymedes will stay an association where members feel at home and among friends, and where both new and longer standing members will be able to get along.

1.4 Collaboration

A prominent goal for this year would be to establish strong collaborations – internally, within committees and externally, with new and old partners, to further solidify Ganymedes on the student scene in Groningen. Firstly, encouraging members to actively engage in the growth of the organisation is really important to this year's board. Thanks to Board XIII we have also previously seen many members' fantastic ideas for exciting events, and we appreciate the enthusiasm and diversity these projects have and continue to bring to the association. As a result, we are welcoming baby committees once again this year, which will allow members to suggest new committees and trial-run them themselves.

Secondly, external collaborations are key goals for the upcoming academic year. On the one hand, we will be seeking new collaborations. One of our ideas on that front would be to find an office (see 3.6 *Homespace*). Equally as important for us is relaunching previous collaborations in the spirit of fresh beginnings and old friendships. Leeuwarden pride and BLOOM parties organised with De Drie Gezusters are some of our previous successful events that we would love to see come to fruition once more. Of course, enhancing current cooperations with Flanor, Cleopatra, COC and Groningen Pride will also be pursued much like last year.

Lastly, shifting the focus once again to internal collaborations; by rethinking the introduction period, we want to foster greater relationships among different groups of members (the old and new, party-lovers and activity enthusiasts, fresh and experienced students and everyone who wants to build a new or strengthen their friendships with(in) Ganymedes).

Board XIV is excited to follow through with all of our visions. More can be read on our ideas in the pages below, but just as important is that we are excited to show you our ideas in action this upcoming year!

2. The Board

2.1 Introduction

The XIVth Board consists of five people that will perform seven functions, namely those of President, Vice-President, Secretary, Treasurer, Commissioner of Internal Affairs, Commissioner of External Affairs, and Commissioner of Public Relations. The following paragraphs describe the tasks that belong to each function. The paragraph about Public Relations is newly added.

2.2 President

- Spokesperson and public representative of the association;
- Coordinating the board;
- Leading the board meetings;
- Leading the General Member Assemblies (GMAs);
- Contact person for the sister associations.

2.3 Vice-President

- Supporting the President in matters of the general conduct of the association and other overarching business matters;
- Taking over the duties of the President in case the President is unable to fulfil them.

2.4 Secretary

- Taking minutes during board meetings;
- Taking minutes during General Member Assemblies;
- File managing;
- Managing member administrations;
- Managing the Ganymedes email account.

2.5 Treasurer

- Managing financial administration;
- Managing the association's bank account;
- Contact person for the Audit Committee.

2.6 Commissioner of Internal Affairs

- Responsibility for committees and disputen;
- Communicating board policy to committees and disputen.

2.7 Commissioner of External Affairs

- Maintaining (business) relations with companies and institutions;

- Establishing and maintaining relations with student associations and other organisations;
- Arranging new collaborations with partners and sponsors (acquisition).

2.8 Commissioner of Public Relations

- Managing the communication towards potential members through promotion (flyers and posters);
- Managing the Ganymedes Facebook page, Instagram account, the website, the LinkedIn, and (possible) other online means of communication;
- Ensuring the house style of Ganymedes is overall implemented;
- Overseeing the Promo Committee;
- Writing the newsletter.

3. Internal Affairs

3.1 Management of memberships

At the 1st of September 2022, Ganymedes had 131 members which can be divided into the following categories: members, donors, alumni, and honorary members.

Table 3.1

Development of the number of members

Year ¹	Total number of new members	Number of new continuing members (gauged on August 31 at the end of the academic year)	Number of new quitting members (gauged on August 31 at the end of the academic year)
2008-2009	14		
2009-2010	22		
2010-2011	31		
2011-2012	70		
2012-2013	74		
2013-2014	64		
2014-2015	45		
2015-2016	62	45	17
2016-2017	39	35	4
2017-2018	56	38	18
2018-2019	50	33	17
2019-2020	35	24	11
2020-2021	14	9	5
2021-2022	73	42	31

¹ From 2008-2009 until 2014-2015 the exact numbers are unclear, so it's impossible to fill in the third and fourth column.

