

Ganymedes LGBT Student Association Groningen

# Policy Plan 2023-2024

Board XV



# Preface

Having grown from less than 30 members in 2010 to more than 160 in late 2023, Ganymedes appears to have gone a long way. For our 15th year we are excited to go even further. We have big plans for the coming year and we are eager to share them. We will aim to recruit new members, try to grow the number of active members, have our association be more in the public eye, and improve social safety within our association. We believe these points to be crucial as our association lives and dies by its members and their efforts.

Board XV will work hard to improve our association's reputation, with the aim of reaching as many potentially new members as we can and ensuring a sizable percentage become active participants. The first step in achieving this goal is to make certain that the events we offer are highly attractive to GSM young people in general. Supplying a queer-friendly variant of the student social events typical of larger associations is likely to be the most effective method for garnering positive notoriety, especially the parties, and an extensive plan for facilitating this has already been completed. Events will be designed with the aim of appealing to all attendees, old and new, to make everybody feel welcome and included, in a move we consider to be the best for our association's health in the long run. Increased community participation will also be a main focus for the upcoming year, which will consist of a wide array of new initiatives all centered around the 'power of yes'. We believe that many community participation opportunities — from invitations to events, to interviews, to discount initiatives for members — made available to the organization have untapped potential that we gladly wish to bring out. In addition to actively seeking out new collaborations, with a particular focus on charity work, part of Board XV's efforts to foster a more welcoming, inclusive, and open reputation for the organization will include taking more chances on the many offers extended to our association. This will all be coupled with long term efforts to respectfully invite more diversity, by better informing ourselves on how best to create an inclusive space for students from all walks of life. Initiatives like these are not without risks, as larger events will require more diligent safety monitoring. This will be coupled with an introduction of safety protocols in the association, with the aim of establishing detailed, strict, and carefully considered safeguarding measures that can guide future Boards and committees through incidents of misconduct, and in supporting members in a state of crisis.

This year's focus on growth, safety, and inclusion, is intended to lay a robust foundation for those that follow us in the coming years. Establishing reliable and informed frameworks for event design, public relations, and organizational management, will ensure that those who helm the association in the future will have access to the information they need to handle their positions of responsibility and to do right by our members.

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

Cynthia (she/he/they), President;

Lily (she/her), Vice-President and Secretary;

Evie (she/her), Treasurer;

Levi (he/him), Commissioner of Internal Affairs;

Deirdre (she/her), Commissioner of External Affairs;

Andrei (he/him), Commissioner of Public Relations.

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# 1. Vision

## 1.1 Introduction

All proposed changes for the upcoming year are in service of 3 core aims, namely: i) growing the association; ii) improving its diversity and accessibility; and iii) enforcing stronger safety and conduct standards.

## 1.2 Growth

Since the 2010s there has been an enormous increase in the number of young people who identify as Gender and Sexual Minorities (GSM) globally. We as Board XV believe that there are many students that we can still reach and introduce to our wonderful association and that there is a lot of opportunity to improve member retention. There is certainly a portion of members that will leave due to the decrease in time, energy and enthusiasm needed for social events often experienced by students as the year progresses. However, with our plans to organize more large social events with mass appeal, and gaining positive notoriety within the student community through increased community outreach efforts and improved advertising, we aim to increase member retention throughout the year and reach more students.

## 1.3 Inclusion

We as Board XV see lots of ground to gain in improving racial, ethnic, cultural and religious diversity within Ganymedes and amongst queer people. We hope that improving public awareness of Ganymedes may be sufficient to passively increase the association's demographic diversity. Diversity can also be improved upon through collaboration with organizations that are considered more welcoming by many queer students of ethnic, cultural, religious and racial minorities, and through respectful attempts to learn from the steps those associations take to create a more comfortable social environment for all. Though diversity cannot and should not be forced, it can be invited. Improving the racial, ethnic, religious and cultural awareness and sensitivity of our Board and Committees and cracking down on racism within the association will be top priorities.

## 1.4 Safety

As part of our attempt to lay a robust foundation for those that follow us in the coming years we will introduce guidelines regarding how to handle misbehavior at events consistently and effectively. We aim to achieve this by completing the Code of Conduct document that Board XIV has started on and rewriting the house rules in correlation to achieving this goal. Board XV will also be restructuring the Grievances Committee and the Confidential Advisors, and ensuring that everyone in a position of high responsibility within the association is properly briefed on how to handle the

many serious situations they may encounter throughout the year. Among these will be further efforts to improve anonymity, confidentiality, and data security.

## **2. The Board**

### **2.1 Introduction**

The XVth Board consists of six 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.

### **2.2 President**

- Spokesperson and public representative of the association;
- Coordinating the board;
- Leading the board meetings;
- Leading the General Member Assemblies (GMAs);

### **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 fulfill 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 organizations;
- Arranging new collaborations with partners and sponsors (acquisition).
- Contact person for the sister associations.

## 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 time of the half-yearly GMA, February 21st 2023, Ganymedes consisted of 175 members divided into the following categories: general members, donors, alumni and honorary members.

**Table 3.1**

*Development of the number of members*

Year <sup>1</sup>	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		

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



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
2022-2023	67	33	39
2023-2024	49		

**Table 3.2***Development of the number of older members*

Year <sup>2</sup>	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	77	45	32
2023-2024	78		

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<sup>2</sup> 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 <sup>3</sup>	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	141	132
2023-2024	173	

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<sup>3</sup> 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	8	4	0
2023-2024	2		

**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	7	4
2023-2024	8		

**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	12	8
2023-2024	8	

**Table 3.7***Development of the number of alumni*

Year <sup>4</sup>	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	3	2	19
2023-2024	19			

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<sup>4</sup> 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 at Tram 13 and De Prins, alternating from one week to the next. The 21:00 starting time will remain unchanged to continue accommodating members who rely on intercity public transport to access events, and those who may have early morning commitments the following day. The ending time of the drinks will be at 1:00. If there are less than 10 people attending after 1:00, the board members present are no longer responsible and are allowed to leave.

