

P2 Financial Plan 2024 - 2025

Proposer: FYEG EC
Agenda item: 9. Plans

Plan text

Note: This is the written financial plan for the budgets of 2024 and 2025. They run from:

- January 2024 - December 2024
- January 2025 - December 2025

1. Summary

FYEG's financial plan for 2024 has mainly evolved in two ways, since last approval in the 2023 General Assembly : (1) more personnel costs due to the newly adopted salary grid, inflation, and replacement of two Office staff, (2) more costs related to the EU24 campaign. As already detailed in the 2023 financial report, most of the costs related to the campaign were initially foreseen to happen in 2023 but were actually spent in the beginning of 2024.

FYEG's financial plans for 2024 and 2025 are presented below. In order to increase the accessibility of the information the 2024 budget plan is first presented through a simplified version with a few important comments and then through a detailed version with both a narrative breakdown and the full budget plan in Annex. This financial plan also includes a section on gender budgeting. The 2025 budget plan annotated is presented in Annex.

2. 2024 Budget plan

a. Simplified version

Below you will find a simplified version of FYEG 2024 budget plan annotated to briefly explain the difference between the provisional budget voted by the

General Assembly in 2023 and the updated budget.

(see table in the PDF version uploaded on www.fyeg.org/ga24)

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

- 1. In 2024 we expect inflation, as we have had in 2023, but also two handover periods as two of the office staff are expected to be replaced.

- 2. Administrative expenditures will be higher because the statutes still need to be notarised and because we expect higher bank fees (partly due to the new ING fee for the "Know Your Customer" program that we already had in 2023).

- 3. This General Assembly is more expensive than expected.

- 4. More expenses for the EU24 Campaign.

- 5. Administrative revenues are increasing thanks to the Maribel fund.

3. Detailed version

[Annexed](#) to this plan you will find a table with the detailed budget plan for 2024. The difference between the budget voted at the GA 2023 and the updated budget plan is briefly explained in the 'Comment' column, only when it diverges by more than 10% and more than 500€. Below is the detailed narrative version.

Expenditures - Category 1: Personnel costs

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

The total personnel costs for 2024 will see a significant increase. This is because, (1) based on 2023 inflation, we expect a significant inflation rate in 2024 too, (2) a new position (Network and Membership Officer) was created and the new hire will start in September with a month overlap with the outgoing Community Manager for a smooth handover, (3) it takes into account an estimated amount of paid overtime, (4) a new salary grid was approved in 2023 and new salaries were implemented in January 2024, (5) the Communication and Campaign Manager also intends to leave and we will have ideally a handover period with their replacement.

Expenditures - Category 2: Infrastructure and operating costs

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

The total infrastructure and operating costs for 2024 will very slightly decrease, mainly because of expectations for the training costs for staff and the lesser costs of mobile phones.

Expenditures - Category 3: Administrative expenditure

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

These costs increased because we still need to get the statutes notarised and because of the bank fees. In 2023 we were surprised by a 500€ fee from ING for the "Know Your Customer" (KYC) program. They told us that this fee will occur every year from now on. This might lead us to scouting other banks to check if they all have this huge fee and maybe switching banks.

The "bank fee" budget line also increased in 2024 because we did some fundraising and platforms (Lunda and Stripe) took a small fee on every donation we received. Those fees are accounted for in this budget line but are linked to an income.

Expenditures - Category 4: Meeting and representation costs

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

This category increases because the 2024 General Assembly is more expensive than expected.

We also aim at decreasing the costs of the Executive Committee's meeting, given that there will be only 3 and not 4 this year due to the date of the General Assembly.

Expenditures - Category 5: Direct Costs: projects and campaigns

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

The total direct costs for projects and campaigns in 2023 will increase a little, mainly because we had costs in 2024 for the Young Candidate Platform (included in the budget line 5.1.1 EYF Work Plan, even though it's not actually funded by EYF) and because, as already explained, the majority of the expenses related to EU24 finally were made in the beginning of 2024.

FYEG and EGP will jointly organize a one-day event during the Summer Conference to explore the concept of EU enlargement from both international and pan-European perspectives and to establish common priorities for the upcoming parliamentary mandate, particularly concerning youth issues and European integration. This event will be attended by Young Greens from strategic countries and will also be open to the attendees of our General Assembly, maximising its impact and allowing the network between the two groups.