2022-2023	18		
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Table 3.2

Development of the number of older members

Year ²	Total number of older members	Number of older continuing members (gauged on August 31 at the end of the academic year)	Number of older quitting members (gauged on August 31 at the end of the academic year)
2008-2009		0	4
2009-2010		10	18
2010-2011		14	20
2011-2012		28	23
2012-2013		82	38
2013-2014		118	63
2014-2015		119	38
2015-2016	120	67	53
2016-2017	117	78	39
2017-2018	110	78	32
2018-2019	113	77	36
2019-2020	98	71	27
2020-2021	95	60	35
2021-2022	69	54	15
2022-2023	85		

² From 2008-2009 until 2014-2015 the exact numbers are unclear, so it's impossible to fill in the second column.

Table 3.3

Development of the number of members

Year ³	Total number of members over the whole year	Total number of members at the end of the academic year
2008-2009	14	
2009-2010	32	
2010-2011	35	
2011-2012	98	
2012-2013	156	
2013-2014	182	
2014-2015	164	
2015-2016	182	112
2016-2017	156	113
2017-2018	166	116
2018-2019	163	110
2019-2020	133	95
2020-2021	109	69
2021-2022	135	82
2022-2023	100	

³ From 2008-2009 until 2014-2015 the exact numbers are unclear, so it's impossible to fill in the second column.

Table 3.4

Development of the number of new donors

Year	Total number of new donors	Number of new continuing donors (gauged on August 1 at the end of the academic year)	Number of new quitting donors (gauged on August 1 at the end of the academic year)
2008-2009	0	0	0
2009-2010	1	1	0
2010-2011	0	1	0
2011-2012	4	4	0
2012-2013	18	18	0
2013-2014	11	10	1
2014-2015	11	7	4
2015-2016	11	7	4
2016-2017	6	5	1
2017-2018	9	3	6
2018-2019	7	5	2
2019-2020	1	0	1
2020-2021	2	1	1
2021-2022	5	3	2
2022-2023	5		

Table 3.5

Development of the number of older donors

Year	Total number of older donors	Number of older continuing donors (gauged on August 1 at the end of the academic year)	Number of older quitting donors (gauged on August 1 at the end of the academic year)
2008-2009	0	0	0
2009-2010	0	0	0
2010-2011	1	1	0
2011-2012	1	1	0
2012-2013	4	4	0
2013-2014	22	9	13
2014-2015	19	9	10
2015-2016	16	13	6
2016-2017	18	11	10
2017-2018	15	6	9
2018-2019	7	6	1
2019-2020	10	6	4
2020-2021	6	2	4
2021-2022	3	2	1
2022-2023	5		

Table 3.6

Development of the number of donors

Year	Total number of donors over the whole year	Total number of donors at the end of the year
2008-2009	0	0
2009-2010	1	1
2010-2011	1	1
2011-2012	5	5
2012-2013	22	22
2013-2014	33	19
2014-2015	30	16
2015-2016	27	20
2016-2017	24	16
2017-2018	24	9
2018-2019	14	11
2019-2020	11	6
2020-2021	8	3
2021-2022	8	5
2022-2023	10	

Table 3.7

Development of the number of alumni

Year ⁴	Total number of alumni	Total number of new alumni	Total number of quitting alumni	Total number of honorary members and alumni at the end of the academic year
2008-2012	0	0	0	0
2012-2013	0	2	0	2
2013-2014	2	-	-	3
2014-2015	3	-	-	4
2015-2016	4	3	2	5
2016-2017	5	1	1	5
2017-2018	5	3	1	7
2018-2019	7	6	1	12
2019-2020	12	3	1	14
2020-2021	14	2	2	14
2021-2022	15	8	5	18
2022-2023	18			

⁴ From 2013-2014 and 2014-2015 the exact numbers are unclear, so it's impossible to fill in the third and fourth column.

Table 3.8

Total number of honorary members

Year	Total number of honorary members
2008-2010	0
2010-2023	3

3.2 Ganymedes Drinks

The weekly Ganymedes drinks will be held in Tram 13 and Dorothy's Drag Bar every other week respectively. We will keep the starting time at 21:00, in order to accommodate those members who do not live in Groningen and have to take the last train or bus home, and those who like to go to bed somewhat early but still enjoy a night out. The ending time of the drinks will be at 2:00. If there are less than 10 people attending after 1:00, the board members present are allowed to leave.

3.3 General Internal Policy

Ganymedes is an association that runs on its committees. We will therefore endeavour to support the committees as much as possible, with customised approaches for each committee based on their needs and their experience. As part of this customised approach, we will make an annual planning for each committee, together with its members, at the start of the board year.

This year we have one Commissioner of Internal Affairs who will take responsibility for most of the committees; however, some of the committees will be the responsibility of other board members. This division is clarified in *3.4 Overview Committees*.