## 3.3 General Internal Policy

Ganymedes is an association that depends heavily on its committees. Board XV intends to offer greater support to all the association's committees this year, with custom plans for each based on their individual needs and level of responsibility. Part of ensuring the committees feel properly supported will be ensuring that these plans are completed and approved by all parties at the beginning of the year.

The Commissioner of Internal Affairs will once again be taking responsibility for the majority of the committees, with a select few being transferred to other board members with the aim of ensuring reasonable and efficient labor division. This division is clarified in *3.4 Overview Committees*. In keeping with tradition, the annual Committee Drinks will be organized at the beginning of the year — this being the event where members are able to learn about and sign up for committees. The active members will subsequently be divided between the committees using the same preference used by previous Boards.

Three significant changes will be made to committee structure and assignment. The first will involve merging the Camp Committee back into the Introduction Committee, as it was several years in the past. Due to the increased importance placed on the Grievances and Confidential Advisors Committees, the second change will involve the Board pre-selecting these specific committee members, with the possible end goal of making the Grievances/CA position a matter that is put to GMA vote. Some discussion has also been had on the subject of merging the Grievances and CA Committees, but as of yet has not concluded. The reasoning behind the second change is to ensure that the level of responsibility involved in these positions is understood by the members



before they are installed, and that they are suitably vetted before being given access to vulnerable members in a state of possible distress. The vetting criteria will be quite simplistic, mostly centered around favouring those who are known for compassion and sensitivity, while rejecting those who have exhibited dispassionate or antisocial behavior.

Thirdly, the Board intends to take greater responsibility for the Party, KEI and Introduction Committee this year by ensuring that they have a clear plan to work with as early as possible, and offering them ample support and guidance. This would not alter their workload drastically; the Committees would simply be involved in the execution of tasks more so than planning and delegation. As these committees handle important tasks for our association during the year, it is important to make sure the committee members are not feeling overwhelmed or overburdened. Hence, we aim to help out and support members from these committees when needed, in the case that they may struggle with the workload or responsibility. This gives members the opportunity to learn and grow during their time in these committees with the added safety net of the board keeping an eye on them.

The Commissioner of Internal Affairs' main aim regarding committees is to keep the association's active members more consistently motivated throughout the year, something that can be achieved through proper guidance and ample enthusiasm from their designated board member. To thank our active members for their hard work, we also strive to organize at least two active member activities this year, in addition to encouraging our committees to spend more time together to help foster stronger bonds among them as teams. One of these activities will be a smaller bonding activity and the other a big thank you activity. The latter may benefit from small incentives, such as offering to pay for a round of drinks using the association's funds if the team gets dinner together, or having a Board member offer to host if they cook dinner as a group.

Lastly board XV aims to celebrate this year by celebrating the association's 15th anniversary and therefore our third lustrum. This will take place at the end of December. Board XV is excited to work together with the lustrum committee on the exact activities that will take place. What can be stated already is that board XV aims to have a week of activities and then closing off with a party. A lot of information regarding the lustrum committee and their activities are pending and will be made available during the course of the year.

## 3.4 Overview Committees

### **Lustrum Committee (Levi)**

The Lustrum Committee is a committee that returns once every five years. It is responsible for organizing the activities for this year's Lustrum.

### **Activity Committee (Levi)**

The Activity Committee is responsible for organizing the '*gezellige*' activities. This entails organizing at least one activity per month.

### **Party Committee (Andrei)**

The Party Committee is responsible for organizing the major parties of Ganymedes. This committee should see to it that a member of the Promo Committee will photograph the planned activities.

The Board needs to take greater responsibility for the Party Committee this year by ensuring that they have a clear plan to work with and offering them ample support and guidance. The Board should divide and assign pre-set tasks to the members of the Party Committee, thereby allowing for fair labor division and improved support for the party committee members such that it may run more efficiently. This will, in one sense, reduce the freedom the Party Committee had previously, but the added structure will also help them to produce bigger and better events than ever before as they work in service of a well-defined goal. The added oversight of the Party Committee is also a necessary precaution due to the substantial budget increase that they will receive for the parties. Early stage planning is only a very small part of organizing a major event, therefore removing it from the Party Committee's itinerary will not alter their workload drastically, but would, as expressed above, lower the already high pressure of organizing major events in collaboration with external parties (i.e. the owners of the venue). The Party Committee would be more involved in the execution of parties, rather than the initial exploration of ideas and potential timing. Next to that the party committee will also be involved in organizing the Lustrum party of this year.

### **Gany Introduction Groups / GIGs (Levi)**

The new members will be invited to a dinner at a different host's home for five weeks during the introduction period (September & October, in addition to February). This is intended to facilitate mingling, will allow new members and old members to meet and bond with each other in a comfortable environment. The GIGs will be organized by the GIG-committee, currently consisting of Paula and Fabienne. They are in close contact with board XV and they will communicate together with the hosts and attendees.

### **Introduction Committee, or Introduccie (Andrei & Levi)**

The Introduction Committee is responsible for organizing a string of introduction activities at the start of each semester. They will once again be responsible for the organization of the introduction camp in August, and it is expected that some of the committee members will be available to attend the camp as well, a task previously assigned to the now-dissolved Camp Committee.

