

Ganymedes LGBT+ Student Association Groningen

Policy Plan 2024-2025

Board XVI



Preface

Just like that another year has passed and it is now up to us, board XVI, to present you with our plans for the upcoming year and we are happy to do so! This year we wish to focus on member retention and growth, we'd also like to continue board XV's efforts of improving inclusivity within the association, as well as focussing on more collaborations with other associations and organisations.

As a result of the efforts of board XV and all the boards before Ganymedes is now almost at 200 members, and this year it is our goal to exceed that number. In order to achieve that it is also important that our members are still excited about the association, what it does and what it stands for. This year we hope to encourage both newer and older members to become active in the association as well. We view committees as a great way to get connected, make friends and have a say in what you want the association to do. All of these benefits should have a focus in promoting committees, making it something people are excited to do. Board XV started on the foundation of a long term plan to invite more inclusivity and diversity into Ganymedes spaces, this is something we find very important and would like to continue. This means organising events that are welcoming to people from various walks of life and listening to both member and outside input on accessible spaces and events. Another way to give Ganymedes the opportunity to improve its inclusivity is through collaborations with other associations, some of which may be offered to us and others we can seek out. This ties in with our third vision of wanting to focus more collaborations with other associations, organisations, and people in Groningen (and sometimes outside of it) to offer new opportunities for fun and interesting events for our members, as well as make Ganymedes more known amongst other organisations and its possible members as well.

Aside from the main vision points we also want to emphasise that we wish to continue with board XV's work on improving social safety within the association, this will be explained upon more within the internal and external sections of this document.

All of the plans laid out in this document have the common aim of continuing the improvement of Ganymedes as an association. Continuing the efforts of keeping it a welcoming, safe, and encouraging environment where people feel seen and have the chance to find their community. We hope to build on the work that has been done before, so that the many boards after us can build on our work as well.

On behalf of the XVIth Board of Ganymedes LGBT+ Student Association Groningen,

Manon Wilms (she/her), President;

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

Gabriel Cîrcu (he/they), Treasurer;

Jules Roboz (they/he), Commissioner of External Affairs;
Ádám Zoltán Balogh (he/him), Commissioner of Public
Relations;

All of the above, Commissioners of Internal Affairs

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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) establishing new connections

1.2 Member Retention

As board XVI, we believe that there is still room to introduce many students to our association and with it an opportunity to improve member retention and active membership. There will certainly be members who leave due to the lack of time or energy to attend events which students often experience as the year progresses. However, we plan to continue organising more large social events with mass appeal and continue to be a safe and fun environment whilst striking a balance of open and member-only events to incentivize membership. This can be done by selecting different Tuesday activities on a case-by-case basis to be members only however, members can bring a plus 1 so a non-member can still attend it. Despite this BookCie meetings will always be closed and Thursday drinks will always be open. We also plan to encourage and make joining committees more appealing to potential active members to ensure a better work balance for active members and the association as a whole in the future.

1.3 Inclusion

As board XVI we aim to continue to improve racial, ethnic, cultural, and religious diversity and inclusion within Ganymedes and amongst queer people. We believe we can be more inclusive as an association by collaborating with organisations that are welcoming to queer students of all backgrounds and continue to create a more comfortable social environment for all. With this we hope that queer students of different minorities will join, increasing the demographic diversity. We will continue to improve racial, ethnic, religious, and cultural awareness within the association through cultural activities and within our promotion online while continuing to crack down on racism and cultural insensitivity as a top priority.

1.4 Collaboration

This year we would like to aim to create new connections and continue to strengthen our current collaborations as an association. By doing so we hope to increase sports and educational collaborations, the former being successful this past year and aim to continue this into the next year. With these, we hope that our visibility and standing as an association continues to improve. We also hope this will have the added effect of opening new doors for educational collaborations and better our ability to discuss and learn about queerness in and surrounding academia. We will balance this by strengthening connections with our current collaborators by trying to work more closely together and improving our relationships further throughout the year.

2.The Board

2.1 Introduction

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

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;
- Applying for subsidies;
- Contact person for the Audit Committee.
- Managing relations with financial institutions

2.6 (Shared) Commissioner of Internal Affairs

- Responsibility for designated committees and disputer;
- Communicating board policy to designated committees and disputer.