At the beginning of the academic year, as always, we will organise committee drinks, where members will be able to get to know and sign up for our committees. Afterwards, we will distribute the active members between the committees in the same way the previous boards have done: by using a preference form. This approach ensures the even distribution of committee members.

Our aim for this year is to keep our active members as excited and productive as possible; this we will try to achieve through proper accompaniment by the designated board member. To thank our active members for their hard work, we strive to organise two active member activities this year.

Last year, the board decided to merge the Media and PR Committees into one Promo Committee, and to disband the International Committee. We are in agreement with their decision; however, we do plan to organise a few evenings especially for our international members.

Finally, a change that we want to make within our internal policy, is that we aim to make 50% of the activities organised by the Activity Committee and the Societal Committee for Ganymedes

members only. This way, we encourage people to become a member by giving them special privileges, while also allowing non-members to get a taste of what our association does.

3.4 Overview Committees

Activity Committee (Nena)

The Activity Committee is responsible for organising the 'gezellige' activities. This entails organising at least one activity per month. We encourage the committee to organise at least one sports activity (see 3.10 *Sports Activities*). For the rest it should see to it that a member of the Promo Committee will photograph the planned activities. It will also strive to make all activities international-friendly.

Party Committee (Sander)

The Party Committee is responsible for organising the Purple parties and the Gala. The committee should see to it that a member of the Promo Committee will photograph the planned activities.

Gany Introduction Groups (GIG) (Sam)

As mentioned above, this year we are replacing the GMUs with GIGs (*1.3 Connection*), a format that combines elements from the GMUs with elements from the to longer standing members well-known intro activity: *Eten wat de pot schaft*. This means that instead of a few fixed groups with GMU-parents, the new members will be invited to a dinner at a different host's place for five weeks. This way we want to create the possibility for new members to meet both old and new members, but also to find other members they are comfortable around, without losing the element of the GMUs where longer standing members "care" for the newer members. The GIGs will mostly be organised by the board, but the designated board member is in charge of communicating with the hosts and attendees.

Introduction Committee (Nena)

The Introduction Committee is responsible for organising a string of introduction activities at the start of each semester. This year, we will put together an Introduction Committee for the year 2023-2024 somewhere in the second semester, which will start their duties in August 2023. This way we hope to make it possible to organise introduction activities earlier in the academic year, without putting too much pressure on the next board.

Camp Committee (Nena)

With the focus of the Introduction Committee shifting towards organising more activities during the academic year, we have created a separate committee for the annual Introduction Camp! This Committee will organise this weekend-long camp, that takes place at the end of August. It's expected of the committee members that they are available to come join the camp as well.

Audit Committee (Sander)

The Audit Committee supervises the finances reported by the Treasurer of the board. The committee should verify the complete financial situation before every GMA. At least twice a year, the committee offers advice to the Treasurer.

The members of the Audit Committee for the year 2022-2023 are:

Dana van den Brand;

Chris Vrieling.

KEI Committee (Nena)

The KEI Committee is responsible for organising activities during the KEI-week. The KEI-week is the introduction week for new students in Groningen and is one of if not the most important opportunity for Ganymedes to recruit new members. The committee members must be present during the KEI-week.

Complaints Committee (Nena)

The Complaints Committee is responsible for settling and processing all complaints, independently from the board. The committee may also act as a mediator between the people involved with the complaint.

Societal Committee (Nena)

The Societal Committee focuses on organising educational activities and activities with a socially relevant (usually queer) theme. This entails organising (at least) one activity per month. The committee should see to it that a member of the Promo Committee will photograph the planned activities.

Promo Committee (Demi)

This committee will be the responsibility of the Commissioner of PR. The committee is responsible for taking photos of the weekly drinks, activities, and the parties. Additionally, the committee is responsible for designing other visual media such as banners or promotional videos which will be posted in Ganymedes' social media (the Commissioner of PR being in charge of the latter). These designs will be done following certain rules and guidelines in order to comply with Ganymedes' visual identity. The committee will also be in charge of making social media posts throughout the year (e.g. on different awareness days and other occasions) to keep up our online presence. All of these different tasks will be divided among the members of the committee to keep the workload manageable and balanced.

The Promo Committee takes the privacy of the members into account and will keep a list of people who prefer not being portrayed on social media and the website.

Travel Committee (Nena)

The Travel Committee is responsible for organising the yearly Ganymedes trip. Additionally, committee members are responsible for planning activities during the trip, and for revealing the location of the trip in a fun way.

