

FYEG - Financial Plan 2023 - 2024

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

- January 2023 – December 2023
- January 2024 – December 2024

Summary

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

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

FYEG's financial plans for 2023 and 2024 are presented below. In order to increase the accessibility of the information the 2023 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 2024 budget plan annotated is presented in Annex.



2023 Budget plan

Simplified version

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

Simplified Budget plan 2023	Provisional plan - correction	Updated plan	Difference
TOTAL EXPENDITURES	442,399.70	642,308.90	45.2%
Category 1: Personnel costs (1)	205,800.00	285,000.00	38.5%
Salaries, benefits and taxes			
Category 2: Infrastructure and operating costs	15,810.00	17,100.00	8.2%
Training for staff, equipment, IT, phone charges, etc.			
Category 3: Administrative expenditure (2)	6,330.00	13,210.00	108.7%
Accountant, bank and insurances charges			
Category 4: Meeting and representation costs (3)	83,950.00	93,350.00	11.2%
EC and Statutory meetings, support to CDN, study visits and partners meetings			
Category 5: Direct Costs: projects and campaigns (4)	125,509.70	228,648.90	82.2%
Projects, campaigns and ad-hoc			
Category 6: Allocations to next years and reserves	5,000.00	5,000.00	0.0%
Campaign and payroll safety funds			
REVENUES	404,754.80	622,704.80	53.8%
Category 1: Administrative Income (5)	252,500.00	469,000.00	85.7%
Admin funds and own funds (MO fee + donations)			
Category 2: Projects & Campaigns income	152,254.80	153,704.80	1.0%
Cooperation with Greens/EFA, Project funds			
TOTAL PROFIT OR LOSS	-37,644.90	-19,604.10	-47.9%
Savings at the end of the year			
Savings from previous years	60,778.61		
Payroll safety fund	75,000.00		
Campaign fund	6,000.00		
Profit or loss from 2022	-19,604.10		
TOTAL Savings at the end of the year	122,174.51		

Detailed version

Annexed to this plan you will find a table with the detailed budget plan for 2023. The difference between the budget voted at the GA 2022 and the updated budget plan is briefly explained in the 'Comment' column, only when it diverges by more than 10%. 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 2023 will see a significant increase compared to 2022. Thanks to the new CERV operational grant, FYEG will be able to: (1) create 2 new full time positions until June 2024 to support the 2024 Campaign and new activities; (2) raise the working hours for it's Administrative Assistant to 27 hours/week (from 24) and for it's Office Manager to 32 hours/week (from 27); (3) decrease working hours for full time staff from 38 to 35 hours/week while maintaining hourly rate for junior staff and maintaining monthly salary for senior staff. This brings working conditions closer to FYEG's Political Platform and wages in line with the non-profit sector in Belgium. The raise in working hours and additional staff will allow the FYEG Secretariat to invest more in the 2024 EU Campaign and increase its support and training for Member Organisation.

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

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 2023 will slightly increase, mainly because of the increased expenses linked to the increased staff and to allow the Secretariat to organise a proper residential retreat after the arrival of the new Secretary General, this will help speed up the onboarding process and swift transition in leadership.

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.

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

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.

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

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 almost double because of the increase in the size of the EYF Work Plan activities, the early start of Campaign expenses toward the 2024 elections and the introduction of a new MO grant program. All of this is made possible by the new CERV administrative grant, increased cooperation with the Greens/EFA Group in the European Parliament and funds secured through the FYEG Campaign Fund.

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

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

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

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

Revenues - Category 1: Administrative Income

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

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

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 2023 is in line with the budget plan adopted at the 2022 GA. The total amount planned through cooperation with the Greens/EFA group is maintained but secured through direct cooperation.

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 2023 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.

Executive Committee's considerations of Financial Control and Advisory Committee's recommendationsFrom the next period of reporting onwards the financial report and the financial plan are comprising a paragraph in which the treasurer explains the Executive Committee's considerations on the Financial Control and Advisory Committee's recommendations and declares which of these recommendations were implemented in the past year, which were not for what reasons (financial report) and which are planned to be implemented in the next year (financial plan).