2.7 Commissioner of External Affairs

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

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

2020-2021	14	9	5
2021-2022	73	42	31
2022-2023	67	33	39
2023-2024	71	42	29

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

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

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	74	50	24

Table 3.3
Development of the Number of members

Year ³	Total number of members over the whole year	Total number of members at the end of the academic year
2008-2009	14	
2009-2010	32	
2010-2011	35	
2011-2012	98	
2012-2013	156	
2013-2014	182	
2014-2015	164	
2015-2016	182	112
2016-2017	156	113
2017-2018	166	116
2018-2019	163	110
2019-2020	133	95
2020-2021	109	69
2021-2022	135	82
2022-2023	141	132

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

2023-2024	145	92
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Table 3.4*Development of the number of new Special Members*

Year	Total number of new Special Members	Number of new continuing Special Members (gauged on August 31 at the end of the academic year)	Number of new quitting Special Members (gauged on August 31 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	3	3	0

Table 3.5*Development of the number of older Special Members*

Year	Total number of older Special Members	Number of older continuing Special Members (gauged on August 1 at the end of the academic year)	Number of older quitting Special Members (gauged 1 at 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	6	2

Table 3.6
Development of the number of Special Members

Year	Total number of Special Members over the whole year	Total number of Special Members 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	11	9

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 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	23	4	3	20

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

Table 3.8*Total number of honorary members*

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

3.2 Ganymedes Drinks

The weekly drinks will primarily be held at Tram13, approximately once a month the drinks will be at various other bars or cafes in Groningen. This decision was made to give members the chance to get to know a small assortment of other queer-friendly bars besides Tram 13. There were a few Thursday evenings this year where Tram13 would be unavailable so those dates are a perfect opportunity to explore other bars as well. The starting time for the drinks remains 21:00, with the ending time being at 2:00. If there are less than ten people attending after 1:00, the present board members are no longer responsible and are free to go home.

Due to the large success of karaoke drinks last year, we plan to continue to host karaoke drinks every so often. Karaoke drinks tend to have a large turnout and are well-liked by members.

3.3 General Internal Policy

At the time of writing this document board XVI does not have a commissioner of internal affairs, since this is typically the person responsible for committees some necessary changes were made. The responsibility for committees will be split amongst all five current board members, an overview of this can be found later in the internal affairs section.

Committees are what keep Ganymedes both fun and functioning so it is important to us to make sure that they feel as supported as possible. In principle board members are present in committees to oversee and step in when needed or asked for, they will help committee members get started at the beginning of the year and hopefully be able to be a bit more in the background for the rest of the year while still being available for questions or to offer a helping hand. Some committees may have two board members overseeing them, this is the case for committees that are known to have a high workload or have a higher chance of being understaffed. Another reason for this is that if one of the board members has a busy schedule amidst a busy period for a committee, it's easier to ask someone else to take over the oversight of a certain committee for a bit since they're already aware of what is going on.

This year we'd like to encourage as many members as possible to become active in committees, two opportunities to do so will be the committee drinks and the committee games

event. Both serve the purpose of getting members familiar with the existing committees, offering them a chance to chat with active members and getting the chance to sign up for committees themselves. Another way to motivate people to join committees is to focus on the social aspects of it rather than the workload. We view committees as a great way to meet people, make friends and become familiar with the association and the people in it. This is something that should be emphasised in the sign-up forms as well as in the promotion of committees. It should still be clear what a committee entails and people are still encouraged to share what amount of time they have spent on it since joining a committee should be an informed decision, but a tone focused on the benefits may be more encouraging.

One of the changes we are making in committees is regarding the buddy system, this has previously been listed as a committee alongside other committees. However, we feel that it is more of a separate system. In collaboration with Board XV we decided to separate it from other committees and no longer promote it as one either. The buddy system will be promoted separately from the other committees to encourage members to sign up for it either alongside other committees or without having to do other committees as well. It will keep functioning in the same way, a pool of buddies whom the board can ask to accompany someone to an event. The buddy system will also have its own page on the Ganymedes website, through this page people can both request a buddy as well as sign up to be one year-round.

Another slight change regards the Grievances and CA committees. Last year the decision was made to pre-select members for the Grievances committee and the Confidential Advisors, this year we decided to add them to the sign-up forms again but on a separate page. We want those committees to have an interview process since the members on them deal with sensitive information and people in vulnerable positions. An interview with a board member and past committee member can make sure that a person applies with the right motivation, a correct understanding of their responsibilities, and preferably an interest or experience in social/behavioural studies or work.