Street Pride (Nena)

This committee will be responsible for the organisation of the Ganymedes-affiliated activities of Street Pride Groningen which will take place in the summer of 2023. The committee will start preparing in December 2022.

Confidential Advisors Committee (Nena)

The Confidential Advisors Committee is a committee fully separated from the board; the only way the Commissioner of Internal Affairs relates to this committee is by appointing the people who fill this committee and as a point of contact if necessary. Confidential Advisors are the point of contact for members who need someone to talk to. They sign an agreement which ensures they have a duty of confidentiality, thereby guaranteeing the anonymity and privacy of the members that approach them. We will try to fill this committee with as diverse a group of people as possible so that every member can identify with at least one of the Confidential Advisors.

Bylaws Committee (Yoana)

Due to a law change, Ganymedes' bylaws need to be changed (see 3.14 *WBTR*). To make this happen, we will create a committee that will examine our bylaws and make the adjustments we want as well as the adjustments we need.

Book Committee (Nena)

Previously a Baby Committee, the BookCie is a committee that organises monthly discussions about a specific book. The books get chosen along with other interested Gany members, using a poll, and can be any genre. The committee members host the meetings, and are in charge of buying snacks and making sure that the Promo Committee promotes the meetings.

3.5 Buddy system

Both potential members and new members might be nervous to come to one of the weekly drinks or activities by themselves. Because of this, Ganymedes has the Buddy System, which people can sign up for online, or by contacting the board. With the Buddy System, an older member will meet up with a new member before an activity. They subsequently go to the activity together, and the older member will help bring the new member in contact with other members. We want to make this part of our association better known and more easily accessible, so that new members feel as safe as possible in joining our activities and drinks. We will do this by reminding our members of this in our newsletters, and accompanying the messages we spread regarding our monthly planning on WhatsApp and Instagram.

3.6 Homespace

A couple of years now, there has been the very ambitious plan of creating a homespace for Ganymedes. While an admirable goal, we do not think that we can achieve this at this time, mostly due to the amount of budget we have. Instead, we aim for an office space specifically for the board. The benefits of such a move include: Establishing a strong position on both the LGBTQ+ student scene and the student associations scene in Groningen, improving our connection and work environment as a board and for future boards (among members of current or past boards), creating a safe space for our members to seek us out if necessary or simply to join us if they wish, and storing materials for events or activities so that they are more easily accessible for work. We have already been approved for funding by CUOS (Centraal Uitvoeringsorgaan voor de Studentenorganisaties), so we believe that approaching them about a potential office location is a great next step. In addition, we will maintain our existing relationship with the Diversity Office at the University of Groningen (RUG) for this and other matters.

3.7 Advisory Council

The Advisory Council (*Raad van Advies*; RvA) consists of former board members who provide the current board with solicited and unsolicited advice. We strive to make the best possible use of the RvA's joint knowledge during the upcoming year.

The members of the RvA for 2022-2023 are:

Paula Bultstra, former Commissioner of External Affairs

Rande Duhoky, former President

Ida Klaassens, former Secretary

Mari Pool, former President

Nicole Wolken, former Commissioner of Internal Affairs

3.8 Alumni

As in previous years, we would like to involve alumni, former members, and older members in the association. Because the general day-to-day rhythm of these former students does not match the student lifestyle anymore, we aim to organise activities that do fit their agenda. The turnout of the Friday afternoon drinks that have been organised was not as high as expected, so we are going to try to figure out new ways in which to include alumni in our planning. We will do this by contacting alumni, either by asking them to fill out a form or by organising a brainstorm.

3.9 Disputen

Ganymedes currently has two disputen (sub-associations), namely: MOOIE DINGEN ENZ. and Thee Zet Thee. It is mandatory for each of the disputen to organise one activity for the whole association per academic year.

We want to keep the 'open meetings' last year's board introduced. These open meetings are an opportunity for non-dispuut members to attend a regular meeting of the dispuut of their choice. This would allow members - especially newer ones - to get to know the dispuut, and vice versa. Disputen are not required to do this, but we do encourage it.

Additionally, we want to make the disputen an integral part of our introduction period, by organising an activity that all (or, in this case, both) of them take part in. The details of this will be figured out in conversation with the disputen's respective boards.

Furthermore, we as the board - as did the board before us - encourage the formation of new disputen. We will offer help and will provide resources; for one, we aspire to make all necessary information accessible via our website.

