



Policy Plan

Xlth Board of A.S.V. Gay

‘Unique situations, the same fun’

Introduction

With a lot of enthusiasm, we present the policy plan of the XIth board of A.S.V.Gay: a policy plan that is written full of hope and realistic optimism. We are of course all aware of the situation around the coronavirus and the challenges and uncertainties that it brings with it. The policy plan is aimed at a year where the coronavirus hinders the normal course of events, but also where there is no total lockdown in effect. Luckily, we can build on the foundations laid by previous boards, committees and all others involved, which is something that we are very grateful for, especially now.

Something we certainly shouldn't forget is that we as an association have existed for ten years now. This year is the beginning of the second decade of A.S.V.Gay. It stands for new chances, new possibilities, new perspectives. With a brand new multi-annual plan and a beautiful lustrum behind us we can move forward again in the coming years.

This might not be a normal situation, but we are going to make a fantastic year out of it. During quarantine we have noticed that social contact has been very important for us all. A.S.V.Gay can, especially now, play a big role in this. Retaining members and social contacts is therefore central for us.

We hope that with the objectives in our policy plan we will carry A.S.V.Gay through this unique year. Although this year will most likely look quite different than previous years, we still hope to preserve the core values of A.S.V.Gay, which make it an inclusive and convivial association. These reasons have led to us using the following motto this year:

Unique situations, the same fun

Anneke van der Werf - Chair

Marieke Leijssen - Secretary

Bart Verkerk - Treasurer

Isa Kuijer - Commissioner Internal Affairs & Vice Chair

Matthias de Vogel - Commissioner PR

Attachments

I. Budget 20/21

II. Committees

III. Media plan

IV. House style manual

Policy Points

During the board year 2020-2021 we will focus on a few themes that will be explained further in this policy plan. These themes are laid out in the index below. Some themes are further divided into sub-items. The explanation of the themes is followed by an explanation of the functions of the board.

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Coronavirus

In General

This policy plan was written in the period from July to September 2020. At the moment, the coronavirus is still in our country, where it seems to remain for some time to come. The virus seems to be on the rise again: there are more and more cases, especially among young people and students. As an association, it has so far been possible to organise physical events, often with limited capacity. Fortunately, we are becoming more and more creative. Our borrels are continuing again, one and a half meter outdoor activities with a large group are certainly possible and an adapted Kweekweek is already in full swing. However, as a board, we continue to pay attention, keeping in mind that the freshly obtained freedom can also be reversed. This leads to the following two scenarios.

In the event that the measures concerning the coronavirus persist or become stricter than the current situation, forcing us to organise fewer physical activities, we will closely monitor and comply with the governmental measures. In this case, we will do our best to organise the A.S.V.Gay association activities as well as possible. To this end, we will cooperate with our committees and other members. If activities can't continue, committees will be encouraged to think of alternatives. Should the Amstel 54 close, we will look for another location or set up the online borrels again.

If the measures are relaxed, we will do our best to return to a year that is as normal as possible. At all times, we will look into the possibilities and take our responsibility for a minimal spread of the virus.

Current Measures

To guarantee the safety of our members, several measures have been taken by the board. Within the board, the chair is primarily responsible for the contact with the municipality, Municipal Health Service (GGD) and other (government) agencies. The chair will stay up to date with the latest news and legislation concerning the coronavirus. Before every activity the board ensures that an action plan will be sent to the GGD for approval. This will be done in cooperation with the relevant committees. Activities only take place if it can be done responsibly and if there is a clear plan in place. If this is not possible, we will look at alternatives.

Infections

Should anyone within A.S.V.Gay turn out to be infected with the coronavirus, we will take the following measures. First, we will try to localise the infection. The members who are possibly infected, will be informed. These members are not allowed at A.S.V.Gay activities for the next ten days from the last moment of contact with the infected person. If the infection is not traceable, or if the group is too large, the entire association will be notified via social media channels and a personal e-mail. In that case, all physical activities will be cancelled until ten days later. Members are asked to actively disclose whether they experience any symptoms and to indicate with whom they have been in contact.

In case of a possible infection we will keep ourselves to the then relevant and valid regulations from the GGD and RIVM. Possibly infected persons are asked to report it to us and to the members they have recently seen.

Corona-proof activities: borrels

A.S.V. Gay's weekly borrels are one of our most popular and most established activities within the association. For us, it is therefore very important not only to continue the borrels during the coronavirus pandemic, but also to find ways to stimulate and rejuvenate the borrels.