We aim to establish an Introduction Committee for the year 2024-2025 somewhere in the second semester, and they will start their duties in August 2024. This small timing adjustment will give the committee ample time to plan the activities of September and October. Since the Introduction Committee was unofficially assembled in late August, the Board has already provided them with various ideas and options for the introduction period, hopefully reducing some of the pressure they will face once the consecutive weeks of activities begin. The Board will also ensure that the camp is organized on time, avoiding issues of having preparations done last-minute.

### **Audit Committee (Evie)**

The Audit Committee supervises the finances reported by the Treasurer of the board. The committee should verify the complete financial situation before every GMA. This committee will offer feedback and advice to the Treasurer at least twice a year, and its members are permitted to perform random checks of the finances of the association at any time during the year.

The members of the audit committee for the academic year 2023-2024 are:

Chris Vrieling  
Nienke de Jong  
Elayne Pas

### **KEI Committee (Levi & Cynthia)**

The KEI Committee is responsible for organizing activities during KEI-week. The KEI-week is the introduction week for new students in Groningen and is among the most important opportunities for Ganymedes to recruit new members. It is crucial that all KEI Committee members be physically present during the KEI-week, a fact that must be stressed to those who intend to travel outside of the country during the summer holiday period.

Board XV's Chair's experience as a 2023 KEI Committee organizer will no doubt prove invaluable when making improvements to the 2024 KEI activities, and their guidance will hopefully serve to increase member acquisition.

One matter of particular concern will be monitoring the committee to ensure that tasks are finished in a timely manner, ensuring that the committee will not be overburdened during the KEI-week.

### **Grievances Committee (Deirdre)**

This year the Board has agreed to install a written protocol for the Grievances Committee, including a complaint writing system and a transfer document that gives Grievances members more

information about appropriate crisis management. The changes being made are extensive, and involve structuring the committee from the ground up. These changes will be outlined in a booklet that will be released later and aims to be a highly informative guidebook that is intended to serve as a point of reference for the Grievances Committee for years to come .

From this point onwards, several significant changes will also be made to the appointing of the Grievances Committee. Like the Board itself, Grievances members will now be more closely vetted before selection. Members will have needed to demonstrate respectful and caring conduct throughout their time at the association, and show an appropriate understanding for the seriousness of the role. If they are new members, they will need to undergo a proper interview in which they express a good understanding of the importance of their new position. Discussion is now being held on the possibility of making Grievances selection a part of GMA voting, and the subject of data security and member confidentiality where record keeping is concerned.

The Board has already pre selected the candidates for these committees. These members were selected based on their knowledge, prior experience, compassion, and professionalism. For the Grievances Committee, we have:

Mari  
Jules  
Vivant 'Bibo'

### **Societal Committee (Levi)**

The Societal Committee focuses on organizing educational activities and activities with a socially relevant (usually queer) theme. This entails organizing (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 (Andrei)**

This committee is responsible for taking photos of the weekly drinks, activities, and the parties. It is additionally responsible for designing other visual media, such as the banners or promotional videos that will be posted in Ganymedes' social media. The committee will also be in charge of designing and drafting many of the social media posts that are made throughout the year (e.g. on different awareness days and other occasions) to keep up our online presence. All of these different tasks will need to be divided among the members of the committee to keep the workload manageable and balanced.

### **Travel Committee (Levi)**

The Travel Committee is responsible for organizing 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 creative way that generates excitement among members.

### **Pride Committee (Levi)**

This committee will be responsible for the organization of the Ganymedes-affiliated activities of Pride Groningen which will take place in the summer of 2024. The committee will start preparing in December 2023.

### **Confidential Advisors Committee (Levi)**

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. 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 its members and helping to install them. The Board member will also remain the Committee's main point of contact within the Board.

This year the Board will be encouraging the Confidential Advisors to refer members to Grievances where appropriate, to ensure that cases of misconduct and other safety concerns are given a chance to be resolved, and that the Board are notified where appropriate.

Given the increased importance that will be placed on Grievances and the Confidential Advisors this year, the Board has already preselected its members. These members were selected based on their knowledge and social skills. The members of the Confidential Advisors 2023-2024 are:

Ines

Nienke

### **Book Committee (Cynthia)**

The BookCie is a book club that organizes monthly discussions about a book with a queer theme. The books are voted on by 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.

## **3.4 Baby committees**

We are welcoming baby committees once again this year, which will allow members to suggest new committees and trial-run them themselves.

### 3.5 Buddy system

New members, or event attendants considering membership, might be nervous to come to one of the weekly drinks or activities by themselves. Given the nature of the association, it's important to remember how important community support can be ensuring that people feel safe entering into queer spaces for what might be the very first time. With the Buddy System, an older member will meet up with a new member before an activity and be present with them throughout the activity. This can also help to alleviate feelings of isolation, as the buddy can help introduce the new member to their friends within the association. The service can be signed up for online, or by contacting the board.

We want to make this part of our association better known and more easily accessible, so that our events seem as inviting and low-stress as possible to prospective members. We will do this by advertising the buddy system in the monthly newsletter and WhatsApp groups, and giving it a more central space on the website.

### 3.6 Homespace

Thanks to the efforts of Board XIV, Ganymedes will finally have an office space this academic year, one we intend to put to good use. It will serve as a workspace for the board, as well as a location for meetings. We will also consider advertising this space as a location where members can meet with us should they wish to discuss something in person, and it may also be used store materials for activities and events depending on the floor plan. This also means that we will no longer need the storage space that we have been renting for the past few years.

