

Ganymedes LGBT Student Association Groningen

Policy Plan 2021-2022

Board XIII



Preface

As in previous years, we remain in an unpredictable situation due to the presence of COVID-19, but slowly things seem to be going back to normal. We expect to also slowly bring Ganymedes back to normal -- and hopefully, that will include the parties and fun activities we've grown used to in previous years. The board, together with the committees and all members, will have to be flexible and patient, since the situation changes day to day as the pandemic develops and the government applies its countermeasures. One thing is clear: we will put our members' health and wellness before anything. Section 3.4 of this policy plan will discuss which measures we will employ regarding COVID-19.

Our vision for Ganymedes for the year 2021-2022 is characterized by three different goals. The first one is visibility. We want to bring Ganymedes a step further into society's awareness, increasing its presence online and in the city and thereby making it easier for other organizations, persons and interested parties to find us. Secondly, we have a spearhead called 'homespace'. We want to create a 'base of operations' for Ganymedes and, in this way, increase the cohesion between members and strengthen the bonds among them. We want to have a safe and comfortable place for our members to meet and help each other to grow. Lastly we have member participation. We want to motivate our members to be even more active within the association as much as possible.

The three points mentioned above will be further elaborated on in the first section of this policy plan. This will be followed by a description of each board member's tasks, after which the internal affairs will be explained. Finally, we will set forth our external policy, and end with an explanation of the budget for the upcoming period.

We look forward to this year and working together with the members of Ganymedes and other associations and institutions.

On behalf of the XIIIth board of Ganymedes LGBT Student Association,

Mari Pool, President;

Fabienne Burkard, Secretary;

Chris Vrieling, Treasurer and Commissioner of Internal Affairs;

Dacil Danioko, Vice-President and Commissioner of Internal and External Affairs.

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1. Vision

1.1 Introduction

The way we envision this upcoming academic year 2021-2022 is characterised by three spearheads, namely: visibility, homespace, and member participation. These points will be expanded on below.

1.2 Visibility

Firstly, we would like to collaborate more often with other student associations, creating more awareness of Ganymedes among the wider student population. To this end, we will reach out to various associations in order to organise shared events. We will also strive to maintain and strengthen the bonds between Ganymedes and other associations and institutions.

Secondly, we hope the circumstances will allow us to organise external societal events and take part in various lectures again. This way, we will improve visibility by reaching a larger audience.

Thirdly, we will strive to make the website more accessible and to make it an authentic and vivid representation of the association, hopefully attracting more potential members.

Fourthly, we will continue to build Ganymedes' online presence. We will become more active on social media, with help from the Promo Committee (previously the Media and PR committees, see 3.5). We would also like to further develop and apply the current house style (visible in flyers and banners) to make our posts consistent and clearly recognisable.

Finally, we will create various forms of merchandise (e.g. mugs, tote bags and saddle covers), which we will make accessible to all members and at different events. This merchandise will be sold at production price, so it will be affordable to buyers, yet will not become a large expense for Ganymedes. This plan will be explained in more detail at the TGMA 2021.

1.3 Homespace

Since Ganymedes is a *gezelligheidsvereniging*, its most important function is to facilitate relationships between members. However, currently, regular and public gatherings within this association are mostly limited to the weekly drinks and activities organised by the Activity Committee and Societal Committee. In previous years, several good initiatives for other kinds of meet-up opportunities have been introduced (such as Eten Wat De Pot Schaft). We will continue to encourage these member-led initiatives as well as offer our support in continuing and/or restoring them (as explained in 1.4, Member Participation).

Additionally (and just as importantly), we feel the association would seriously benefit from having its own stable space within this city. This would benefit social cohesion by allowing members to meet up in a casual setting, as well as contribute to the association's image as an established presence

in this city. Since previous efforts have shown there are many details and complications to this goal, we understand there is a chance this project may not be completed by the end of this academic year (though we will, of course, strive for it). We plan to build on previous experiences and knowledge, seriously consider the current possibilities, and find new possibilities if needed, so that Ganymedes will eventually be able to find its own place in this city.