At the moment of writing it is not possible to be in Amstel 54 with more than 36 people because of the 1.5-meter rules. For this reason, we have chosen to have drinks on two different days. We are constantly looking for other possibilities. Momentarily, we have set up a reservation system: as long as there is a limited capacity, this will be maintained. Every other month, we evaluate whether the reservation system works properly and is fair. We continue to pay special attention to the safety of the borrels. In the context of the coronavirus outbreak, we are constantly taking the new legislation into account and, where possible, we take appropriate initiatives to keep the borrels fun, accessible and safe.

If it fits within recent legislation, we want to pay more attention to themed borrels, which can provide more variety and entertainment. Furthermore, we would like to organise small activities at the borrels more often, such as karaoke borrels, pub quizzes, cocktail, and dance workshops.

In order to stimulate bonding between members, the board will pay more attention to a more personal approach, the organisation of pre-borrels for first-year members and the more active use of borrelbuddies and Kweekweek-parents.

This year, the borrels are not the responsibility of the Borrel Committee, but of the newly merged Party-Borrel Committee. This committee will be explained in more detail in the section below.

Party-Borrel Committee

This year we are merging two existing committees into one. The Party-Borrel Committee will be responsible for organising the usual themed borrels and the gala, but will also organise a bi-monthly event at a fun location. Members of the committee do not have a cloakroom-duty, as there is currently no cloakroom at the borrel and we do not want to overburden the committee members either. We have chosen to merge the committees because, individually, because of the current coronavirus measures, they would have been rather limited in their abilities.

The Borrel Committee would be limited to occasional themed borrels, and the Party committee to small-scale parties. This would also allow the two committees to quickly hinder each other. In this merged form, it would be possible to organise a few high-quality events for our members. It is also more fun for the members of the committee, because they can then be part of a committee that operates fully, instead of halfly.

Corona-proof activities: workshops

This year we want to stimulate the organisation of workshops. 'Workshop' is an umbrella term that can cover many different activities, mostly with the goal to learn something new, both knowledge as practical skills. This makes them a suitable means for many of the existing committees and clubs. These can be more practical and student-like activities with the Activities Committee, or more society-based activities together with Trans+ or the Current

Affairs Committee, for example. In addition to committees and clubs, members or the board can also organise a workshop. The workshops will be communicated with the commissioner of internal affairs, who will keep the general overview. Despite A.S.V. Gay being an association directed at social contact, these workshops can be a way for us to offer more useful and/or practical things to our (new) members, which hopefully can be an extra incentive to stay. With some workshops a smaller group of participants will suffice, but for others a bigger group is also possible. We strive to have a workshop every two months. How this will be divided will be discussed with and between the relevant parties. Although we want to stimulate this type of activity, organising workshops is fully optional, it thus is not mandatory.

Inclusivity

Inclusivity

At A.S.V. Gay we want to create an inclusive atmosphere in which everyone feels at home. In this context, inclusivity can be seen in several ways, whereby attention will also be paid to the smaller minorities within the association. For example, we want to pay attention to:

- different nationalities and cultures: for example, by naming other holidays, taking alcohol consumption into account, infographics and theme evenings.
- diverse genders: we encourage personal pronouns on the t-shirts if you are comfortable with them.
- sexual and gender identities: merch aimed at the different identities, similar to the
- stickers of different flags.
- people with disabilities: more attention to audio and visual disabilities.

To achieve this end, the board will work together with the diversity working group, and the clubs The Bridge and Trans+. The diversity working group is a newly established body, which will mainly assume an advisory role for the board and the association. Solicited and unsolicited advice is welcome. As a board, we recognise that we cannot know everything, especially regarding such a delicate subject. Therefore, the diversity working group is there to keep us on our toes.

Discrimination and racism

Unfortunately, discrimination and racism are still present in our world. We are not blind to the problem. Fortunately, there is an increasing group of people who no longer accept it and who are fighting against this unfair treatment. Minorities and equal treatment also remain important points of attention at our association. During the year, we will therefore, in collaboration with various consultative parties, such as the diversity working group, try to play our part in the fight against racism. We will also try to start collaboration with external parties, as was done with Ketikoti last year. Discrimination and racism within the association will never be tolerated.

Participation international members

Despite the relatively large proportion of internationals within the association, we have noticed that there are few suitable ways for international members to express their opinion about the ins and outs of the association. To improve this, we want to hold an 'open discussion session' several times a year. In this session, the main language will be English, so that it is possible for everyone to follow the conversation. It is not exclusive to international members, but it is aimed at international members. So, if you speak English you can join, but the content of the

session will be aimed at internationals or new members who want to learn more about our policy and practices. The board or a delegation thereof will be present at this session.

