

P2 Financial Plan 2024 - 2025

Proposer: FYEG EC
Agenda item: 9. Plans

Plan text

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

- 3 • January 2024 - December 2024
- 4 • January 2025 - December 2025

1. Summary

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

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

2. 2024 Budget plan

a. Simplified version

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

22 General Assembly in 2023 and the updated budget.

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

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

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

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

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

31 - 4. More expenses for the EU24 Campaign.

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

33 **3. Detailed version**

34 [Annexed](#) to this plan you will find a table with the detailed budget plan for
35 2024. The difference between the budget voted at the GA 2023 and the updated
36 budget plan is briefly explained in the 'Comment' column, only when it diverges
37 by more than 10% and more than 500€. Below is the detailed narrative version.

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

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

42 The total personnel costs for 2024 will see a significant increase. This is
43 because, (1) based on 2023 inflation, we expect a significant inflation rate in
44 2024 too, (2) a new position (Network and Membership Officer) was created and
45 the new hire will start in September with a month overlap with the outgoing
46 Community Manager for a smooth handover, (3) it takes into account an estimated
47 amount of paid overtime, (4) a new salary grid was approved in 2023 and new
48 salaries were implemented in January 2024, (5) the Communication and Campaign
49 Manager also intends to leave and we will have ideally a handover period with
50 their replacement.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

131 **3. Gender budgeting**

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

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

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

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

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

145 **4. 2025 Budget Plan**

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

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

- 155 • FYEG will employ starting in January 2025 the Project Assistant that
156 organised EGP projects addressed to young people, until now designed in
157 collaboration with the FYEG's EC. This decision has been taken after the
158 announcement that the EGP cannot maintain this position and being mindful
159 of the relevant task that EGP's activities addressed to young people have
160 on young greens and progressives across Europe. The Project Assistant will
161 be responsible for the implementation of the MO training programme (see
162 the bullet point below) and other activities associates to this activity
163 (MO Grants, fundraising)

- 164 • FYEG will readjust the Young Greens Decentralised Training previously
165 organised by the EGP, and adapt it to our capacities, offering the members
166 of our network capacity-building opportunities

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

173 **5. FCAC recommendations**

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

178 **Recommendation 1: Develop a Liquidity Plan**

179 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.