### 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 2023-2024 are:

Sander

Gilles

Paula

### **3.8 Alumni**

As in previous years, we would like to keep a firm grasp on our alumni, former members, and graduate members in the association. Since these former students will have entered a new life stage that differs considerably from that of those currently enrolled in degree programmes, care needs to be taken when organizing activities which cater to them. Given that the turnout at alumni activities was consistently lower than expected throughout the past few years, efforts need to be made to figure out how best to amplify their appeal. We will do this by gathering feedback from our alumni in various forms.

### **3.9 Disputen**

Ganymedes currently has two disputen (sub-associations), namely: MOOIE DINGEN ENZ. and Thee Zet Thee. We will urge each of the disputen to organize one activity for the whole association per academic year, known as an open meeting. 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 it is strongly encouraged.

Additionally, we want to make the disputen a more visible and integral part of our association, by organizing an activity that all (or, in this case, both) of them take part in. This activity will be organized in the first semester. 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**

Last year we participated in the DKV volleyball tournament. We wish to participate in this tournament again this year, we are also on the lookout for other tournaments. In addition to this we will also organize a few training sessions in the weeks leading up to the tournament(s). We would also like to organize casual sports activities. We will encourage the activity committee to organize a few of such events, and we will also invite member initiatives that have a physically active component. We will aim to offer a diverse range of sporting activities that can appeal to people of all skill types and levels, whether they be largely sedentary or professional athletes. Walking trips around the country may appeal more to the former, for example, and competitive sporting events more to the latter.

### 3.11 Newsletter

As in previous years, the newsletter will be issued monthly. The board will be responsible for providing the newsletter via email to members, as well as having an option on the website for nonmembers to sign up for the monthly newsletter. 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 Grievances 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. It will also serve as a memento and can create a feeling of connection among Ganymedes members. This year the wristbands will be red, to keep following the reverse order of the colors of the rainbow. Only with the red 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 canceled. 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

## 4. External Affairs

### 4.1 Pubs

At the time of this document's creation, the contracts with the 2 bars for this year's weekly drinks are still pending. The first will be a continuation of the Tram 13 contract, and the other will likely be a trial contract with De Prins.

We hope to maintain good relationships with our bars. We are concerned about the low attendance at the weekly drinks that we have observed throughout the year, and people in general buying less drinks. This is of course not completely within the board's control, but we do hope to improve attendance. We also wish to bring back the culture staple of buying rounds and drinks for fellow attendees at our drinks.



Improving attendance and encouraging our members to buy more drinks hopefully keeps relations with our bars well, with the added benefit of creating a more lively atmosphere at our weekly drinks.

Simply boosting event attendance is clearly the first step in improving bar relations. It may also be wise to politely and respectfully have a conversation with the bars of solving the problem of dropping rates of alcohol consumption. One of the solutions that we would offer is that bars could perhaps have more non-alcoholic drinks present. This needs to be discussed with the bars however. The Gany Guide document that is currently being created will hopefully also spell out some of these unspoken social expectations, which may help to re-embed these behaviors into the next generation of Ganymedes members.

## **4.2 Student associations and other organizations in Groningen**

If the aim is to boost member numbers and participation, and to invite diversity, it follows logically that Board XV should try to learn from similar organizations that are more successful in these areas, and there is no better way to achieve this than through collaboration, which has the added benefit of drawing the attention of many possible new members. Increased collaboration will be of paramount importance this year.

Board XV also intends to look more closely at who is invited to our constitutional drinks, ensuring that those we invite are those with whom we wish to form closer relationships. We therefore intend to invite a selection of previously unaffiliated associations as a show of good faith.

## **4.3 Sister associations**

IQSN is one of the community participation events that has been especially neglected, and sees low attendance by Ganymedes members at events both inside and outside of Groningen. This is partly a logistical matter; Groningen as a city is unusually isolated and arranging travel to and from it is more difficult than for those in the Randstad. Most elements remain firmly in the Board's control, however, such as ensuring that IQSN is heavily promoted to our members, and that its function is clearly explained to new members. Offering group tickets/shared transport is especially important, as it will grant Internationals without the Studentenreisproduct a valuable opportunity to travel out of the city for an affordable price. The most important change needed to increase IQSN— according to the previous Ganymedes representative — is helping to arrange overnight stays for our members so that they can enjoy events until the early hours of the morning without having to race to the last trains at 23:00. It goes without saying that the same help also needs to be offered to IQSN members from other cities who attend events in Groningen.

## 4.4 Sponsorships

The proposed improvements to the events planning for the upcoming year will require ample funding and careful budgeting. External Affairs, together with the treasurer, will therefore be working hard to strengthen the association's ties with our current sponsors, as well as attempting to seek out new financiers where possible. One connection of particular note is Sponsorkliks — a browser extension that analyzes a consumer's behavior in exchange for supplying a commission fee to an organization of their choosing, in this case Ganymedes — which may prove to be a valuable asset if utilized correctly. Previously underestimated and therefore under promoted, it will be advertised heavily to our members this year with the aim of creating a new passive income stream. Part of acquiring new sponsors will entail an active search effort, investigating organizations and businesses in both the city and the country as a whole. Local companies especially could prove useful for one-time sponsorships for certain events, such as the Lustrum.

Some of the sponsorships will not result in direct financial benefits for the organization, and will instead serve other goals, such as increasing Ganymede's visibility as an organization, and supplying new and exciting opportunities and discounts to its members, such as agreeing to distribute Knaek discount cards. A wide array of sponsors and collaborators is generally known to reflect favorably on an organization, and can sometimes send positive signals to other prospective collaborators who could in fact offer direct financial support.