The open discussion sessions will focus on information provision and feedback. The content of the open discussion session will be shared with the association. Firstly, it can be explained to internationals how A.S.V.Gay functions on a policy basis, what the plans are and how participation works. Second, internationals can provide their feedback on the association and the board. By offering such a moment a few times during the year, we hope to create a personal atmosphere in which everyone feels safe to express their opinion, in a language they master. This event can be held both physically and online. These open discussion sessions will be transcribed and a summary of this will be shared with the GMM, if approved by those present at the Open Discussion Session. Other ways, such as the board bus, e-mail, surveys, polls, will continue to exist and be promoted: it is not a replacement, but an extra option that we offer. These are the other ways to boost the contact between the board and the members and these will be continued in their current form.

Sustainability

Raising awareness & (de)normalising

Board IX and X have already done a lot to improve sustainability within A.S.V.Gay. This year we would like to build on that. We mainly want to focus on awareness and (de)normalisation of certain behaviour. We do not want to impose strict rules on our members, but we do want more thought both within and outside the association about how you can live sustainably.

For example, we want to encourage the Travel Committee to not assume that we will travel by plane during A.S.V.Gay trips, but instead look at alternatives, such as the bus or train. Furthermore, we want to address certain habits. For example, we want to adjust the registration forms. Currently, you often have to fill in your diet preferences yourself. This can make it seem like eating meat is the norm, and vegetarian / vegan an exception. Instead, we want to create cells with the three options: meat / vegetarian / vegan. Other dietary requirements, such as allergies and such, can still be indicated in a separate box.

Addressing certain habits also includes the use of plastic: we want to reduce the use of this within the association as much as possible. This mainly concerns decoration and use of plastic disposable tableware. For example, we want to point people to our inventory: the committees will also have to consciously take this into account.

Lastly, we want to organise workshops on sustainability. We believe that workshops are fun, accessible activities that can also be organised safely in times of the coronavirus. For this specific topic, you can for example think of workshops on upcycling or using water sparsely.

Professionalisation

Document accessibility

We want to increase the accessibility of the documents available to our members. This means, among other things, that we will translate as many (existing) documents as possible into English. Furthermore, we want relevant documents, like the minutes of past GMMs to be easily accessible in the app. Besides that, we want to make the GMM documents more accessible. The GMM documents can be unclear, especially for new members, because of the length and use of formal language. To make this easier we want to include a kind of summary of the documents in the accompanying mail. The summary will explain in general terms what the

documents are about, and possibly also how the GMM will handle them, for example in the case of an advisory vote.

Working groups

A.S.V.Gay has used our working groups for a couple of years now. In recent years, these have been diverse groups with different objectives and set-ups. In order to clarify the rights and obligations of working groups, we would like to explore the possibility of creating a clear definition. Our aim is to include this definition of working groups in our house rules.

Research into digitisation of accounting

The treasurer currently uses a printer, paper receipts and all kinds of notes on paper, which we do not consider to be environmentally friendly. The use of analogue accounting alongside Conscribo, the digital accounting system, is a safe and familiar way of working. The security of financial data is, of course, paramount. This means security in the broadest sense of the word, so both the privacy of members and the risk of theft. In order to make accounting more sustainable, this year the treasurer will look into where less paper can be used in accounting, without reducing this security.

New app

The new app that was introduced last August has introduced many more possibilities than the old app - possibilities we certainly want to use. An advantage of this new app is, for example, that photos can be downloaded on all phones, regardless of operating system. There are also more possibilities with regards to commenting on messages or photos. A new function we want to introduce to the app is a A.S.V.Gay-marketplace: a wanted/offered platform whereon members can exchange goods and services. Throughout the year we will keep looking into further possibilities with the app.

Boardroom

In the new year A.S.V.Gay will have its own boardroom in CREA. Due to the current coronavirus measures, only three people can be present in the boardroom at the same time. The board will use the boardroom as workplace, storage and hopefully eventually as meeting room as well. The boardroom can also be used for business appointments. It is not freely accessible to other members, they must discuss with the board whether they can make use of it. The intention is to have at least one board member present in the room as often as possible and to actively participate in CREA, in order to increase our presence and visibility for CREA and the other associations there. The boardroom is set up by Board X and Board XI. The large purchases to fill the boardroom are meant to last for several years, whereby we will try to keep the costs as low as possible by buying second hand items or passing by family, friends and other acquaintances.

Attention areas

This year, the board has divided a number of attention areas amongst each other. This is done to make clear who of the board members is the person of contact to members when they have questions or suggestions concerning a certain topic. For the board, the attention areas make it easier to specialize and to be more attentive to the issue. The division is done on the basis of accumulated experience and/or affinity with the subject.