1.4 Member participation

Ganymedes currently has 110 members, of which around 25 are active. This can make it hard to fill the committees and find volunteers to help with different activities, such as the KEI-week.

As the board, we want to encourage members to actively participate in the association's development. We have also noticed that many members already have great ideas for fun events or groups, and we highly appreciate the energy and diversity these initiatives add to the association. For this reason, we aim to support members' initiatives wherever we can, and make it easier for members to get their own initiatives off the ground in the first place. We want to do this by making information and resources on setting up your own initiatives more accessible (for example, by adding them to the website).

There are three ways in which we would like to implement this policy. Firstly, we will continue the use of a suggestion form, in which members can submit ideas and which we aim to discuss at the next board meeting. The board's level of involvement with these ideas will be up to the submitter. Secondly, we are introducing trial committees: a possibility for members to suggest new committees and trial-run these committees themselves. Any member who comes up with a suggestion for a committee, finds at least one other person to run it with, and offers a list of possible activities to organise, will receive guidance from the board in organising these activities for Ganymedes members. At the end of the year, we will assess how new committees have been received by members, in order to help us decide whether they will be officially appointed. Thirdly, we will also clarify how one can make a disput and thus make it easier for members to do so.

By making it easier for members to make their own ideas a reality, we hope to make them feel more motivated to stay active in the association in other ways, as well.

2. The Board

2.1 Introduction

The XIIIth board consists of four people that will perform six functions, namely those of President, Vice-President, Secretary, Treasurer, and Commissioner of Internal and External affairs. This year, to ease the workload each board member has, the role of Commissioner of Internal Affairs will be shared among the Treasurer and the Commissioner of External Affairs. 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 fulfil them.

2.4 Secretary

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

2.5 Treasurer

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

2.6 Internal Affairs

- Responsibility for committees and disputen;
- Communicating board policy to committees and disputen;
- Managing the Ganymedes Facebook page, Instagram account and the website;

2.7 External Affairs

- Maintaining (business) relations with companies and institutions;
- Contact person with sister associations
- Establishing and maintaining relations with student associations and other organisations;
- Arranging new collaborations with partners and sponsors (acquisition);
- Managing the communication towards potential members through promotion (flyers and posters);

3. Internal Affairs

3.1 Management of memberships

At the moment, Ganymedes has 110 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	22		

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

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

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

2020-2021	95	60	35
2021-2022	70		

Table 3.3

Development of the number of members

Year ³	Total number of member 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

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

2016-2017	156	113
2017-2018	166	116
2018-2019	163	110
2019-2020	133	95
2020-2021	109	69
2021-2022	92	

Table 3.4

Development of the number of new donors

Year	Total amount 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

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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	1		

Table 3.5

Development of the number of older donors

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Year	Total amount 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	2		

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	4	

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

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

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	14			

Table 3.8

Total number of honorary members

Year	Total amount of honorary members
2008-2010	0
2010-2022	3

3.2 Ganymedes night

In the previous two years, the weekly Ganymedes drinks have been held on Thursdays at 21.00. We are aware there has been some discussion on the most convenient starting time, with opinions being divided between 21.00 and 22.00. Due to corona, we will start at 21.00 this year, as the bars close at midnight. The drinks will therefore officially end at midnight. This end time might change depending on the corona measures.

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.

Considering how this year the position of Commissioner of Internal Affairs is shared between two board members (Dacil Danioko and Chris Vrieling), we provide an overview showing who is in

charge of each committee, in order to avoid confusion. This division is clarified in 3.5 *Overview Committees*.

We will distribute the active members between the committees in the same way the previous board has done: by using a preference form. This approach ensures the even distribution of committee members.