# 5. Public Relations

## 5.1 Introduction

The position of 'Commissioner of Public Relations (PR)' was introduced in 2023, although for that year it was combined with the Secretary position and given to one person. PR is a high priority for board XV and as such we have decided to not combine this position with other positions anymore, we hope that with these extra resources we can fulfill more PR obligations. The previous board stated in their policy plan that they did not intend to make the separation of the PR position obligatory for future boards, and though we do not plan on enforcing this separation in the future either, we believe that having a separate PR commissioner is hugely beneficial to the functioning of the Board as a whole, and that, even in cases where having a PR commissioner is not possible, the entirety of its workload should never be combined with another Board position.

This year, the primary focus of the Commissioner of Public Relations is the association's growth initiative, closely followed by making improvements to currently existing public-facing revenue streams, and seeking out new channels where possible.

## 5.2 Social Media

A major problem that was identified concerning event attendance was how both individual events and the association as a whole were not marketed in a way that evoked excitement and enthusiasm. The promotional images and posters were visually appealing, but cannot be relied upon to supply all the information prospective attendees need to feel enticed. If the promotional graphics answer the most basic of the “What?” and “Where?” of the events, then we need to find new ways to communicate the “Why?” and the “Who?”. Why should someone attend? Why is this event more interesting than other competing events? Who else will be there? What does it feel like to attend one of our events? What kind of atmosphere can someone expect? Most of these can be answered in the form of good event photography that presents prior events as having been lively and vibrant. This year we aim to ensure that, for every activity, there is either a Promo Committee member present who will take appealing, high resolution pictures, or that one of the members organizing the activity is briefed on how to take good pictures and the etiquette behind getting consent for photographs. This does not necessarily mean that every single activity will have a dedicated post; some may be relegated to a Monthly Review post, and others may be added to the yearbook organized by the Commissioner of Internal Affairs.

In 2023, videos were only a small part of the Instagram Stories, and were typically very short. Videos should be a more prominent part of how Ganymedes presents itself to the world, not only because they literally present a more lively image of the association, but also because they interact more favorably with most social media algorithms. The decision of whether or not to take videos of an event will be done on a case by case basis, since some events are more suited to video recordings than others. One proposal made is for a video series with the working title of “Stories of Ganymedes”, for which we would ask members of our association to make a video of themselves talking about their experiences being a member of the LGBTQ+-community and of Ganymedes. The main aim of this series is to show the diversity and openness of our association.

Any planned increase in Social Media presence should not come at the expense of the privacy and security of our members. Members of the Promotional Committee as well as anyone else taking photos for the purposes of sharing them on our accounts will be required to ask for the permission of any person appearing in the photo/video at the moment the photo/video is taken. If the permission is not granted, then the photo/video will be deleted, if already taken.

In the past, the Promotional Committee has relied on a list of members who do not wish to have their photos taken, however we believe this method is ineffective, as demonstrated by the number of posts that have had to be removed from our social media due to no-photo requests. The list is only useful if the members of the Promotional Committee and the PR Commissioner all know what every single member of that list looks like, for one thing. It also means that they need to filter through every single photo that might be posted to see if anyone from the list is in them. This is tedious work and leaves ample room for error. Secondly, someone may feel great about their appearance one day, and would be willing to have a photo taken of them, while on another day,

they might not give us permission for that, something we should be especially mindful of given the number of transgender people who will be present. More importantly, some event attendees may not know about this list and suddenly be surprised that they showed up in a picture online. Due to these many concerns, the rule will now be to always ask for permission before every photo, in favor of checking a list retroactively. Establishing an opt-in policy instead of an opt-out policy, in other words. It should be noted that this will also technically fall under our new safety protocol, as some of the people attending our events may not be out to everyone in their lives and could be put in danger if a photo is uploaded to social media without their consent. Once the Promotional Committee for this year is formed, this matter will be a major point of discussion, also on whether or not we should do away with the no-photo list entirely if we conclude that it brings no value.

On a different note, as stated in the External Affairs section, the PR Commissioner will be tasked with ensuring that our sponsors receive the proper publicity they deserve together with the Promo Committee, as a show of thanks from us for their continued support as well as for our direct benefit (increasing revenue from Sponsorkliks, for example).

Additionally, the Commissioner of PR will ensure that the photos of events will be posted in a timely manner.

### 5.3 Website

The Candidate Commissioner of Public Relations has been working on a major overhaul of the website over the summer. The end goal for the website is to rework it into a reliable source of information while also improving its visual presentation. It can be argued that the website should be the first result retrieved when googling 'Ganymedes', and that it should therefore be as sleek and professional as possible in all areas.

Some of the practical improvements that will be made this year are:

- Improving the visibility of our Buddy System, Confidential Advisors and Grievances Committee. In this past year, there have been a lot of discussions from members that they were not even aware of the Grievances Committee, and as such voiced their complaints directly to the Board, which defeated the purpose of having such a Committee. Additionally, making our support structures obvious to potential members may make them more inclined to join, as they strengthen our legitimacy.
- Adding more information about each committee, including testimonials and pictures of the committee. This will hopefully improve our ability to recruit committee members.
- Adding the sign-up form links to every activity that has one. Previously the links would not be present on the website, only on the Linktree and on WhatsApp.
- Tickets. We have assessed that our current sign-up + bank transfer system for ticketed events may cost us in terms of attendance numbers, especially from those who have not

joined the association. People may see that they need to fill out the form in one place, then make the payment in another, and decide that it's not really worth the trouble. Also, for those outside the association, they may not trust the process of just sending us money and hoping that they can get into the event smoothly. With an upgraded subscription to Wix, which our website is built with, we will have not only an already built, secure checkout system, but a fully automated ticketing system, where the attendee receives a PDF ticket by email instantly after paying. The ticket will have a QR code, which we will be able to scan at the entrance through the Wix Owner app to let people in. This improvement not only simplifies and increases the trust of the ticket purchasing process, but also simplifies our own work: we will no longer need to match signup form responses with payments and we can more easily let people in at ticketed events.