3.3.1 Safety

We aim to continue the work of Board XV on safety within the association as well as launching new initiatives to improve social safety, data protection, and transparency. We plan to highlight the recently completed Code of Conduct and establish a concrete set of guidelines for behaviour within the association. We aim to make knowledge about these guidelines widespread so that members know what to expect regarding behaviour at our events and where/how to report any misbehaviour. Additionally, we plan to communicate these guidelines to our venues and bars in person to work together on establishing a consensus on how misbehaviour should be handled. We believe this will lead to an overall higher assuredness and feeling of safety within the association.

We also plan to improve data protection within the association, especially in areas where sensitive documents are stored. This concerns Board, Confidential Advisors, and Grievances Committee documents and emails. We plan to come up with a system that minimises the risk of

sensitive documents getting leaked to members or to the public, as well as reducing the visibility of sensitive emails and documents to as few relevant people as possible, within the confines of data preservation guidelines and the House Rules.

3.3.2 Sustainability

We'd like to focus on making our events as sustainable as possible, this means largely continuing with the tradition of recycling plastic bottles at supermarkets. We also want to keep the recent tradition of swap events. At these events, members come together to swap their clothing, plants, books, et cetera. This leads to none of those items going to waste, and it's an easy and accessible way of obtaining nice secondhand clothes or decorations. We are also happy to hear any sustainability suggestions members may have for the association and we would like to work together with them to see if we can make it work.

3.4 Overview Committees

3.4.1 Activity Committee (Manon & Jules)

The Activity Committee is responsible for organising at least one activity a month, these can range from cosy to more active events.

3.4.2 Party Committee (Adam & Sarisa)

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

3.4.3 Gany Introduction Groups / GIGs (Sarisa)

The new members will be invited to a dinner at a different host's home for several weeks during the introduction period (September & October, in addition to February and March). This is intended to facilitate mingling and will allow new and old members to meet and bond with each other in a comfortable environment. The GIGs will be organised by the GIG-committee as well as the board. Aside from the dinners before the drinks we also want to add one GIG event where all GIG groups can come together for a board game night. The reason for this is that there may be some newer members who don't want to go to the drinks and would like to get to know people in the association through a calmer event, this way they can spend more time together than would be the case in just dinner. This particular GIG event would also include most if not all new board members so new members also have a nice chance to really get to know us a bit better.

3.4.4 Introduction Committee, or Introcie (Adam & Gabriel)

The Introduction Committee is responsible for organising a string of introduction activities at the start of each semester. They will also be responsible for the organisation of the annual camp in August or September 2025, and it is expected that some of the committee members will be available to attend the camp as well.

The committee was already set up in early August and managed to prepare all the introduction activities of this semester almost entirely during the same month already.

3.4.5 Audit Committee (Gabriel)

The Audit Committee supervises the finances reported by the Treasurer of the board. The committee should verify the complete financial situation before the TGMA and HGMA. 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 2024-2025 are:

Evie Veenhuizen

Elayne Pas

3.4.6 KEI Committee (Manon & Sarisa)

The KEI Committee is responsible for organising 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 strongly desired that all KEI Committee members be physically present during the KEI-week.

3.4.7 Grievances Committee (Jules)

As part of our safety initiative, we plan to continue the restructuring of the Grievances Committee in order to improve its functioning. This includes coming up with a selection process for Grievances Committee members, as well as recommendations for university-offered training they can take. The aim is to make sure Grievances Committee members are equipped to deal with any arising incidents and have the support and qualifications they need to do so.

At the time of writing, Grievances Committee members have not been selected yet.

3.4.8 Societal Committee (Manon & Jules)

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 is available to photograph the planned activities.

3.4.9 Promo Committee (Adam)

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.

3.4.10 Travel Committee (Gabriel & Sarisa)

The Travel Committee is responsible for organising the yearly Ganymedes trip during springtime. 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. They are also expected to attend the trip.

3.4.11 Pride Committee (Adam & Gabriel)

This committee will be responsible for the organisation of the Ganymedes-affiliated activities of Pride Groningen which will take place most probably in the summer of 2025. Starting with this academic year, the committee will also be in charge of organising a set of activities during Pride Month.

3.4.12 Confidential Advisors Committee (Manon)

Confidential Advisors are the point of contact for members who need someone to talk to. They sign an agreement stating they have a duty of confidentiality, which guarantees anonymity and privacy for the members that reach out to them. The Confidential Advisors Committee is a committee that is separated from the board; the only way the board relates to the committee is by being involved in selecting its members and helping to install them. The selected Board member will also remain the Committee's main point of contact within the Board.