2024 Budget Plan

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

ANNEX A - DETAILED 2023 BUDGET

FYEG BUDGET PLAN 2023					
	Voted at 2022 GA - correction	Updated Budget Plan	Difference	Comment	
EXPENDITURES					
Category 1: Personnel costs		205,800.00	285,000.00	38.48%	
1.1. Salaries		113,000.00	165,000.00		With the new administrative grant (CERV), FYEG is increasing working hours for admin staff and hiring 2 additional staff members until June 2024.
1.1.1 Staff	113,000.00		165,000.00	46.02%	
1.2. Benefits		14,800.00	22,000.00		
1.2.1 Staff benefits	14,800.00		22,000.00	48.65%	
1.3. Social security and other Securex costs		78,000.00	98,000.00		
1.3.1 Securex	78,000.00		98,000.00	25.64%	
Category 2: Infrastructure and operating costs		15,810.00	17,100.00	8.16%	
2.1. Office-related costs		6,710.00	9,000.00		
2.1.1 Office rent	0.00		0.00		
2.1.2 Office meetings	500.00		2,500.00	400.00%	Higher expenses to allow for a residential office retreat
2.1.3 Trainings for staff	6,210.00		6,500.00	4.67%	
2.2. Costs relating to the installation, operation maintenance and equipment		7,000.00	5,500.00		
2.2.1 IT	5,500.00		5,000.00	-9.09%	
2.2.2 Office equipment	1,500.00		500.00	-66.67%	Needs lower than planned
2.2.3 Website maintenance	0.00		0.00		
2.3. Stationery and office supplies		1,600.00	2,100.00		
2.3.1 Stationery	100.00		100.00	0.00%	
2.3.2 Other	1,500.00		2,000.00	33.33%	Higher to reflect increase in staff
2.4. Postal and telecommunications charges		500.00	500.00		
2.4.1 Postal charges	100.00		100.00	0.00%	
2.4.2 Telephones, mobile phones	400.00		400.00	0.00%	
Category 3: Administrative expenditure		6,330.00	13,210.00	108.69%	
3.1. Administrative expenditure		1,000.00	1,000.00		
3.1.1 Extraordinary costs	1,000.00		1,000.00	0.00%	
3.2. Accounting, audit costs, consultancy		4,150.00	11,150.00		
3.2.1 External/internal Accountant	4,000.00		5,000.00	25.00%	higher expenses due to audit for the CERV grant
3.2.2 Legal expenses	150.00		6,150.00	4000.00%	higher expenses for the Statuts publication and Office guide update
3.3. Other Indirect costs		1,180.00	1,060.00		
3.3.1 Bank charges	800.00		700.00	-12.50%	Lower expenses to reflect 2022 budget report
3.3.2 Insurances	380.00		360.00	-5.26%	
Category 4: Meeting and representation costs		83,950.00	93,350.00	11.20%	
4.1. Costs of EC meetings of the FYEG		18,600.00	21,100.00		
4.1.1 Executive Committee allowances	9,600.00		9,600.00	0.00%	
4.1.2 Executive Committee meetings	9,000.00		11,500.00	27.78%	Increase to allow 4 live meetings instead of 3
4.2. Costs of the meetings of the FYEG		50,250.00	53,250.00		
4.2.1 General Assembly	17,000.00		35,000.00	105.88%	Higher expenses for a longer GA program (cut in the Spring Conference) and due to inflation
4.2.3 Young Greens training / MO training	28,000.00		17,500.00	-37.50%	Lower expenses due to downsizing of the activity
4.2.4 Young Greens Forum / MO Forum	4,000.00		250.00	-93.75%	Lower expenses due to moving fully online
4.2.5 FCAC meeting	1,250.00		500.00	-60.00%	Lower expenses due to hybrid format
4.3. Membership Fees and Regional Support		9,100.00	11,500.00		
4.3.3 Membership Fees	1,600.00		1,500.00	-6.25%	
4.3.4 Regional network meetings	7,500.00		10,000.00	33.33%	Maintained to 2022 level thanks to the new admin grant (CERV)
4.4. Other meetings and representation		6,000.00	7,500.00		
4.4.1 Visits to Member organisations/Study visits	4,000.00		5,000.00	25.00%	Increase to fund more MO visits
4.4.2 EGP and Greens/EFA Group Meetings	1,000.00		2,000.00	100.00%	Increase to fund more delegated to EGP statutory events
4.4.3 Political Work/Networking	1,000.00		500.00	-50.00%	Decreased to reflect the 2022 budget report
Category 5: Direct Costs: projects and campaigns		125,509.70	228,648.90	82.18%	
5.1. Seminars and conferences		125,509.70	159,648.90		
5.1.1 EYF Work Plan	91,509.70		138,648.90	51.51%	Higher expenses for bigger activities (thanks to additional co-funding)
5.1.2 Spring conference	30,000.00		21,000.00	-30.00%	Lower expenses because of the shorter program (to leave more space for the GA)
5.1.3 COP	4,000.00		0.00	-100.00%	Funding refocused towards the Campaign and MO training
5.2. Study Sessions		0.00	0.00		
5.2.1 Study Sessions	0.00		0.00		
5.3. Campaigns		0.00	14,000.00		
5.3.1 Campaigns	0.00		14,000.00		Advance expenses for the 24 Campaign (from the Campaign Fund)
5.4. Other Projects		0.00	55,000.00		
5.4.1 Ad Hoc Projects	0.00		11,000.00		Higher expenses thanks to the new CERV admin grant (including a live South region meeting and Ecosprinter edition)
5.4.4 Grant program	0.00		44,000.00		New MO grant program linked to the CERV admin grant
Category 6: Allocations to the next year and reserves		5,000.00	5,000.00	0.00%	
6.1 Allocations and funds		5,000.00	5,000.00		
6.1.2 Allocation to the campaign fund	5,000.00		5,000.00	0.00%	
6.1.3 Allocation to payroll safety fund	0.00		0.00		
TOTAL BUDGET EXPENDITURE		442,399.70	642,308.90	45.19%	
REVENUES					
Category 1: Administrative Income		252,500.00	469,000.00	85.74%	
EGP contribution		91,000.00	91,000.00		
7.1.1 EGP contribution – 3,5% eligible costs	91,000.00		91,000.00	0.00%	
Administrative Grants		126,000.00	341,000.00		