As such, the initial rollout of this overhaul will happen at some point in September, with additional features being added over time.

## 5.4 Merchandise

Selling merchandise is not an entirely new idea within the association. In previous years, tote bags were sold during Pride Month (June). Our wish is to expand on that, with, for example, t-shirts with the Ganymedes logo. This will serve as advertising, as well as being a fun way for members to show their connection with and pride in our association, while also creating a new year-long revenue stream for Ganymedes.

This project will be a collaborative effort between the Treasurer (who of course manages the finances of our association) and the PR Committee (which manages our brand identity and visual style). More extensive research is pending, but we will probably achieve this using RedBubble or a similar print-on-demand service.

## 5.5 Brand Identity

The bylaws that have been voted on earlier this year include a small, but important change to our name: "Ganymedes LGBT+ Studentenvereniging Groningen". It follows logically that the logo should be updated to reflect the small and yet significant change to our name. This presents an opportunity to improve on what is already there, rather than just adding the + to our logo and calling it a day. Among the improvements we intend to make:

- The logo being predominantly purple, which is also the only color we consistently use in our promotional material, makes it difficult to actually put it anywhere. Putting purple on purple is often not the best choice. In simpler terms, we are more or less forced to design around the current logo, rather than it being the starting point of our brand identity.
- There is no immediately obvious connection between the logo and the LGBTQ+ community. You essentially have to read through the whole text to understand what we're

about. So someone first has to be interested enough to read through the curved (so not the easiest to read) text to find out if they are actually interested in what we are about.

- The design is showing its age. While it can be argued that, in some cases, logos have been overly simplified, simplification has been employed in logo design to help communicate the logo's message as efficiently as possible. Meanwhile, our logo is still using a gradient, which adds to the dated feeling of our design.

To clarify, this will be an evolution of the current logo, in an attempt to improve on the points above, it will not just be an extra plus added to its text. We will present at least one option for the logo redesign at a later date, to be discussed at a General Members Assembly.

## 5.6 Organizational matters

The decision was made to update the policy on how the budget of the Promo Committee is utilized: it will only be used to promote the association in general (i.e. sign up gifts, posters, stickers etc.) and to cover the operational costs of the committee. The costs of promoting a given event (i.e. boosting an Instagram story or post) will be covered by the committee organizing that event (or the Board, if they are organizing it directly). This avoids committees fighting over the same resources in a year of more frequent, larger events (ie. lustrum, bigger parties), which demand higher marketing investment. Since it is no longer the money of the Promo Committee that is being spent, that means that there will always be a transparent conversation between the Promo Committee and the organizers of an event to analyze the costs and potential gains for the considered promotional strategies.

Additionally, we believe that we should no longer advertise a walk-in time together with a start time for an event. Realistically, if you give people 2 moments to plan around for one event, they will focus on just one. This means that there are often people who ignore the walk-in time and try to arrive around the starting time of an activity. They are often late and therefore miss the start. If too many attendees are late, then the start is often further delayed to wait for those people. It may be wise to only advertise the walk-in time as the start of the activity and then encourage committees to wait 5, 10 or at most 15 minutes to actually start the activity, leaving time until then for attendees to mingle.

## 6. Finances

## 6.1 Introduction

Finances are discussed in this sixth and final chapter. It starts with presenting the balance of this year, where we discuss both our assets and liabilities. The budget plan for 2023-2024 is then discussed, with the explanations of various items provided. It concludes with a rundown of the contributions and the provision for a homespace.

## 6.2 Budget

The balance (table 6.1) and budget table (table 6.2) below show the expected incomes and expenditures of Board XV.

**Table 6.1**

*Balance*

Assets			Liabilities				
	01-09-2022	01-09-2023	(current) 01-10-2023		01-09-2022	01-09-2023	(current) 01-10-2023
Bank	€ 5.327,63	€ 3.371,09	€3197,98	Equity	€ 4.066,20	€ 613,24	€ 1.047,63
Cash	€ 848,57	€ 442,15	€449,65	Estimated Accrued Expenses	€ -	€ 600,00	€-
				Provision Lustrum	€ 300,00	€ 400,00	€400
				Provision Notarial Expenses	€ 300,00	€ 500,00	€500
				Provision WBTR Subsidy	€ -	€ 500,00	€500
				Provision Property	€ 1.000,00	€ 1.000,00	€1000
				Provision Equipment	€ -	€ 200,00	€200
				Provision Consti	€ 200,00	€ -	€-
				Provision KEI week	€ 300,00	€ -	€-
				Deposit cards*	€ 10,00	€ -	€-