International member commitment: Bart Verkerk

Sustainability: Anneke van der Werf and Bart Verkerk

Inclusivity on a cultural basis: Matthias de Vogel

Inclusivity based on gender and sex: Anneke van der Werf

Safety and trust: Isa Kuijer

Member commitment

First-Years Committee

In 2019, board X established the First-Years Committee. This committee, which mainly organised activities for first-year members, consisted entirely of first-year members (supervised by a board member). The idea was that in this way new members could gain experience in committee work and that they would also become more committed to the association.

However, we have decided not to reintroduce the First-Years Committee for the coming year. Although we see potential in the idea, we think it will not work well in the current situation for a number of reasons. Firstly, it turned out that rotating positions in the committee did not work out well. Secondly, we think it would be better to include the new enthusiastic members in existing structures. This will make it easier for them to connect with the association and create more bonds between old and new members. In order to promote membership commitment, we have several other methods of welcoming first-year members. These will be explained in more detail below.

Hosts

The members of A.S.V.Gay are the heart of the association. Good member commitment is, therefore, crucial. New and potential members might find it difficult to find someone to talk to at the borrels. For many of them the borrels are an unknown environment, full of people they don't know. The borrelbuddy system is meant to make this easier, but at the moment we are missing a more informal alternative for the people who need one.

That is why we propose to introduce the role of host to the borrels. It will primarily concern the borrels at the beginning of the introductionperiod. Because of the coronavirus, it is not possible to start this in September. Therefore, we want to introduce it at the second registration period in February, provided it is possible then. The hosts will greet the visitors in shifts and, if desired, accompany them to their table. Here they can provide the visitor with information about practical matters, such as the table arrangement and, should this be possible again, the checkroom. Furthermore, the host can possibly have a chat with them, or put the visitors in contact with current members. For visitors for whom it is not the very first borrel, it can also be reassuring to know that they can always contact the host during the borrels.

New or potential members have an immediate connection with other people, without having to sign up for anything. It is an easily accessible way to welcome people who have not registered for the borrelbuddy system.

It is not our intention to replace the borrelbuddies; the function of the host should be seen as an addition to the existing system. With this addition, we want to ensure that visitors feel involved in the association from the beginning and that any uncertainties regarding practical matters can be removed.

We will place a request on our social media and hope that we can count on the enthusiasm of our members to fulfil this role. We do not want to leave this role to the Party-Borrel Committee by default, because that would be too heavy a burden in combination with their current tasks. There is also a big difference in content between the current tasks of the Party-Borrel Committee and being a host. It is conceivable that not every member who is interested in the Party-Borrel Committee is also interested in being a host. That is why we think it would be unwise to hand this task over to this committee. Members of the Party-Borrel Committee can of course become host, should they be interested in that.

Reform of the Kweekweek

The Kweekweek is currently a good way to introduce members to the association. During the Kweekweek itself, there is a lot of enthusiasm, but after the Kweekweek families often fall apart.

Instead of doing it randomly, we want to form the Kweekweek groups partially based on the stage of life and language. This is partially dependent on the sign-ups. The committee will try to do this as well as possible. This allows us to form groups in which the members can connect with each other and in which there is a good balance between members. It is also possible to put together people who have explicitly indicated that they do not have a good command of the English language.

Furthermore, we want to encourage the parents to actively participate and encourage their children to participate in activities after the Kweekweek. After the Kweekweek, more Kweekweek-related activities could be organised, like a 'Kweekweek reunion' that was organised earlier. We want to expand this reunion. It does not necessarily have to be arranged per family, but can be open to everyone who has participated in the Kweekweek. The period between October and December is very important for the retention of new members and should therefore be attractive for a variety of people.

The second semester Kweekweek may play a bigger role in attracting members this year, due to the restrictions on introductory activities in September. To what extent this will be the case, however, is still unclear. The Kweekweek Committee will of course play a leading role in the design of this, but in consultation with the board.

Pre-borrels

To make it easier for new members to come to the borrels, we want to organise pre-borrels. These pre-borrels will take place after the period with open borrels and will be offered especially for new members. The pre-borrels will be organised at one of our partners near the Amstel54 and will start around 20:00. Afterwards, we will go to the 'real borrel' around 21:00 to 21:30. The pre-borrels will be guided by the confidential advisors and the board. The confidential advisors can combine it with the borrelbuddy system. The big difference with the traditional borrelbuddy system, is that the pre-borrels are much more casual: you don't have to sign up for them and you are not linked to a fixed person. The borrelbuddies and the people who signed up for them will be present anyway; for the other new members it's an open walk-in. The pre-borrels are also open for current members who want to get to know new members.