Building on previous years, the Board will keep encouraging the Confidential Advisors to refer members to the Grievances Committee 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.

3.4.13 Book Committee (Manon)

The BookCie is a book club that organises monthly book discussions. The books are voted on by members using a poll and can be any genre. This year the committee will have an increased budget so they can host more of their meetings at the graanrepubliek instead of a members house. Committee members are in charge of buying snacks, organising the poll and announcements, and making sure that the Promo Committee promotes the meetings.

3.4 Baby committees

In the year 2024/2025, we are planning to establish a Yearbook Committee that would be responsible for creating a regular magazine for and about members, showcasing life in Ganymedes, recapping key memories and including interesting articles and interviews. Without revealing too much about our plans we believe it would be a meaningful way to provide a memento and share lifelong memories made within the association. The magazine would be very efficient in terms of finances and could be ordered by members in a printed form and later uploaded in a digital version. Besides the magazine, the committee would help out selecting and editing photos and of course, creating the yearbook at the end of the year.

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.

Listing the buddy system as a committee gives it the impression that it has a similar work load to other committees when this is not the case. We want to make the buddy system a central part of the Ganymedes website where both members and potential members can sign up for it regardless of any other committees. Members will be encouraged to sign up by advertising it in the whatsapp group, members who sign up will still be in a group chat like they are now where the board can easily ask if a buddy is available. We hope that by making it a separate thing more people will sign up as a buddy, so we can avoid instances where no one is available.

3.6 Homespace

Ganymedes gets to keep their office space this year which is something we are very happy with. The office will serve as a storage as well as a workspace for board members to work on their tasks. We will also continue to host open office hours where committee members can have an opportunity to work on tasks and can come by if they wish to discuss something with the board in person.

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 2024-2025 are:

Mari Pool

Levi Bernáth

Evie Veenhuizen

3.8 Alumni

Like in previous years we wish to continue the tradition of organising an event for alumni. We hope to use the information gathered by the previous boards to create an event that is enjoyable for the alumni.

3.9 Disputen

Ganymedes currently has two active disputen, Thee Zet Thee and Steekje los. Aside from those there is also MOOIE DINGEN ENZO who was put on inactive during the SGMA on October 23rd, 2023. It will be declared dead this year if they do not organise an event, they will get a final reminder a month before the HGMA the upcoming year. Every dispuut has to organise one open event every year to get members acquainted with the dispuut and to possibly invite new people in.

We will also encourage the creation of new disputen by offering those interested the information on how to go about setting up a dispuut.

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 all the things it has previously included as well.

3.12 Membership wristbands

In previous years the traditional six-coloured rainbow flag was closed by choosing a red-coloured membership bracelet for the year 2023/2024. We decided to proceed forward using the combinations of the progress flag, using the colours of the transgender flag, opening a new door for future boards to jump on the trend. This was something we insisted on considering last year's rebrand when the LGBT in the association's name was changed to LGBT+ for more inclusivity. We decided to add confetti as a pattern to the wristband to celebrate this new era of the association.

3.13 Defaulters

In case a member is not able to pay their member contribution after repeated reminders, their membership will be cancelled. This is as described in the bylaws (*statuten*) of Ganymedes. Defaulters will be unable to use their member discount at the drinks, starting the September that follows.

4. External Affairs

4.1 Pubs

Our schedule and plans regarding the bars has been laid out in the internal policy section regarding the drinks. This means keeping our long standing collaboration with Tram13, as well as reaching out to several other bars around the city. Aside from the logistical aspects we hope to boost attendance at the drinks by keeping the tradition of karaoke drinks going multiple times a year. We also like to promote "bar culture" to encourage members to use their discounts, buy each other a round of drinks, et cetera so the bars will also remain happy with us.

4.2 Collaborations

We plan to increase the amount of sports and educational collaborations. We believe that last year's sports collaborations were very successful and that there is a demand for more of them from our members. The same can be said for educational collaborations, for which we have gained many contacts across the past year.

We intend to use our constitutional drinks as an opportunity to invite associations that may hold opportunities for collaboration in the future as a sign of good will.

4.3 Sister associations

When it comes to IQSN we would like to continue the efforts of arranging overnight stays for members of all associations. This means overnight stays available for students from Ganymedes who wish to travel to other cities for their events, as well as the opportunity for students from other cities to stay with Ganymedes members when we organise an activity here. The previous board suggested we look into the option of sharing resources among IQSN affiliated associations. This may look like a shared database of resources regarding mental health or study regulations which may be useful for students that move to or away from Groningen as they continue or round off their studies. We have not made a clear plan for this yet, but we feel it is a good idea to keep in mind.