3.10 Sports activities

We want to encourage our activity committee to organise a diverse range of activities. Sports activities are a part of this diversity, thus, we encourage our committee to organise at least one sports activity this year (see *3.4 Overview Committees*). On top of that, we hope to participate in the Knockerbicker tournament at G.S.V.V. The Knickerbockers again this year. As stated in last year's policy plan, sports activities do also offer opportunities to work together with other associations; to see how we would like to approach collaborations this year, see *Chapter 4: External Affairs*.

3.11 Newsletter

As in previous years, the newsletter will be issued monthly. The board will be responsible for providing the newsletter via email, as well as sharing it on our website. The newsletter will include the announcements of activities and weekly drinks' locations for the following month. The link to a suggestion/feedback form will be included in every newsletter. Furthermore, the Buddy System, Confidential Advisors, and Complaints Committee will be mentioned as well.

3.12 Membership wristbands

We will continue the tradition of membership wristbands. With a membership wristband, members will receive a discount at the weekly drinks. Moreover, it is a great way to show off that you're a member of Ganymedes. This year, the wristbands will be orange, to keep following the reverse order of the colours of the rainbow. Only with the orange membership wristband will members be able to receive discounts during the upcoming year.

3.13 Defaulters

In case a member is not able to pay their member contribution after repeated reminders, their membership will be cancelled. This is as described in the bylaws (*statuten*) of Ganymedes.

Defaulters will be unable to use their member discount at the drinks, starting the September that follows.

3.14 WBTR

This year, due to a new amendment of a law called WBTR (*Wet Bestuur en Toezicht Rechtspersonen*), the bylaws will need to be changed. In this context, the bylaws will also be reexamined in order to determine whether additional things need to be or could be updated. Also, the board will ensure an English translation of the bylaws for those who do not speak Dutch. To ensure this happens, we want to create a committee of dedicated members and board members alike to work on this together (see 3.4 *Overview Committees*).

The bylaws can only be amended after they have been approved by a GMA with a $\frac{2}{3}$ majority and with at least $\frac{2}{3}$ of the members present at the GMA. This change can then only be performed by a notary, which will cost roughly 300 euros (see 6.3.2.35 *Notary*).

3.15 COVID-19

At the time of writing, COVID-19 feels as if it were in the past. In the Netherlands, all restrictions and rules have been lifted. Thus, we feel the freedom to try and make our association feel like it used to. However, if the virus flares up again, we will follow the guidelines as given by the government, whether that be social distancing, offering disinfection, etcetera. In addition, if the situation calls for it, we will also organise online activities (on Discord, GatherTown etc.). The Commissioner of Internal Affairs would like to brainstorm with committees about online alternatives for activities, so that we will always have suitable activities, might the circumstances change. Should the situation allow us to have social gatherings with a limited capacity of people in one space, then this will also be a feasible option. This includes organising activities that cannot be executed online.

4. External Affairs

4.1 Pubs

This year, Ganymedes will have the drinks one week in Tram 13, and the other week in Dorothy's Drag Bar. We have decided to appoint the Treasurer as the main point of contact between these businesses and the board.

4.2 Student associations and other organisations in Groningen

Not last year but the year before that, a panel discussion was held in cooperation with the COC, among other organisations, in The Student Hotel, by the name of "Hoe gayt het in Groningen?". This year, we hope to host a panel discussion like this again. We want to further develop our relationship with The Student Hotel; to look into the idea of hosting more social and educational events there. We have also already been in contact with two parties from the University of Groningen (RUG)'s student council in the summer of 2022, and will seek to maintain close contact with them.

Pascal Rakers founded Street Pride to increase the city of Groningen's involvement in the queer scene. It consists of a Pride festival with parties, lectures, music, theatre, and other activities, with Board XII and XIII playing an important role in the organisation of many of these activities. We believe that it would be important for our members and the LGBTQ+ community in Groningen alike if we continue the efforts in hosting the events. Therefore, we want to restart a committee that will organise some activities for Pride Groningen (see 3.4: *Overview Committees*).

Further, we would like to establish new collaborations with various student organisations in order to increase visibility and create joint activities that will appeal to the members of both organisations. Nevertheless, we also intend to maintain previously established contact with other student associations. Some of our plans that we would like to see to fruition if the circumstances align, include a collaboration with a sports association(s), and continue the good work already started with the Drie Gezusters to organise events like the BLOOM parties once more. Lastly, we remain open to proposals from other associations and organisations.