The pre-borrels are meant to let new members get to know each other and to make sure that they don't have to go to the 'real borrels' on their own, but can come in with a group and thus have more contacts right away. In addition, the relatively early hour makes it more attractive for people who do not yet have a room in Amsterdam and have to travel back home in the evening. However, since many things are currently on hold due to the coronavirus, it is still very difficult to carry out. As soon as it becomes possible again, we will execute this plan.

Clubs

In recent years, our clubs have developed into sociable and growing communities within the association. They have largely done this independently, by arranging their own promotion, recruiting members and organising activities. We want to put the clubs in the spotlight and help them grow by promoting them from the board as well. For example, We want to do this by putting the club activities in the monthly activities calendar, by giving clubs room for borrel talks and by involving them more actively in our social media. The frequency of the promotion of the clubs will thus be raised. By publicizing the activities we hope that the members of A.S.V.Gay will get a better picture of the activities that the clubs organise throughout the year. Although the members will not be able to participate immediately due to the closed nature of the activities, it might encourage them to consider a membership in the following year. It also promotes the awareness of the clubs in general.

Furthermore, we would like to promote the current clubs by organising borrels with them where they can recruit new members and promote themselves. Each club is allowed to organise one borrel, which they can organise in a way that suits their approach or objective. To do so, they may set up a booth, infographics, or even a game or activity. This allows members to make an informed choice whether they want to become part of a club.

In addition to promoting the growth of existing clubs, we also want to stimulate the establishment of new clubs. We would like to consult with potential founders and possibly even work together to achieve that goal. One way of making it easier to set up a club is the creation of a standardised application form. Clubs offer a way for our members to create closer ties within the association in their own way, which is something that we would like to support.

Visibility

Promotion

Last year A.S.V.Gay's promotion suffered much due to the effects of the coronavirus outbreak, for example, because of the cancellation of the introduction markets at the UvA, VU and the HvA. The situation demanded a large amount of flexibility from the boards and committees involved to, for example, undertake new online promotion campaigns. The online introduction week during the week of the 24th of August was a good example of this. Here we found that it drew a small group of interested people. In the future, more (online) promotion during the introduction weeks is certainly an option we will keep in mind. Investigating member recruitment and retention

This year, the commissioner PR will investigate the promotion strategies of A.S.V.Gay and their influence on member recruitment and retention. This research will enable the association to map the effectiveness of its promotional campaigns and to concretise all growth



opportunities. This research will be made public in a GMM and can thus also serve as advice for the involved committees.

Social Media

With the introduction of the new board position of commissioner PR, the XIth board of A.S.V. Gay will pay renewed attention to all digital expressions of the association. To support this, the house style manual will be expanded with a specific house style for the social media channels, with guidelines for, among other things, banners, posts, stories and profile photos. A new media plan will also be written. This will serve as a general guideline for the use of the website, the app and social media.

One of the main goals the XIth board will work towards this year is to diversify the content to better reflect the great diversity within A.S.V. Gay. The series #FlagsOfASVGay made during Pride 2020 serves as an example for this goal. By doing so, the board hopes to contribute to the fight against discrimination and prejudice.

New Web Domain

Last year the domain asv.gay came into the hands of our association. Together with the Website Committee a number of goals have been set; This page will not replace asvgay.nl, but instead will be an addition specifically geared towards our new members. This can, for example, be used during Pride to offer our members a unique and extensive online experience.

Merchandise

Following the example of previous boards, this year we will continue to release various types of A.S.V. Gay merchandise. Our goal is to personalise this merchandise by, for example, releasing multiple versions of one type of merchandise. One can think of the use of multiple different flags as an imprint. We strive to keep merchandise affordable and accessible, even for those who have less to spend.

Committee Logos

In order to give the committees a clearer (visual) identity, committee logos will be designed. These committee logos can possibly be used on the website and for internal communication, T-shirts, etc. The committees will be asked to participate in the design and content of the logo, whereafter the commissioner PR will design the final logos. This provides many possibilities for the committee, but also guarantees high quality logos with a shared or similar style. At the beginning of each new year, the new committee will decide whether they want to continue with the existing logo, or whether they want to design a new logo.