4.4 Sponsorships

In terms of our existing sponsorship, we plan to increase awareness of our Sponsorkliks page in members, as we believe it is an important resource for raising capital and not many people are aware of it. We also plan to reach out to new sponsors and continue recurring sponsorships. This would come at no cost to the association and allow us to spend the revenue we gained on more and higher quality activities for our members. Possible targets as sponsors are EasyToys, IKEA, Graanrepubliek, Purperen Draak, WirWar, but more will be looked into as the year goes on. We also hope to attract conditional sponsorships for educational activities, sustainability and more.

5. Public Relations

5.1 Introduction

As the commissioner of Public Relations is a relatively newly introduced position, the previous board's focus was on how somebody dedicated for this role could improve the online presence of the association and provide informative promotional materials for the events. This year we

would like to continue spreading our wings with our online representation and see how we can use the features of social media platforms to engage more with potential future members and how to let our current members' voices be heard.

5.2 Social Media

We believe feedback is crucial for a sustainable functioning of an association and we would like to continue the successful work of last year's PR team to ensure satisfaction and gather new ideas that the members have. One proposal for that is to make a monthly feedback session where members can share their opinions, suggestions and ideas. In order to carry it out safely, an anonymous google form will be used. Furthermore we are planning to post more reels and stories with interactive tools to engage either for creating a hype for an upcoming event or recapping previous times.

5.2.1 Monthly playlists

Previously there was an annual playlist assembled by the new board that was used on events and drinks. This year we decided to switch to a monthly updated system that lets us keep up with new releases and hear our new favourite jams throughout the year. In order to make it as inclusive as possible we let our members submit their song ideas through instagram at the end of the previous month.

5.2.2 Monthly overview posts

Revamping the social media templates such as the monthly activity schedules enables us to improve in terms of communication. As we are introducing more members-only events in the year of 2024/2025, we found it crucial to display a clear indication of it. On the monthly overview posts, we decided to use a blue colour for those events that require membership. Furthermore we decided to put the shortened name of the day next to the date to make it more legible.

5.2.3 Privacy is key

To ensure a safe and respectful way of engaging our Promo Committee will continue to prioritise asking for individual permission of the event goers to take pictures and videos of them for social media use. In case a person feels uncomfortable with contents already posted, we will make sure to remove it from the social media accounts.

5.3 Merchandise

Based on the business contacts and information provided by board XV, we are planning to roll out merchandise that can be purchased through our website.

5.4 Organizational matters

We would like to bring back the concept of walk-in times. Mentioning only the starting time still leads to many people being late, that also means that events often still started later than advertised meaning that the people who were on time spend a long time waiting. This can lead to annoyances of not knowing if an event will actually start on the advertised time or not. Bringing back the concept of walk-in times also means that an event will start on the promised starting time regardless of people being late, we hope this will also motivate people to not be late as they will miss part of the event. Another way to do this, should walk in-times not be beneficial, is to simply start the event at the advertised time regardless of people being late.

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 2024-2025 is then shown and detailed, with explanations of various items provided. It concludes with a rundown of the contributions and a conclusion.

6.2 Budget

The balance (table 6.1) shows the financial situation of the situation on 1st of September 2024. The budget table (table 6.2) below shows the expected income and expenditures of Board XVI.

Table 6.1

Balance

	Assets			Liabilities	
	01-09-2023	01-09-2024		01-09-2023	01-09-2024
Old bankaccount	€3,371.09	-	Equity	€1,213.24	€2,804.90
New Bank account	-	€2,299.82	Provision Building	€1000.00	-

Cash	€442.15	€389.65	Provision WBTR	€500.00	-
Debtors	-	-	Provision Notary	€500.00	-
To be received	-	-	Provision Lustrum XV	€400.00	-
Paid in advance	-	€1,609.15	Provision Materials	€200.00	-
			Provision Booklet	-	€324.56
			Provision Inclusive Gala Location	-	€368.72
			To be paid	-	€460.00
			received ahead	-	€340.44
TOTAL	€3,813.24	€4,298.62	TOTAL	€3813.24	€4,298.62