4.3 Sister associations

Just as every year, we hope to maintain a strong connection with our sister associations. This year, the IQSN (Interstedelijk Queer Studenten Netwerk) consists of A.S.V. Gay (Amsterdam), U.H.S.V. Anteros (Utrecht), Dito! (Nijmegen), Erasmus Pride (Rotterdam), Ganymedes LGBT (Groningen), J&SV Exaltio (Enschede), and Outsite (Delft). The President will be responsible for keeping in contact with the sister associations this year.

4.4 Sponsorships

Our strategy for the upcoming academic year 2022-2023 is to preserve the relationships we have already established with our current sponsors and to continue to strengthen it. Additionally, we aim to continue searching for new businesses, foundations or associations with whom to partner. In order to raise money for certain events, we also want to approach like-minded companies or organisations that may be interested in one-time or long-term sponsorship deals. Finally, we will keep encouraging the association to use Sponsorkliks.

5. Public Relations

5.1 Introduction

As of this year, we want to introduce “Commissioner of Public Relations (PR)” as a separate position into the board. However, this separation has not been made in the past, and we do not intend to make such a separation obligatory to future boards. The tasks of this function are described under *2.8: Commissioner of Public Relations*.

5.2 Social Media

The Commissioner of PR is, together with the Promo Committee, responsible for keeping the social media of Ganymedes up and running. Since we are of the opinion that our social media need to represent who we are, this responsibility includes not only posting the weekly and monthly agenda for activities and events that are both related to Ganymedes, or external events in which Ganymedes is involved, but especially posting pictures of our members during the activities to show Ganymedes as an association as well.

To show the identity of Ganymedes as an association as clearly as possible, the Commissioner of PR will be in charge of a cleanup and slight reorganisation of especially the Instagram account: deleting irrelevant posts and highlights, for instance, and only keeping posts that are still representative of our association. Moreover, the Commissioner of PR will aspire to create Instagram highlights that are more functional and display practical information, for example, on what our sponsors are, on how our buddy system works, on how to start a committee or disput etc..

Furthermore, the Commissioner of PR will collaborate with the Commissioner of External Affairs on updating LinkedIn and keeping it up to date to make the external relations of Ganymedes more insightful.

5.3 Website

Last year, it was decided to continue updating the website and add several plugins, like a sign-up sheet, to make the website more accessible and user-friendly to the members without any social media. This year’s board intends to keep upgrading the website throughout this year, much like the previous board did. The texts on the website, the calendar and the committee photos will be updated when necessary. Besides, even more than our Instagram highlights, we want our website to be a place where our members can easily access information that is relevant to them, so some ideas are to add and/or to keep updating information on sponsors, buddies, committees, disputen etc. to the website.

Additionally, we want to continue working on the development of a members-only portal where users sign up, create their own online space, access event photos, and other information. Another idea for the website this year is to add the monthly newsletters to our website as a sort of archive.

5.4 Brand Identity

The Commissioner of PR is responsible for guaranteeing the coherence and consistency in our external and internal communication channels and media. Therefore, they will be responsible for ensuring that all committees work in accordance with the house style and the writing style guide of Ganymedes. Besides, this year they will be in charge of the creation of the latter, either with help from fellow board members or the Promo Committee. This writing style guide will include rules about tone of voice, looks, where to use capital letters, etc. – rules that will be followed through in our newsletter, info chat messages and our Facebook and Instagram posts. The Commissioner of PR has to make sure that the (new) writing style guide is accessible to everyone who needs it.

6. Finances

6.1 Introduction

Finances are discussed in this sixth and final chapter. This starts with presenting the budget for the coming year. The budget table also shows the budget of the 2021-2022 board. Finally, we will explain why we have opted for these amounts.

6.2 Budget

The budget table below shows the expected incomes and expenditures, and also contains the budget of Board XIII.

Table 6.1

Balance

Assets		Liabilities			
	01-09-2021	Current		13-09-2020	Current
Bank	€ 7.943,57	€ 5.244,22	Equity	€ 8.644,32	€ 7.349,42
Cash	€ 843,47	€ 848,57	Provision Subsidies 2020	€ 630,00	-
			Provision Camp	€ 400,00	-
			Provision Lustrum	€ 100,00	€ 200,00
			Provision Notarial Expenses	€ 200,00	€ 300,00
			Provision Future GayPride	€ 750,00	-
			Provision Transfer GMA	€ 158,30	-
			Provision Property	-	€ 1.000,00
			Provision Consti	-	€ 200
			Provision KEI week		€ 300
			<i>Deposit cards*</i>	€ 10,00	€ 10,00
TOTAL	€ 8.787,04	€ 6.092,79	TOTAL	€ 4.744,28	€ 9.539,42

*This amount consists of: Deposit for cards, which people will get back from us upon return of their cards.