Considering the number of active members and the fact they have to be divided over all 14 committees, we would like to look at the possibility of merging a few committees. We suggest the merging of the following committees:

- Media and PR Committees: these two committees will be merged into one. (Further explanation can be found in 3.5.)
- International Committee: this committee will be disbanded, but every committee will be asked to make as many events as possible international-friendly. These committees will work together with the commissioners of internal affairs to make sure activities are international-friendly or find a solution in case they are not.

To thank our active members for their hard work, we will organise two active member activities this year. One will take place at the beginning and the other will take place at the end of the academic year.

3.4 COVID-19

At the time of writing, we are seeing a new surge of COVID-infections (mainly with the delta variant), and we are once again experiencing stricter measures after the easings in July of 2021. At the same time, the Netherlands is well on its way to have enough people fully vaccinated to be able to contain future outbreaks swiftly. This means we can be cautiously optimistic when it comes to the situation in the new academic year and start looking forward to more parties and ‘gezellige’ activities again.

As we know, it has been almost impossible to organise ‘real-life’ Ganymedes activities during the first year and a half of the pandemic. However, online get-togethers and small-scale (outdoor) activities were organised -- a solution for which we would like to express our gratitude towards the respective boards, as it was the most pleasant way to keep the association running during a challenging time. Nevertheless, we also understand that the unfortunate forced lack of real-life activities has naturally taken its toll on members’ well-being and on the general atmosphere within the association. To improve that situation, this year we intend to return to physical get-togethers, parties, and ‘gezellige’ activities as much as possible. At the same time, the safety and health of our members and the people around them will remain paramount. To be able to organise physical activities, we will therefore continue to closely observe the COVID situation and take safety measures. These measures will comply with national and local guidelines.

At this time, measures for physical activities include (among other things):

- Keeping 1.5 meters distance
- Limited number of attendees per activity, depending on the venue
- Leaving contact data, so that attendees can be contacted in case of an infection
- Providing disinfectant

We will initially ask the committees to primarily organise outdoor activities (as social distancing is easier at those types of activities), at least until the COVID-19 situation settles down further. Furthermore, each committee is responsible for preparing and carrying out online alternatives in case a planned physical activity is not possible.

Lastly, we hope it will be possible to finally organise the Ganymedes trip again. In order to minimise chances of cancellation, we will again aim for a destination within the Netherlands.

3.5 Overview committees

Activity Committee (Dacil)

The Activity Committee is responsible for organising the 'gezellige' activities. 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. The Activity Committee will be in charge of organising at least two sports activities during the academic year. It will also strive to make all activities international-friendly.

Party Committee (Dacil)

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 Meetups (GMU) (Dacil)

The Gany Meetups provide new members with a chance to get to know each other better. Led by older members (the GMU-parents), the group will meet up before going to the weekly drinks together. The actual activities during the GMU are up to the GMU-parents to decide. The GMUs will take place for a few weeks in a row, both at the beginning of the first and second semester.

Introduction Committee (Chris)

The Introduction Committee is responsible for organising the introduction camp. The members of this committee should be available during the camp, which is held in August/September, right before the start of the academic year. Additionally, the committee is responsible for organising a few introduction activities during the year, including the speed dating activities.

Audit Committee (Chris)

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 2021-2022 are:

Dana van den Brand

Liesbeth Crossen

KEI Committee (Dacil)

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 (Chris)

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 (Chris)

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. The committee will strive to make all activities accessible to international students.

Promo Committee (previously Media and PR Committees; Chris)

This 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 (being in charge of this the designated board member). 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, as was done last year) 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 (Dacil)

The Travel Committee is responsible for organising the yearly Ganymedes trip. Additionally, committee members are responsible for planning activities for during the trip.

Street Pride (Dacil)

This committee will be responsible for the organisation of the activities of Street Pride Groningen which will take place in the summer of 2022.

Confidential Advisors Committee (Chris)

The Confidential Advisors Committee is a committee fully separated from the board. 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.

3.6 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. 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.