Table 6.2*Budget plan*

Income	Results	Budgeted	Expenditure	Results	Budgeted
	2023-2024	2024-2025		2023-2024	2024-2025
1. Contribution Members	€ 6.250	€ 8.880	15. General Activities	€ 770	€1000
2. Contribution Special Members	€ 450	€ 660	16. Activity Committee	€ 481	€550
3. Contribution Alumni	€ 340	€ 525	17. Societal Committee	€ 165	€500
4. Sponsorships	€ 601	€400	18. Book Committee	€79	€200
5. Subsidies	€ 0	€ 1.400	19. Party Committee	€ 574	€850
6. Other income	€ 809	€ -	20. Gala	-€ 168	€568,72
7. Freefall Provision Notary	€ 143	€ -	21. KEI Committee	€ 1.040	€1.400
8. Merchandise	€ 0	€ 200	22. Pride Committee	€ 179	€500
9. Freefall Provision Building	€ 1.000	€ -	23. Introduction Committee	€ 143	€1.050

10. Freefall Provision Materials	€ 200	€ -	24. Travel Committee	€ 557	€800
11. Freefall Provision Lustrum	€ 500	€ -	25. Active Members Activity	€ 238	€350
12. Provision Inclusive Location	€ -	€ 368,72	26. Sister Activities	€ 395	€250
13. Provision booklets	€ -	€ 324,56	27. Sport Activities	€ 200	€200
			28. Promotional (material)	€ 507	€550
			29. GMAs	€ 39	€40
			30. Membership Bracelets	€ 189	€200
			31. Board Costs	€ 284	€450
			32. Constitution Drinks	€ 615	€700
			33. Relationship Gifts	€ 113	€100
			34. Notary	€ -	€ -
			35. Insurance	€ 26	€ -
			36. Bank Costs	€ 462	€500
			37. Website	€ 295	€400
			38. Storage	€ 48	€ -
			39. Lustrum	€ 1.072	€ -
			40. Provision Lustrum XX	€ -	€300
			41. Booklets	€ -	€324,56
			42. Unforeseen Expenses	€0	€1.200
			43. Costs Previous Board Year	€ 396	€ -
14. Result / From equity	€ -	€225	44. Result / Towards equity	€ 1.592	€ -
Totals	€ 10.293	€12.983,28	Totals	€ 10.293	€12.983,28

6.3 Explanation of budget items

6.3.1 Income

1-3. Contributions

The budget for the year 2024-2025 is based on 148 members, 11 special members and 21 alumni that the association had in early August as this is a good estimate of the number of members over the whole year. Members and donors pay a yearly contribution fee of €60,- , while alumni pay a contribution fee of €25,-. Members and donors are also able to opt for a half-yearly membership, for which they pay €45,-. These amounts are valid starting with this year bringing extra income to the association compared to last year.

4. Sponsorships

Board XVI expects to gain €400,- from sponsors, by promoting Sponsorkliks within the association more extensively especially around the time people have the choice of switching their health insurance as this might bring to the budget around €18 per change of insurance. In addition we would promote on Sponsorkliks certain online shops that are more likely to be used by people or which bring us higher commissions (EasyToys, Coolblue, Bol.com, Mediamarkt, Thuisbezorgd etc.) and by trying to find other institutions and/or companies to sponsor Ganymedes. Possible targets as sponsors are EasyToys, IKEA, Graanrepubliek, Purperen Draak, WirWar.

5. Subsidies

Board XVI expects €1400,- in subsidies from different organisations such as the municipality (especially for the Gala), Trustfonds, PANN fonds etc. Last year some of the applications for subsidies were not successful and we will try to improve them this year. Board XVI also plans on expanding the list of possible funds by adding the VSB Fonds. In addition there are high chances of applying for the Activity Subsidy from CUOS and the Green Subsidy from the Green Office of Rijksuniversiteit Groningen. We hope to gain subsidies to fund societal activities, parties, the yearly gala and our events for Pride month and Pride Groningen.

6. Other income

We do not expect any other income this year.

7. Freefall Provision Notary

The previous board obtained this money by using the provision for the change of bylaws. This is not applicable anymore during the tenure of Board XVI.

8. Merchandise

We hope to gain €200,- from merchandise this year and hope to expand our efforts in the future in order to diversify the stream of income.

9. Freefall Provision Building

Board XV disbanded the provision for a building and received €1000. This is not applicable anymore for 2024-25.

10. Freefall Provision Materials

Board XV disbanded the provision for materials and received €200. This is not applicable anymore for 2024-25.

11. Freefall Provision Lustrum

Board XV disbanded the provision for the third lustrum and received €500. This is not applicable anymore for 2024-25.