StudentPride

Last year, a new cooperation between Pride Amsterdam and A.S.V. Gay started. We are now part of a new Pride committee: StudentPride. StudentPride is closely involved with YouthPride, the committee we have been a part of for quite some time. Last year we would have held a big party during Pride, if it had not been cancelled because of the coronavirus pandemic. In this new year we wish to continue and strengthen our collaboration with StudentPride. Our vision is that, certainly during the coronavirus pandemic, we can mean much to each other, especially in increasing each other's visibility. To this end, the board will cooperate with parties that were already involved and try to encourage new parties. We want to explicitly invite the sister- and

brother-associations of A.S.V.Gay, to ensure the visibility of StudentPride not only among LGBTQ+-students, but among all students. The organisation of the party will be done by the StudentPride Committee, which currently exists of A.S.V.Gay and Pride Amsterdam.

Acquisition

For a number of years now, a commissioner external affairs has been on the board of A.S.V.Gay. This position was created to maintain the external contacts of A.S.V.Gay. This year there is a five-person board, which does not include a full-time commissioner external affairs. In order to fill this position as well as possible, the secretary will join and chair the Acquisitions Committee. This means that the secretary plans and leads the meetings. During the meetings the members of the Acquisitions Committee will give updates on what they have been doing. At the moment a division has been made of all partners. The major partners and the LGBTQ+-bars will be in contact with the secretary. This means that the secretary will be in face-to-face contact with these partners every now and then. These partners are:

- Amstel54
- SoHo
- Club Church
- Hap-K
- Bar Exit
- Montmartre
- De Trut
- Bar Buka
- Prik
- Gayprideboothuren (in cooperation with the treasurer, who takes place in the Pride Committee)
- Saarein

The secretary will therefore profile himself as the main contact for external parties, in order to produce a clear and unambiguous image to the outside world. By means of an authorization, it is possible to give the members of the Acquisitions Committee access to extern@asvgay.nl. This allows them to maintain contact with the other (online) partners, companies and/or sponsors from the e-mail address extern@asvgay.nl. In addition, the secretary does not have to forward all incoming mails, but the members of the Acquisitions Committee can access them themselves. This promotes the autonomy and general functioning of the Acquisitions Committee. We as the board believe that in this way, we can continue the acquisition in a useful way.

Donors and Alumni

Donorship

A.S.V.Gay currently has an opportunity for members, alumni and external parties to become donors, which is described in the bylaws. Although in theory this possibility can contribute to the income of the association, this is currently not the case. Reasons for this include the lack of promotion and the limited appeal of being a donor. We want to change this by creating a new form of sponsorship, under the name 'Friend of A.S.V.Gay'. The board will offer two possibilities to become 'Friend of A.S.V.Gay', by means of a one-time or annual donation of at least 10 euro. Not only (former) members and alumni can make use of this option, but it is also an interesting option for friends and family of members. For example, it is possible at the family borrel, if these can take place in an adapted form, to give the parents the opportunity to become



'Friend of A.S.V.Gay'. We have chosen to use the term 'Friend of' A.S.V.Gay, since this is a very common term, used in many museums, zoos and other public institutions to attract donors. The current 'Friends of A.S.V.Gay' are companies we have a connection with, but don't get money from. To avoid confusion, their name will be changed. Together with the Acquisitions Committee we want to brainstorm about a new name.

Alumni

After the lustrum year, A.S.V.Gay has doubled its number of alumni, which has considerably increased the importance of this group. The board wants to make it attractive to become and stay an alumnum, to consolidate this growth. To this end, there will be close cooperation with the Alumni Committee, which organises the activities for this group. In addition, the board will develop a more consistent form of promotion and visibility for the possibility of becoming an alumnum. This promotion will for example consist of regular updates from the association to the alumni, in the form of a newsletter.

Chair - Anneke van der Werf

voorzitter@asvgay.nl

Face of the association

The chair is both internally as well as externally the face of the association. This means that she is an important point of contact for the members. She will increase her visibility by speaking at the borrel at a regular basis and get in touch with members as much as possible. She is always accessible and always knows what is going on. As the external face for the association she will cooperate with the current secretary and commissioner PR to be the point of contact for questions from external parties. Besides that, she will make the external newsletter.



Cooperation with the vice chair

Along with being the chair comes the intensive cooperation with the vice chair. This means that the relationship between the chair and the vice chair slightly differs from the relationship between the chair and the other board members. Where the chair is the guardian over the tasks and state of the board members and the association, the vice chair is the guardian of the chair.

Connecting

Connecting is the key word for the chair. The chair connects both the members of the board, as the members of the entire association. This is done by making contact, being accessible and by listening to the multitude of opinions. In this way, the chair contributes to the solidarity within A.S.V. Gay.