3.7 Homespace

As explained in 1.3, we aim to obtain a physical space for Ganymedes. A more detailed plan to realise this goal is currently under construction and will be expanded upon at the upcoming TGMA 2021. At the time of writing, we have ongoing conversations with other student associations and have contacted a professor in business to gain advice. We also plan on contacting CUOS and the COC. Finally, we aim to gather information from knowledgeable parties within Ganymedes, in order to create a very clear overview on what has been tried before, why those options ultimately did not work out, and most importantly, what we can do to (re-)expand our possibilities.

3.8 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 will be taking advantage of the RvA members' joint knowledge during the following year.

The members of the RvA for 2021-2022 are:

Chris Hartwig, former Commissioner of Internal Affairs

Marley van Dortmont, former Secretary

Max van der Meer, former President

Paula Bultstra, former Commissioner of External Affairs

Margot de Bruin, former Treasurer

3.9 Alumni

As in previous years, we would like to involve alumni, former members, and older members in the association by organising Friday afternoon drinks. Of course, the Friday afternoon drinks are open to everyone. We are planning on organising these every month. We would like to continue having the Friday afternoon drinks at Café De Prins, but will look into other venues in case this is not a viable option.

3.10 Disputen

Ganymedes currently has three disputen (sub-associations), namely: Aphroderos, 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; MOOIE DINGEN ENZ. organised a fun pub quiz where members could win nice prizes, and Thee Zet Thee organised an exciting murder mystery game.

This year, in order to encourage interaction between disputen and their potential members, we also ask the disputen to have one open meeting. This does not mean that the disputen have to organise a special activity; we just ask that they allow non-dispuut members to attend one regular meeting of the dispuut's own choice. This would allow members - especially newer ones - to get to know the dispuut, and vice versa. Of course, disputen are not required to do this, but we do encourage it.

Furthermore, we as the board encourage the formation of new disputen. We will offer help and will provide resources as part of our spearhead 'member participation'.

We are looking forward to the activities that the disputen will organise this year.

3.11 Sports activities

We want to encourage a diverse range of activities. We hope to participate in the Knockerbicker tournament at G.S.V.V. The Knickerbockers again this year. Furthermore, we will ask the Activity Committee to organise at least two sports activities this year. Sports activities are also a good opportunity for collaborations with other student organisations; possible ideas include an introduction to wind surfing with SurfAce or a climbing activity with G.S.A.C.

3.12 Newsletter

As in previous years, the newsletter will be issued monthly. The board will be responsible for providing the newsletter via email. The newsletter will include the announcements of activities and weekly drinks locations for the following month. The link to the suggestion form will be included in every newsletter, in the interest of our spearhead 'member participation'. The Buddy System, Confidential Advisors, and Complaints Committee will be mentioned as well.

3.13 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 yellow, to keep following the reverse order of the colours of the rainbow. Only with the yellow membership wristband will members be able to receive discounts during the upcoming year.

3.14 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 drinks, starting the September that follows.

3.15 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. The members will be asked to give suggestions as to what they think should change. Also, the board will ensure an English translation of the bylaws for those who do not speak Dutch. This will all take place around halfway through the year. The bylaws can only be amended after they are 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 about 300 euros.

4. External Affairs

4.1 Pubs

This year, Ganymedes will have the drinks one week in Tram 13, and the other week in the House of Scandal. We have decided to appoint the President as the main point of contact between these businesses and the board.

4.2 Recruiting members

This year, we will put special effort in the recruitment of new members. Considering how last and this year, the KEI-week has not been possible in the usual format, our chances to get new members have decreased. We will therefore put in extra effort on social media, in hopes of getting more people to discover us and possibly become members. This in addition to the GMU and other introduction activities. Furthermore, we will encourage members to bring along friends to activities (if this can be done safely under the COVID-measures), in order to increase interest among students.

The points mentioned in the 'visibility' spearhead will also help recruit new members. An updated website and our active social media presence, as well as collaborations with other student associations, will go a long way towards increasing our sign-ups.