The budget line "5.4.1 Ad hoc Projects" is higher in 2024 than the other years because, given that there were campaigns and elections this year, more ad-hoc events were realistically going to happen. Until now, some of it was reallocated to the campaign team meetings and to the young candidate platform as well as the LevelUp delegation. This budget will also be used for the strategy consultancy (planning the objectives for 2025-2030) and the mediation needed by Executive Committee members.

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

This budget category includes allocations and reserves for the next few years.

We are not going to allocate money to funds or reserves this year, as was planned.

Revenues - Category 1: Administrative Income

This budget category includes all of FYEG's administrative grants and revenues. The total of this category for 2024 is slightly higher than previously planned, mainly because we are getting a little bit more money from the Maribel Fund (part of our Project Officer's salary is now also on it).

Revenues - Category 2: Projects & Campaigns income

This budget category includes all of FYEG's projects grants and revenues as well as the funds available for cooperation with the Greens/EFA Group in the European Parliament.

The total of this category for 2024 will probably be a bit less than the budget plan adopted at the 2023 GA. Mainly because we won't be able to collaborate with GEF this year.

We also increased a little the total amount planned through cooperation with the Greens/EFA group because we secured the first-half (approximately 35k) and we are foreseeing to maintain at least 15k contribution for the second half of the year (in the previous mandate we were getting 22.5 per term – this is therefore a relatively conservative projection while we prepare for the negotiations). .

3. Gender budgeting

As a feminist organisation, FYEG believes it is important to realise its budget from a Gender perspective. Through its quota systems and attention to balanced representation within all its bodies FYEG already has the essentials in place for gender budgeting. For 2024 FYEG will also continue to plan its activities and work through the gender budgeting lens by implementing the following measures:

- Ensure the basis elements of a safe space when budgeting and planning for activities;
- Improve the working conditions and workload for all its employees;
- Improve the conditions and workloads for its volunteers, especially amongst volunteers in elected positions;
- Review the use of the gender budgeting and reporting framework to better fit the needs and vision of FYEG and its member organisations.

4. 2025 Budget Plan

[Annexed](#), find the detailed budget plan for 2025.

In 2025, FYEG will experience the two following major changes affecting the budget, mostly structural and activities changes linked to the reduced financial capacities of our partners linked to the EU 2024 elections results. The EGP will have to downsize its staff and also the activities they organise, including those addressed to young people in its Member Parties. FYEG decided to implement some structural changes to ensure that the opportunities previously provided by EGP will still be partly available to like-minded young Europeans in our network and beyond. Therefore:

- FYEG will employ starting in January 2025 the Project Assistant that organised EGP projects addressed to young people, until now designed in collaboration with the FYEG's EC. This decision has been taken after the announcement that the EGP cannot maintain this position and being mindful of the relevant task that EGP's activities addressed to young people have on young greens and progressives across Europe. The Project Assistant will be responsible for the implementation of the MO training programme (see the bullet point below) and other activities associates to this activity (MO Grants, fundraising)
- FYEG will readjust the Young Greens Decentralised Training previously organised by the EGP, and adapt it to our capacities, offering the members of our network capacity-building opportunities

With this, we expect a loss of around 25k EUR. This is planned to be a one-time exception that does not have a substantial impact on FYEG's accounts overall due to the consistent investment on our financial stability and diversified funding. Special extra efforts will be invested in the next mandate to get more funding to be able to maintain the current offer of opportunities to our membership base.

5. FCAC recommendations

In the financial plan, the treasurer elaborates on the FCAC recommendations of the previous year (in this case FCAC 2022-23) that are planned to be implemented. This is in line with the Financial Plan 2023 adopted by the General Assembly 2024.

Recommendation 1: Develop a Liquidity Plan

It was recommended to create a liquidity plan to ensure timely payments and

180 prevent cash shortages, especially given the annual funding cycle with European
181 grants.

182 In close coordination with the FCAC 2023-24, a formal liquidity plan was not
183 implemented. Instead we will use a simple indicator, an Account Coverage
184 Indicator for ensuring account coverage. The Account Coverage Indicator shall be
185 developed in cooperation with the FCAC 2024-25.