<b>TOTAL</b>	<b>€ 6.176,20</b>	<b>€ 3.813,24</b>	<b>€ 3.647,63</b>	<b>TOTAL</b>	<b>€ 6.176,20</b>	<b>€ 3.813,24</b>	<b>€3.647,63</b>
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\*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 2022-2023	Budget 2023-2024	Expenditure	Budget 2022-2023	Budget 2023-2024
1. Contribution members	€ 6.100	€ 7.100	15. General activities	€500	€500
2. Contribution donors	€ 400	€ 600	16. Activity committee	€750	€750
3. Contribution Alumni	€ 200	€ 360	17. Societal committee	€500	€500
4. Sponsorships	€ 500	€ 500	18. Book committee	€ -	€125
5. Subsidies	€ 1.400	€ 1.400	19. Party Committee	€500	€750
6. Other income	€ -	€ -	20. Gala	€500	€700
7. Deficit	€ 1.450	€ 1000	21. KEI-committee	€1.150	€1.250
8. Provision Consti	€ 200	€ -	22. Pride-committee	€250	€300
9. Provision KEI	€ 300	€ -	23. Intro committee	€650	€650
10. Provision Notary	€ 300	€ 500	24. Travel committee	€700	€800
11. Provision WBTR subsidy	€ -	€ 500	25. Active Members activities	€300	€300
12. Provision Lustrum	€ -	€ 400	26. Sister Activities	€250	€250
13. Provision building	€ -	€ -	27. Sport Activities	€200	€200
14. Merchandise	€ -	€ 200	28. Promotion (materials)	€400	€300
<b>Totals</b>	<b>€10.850,-</b>	<b>€12.560,-</b>	29. GMAs	€350	€75
			30. Membership Bracelets	€200	€200
			31. Board costs	€350	€300
			32. Constitution drinks	€600	€500
			33. Relationship gifts	€100	€100
			34. Bank costs	€500	€500
			35. Notary	€300	€ 1.000
			36. Website	€300	€350
			37. Storage	€300	€60



			38. Provision Lustrum	€100	€ -
			39. Lustrum	€ -	€1.000
			40. Unforeseen costs	€1.100	€1.100
			41. Surplus	€ -	€ -
			<b>Totals</b>	<b>€10.850,-</b>	<b>€12.560,-</b>

## 6.3 Explanation of budget items

### 6.3.1 Income

#### 1-3. Contributions

The budget for the year 2023-2024 is based on the 142 members, 12 donors and 18 alumni that the association had at the time of the half yearly report in February of Board XIV, as this was the most recent report that could be retrieved by board XV. Members and donors pay a yearly contribution fee of €50,- , while alumni pay a contribution fee of €20,-. Members and donors are also able to opt for a half-yearly membership, for which they pay €35,-. Board XV feels this contribution needs to be increased, more info on which can be found in section 6.4 called 'Contributions'.

#### 4. Sponsorship

Board XV expects to gain €500,- from sponsors, by promoting Sponsorkliks within the association and by trying to find other institutions and/or companies to sponsor Ganymedes.

#### 5. Subsidy

Board XIV expected €1400,- in subsidies from different organizations such as the municipality, Trutfonds, PANN fonds etc. Board XV plans on doing the same and also expand the list of possible funds by adding the Prins Bernhard Cultuurfonds. We hope to gain these subsidies to fund societal activities, parties, the yearly gala and our 3rd lustrum.

#### 6. Other income

We do not expect any other income this year.

#### 7. Mutation provision savings account

We plan to withdraw €1000,- from the savings account to cover our increased activity expenses.

#### 8. Mutation provision constitutional drinks

There is no funding remaining for the constis, therefore no provision exists for Board XV's consti.

#### 9. Mutation provision KEI

Same as above: no funds remain, therefore no provision can be depended upon for KEI.

### **10. Mutation provision notary**

As the bylaws still need to be changed at the notary as this was not able to be done after a long search for a notary from board XIV, board XV decided to take this over and is able to retrieve €1000,- from this provision to spend on notarial costs.

### **11. Provision Lustrum**

Currently there is about € 400,- as a provision for the lustrum. Board XV plans on using this provision for our 3rd lustrum.

### **12. Mutation provision building**

Board XV intends to reallocate this money (6.5), as we deem it impossible in the current housing market to rent a house for Ganymedes. The €1000,- that is currently present in the building provision can therefore be put into savings. Hence, why it is not represented in the current budget plan as overall the netto change for our income and expenses will remain zero.

### **13. Merchandise**

In the beginning of November 2023 we plan on launching our own merchandise. We are currently planning to do this via the online print-on-demand service 'Redbubble', but this could be another similar service. We hope to gain €200,- from merchandise this year and hope to expand our efforts in the future. This new source of income will be used for other activities in the future.

## 6.3.2 Expenditure

### **14. General activities**

The €500,- that has been set aside for the general activities will be used for costs of any activity that is not covered by other committee budgets. This mostly consists of activities organized by the Board and membership initiatives.

### **15. Activity committee**

This year the activity committee will receive €750,-, the same as last year. This budget will be used for organizing recreational activities such as bowling or beer tasting etc.

### **16. Societal committee**

Board XV has budgeted €500,- again the same as budgeted by Board XIV. This budget will be used by the societal committee to organize societal activities.

### **17. Book committee**

This year €125,- has been budgeted for the book committee. This mostly constitutes snacks and drinks during book meetings.

### **18. Party committee**

The estimated amount for the party committee is around €750,-. This is €250,- more than last year. Board XV wants to use this money to organize bigger parties that better reflects the thriving student nightlife of Groningen. The party committee will also be tasked with organizing the lustrum party.

### **19. Gala**

The estimated amount set aside for the yearly Gala will be €700,-. This is €200,- more than last year, as Board XV aims to organize a more extravagant event.

### **20. KEI-committee**

The KEI-committee will receive €1250,- to organize activities during the KEI-week. An additional amount of €100,- has been set aside to allow the KEI-committee to get new t-shirts where necessary.

### **21. Pride committee**

Board XV has budgeted €300,- for the Pride committee to organize activities during Pride Groningen 2024.

### **22. Introduction committee**

Board XV has budgeted €650,- for the introduction committee (IntroCie) to organize activities for new members right after the KEI-week. As mentioned previously, Board XV has also decided to merge the Camp committee into the IntroCie, so this has also been accounted for in the budget granted to this committee.