Table 6.2

Budget plan

Income	Budget 2021-2022	Budget 2022-2023	Expenditure	Budget 2021-2022	Budget 2022-2023
1. Contrib. members	€ 6.000	€ 6.100	12. General activities	€ 600	€ 650
2. Contrib. donors	€ 500	€ 400	13. Activity Committee	€ 750	€ 750
3. Contrib. alumni	€ 300	€ 200	14. Societal Committee	€ 400	€ 500
4. Sponsorship	€ 800	€ 500	15. Sister activities	€ 300	€ 250
5. Subsidies	€ 600	€ 1.000	16. Sports activities	€ 200	€ 200
6. Other incomes	€ 0	€ 0	17. Parties	€ 500	€ 500
7. Savings account	€ 3.000	€ 3.000	18. Gala	€ 400	€ 700
8. Provision Consti	€ 200	€ 200	19. Travel Committee	€ 1.000	€ 750
9. Provision KEI	€ 300	€ 300	20. Introduction Com.	€ 500	€ 750
10. Provision notary	€ 300	€ 300	21. Leeuwarden Pride	€ 500	€ 250
11. Provision property	€ 1.000	€ 1.000	22. Active members	€ 500	€ 500
Total	€ 13.000	€ 13.000	23. Family day	€ 300	€ -
			24. KEI week	€ 1.300	€ 1.300
			25. Promotion (material)	€ 400	€ 400
			26. Relationship gifts	€ 100	€ 100
			27. Board costs	€ 350	€ 350
			28. GMAs	€ 350	€ 350
			29. Constitution drinks	€ 600	€ 600
			30. Membership wristbands	€ 110	€ 200
			31. Bank charges	€ 450	€ 600
			32. Website	€ 290	€ 300
			33. Storage	€ 300	€ 300
			34. Property	€ 1.000	€ 1.000
			35. Notary	€ 300	€ 300
			36. Provision lustrum	€ 100	€ 100
			37. Unforeseen costs	€ 1.300	€ 1.300
			38. Surplus	€ 100	€ 0
			Total	€ 13.000	€ 13.000

6.3 Explanation of budget items

6.3.1 Income

1-3. Contributions

The budget is based on the 120 members, eight donors and ten alumni we currently have. The contribution fee for members and donors is €50,- and the contribution fee for alumni is €20,-. As of this year, members and donors can also opt for a half-yearly membership, which costs €35,- per half-year.

4. Sponsorship

This year we expect to receive €500,- in sponsorships. We will actively contact possible sponsors to generate more income.

5. Subsidy

This year we expect to receive €1.000,- in subsidies from the municipality of Groningen and funds. This is €400,- more than last year. We expect that the Gala, as a Queer Prom, will be eligible for subsidy. Moreover, we expect to be able to obtain a subsidy for Societal Committee activities.

6. Other incomes

This year, we do not expect any other incomes.

7. Mutation provision savings account

There is a lot in the savings account that can (and should) be used. Also, we would like to maintain a sufficiently large budget for various things. To this end, we want to use €3.000,- from the Ganymedes savings account.

8. Mutation provision consti

This reservation of €200,- will be used to fund the constitution drinks. It was reserved by Board XII for the coming year.

9. Mutation provision KEI

This reservation of €300,- will be used to fund KEI week 2022. It was reserved by Board XIII for the upcoming year.

10. Mutation provision notary

This reservation of €300,- will be used to pay for the notary to change the bylaws according to the WBTR (3.15). It was reserved by Board XIII for the coming year.

11. Reservation association's property

This year, we will again attempt to find a homespace for Ganymedes. We assume similar costs to that predicted by Board XI, thus approximately €75,-/month with some extra costs. These costs, a total of €1.000,-, will be paid from the savings account of Ganymedes. The money in this savings account has been specifically set aside for the property in recent years, therefore we use these savings for the points above.

6.3.2 Expenditure

12. General activities

The estimated amount for general activities is €650,- this year. This is €50,- more than the estimated amount of last year. We want to use this amount for member initiatives, possible baby committees, and activities organised by the board.