4.3 Student associations and other organisations in Groningen

Previously, the panel discussion '*Hoe gayt het in Groningen?*' used to take place in the Student Hotel, in collaboration with the COC, amongst other organisations. This year, we would like to organise these kinds of panel discussions (as well as similar activities) again and more often. Moreover we would like to strengthen our bond with The Student Hotel and explore the possibility of having societal activities there. This would mostly concern activities with external parties.

Street Pride is an initiative started by Pascal Rakers in order to involve the city of Groningen in the queer scene more. It consists of a Pride festival including parties, lectures, music, theatre and more, with Board XII having played a big part in the organisation of many of these activities. Due to the coronavirus, the project was postponed to 2022. We will contact Pascal Rakers for more information about this initiative and possibly help with its organisation, since Board XII still has their plans ready for execution in 2022.

This year, we will be initiating new collaborations with various student associations, in order to increase visibility and create joint activities that will interest both associations' members. For example, we will look into the possibility of collaborating with SIB, the United Nations Student Association, in order to create an event concerning the rights of LGBTQ+ people around the world. We are also planning on continuing and maintaining previously established contact with student associations.

In a similar vein, we will strive to collaborate with the Drie Gezusters to organise events such as the BLOOM parties (in collaboration with Marijke from the Tikibar) once more. We will also aim to organise a Eurovision week with the help of Nina from Groote Griet & Café Hoppe (which previously had to be cancelled because of COVID-19). We expect that the organisation of both events will increase Ganymedes' visibility and strengthen our relationship with the Drie Gezusters for future collaborations.

4.4 Sister associations

Just as every year, we hope to maintain a good rapport with our sister associations. Since last year, the connection with the Interurban Queer Student Network (IQSN) has been strengthened with the Sister Agreement, which is an agreement between all the member associations of the IQSN. This year, the IQSN consists of A.S.V. Gay (Amsterdam), U.H.S.V. Anteros (Utrecht), Dito! (Nijmegen), Ganymedes LGBT (Groningen), J&SV Exaltio (Enschede), and Outsite (Delft). The Commissioner of External Affairs will be responsible for keeping in contact with the sister associations this year.

Recently, a new association, Erasmus Pride (Rotterdam), was added to the sister agreement. Unfortunately Ganymedes did not vote on this topic. In the next GMA, this will be put to a vote and we will take further action depending on the results.

4.5 Sponsorships

We will maintain and strengthen the bonds we have with our current sponsorship connections. Additionally, we intend to stay on the lookout for new companies or associations to collaborate with; to this end, we will feature the sponsorship brochure more prominently when we update the website. We also plan to reach out to like-minded businesses or associations that might be interested in one-time sponsorship deals, in order to garner funds for specific activities. Finally, we will continue to promote the use of Sponsorkliks within the association; we will put a tutorial on the website that will show how to use it with ease.

4.6 Website

This year, we are planning to continue updating the website. We would like to create an online sign-up sheet, so becoming a member will become easier (and thus more appealing). We will also update the texts as needed. Furthermore, we would like to investigate whether it is possible to create a members platform where people can log in, find pictures of the events, and find extra information. We will, of course, also continue to upload new committee photos and update the calendar.

A clearer website that is easier to navigate will go a long way to further our spearheads: it will streamline many aspects of member participation, improve visibility, and attract new members.

5. Finances

5.1 Introduction

Finances are discussed in this fifth and final chapter. This starts with presenting the budget for the coming year. The budget table also shows the budget of the 2020-2021 board. Finally, we will explain why we have opted for these amounts.