Safeguard mission and vision

Along with being the chair comes the responsibility to maintain oversight of what is going on within the board and the association. The chair checks whether our board members execute their functions efficiently and productively, next to being aware of their personal and A.S.V. Gay-related developments. Additionally she also prevents the policy plan and the mission of A.S.V. Gay from being neglected. The multiannual plan is also considered here.

Sister associations

This year the chair will be responsible for the communication with the sister associations. This means that she will be a part of the sister committee: the board of IQSN. The board of IQSN will organise joint events with the sister associations. The chair will organise the communication between the different associations from the viewpoint of A.S.V. Gay. This will also include any possible contact with the international sister associations.

Technical chair

Prior to the meetings the chair makes the agenda and sends this to the others. This counts both for the board meetings as for the general member meetings (GMM's). The chair leads both the GMM's and the board meetings. Her most important task is ensuring that these meetings proceed in a smooth and orderly manner.

Contact social institutions

This year, the chair will keep in contact with multiple social institutions, for example the COC. Other possible social initiatives can be initiated through the year. By exchanging experiences and knowledge, we can support and inspire each other in policies and activities.

Contact concerning the coronavirus

The chair will be the contact for measures related to coronavirus. She will keep up to date on the most recent news and legislation surrounding the coronavirus. She is in close contact with the municipality, the GGD and other important institutes. The chair guarantees the safety of her members.

Secretary – Marieke Leijssen

secretaris@asvgay.nl

Member administration

As secretary, the main task is to maintain the administration of the current members, the new members, the departing members and the alumni. Because of this, the secretary has excellent knowledge of the number of members within the association, the number of members who sign up for the association, and the number of members who leave the association. Member administration is confidential and privacy must be guaranteed. The secretary will supervise this with the utmost care.

Documentation

Another important task of the secretary is the responsibility for reporting on official meetings and gatherings. This at least includes taking minutes of the board meetings and the GMM's, but also communicating the decisions of the GMM to its members. The objective of the secretary is to have a structured and careful communication towards our members.



Mail

Handling both incoming and outgoing mail, both physical and digital, is also part of the secretary's duties, as is managing the general e-mail account (info@asvgay.nl). This makes the secretary the first point of contact via e-mail and mail, who makes sure that received information reaches the right person.

Internal newsletter

The internal newsletter is distributed to the members by the secretary in cooperation with the Newsletter Committee. In addition, the secretary sends the board update, which also includes the Wednesday e-mails.

GDPR

As secretary, privacy is very important, and therefore this year the secretary will take on the final responsibility of the GDPR within the board. The secretary will see to it that all data within the association is shared and processed according to the GDPR.

Birthday e-mails

This year, the secretary will be sending the birthday e-mails to members, which will include a personal message.

Acquisition

The secretary will chair the Acquisitions Committee. The Acquisitions committee supports the board in word and deed and will act as a think tank for potential new campaigns between A.S.V.Gay and external parties. In addition, the Acquisitions Committee will manage a number of existing contacts. The secretary will plan and lead the meetings as chair. The secretary will plan and lead the meetings as chairman. She will also be in contact with the most important partners, such as the Amstel 54. The secretary will present herself as the commissioner of external affairs at networking events and other occasions where external partnerships are important. Within the association, however, this is not an official title. Following this structure, there is enough order and clarity to round off this year well.

Penningmeester – Bart Verkerk

Penningmeester@asvgay.nl

Financial administration

The treasurer's primary task is to properly manage the association's financial administration, meet all obligations relating to the financial administration in a timely manner, and overall keep the financial administration up-to-date and in order. This includes, in part:

- administration of the bank account
- reviewing and processing expense declarations and cash advances
- administration of payments for activities
- cash management
- collection of contributions and donations
- management and processing of committee budgets
- drafting a financial report
- keeping the board informed on the association's financial status
- opening the financial administration for audit purposes (KasCo)



In addition, any other matters not specified above but relevant to the financial administration also fall under the responsibility of the treasurer

Drafting and monitoring the budget

The treasurer will draft the annual budget in consultation with the other board members. This budget will reflect the plans set out in this policy plan. The final budget will then be adopted by the GMM. Over the course of the year, the treasurer will monitor this budget.

Committee treasurers

Every committee will select a standing treasurer. The treasurer of the board will make a tutorial video to instruct the committee treasurers on how to draft a budget, and explain other important tasks for committee treasurers. The treasurer will remain in contact with the committee treasurers throughout the year.

Pride Committee

The treasurer will take place in the Pride Committee as a general member this year. This allows for an overview of the significant committee budget and smooth communication between the board and the Pride Committee. Decisions on important matters can therefore also be made quickly.

