

P3 FYEG - Financial Plan 2023 - 2024

Proposer: FYEG
Agenda item: 7. Plans - To be Published 14 April

Plan text

1 Note: This is the written financial plan for the budgets of 2023 and 2024. They
2 run from:

- 3 • January 2023 - December 2023
- 4 • January 2024 - December 2024

1. Summary

6 FYEG's Executive Committee and Secretariat planned the activities for 2023 as
7 the run up toward the 2024 EU election Campaign, aiming to use this momentum to
8 strengthen FYEG, its structures and member organisations while building the
9 Green wave we hope to see.

10 FYEG was granted a much bigger grant than usual from the European Commission for
11 2023. After the catastrophic developments with the youth sector / Erasmus+ grant
12 in 2022, FYEG now benefits from the CERV operational grant that offers a bigger
13 budget and more sensible and sustainable framework for the development of its
14 activities. This is visible in the 2023 Activity and Financial Plans that show
15 the growth and renewed strength of FYEG as well as its path for the next two
16 years. With its increased revenues for 2023, FYEG will have more capacity to
17 organise more activities, also by supporting decentralisation actions through an
18 MO grant program, and to set the path towards a successful election campaign in
19 2024.

20 FYEG's financial plans for 2023 and 2024 are presented below. In order to

21 increase the accessibility of the information the 2023 budget plan is first
22 presented through a simplified version with a few important comments and then
23 through a detailed version with both a narrative breakdown and the full budget
24 plan in Annex. This financial plan also includes a section on gender budgeting.
25 The 2024 budget plan annotated is presented in Annex.

26

2. 2023 Budget plan

27 **Simplified Plan**

28 Below you will find a simplified version of FYEG 2023 budget plan annotated to
29 briefly explain the difference between the provisional budget voted by the
30 General Assembly in 2022 and the updated budget.

31 Explanation of the difference between the budget voted and the budget report:

- 32 1. FYEG increased working hours in the administrative unit and hired 2
33 additional staff
- 34 2. Administrative expenditures will be higher because of the legal
35 consultancy and procedures needed to update the Statutes and the Office
36 guide
- 37 3. Expenses will increase to support FYEG's live statutory activities
- 38 4. Expenses will increase to support bigger educational activities and a new
39 MO grant program
- 40 5. Administrative revenues are increasing thanks to the CERV admin grant.

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6. Detailed version

42 [Annexed](#) to this plan you will find a table with the detailed budget plan for
43 2023. The difference between the budget voted at the GA 2022 and the updated
44 budget plan is briefly explained in the 'Comment' column, only when it diverges
45 by more than 10%. Below is the detailed narrative version.

46 **Expenditures - Category 1: Personnel costs**

47 This budget category includes all the personnel costs for FYEG: salaries,
48 benefits, social security and other employment tax contributions, payroll
49 service fee, worker's insurance, etc.

50 The total personnel costs for 2023 will see a significant increase compared to
51 2022. Thanks to the new CERV operational grant, FYEG will be able to: (1) create
52 2 new full time positions until June 2024 to support the 2024 Campaign and new
53 activities; (2) raise the working hours for it's Administrative Assistant to 27
54 hours/week (from 24) and for it's Office Manager to 32 hours/week (from 27); (3)
55 decrease working hours for full time staff from 38 to 35 hours/week while
56 maintaining hourly rate for junior staff and maintaining monthly salary for
57 senior staff. This brings working conditions closer to FYEG's Political Platform
58 and wages in line with the non-profit sector in Belgium. The raise in working
59 hours and additional staff will allow the FYEG Secretariat to invest more in the
60 2024 EU Campaign and increase its support and training for Member Organisation.

61 Please note that under Belgian regulation, salaries are automatically indexed to
62 follow inflation. The salary raise and the total personnel costs for 2023 were
63 calculated to take this into account, with an estimated 5.5% indexation at the
64 end of 2023 compared to January 2023, in line with the current inflation rate in
65 Belgium and official projections. These calculations and the proposed budget for
66 2023 might however need to be adapted following the evolution of the inflation
67 rate.

68 **Expenditures - Category 2: Infrastructure and operating costs**

69 This budget category includes all office-related expenses: rent, office meetings
70 and retreats, staff training, softwares and equipment, office supplies, postal
71 charges and utilities, etc.

72 The total infrastructure and operating costs for 2023 will slightly increase,
73 mainly because of the increased expenses linked to the increased staff and to
74 allow the Secretariat to organise a proper residential retreat after the arrival
75 of the new Secretary General, this will help speed up the onboarding process and
76 swift transition in leadership.

77 **Expenditures - Category 3: Administrative expenditure**

78 This budget category includes all FYEG's general administrative expenses:
79 extraordinary administrative costs (such as work-permit costs, costs related to
80 the internships, etc.), external accountant, official registration of newly
81 elected Executive Committee members, bank account fees and insurances.

82 The total administrative expenditures will double in 2023, due to the needs for
83 one shot legal consultancy linked to the Update and publication of the new
84 Statutes as well as the update and registration of the Office guide.