12. Provision Inclusive Location

Board XV received €1000 from CUOS as the Internationalisation and Inclusion subsidy. Out of this amount €368,72 are to be used for a more inclusive location for people with disabilities. Board XV did not have the chance of using this amount and therefore XVI will use it for the yearly gala to make it more accessible.

13. Provision booklets

Board XV left apart from the €1000 received from CUOS an amount of €324,56 for funding the process of designing and printing booklets with information regarding housing, the ways of seeking help and other practical and essential information for students and their wellbeing.

14. Result / From equity

€225 is budgeted to be used from equity. This comes as a result of a most likely undesired outcome for the annual camp in terms of realisation.

6.3.2 Expenditure

15. General activities

The €1000,- 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 organised by the Board and member's initiatives. In addition, this will also include the increasing number of collaborations and the snacks deposited at Jimmy's.

16. Activity committee

This year the activity committee will receive €550,-, a major cut from last year.. In the last years, the committee went under budget constantly and therefore its budget was reduced to an amount relatively close to the realised one from 2023-24. This amount will be used for organising recreational activities such as arcades, pooling etc.

17. Societal committee

Board XVI has budgeted €500,- the same as Board XV. However, the realisation of Board XV for the committee showed a significantly lower amount. The budgeted amount of Board XVI is still being kept at €500 as the subsidies are written down in the income column and are not considered per committee unlike the results of 2023-24. This budget will be used by the societal committee to organise societal activities. This amount will not include the snacks as they are included already in the general activities item. The board is encouraging the committee to organise at least one activity suitable for a subsidy.

18. Book committee

This year €200,- has been budgeted for the book committee. This mostly consists of snacks during book meetings in addition to a possible payable amount for rent to Graanrepubliek as most of the meeting of the committee of this year will take place there.

19. Party committee

The estimated amount for the party committee is around €850,-. This is €100,- more than the budgeted amount of last year. Board XVI wants to use this money to organise bigger parties that better reflects the thriving student nightlife of Groningen including an introduction party in September 2024.

20. Gala

The estimated amount set aside for the yearly Gala will be €568,72. This includes the amount of €368,72 from the CUOS subsidy. Thus, the rest of €200 reflects a major cut compared to the last year which is based on the last two editions of the gala going severely under budget to the extent of even making a profit. The application for a subsidy from Gemeente Groningen might help the gala to increase in quality this year.

21. KEI-committee

The KEI-committee will receive €1400,- to organise activities during KEI-Week 2025. An additional amount of €150,- has been added compared to last year in order to fund bigger activities during this week.

22. Pride committee

Board XVI has budgeted €500,- for the Pride committee to organise activities during Pride Groningen 2025 and a set of activities during the month of June 2025.

23. Introduction committee

Board XVI has budgeted €1050,- for the introduction committee (IntroCie) to organise activities for new members during September and October 2024, February and March 2025. Out of this amount, €225 represents money taken from equity for the annual camp which is regarded as an introductory activity and therefore covered by this budget item. Even with the rest of €825 not coming from a provision, this amount is still €175 higher than last year which is a direct consequence of Board XVI wanting to invest more in member acquisition and retention.

24. Travel committee

The estimated amount budgeted for the travel committee to organise the yearly trip is €800. It is the same as last year because a substantial increase is needed to increase the size of the trip solely from this amount considering 20-25 people attend the trip and this substantial amount is not available for the moment. The realisation of the last year was lower due to pure luck as our group was wrongly considered a school group and we were waived from paying city tax and full price for some tickets and it is not necessarily an indication for the coming year. In addition, Board XVI will give free will to the committee to decide upon a personal contribution for the trip without indicating a preference for a bigger or smaller trip.

25. Active members activities

The estimated amount for the active members activities for this year sits at €350,-. Board XVI aims to use this to organise at least two activities for our members who are active inside committees or in other ways active inside Ganymedes, as thanks for their hard work.

26. Sister activities

The estimated amount set aside for the IQSN camp organised with our sister associations is €250, the same as last year. The other activities organised as part of IQSN are included in the general activities item.

27. Sport activities

The budgeted amount for sport activities this year will be €200. This will be used to cover the expenses of the collaborations with sport associations. Another way this amount can be used is in sport activities the board organises itself

28. Promotion

Board XVI budgets €550,- for the association's promotional expenses. A €250 increase compared to last year. This is part of the board's policy of increasing member acquisition. As this budget will be used for general promotion —with activity specific promotion coming from the budgets of the committees — the budgeted amount will be used to boost general Instagram posts, have more posters around the RUG and Hanze etc, and possibly to invest in a yearbook.