Contact AKvV

The treasurer and the commissioner PR are jointly responsible for keeping contact with the Amsterdamse Kamer van Verenigingen. It represents the interests of 25 student associations in Amsterdam. Contact with other associations, possible collaborations and CoBo's are an important part of A.S.V.Gay's external relations.

Commissioner of internal affairs – Isa Kuijer

intern@asvgay.nl

Link between the board & committees

By joining a committee, members can put their skills to use for the association in a myriad of ways. They contribute to the association in an essential way by doing so. The commissioner of internal affairs is the contact for, and link between the committees and the board. A.S.V. Gay is run by and for her active members. By joining a committee, members can put their skills to use for the association in a myriad of ways. They contribute to the association in an essential way by doing so. Besides assembling and guiding the committees, the commissioner of internal affairs will keep the board up to date about the committees' plans and ideas. The board is available for advice about the committees via the commissioner of internal affairs and can, in consultation with the committee, make final decisions if necessary.



Contact committees and committee-chair-meeting

The commissioner of internal affairs functions as the contact for all committee chairs who get appointed by the board. She supports and helps the committee chairs when necessary and coordinates the committee chairs in order to let the committees work as efficiently as possible. Besides that, three times a year, she organises the committee-chair-meeting, where the committee chairs can evaluate the work that has been done and the activities that have been organised by the committees. The commissioner of internal affairs also functions as the contact for the printer who prints the committee clothing, and provides them with the necessary information.

Planning & activities

The commissioner of internal affairs is responsible for keeping the members up to date on the planned events. To do so, she creates the events on Facebook and on our app. Additionally, the commissioner of internal affairs manages the annual calendar. This will ensure that activities do not overlap and that it is clear when each event will take place.

Link between board and clubs

During this board year, the commissioner of internal affairs is responsible for the clubs. This goes for both existing as possible new clubs. The commissioner of internal affairs will aid the clubs in their plans and activities and report back to the board. Additionally, she will host a club-chair-meeting twice a year, where activities can be evaluated and be given feedback. She will also ensure that the clubs can operate smoothly in compliance with the core requirements for clubs.

Technical vice chair

This board year the commissioner of internal affairs will also take on her the duty of technical vice chair. Being the vice chair brings in this case two tasks. At the absence of the chair, the vice chair will take up the tasks of the chair. Furthermore there is a close cooperation between the chair and the vice chair. Where the chair is concerned with the board members, the vice chair concerns herself with the chair.

Commissioner of PR – Matthias de Vogel

pr@asvgay.nl

Promotion Committee

This year, the commissioner of PR will be the chair of the Promotion Committee. This will make good, direct contact between the committee and the board possible. The visibility, both on promotion and information markets as on other physical and digital places, is of great importance to our exposure. Our special mission and composition of our association make it important to reach people who would normally not join a more traditional student association.



Website

In close cooperation with the Website Committee, the commissioner of PR will work on maintaining and improving the (mobile) website, and will chair the committee. The commissioner of PR strives to keep the website as up to date as possible, technically, aesthetically and content-wise. Next to that, he will ensure that the information on external websites stays as up to date as possible.

Mobile application

The control of the mobile application is the responsibility of the commissioner of PR, in collaboration with the commissioner of internal affairs. Events, newsletters, advertisements and the memberbase are being updated in this application. Ensuring privacy and confidentiality of the memberbase in the mobile application are of utmost importance.

Contact educational institutions

This year, the commissioner of PR strives to be in contact with as many Amsterdam educational institutes as possible, to improve the exposure of the association. This means he is in contact with the UvA, VU, HvA, ROCvA, Inholland and some other educational institutions.

Sociale media

The commissioner of PR is responsible for social media. He ensures that the media plan is followed.

Infographics

This year, the commissioner of PR is responsible for the infographics. The infographics will give information about societal topics, A.S.V. Gay-related topics or others interesting topics.

Safeguarding house style

The commissioner of PR will ensure that the A.S.V. Gay style will be used. This means the social media and internal communication will be published in a similar style.

Conclusion

Despite the uncertain situation in which we find ourselves this year, we hope that this policy plan will provide enough ground to guide the association through the year well, whether physically or online. Our perseverance and creativity are certainly needed here, but as the XIth board of A.S.V. Gay, we are confident that our association is strong enough to handle anything. Together we are going to make it a fantastic and fabulous year.

Anneke van der Werf
Marieke Leijssen
Bart Verkerk
Isa Kuijer
Matthias de Vogel

Unieke situaties, dezelfde gezelligheid