85 **Expenditures - Category 4: Meeting and representation costs**

86 This budget category includes all expenses related to the meetings of FYEG's
87 network and bodies, as well as representation in partners meetings: Executive
88 Committee meetings and allowances, the General Assembly, Member Organisations
89 training, Young Greens Forum, FCAC meeting, membership fee to EYF, contribution
90 to CDN, visits to Member Organisations and representation to meeting of the
91 European Green Party, the Greens/EFA Group in the European Parliament and other
92 partners.

93 The total meeting and representation costs for 2023 will increase for three main
94 reasons: (1) the increase in live EC meetings from 3 to 4 to better fit the
95 timeline and requirements of FYEG activities; (2) the overall increase of the GA
96 budget (to balance with the decrease of the Spring Conference budget) that
97 reflects higher expenses due to inflation; (3) the continued higher level of
98 FYEG's contribution to CDN compared with 2021, permitted by the increase in
99 membership fee and other administrative revenues; (4) the increase in
100 representation and visit towards MOs and partners. These changes continue FYEG's
101 focuses towards strengthening its network and membership coordination and
102 bringing forward the youth perspective.

103 **Expenditures - Category 5: Direct Costs: projects and campaigns**

104 This budget category includes all expenses related to projects and campaigns:
105 the Annual EYF work plan, the Spring Conference organised together with the
106 General Assembly, the activities organised around COP, Study Session organised
107 with the Council of Europe's Youth Department, Campaigns, Ad Hoc projects and
108 working group projects.

109 The total direct costs for projects and campaigns in 2023 will almost double
110 because of the increase in the size of the EYF Work Plan activities, the early
111 start of Campaign expenses toward the 2024 elections and the introduction of a
112 new MO grant program. All of this is made possible by the new CERV
113 administrative grant, increased cooperation with the Greens/EFA Group in the
114 European Parliament and funds secured through the FYEG Campaign Fund.

115 Ad hoc expenses in 2023 will include a live South region meeting and Ecosprinter
116 edition.

117 **Expenditures - Category 6: Allocations to the next year and reserves**

118 This budget category includes allocations and reserves for next years. As of
119 2023 FYEG only has two strategic reserves: a campaign fund for the 2024 EU
120 elections and a payroll safety fund as a safety net for salaries in case of a
121 decrease in administrative grants.

122 The allocations and reserves for 2023 are in line with the budget plan adopted
123 at the 2022 GA. FYEG will continue to allocate 5 000 EUR yearly to its Campaign
124 Fund, on track to collect the 20 000 EUR planned for 2024.

125 **Revenues - Category 1: Administrative Income**

126 This budget category includes all of FYEG's administrative grants and revenues.
127 The total of this category for 2023 is significantly higher than previously
128 planned, mainly because of the new CERV operational grant.

129 The CERV operational grant is a four year framework program that the Secretariat
130 had applied for in 2021. The framework partnership was confirmed and granted in
131 2022 but the yearly grant attached to the framework was not granted for 2022 and
132 FYEG was put on the reserve list for the rest of the program. Thanks to the
133 perseverance and hard work of the Secretariat, FYEG secured the grant for 2023.
134 This grant makes a big difference in FYEG's budget as it significantly increases
135 administrative revenues and brings short-term stability to the budget until 2025
136 (as the Secretariat believes they will be able to secure the yearly grant for
137 2024 and 2025). However it also comes with a lot of challenges as the
138 requirements for the yearly grant application and reporting significantly
139 increase the Secretariat's workload and the grant only covers participants and
140 activities within EU member states. This means that securing other revenues is
141 essential in order to continue serving FYEG's non-EU members and participants.
142 In this endeavour, FYEG is lucky to benefit from the EYF administrative grant
143 that covers activities across all Council of Europe countries and raised the
144 grant amount for 2023.

145 **Revenues - Category 2: Projects & Campaigns income**

146 This budget category includes all of FYEG's projects grants and revenues as well
147 as the funds available for cooperation with the Greens/EFA Group in the European
148 Parliament. The total of this category for 2023 is in line with the budget plan
149 adopted at the 2022 GA. The total amount planned through cooperation with the
150 Greens/EFA group is maintained but secured through direct cooperation.

151 **Gender budgeting**

152 As a feminist organisation, FYEG believes it is important to realise its budget
153 from a Gender perspective. Through its quota systems and attention to balanced
154 representation within all its bodies FYEG already has the essentials in place
155 for gender budgeting. For 2023 FYEG will also continue to plan its activities
156 and work through the gender budgeting lens by implementing the following
157 measures:

- 158 • Ensure the basis elements of a safe space when budgeting and planning for
159 activities;

- 160 • Improve the working conditions and workload for all its employees;

- 161 • Improve the conditions and workloads for its volunteers, especially
162 amongst volunteers in elected positions;

- 163 • Review the use of the gender budgeting and reporting framework to better
164 fit the needs and vision of FYEG and its member organisations.

165 **2024 Budget Plan**

166 In [Annex](#) to this plan you will find a table with the detailed budget plan for
167 2024.

Explanation

The tables and annexes mentioned can be found here: <https://fyeg.org/s/Financial-Plan-GA24>