### **23. Travel committee**

The estimated amount budgeted for the travel committee to organize the yearly trip is €800. This is an increase of €100,- compared to last year, with the aim of incentivizing a bigger trip, in terms of both scope and total attendee numbers. Board XV will also encourage this committee to think about increasing the additional costs placed on individual members to join the trip, so that they can possibly finance organizing a trip to a more desirable location.

### **24. Active members activities**

The estimated amount for the active members activities for this year sits at €300,-. Board XV aims

to use this to organize at least two activities (explanation on type can be found in 3.3) for our members who are active inside committees or in other ways active inside Ganymedes, as thanks for their hard work.

### **25. Sister activities**

The estimated amount set aside for activities organized with our sister associations, such as the yearly Sisters camp, for visiting sister activities and to organize a sister activity in Groningen, is €250,-.

### **26. Sport activities**

The budgeted amount for sport activities this year will be €200. This will be used for attending multiple sport tournaments such as DKV and possible other collaborations. Another way this money is able to be used is in sport activities that the board themselves organize.

### **27. Promotion (materials)**

Board XIV budgeted €400,- for the association's promotional expenses. Since most of this money was not used, Board XV will budget €300,-. This may appear contrary to our policy plan at first glance, but we believe that effective promotion is possible on a more conservative budget. As this budget will be used for general promotion —with activity specific promotion coming from the budgets of the committees — the budgeted amount will only be used to boost our Instagram posts, have more posters around the RUG and Hanze etc, and possibly to purchase physical advertising space.

### **28. General Members Assemblies (GMAs)**

This year we budgeted €75,- for the GMAs, TGMAs, HGMAs and SGMAs. This money is needed to cover the costs of drinks and snacks during the GMAs. We aim to have all of our General Members Assemblies in RUG buildings, such as the Harmony complex, since these are free of charge. This allows the amount of money budgeted for the GMAs to be reduced significantly from €350,- allocated last year.

### **29. Membership bracelets**

The budgeted amount for membership bracelets is €200,-. This is the same amount as last year.

### **30. Board costs**

The estimated amount for Board costs is €300,- this year. This will be used to finance public transport costs and any courses related to member safety that Board XV will take. This will also include board vest embroidery.

### **31. Constitution drinks**

Board XV has budgeted €500,- this year to organize Board XVI's constitutional drinks, €100,- less than last year. The decision was made to reduce this budget item with the aim of creating a smaller, more intimate constitutional drinks event consisting only of associations that we still intend to collaborate with in the near future. This will save money and help to make those who attend feel that they have been selected thoughtfully.

### **32. Relationship gifts**

The estimated amount for relationship gifts is €100,- this year. This is equal to the estimated costs for the 2022-2023 academic year. Relationship gifts include those for other boards during constitutional drinks, as well as farewell gifts for Board XIV.

### **33. Bank costs**

A total of €500,- has been budgeted for banking costs this year. This is to finance all transaction costs and the monthly upkeep fees charged by ING.

### **34. Notary**

As the bylaws still need to be changed board XV budgeted €1000,- for notarial costs.

### **35. Website**

Board XV budgeted €350,- for the Ganymedes website, and is planning on developing it into a more interactive and modern face for the association.

### **36. Storage**

We plan to spend just €60,- on rented storage space this year, which is simply the closing cost for exiting the rental contract. This is because Board XV plans on moving everything from storage to the new office space.

### **37. Provision lustrum**

As the lustrum will take place this academic year no money will be set aside for the next lustrum. Lustrum contributions will begin again next year.

### **38. Lustrum**

This year an estimated amount of €1000,- is budgeted for our lustrum and will be used to organize lustrum activities during this time.

### **39. Unforeseen costs**

As in previous years, Board XV also has budgeted an additional 10% of all other total expenses for unforeseen costs.

## 40. Surplus

This year we do not expect a surplus.

## 6.4 Contributions

Board XV feels it is necessary to increase the contributions of all members, donors and alumni by 15%. The subsequent raise of 15% will result in members and donors paying a membership fee of €57,50 (€50,- currently) for a full-year contract, or €40,25 (€35,- currently) for a half-year contract. For Alumni this will result in a fee of €23,- on a yearly basis (currently €20,-). This will be done to combat the inflation happening in the entire Netherlands in all sectors. This change will help to finance all the association's expenses, almost all of which are predicted to grow more expensive with time.

Another reason why Board XV aims to increase contributions is to combat the decline in total savings that the association has seen over the last half-decade\*. This loss is not sustainable in the long term and increasing contributions is an essential step in preventing further losses, and hopefully growing the association's savings as quickly as possible.

Board XV aims to have the current budget plan as proposed in 6.3 already approved as this does not include the raised contributions. If this proposal is accepted by the GMA the raised contributions will go in effect the following academic year (2024-2025). The reason behind this is that board XV deems it immoral to raise it this year as new members and current members signed up possibly with the price of €50,- or €35,- in mind.

So to sum everything up shortly: Board XV wants to put in a motion at the GMA for raising the contributions. If this is voted in favor by the members present. Then the raised contributions will go in effect in the year 2024-2025.

\*with the exception of the Covid-19 dominated years.

## 6.5 Provision Building

This is the provision set aside by Board XIII for the search of a building. As discussed previously in section 3.6, Board XV deems it impossible to find a proper recreational building in the current Dutch housing market. We propose that the provision for the building will be abolished and the €1000,- be used to line the equity of Ganymedes, so that the organization will have an additional

layer of financial security for years to come. If accepted by the GMA this will go into effect as per the day after the GMA.