5.2 Budget

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

Table 5.1

Balance

	Assets			Liabilities			
	1-9-2020	31-8-2021	Actueel		1-9-2020	31-8-2021	Actueel
Bank	€ 4.014,31	€ 8.314,25	€ 8.695,95	Equity	€ 3.625,98	€ 6.867,72	€ 7.349,42
Cash	€ 729,97	€ 843,47	€ 843,47	Provision Subsidies 2020	n.v.t.	€ 630,00	€ 630,00
				Provision Camp	n.v.t.	€ 400,00	€ 400,00
				Provision Lustrum	n.v.t.	€ 100,00	€ 200,00
				Provision Notarial Expenses	€ 200,00	€ 200,00	€ 200,00
				Provision Future GayPride	€ 750,00	€ 750,00	€ 750,00
				Provision Transfer GMA	€ 158,30	€ 200,00	n.v.t.
				Deposit cards*	€ 10,00	€ 10,00	€ 10,00

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TOTAL	€ 4.744,2 8	€ 9.157,7 2	€ 9.539,4 2	TOTAL	€ 4.744,28	€ 9.157,72	€ 9.539,42
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*This amount consists of: Deposit for cards, which people will get back from us upon return of their cards.

Table 5.2
Budget plan

Income	Budget 2020-2021	Budget 2021-2022	Expenditure	Budget 2020-2021	Budget 2021-2022
1. Contribution members	€ 6.000	€ 6.000	15. General activities	€ 200	€ 600
2. Contribution donors	€ 500	€ 500	16. Activity Committee	€ 750	€ 750
3. Contribution alumni	€ 300	€ 300	17. Societal Committee	€ 400	€ 400
4. Sponsorship	€ 500	€ 800	18. International Committee	€ 150	€ 0
5. Subsidies	€ 500	€ 600	19. Sister activities	€ 200	€ 300
6. Other incomes	€ 0	€ 0	20. Sports activities	€ 130	€ 200
7. Mutation provision TGMA	€ 200	n/a	21. Parties	€ 500	€ 500
8. Mutation provision subsidies	€ 630	n/a	22. Gala	€ 400	€ 400
9. Mutation provision camp	€ 400	n/a	23. Travel Committee	€ 450	€ 1.000
10. Mutation savings account	€ 850	€ 3.000	24. Introduction activities	€ 800	€ 500
11. Mutation provision Consti	n/a	€ 200	25. Pride	€ 220	€ 500
12. Mutation provision KEI	n/a	€ 300	26. Active members	€ 250	€ 500
13. Mutation provision notary	n/a	€ 300	27. Family day	€ 300	€ 300
14. Provision association's property	n/a	€ 1.000	28. KEI week	€ 1.150	€ 1.300
Total	€ 9.880	€ 13.000	29. Promotion (material)	€ 400	€ 400
			30. Relationship gifts	€ 100	€ 100
			31. Board costs	€ 350	€ 350
			32. GMAs	€ 250	€ 350
			33. Constitution drinks	€ 600	€ 600
			34. Membership wristbands	€ 110	€ 110
			35. Bank charges	€ 400	€ 450
			36. Website	€ 125	€ 290
			37. Storage	€ 500	€ 300

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			38. Property	n/a	€ 1.000
			39. Notary	n/a	€ 300
			40. Provision Iustrum	€ 100	€ 100
			41. Unforeseen costs	€ 1.000	€ 1.300
			42. Surplus	€ 45	€ 100
			Total	€ 9.880	€ 13.000

5.3 Explanation of budget items

5.3.1 Income

1-3. Contributions

The budget is based on 120 members, ten donors and fifteen alumni. The contribution fee for members and donors is €50,- and the contribution fee for alumni is €20,-.

4. Sponsorship

This year we expect to receive €800,- in sponsorships. This is 300,- more than last year. We will actively contact possible sponsors to generate more income.

5. Subsidy

This year we expect to receive €600,- in subsidies from the municipality of Groningen and funds. This is 100,- more than last year. We expect that the Gala, as a Queer Prom, will be eligible for subsidy.

6. Other incomes

This year we do not expect any other incomes.

7. Mutation provision TGMA

This no longer applies to us.