13. Activity Committee

The estimated amount for the Activity Committee is €750,- this year. This is the same as the estimated amount of last year. This amount is the budget of the Activity Committee to organise social activities.

14. Societal Committee

The estimated amount for the Societal Committee is €500,- this year. This is €100,- more than the estimated amount of last year. This amount is the budget of the Societal Committee to organise societal activities.

15. Sister activities

The estimated amount for sister activities is €250,- this year. This is €50,- less than the estimated amount of last year. We want to use this amount for the organisation of a sister activity in Groningen, for visiting other sister activities and for giving a discount to members of Ganymedes who will go to the sister camp.

16. Sports activities

The estimated amount for sports activities is €200,- this year. This is the same as the estimated amount of last year. We want to use this amount for participating in the Knockerbicker tournament and try to organise other sport events.

17. Parties

The estimated amount for the parties is €500,- this year. This is the same as the estimated amount of last year. This amount is the budget of the Party Committee to organise parties.

18. Gala

The estimated amount for the gala is €700,- this year. This is €300,- more than the estimated amount of last year. This amount is the budget of the Party Committee to organise the gala.

19. Travel Committee

The estimated amount for the Travel Committee is €750,- this year. This is €250,- less than the estimated amount of last year. This amount is the budget of the Travel Committee to organise this year's trip.

20. Introduction activities

The estimated amount for introduction activities is €750,- this year. This is €250,- more than the estimated amount of last year. This amount is the budget to organise the introduction camp in August/September as well as introduction events.

21. Pride

The estimated amount for Leeuwarden Pride this year is €250,- this year. This is €250,- less than the estimated amount of last year. The amount is lower as the previous board planned to attend two Leeuwarden Pride events last year, involving a budget of approximately €250,- per event. As we aim to attend just one Leeuwarden Pride event, this means that we will only need half of last year's estimated amount.

22. Active members

The estimated amount for active members is €500,- this year. This is the same as the estimated amount of last year. We want to use this amount for activities for the active members.

23. Family day

With a growing number of international students in our association as well as a seeming lack of enthusiasm for this event among the members, we will no longer aim to organise a family day event.

24. KEI week

The estimated amount for the KEI week is €1.300,- this year. This is the same as the estimated amount of last year. This amount is the budget of the KEI Committee to organise the KEI week.

25. Promotion (material)

The estimated amount for promotion (material) is €400,- this year. This is the same as the estimated amount of last year. We want to use this amount for the visibility of Ganymedes by promoting via social media. We also want to continue putting up posters.

26. Relationship gifts

The estimated amount for relationship gifts is €100,- this year. This is the same as the estimated amount of last year. We want to use this amount for relationship gifts for other boards during constitution drinks as well as (farewell) gifts.

27. Board costs

The estimated amount for board costs is €350,- this year. This is the same as the estimated amount of last year.

28. General Members Assemblies

The estimated amount for General Members Assemblies is €350,- this year. This is the same as the estimated amount of last year. We want to use this amount for the organisation of GMAs. This includes the transfer GMA, half-yearly GMA, the end-of-year GMA and any GMAs that may be necessary throughout the year. The costs for drinks during the GMA also fall under this item.

29. Constitution drinks

The estimated amount for the constitution drinks is €600,- this year. This is the same as the estimated amount of last year. We want to use this amount for the organisation of the constitution drinks.

30. Membership wristbands

The estimated amount for membership wristbands is €200,- this year. This is €90,- more than the estimated amount of last year. Last year, too few wristbands were ordered, which is why we have ordered more this year.

31. Bank charges

The estimated amount for bank charges is €600,- this year. This is €150,- more than the estimated amount of last year. The extra €150 is needed to cover rising banking costs. We want to use this amount for the monthly costs for ING, the accounting program and the transaction costs.

32. Website

The estimated amount for the website is €300,- this year. This is €10,- more than the estimated amount of last year. We want to use this amount for the hosting of the website, as well as developing it further.

33. Storage

The estimated amount for storage is €300,- this year. This is the same as the estimated amount of last year. We want to use this amount for the monthly costs for the storage space.

34. Property/Homespace

The estimated amount for property is €1.000,- this year.

35. Notary

The estimated amount for the notary to change the bylaws is €300,-.

36. Provision lustrum

This year, €100 will be estimated for the next lustrum. This is the same as the estimated amount of last year.

37. Unforeseen costs

We budgeted a total of 10% for unforeseen costs.

38. Surplus

We expect no surplus this year.