29. General Members Assemblies (GMAs)

This year we budgeted €40,- for the GMAs, TGMAs, HGMA's and SGMA's. This money is needed to cover the costs of drinks and snacks during the GMAs which will be held in RUG's buildings without having to pay rent.

30. Membership bracelets

The budgeted amount for membership bracelets is €200,-. This is the same amount as last year and will be used for the bracelets of Board XVII as they will be purchased and delivered during KEI week 2025 which falls under the responsibility of Board XVI. The board will strongly recommend to the following board to keep the same way of financing the bracelets for the next year.

31. Board costs

The estimated amount for board costs is €450,- this year, a €150 increase compared to the budgeted amount of last. This will be used to finance public transport costs and any courses related to member safety that Board XVI will take. This will also include board vests embroidery, farewell gifts for Board XV and any other board related expenses that can be justified under this budget item.

32. Constitution drinks

Board XV has budgeted €700,- this year to organise the constitutional drinks, €200,- more than last year. The decision was made to increase this budget item with the aim of settling off the high inflation of the previous years which is needed considering the previous board went over budget with this item while keeping the event on a small and intimate scale.

33. Relationship gifts

The estimated amount for relationship gifts is €100,- this year, the same as last year. Relationship gifts include those for other boards during constitutional drinks, as well as possible gifts towards collaborators of the association in order to enhance business relationships.

34. Notary

No change of bylaws is planned during the tenure of Board XVI and therefore no money is budgeted.

35. Insurance

Boards XVI and XV commonly decided to cancel the insurances the association had at Rabobank as the costs were rising.

36. Bank costs

A total of €500,- has been budgeted for banking costs this year. The same as last year and the amount will be used to cover the costs related to our bank account from Rabobank.

37. Website

Board XVI budgeted €400,- for the Ganymedes website to keep up with the increasing costs of our Wix and Hosting2Go subscriptions.

38. Storage

As the association does not have a rented storage space anymore and it relies on the space of its office for storage, no money is budgeted for this item.

39. Lustrum

No lustrum will happen during the year of Board XX and therefore no amount is budgeted for this purpose.

40. Provision Lustrum Board XX

Board XVI will let apart €300 for the Lustrum that will happen during the tenure of Board XX and in addition it will clearly communicate to the following board to keep the trend going up to Board XX in order to avoid the situation of the finances of the lustrum organised by Board XV.

41. Booklets

€324,56 are budgeted for designing and possibly printing booklets with helpful and essential information for members in case of need. This amount is entirely funded by the reserved part of the subsidy obtained from CUOS for this specific purpose.

42. Unforeseen costs

In the previous years, the boards have budgeted an additional amount of about 10% of all or most of the income for unforeseen costs and Board XVI decides to follow the trend as it provides a safety net for the financial health of the association.

43. Costs Previous Board Year

No costs from the previous board are expected as these were booked on their year making use of the balance sheet.

44. Result / Towards Equity

No money are expected to go towards equity.

6.4 Contributions

As a decision of the GMA during the previous year will take effect this year, the contributions are increased to:

Full-year membership: €60,-

Half-year membership: €45,-

Alumni: €25,-

This increase will provide the association with more income to be used for its increasing expenses.

6.5 Conclusion

For the first time since COVID-19, the financial year starts on an ascending trend in terms of equity reflected in the result of Board XV. However, the situation has to be kept going and by doing so decisions in terms of expenses are taken with a slight conservative approach in order to not jeopardise the financial stability of the association. Unfortunately, this is not always possible and there is a real chance the budget will generate a small deficit. In order to account for the worst, money coming from equity is budgeted so that the risk of overspending even further is decreased. In addition, more diverse sources of income are explored, such as subsidies and sponsorships, in order to ensure a stable and increasing flow of income. Nonetheless, the policy of having more focus on member acquisition and retention correlated with the raised amounts for the contributions ensures extra financial health as the contributions of members are the main source of income for the association.

As a last comment, the Treasurer of the association will be more involved in the committees by enhancing communication and offering more knowledge to the treasurers of committees. Furthermore, more supervision of the activity of committees by the Treasurer will be implemented in order to avoid situations of severe overspending in order to not jeopardise the equity. As a consequence, the treasurer will supervise directly the committees that deal with the largest amounts of money, like the Travel Committee.