8. Mutation provision subsidies

This no longer applies to us.

9. Mutation provision camp

This no longer applies to us.

10. Mutation provision savings account

We expect to collect less income this year than in previous years, but there is a lot in the savings account that can (and should) be used. Also, we would like to rent a property as well as raise the budget for various things. To this end, we want to use €3.000,- from the Ganymedes savings account.

11. 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.

12. Mutation provision KEI

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

13. 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 XII for the coming year.

14. Reservation association's property

This year, we will 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 this savings for the points above.

5.3.2 Expenditure

15. General activities

The estimated amount for general activities is €600,- this year. This is €400,- more than the estimated amount of last year. We want to use this amount for member initiatives, possible trial committees, and activities organised by the board.

16. 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.

17. Societal Committee

The estimated amount for the Societal Committee is €400,- this year. This is the same as the estimated amount of last year. This amount is the budget of the Societal Committee to organise societal activities.

18. International Committee

This year, the International Committee will no longer have a budget as it no longer exists.

19. Sister activities

The estimated amount for sister activities is €300,- this year. This is €100,- more than the estimated amount of last year. We want to use this amount for the organization 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.

20. Sports activities

The estimated amount for sports activities is €200,- this year. This is €70,- more than 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.

21. 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.

22. Gala

The estimated amount for the gala is €400,- this year. This is the same as the estimated amount of last year. This amount is the budget of the Party Committee to organise the gala.

23. Travel Committee

The estimated amount for the Travel Committee is €1.000,- this year. This is €550,- more than the estimated amount of last year. This amount is the budget of the Travel Committee to organise this year's trip. We raised the budget to give them more wiggle room to organise a great trip.

24. Introduction activities

The estimated amount for introduction activities is €500,- this year. This is €300,- lower 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 throughout the year. The amount is lower as the previous board planned to organise two introduction camps last year, involving a budget of approximately €400,- per camp. This means that we will only need half of last year's estimated amount. The extra € 100,- is intended for possible introduction activities throughout the year.

25. Pride

The estimated amount for Leeuwarden Pride this year is €500,- this year. This is €280,- more than the estimated amount of last year. This is due to the fact there might be two Leeuwarden Pride events this year (due to corona last year).

26. Active members

The estimated amount for active members is €500,- this year. This is €250,- more than the estimated amount of last year. We want to use this amount for activities for the active members.

27. Family day

The estimated amount for the family day is €300,- this year. This is the same as the estimated amount of last year. We want to use this amount for the organisation of the family day.

28. KEI week

The estimated amount for the KEI week is €1.300,- this year. This is €150,- more than the estimated amount of last year. This amount is the budget of the KEI Committee to organise the KEI week.

29. 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 visibility of Ganymedes by promoting via social media. We also want to continue putting up posters.

30. 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.

31. Board costs

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

32. General Members Assemblies

The estimated amount for General Members Assemblies is €350,- this year. This is €100,- more than the estimated amount of last year. We want to use this amount for the organization 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.

33. 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 organization of the constitution drinks.

34. Membership wristbands

The estimated amount for membership wristbands is €110,- this year. This is the same as the estimated amount of last year.

35. Bank charges

The estimated amount for bank charges is €450,- this year. This is €50,- more than the estimated amount of last year. We want to use this amount for the monthly costs for ING, the accounting program and the transaction costs.

36. Website

The estimated amount for the website is €290,- this year. This is €165,- 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.

37. Storage

The estimated amount for storage is €300,- this year. This is €200,- less than the estimated amount of last year. We want to use this amount for the monthly costs for the storage space. As the company that owns the current storage unit keeps increasing its prices, we have looked for an alternative and found a space that will be about €25,-/month. We will switch as soon as possible.

38. Property

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

39. Notary

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

40. Provision lustrum

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

41. Unforeseen costs

We budgeted a total of 10% for unforeseen costs.

42. Surplus

We expect a surplus of €100,- this year.