7.2.1	CoE European Youth Foundation	25,000.00		30,000.00		20.00%	Increased by the granting authority
7.2.2	Erasmus+ Admin	80,000.00		0.00		-100.00%	Cancelled due to the obtention of the CERV admin grant (It's forbidden to receive both)
7.2.3	Maribel	21,000.00		21,000.00		0.00%	
7.2.4	CERV SGA	0.00		290,000.00			New admin grant!
Own sources			35,500.00		37,000.00		
7.3.1	Membership fees	30,000.00		31,000.00		3.33%	
7.3.2	GA & Spring Conference participation fees	5,000.00		5,500.00		10.00%	
7.3.4	Donations	500.00		500.00		0.00%	
Category 2: Projects & Campaigns income			152,254.80		153,704.80	0.95%	
Cooperation and Green support			80,000.00		80,000.00		
8.1.1	Cooperation with Greens/EFA Group	47,500.00		76,000.00		60.00%	Increased cooperation for the Youth Assembly event
8.1.2	Fundraising from MEPs	0.00		4,000.00			Increased to support the increased expenses of the EYF Wrok Plan
8.1.3	EP Visits	32,500.00		0.00		-100.00%	No longer needed with the new CERV admin grant
Projects			72,254.80		73,704.80		
8.2.1	EYF work plan grant	49,904.80		49,904.80		0.00%	
8.2.2	Green European Foundation (GEF)	9,000.00		10,800.00		20.00%	Increased in line with inflation
8.2.3	Heinrich Boell Stiftung	0.00		0.00			
8.2.4	Participants' contribution to projects	8,350.00		8,000.00		-4.19%	
8.2.5	Other sources	5,000.00		5,000.00		0.00%	
TOTAL INCOME			404,754.80		622,704.80	53.85%	
PROFIT or LOSS			-37,644.90		-19,604.10	-47.92%	
Allocations and reserves 2021		01/01/2023	31/12/2023	01/01/2023	31/12/2023		
6.1	Carry over from the year before	0.00	0.00	-30,009.30	-30,009.30		
6.2	Carry over from previous years	40,582.91	40,582.91	90,787.91	90,787.91		
6.4	Profit Or Loss of the year	0.00	-37,644.90	-19,604.10	-19,604.10		
6.5	Taxes payable for maintaining reserves 0.17%	0.00	0.00	0.00	0.00		
6.6	Campaign fund	15,000.00	20,000.00	15,000.00	6,000.00		
6.7	Payroll safety fund (on the Triodos account)	75,000.00	75,000.00	75,000.00	75,000.00		
TOTAL ASSETS		130,582.91	97,938.01	131,174.51	122,174.51		

ANNEX B - DETAILED 2024 BUDGET

FYEG BUDGET PLAN 2024			
		Budget Plan	Comment
EXPENDITURES			
Category 1: Personnel costs			282,000.00
1.1. Salaries			163,000.00
1.1.1 Staff	163,000.00		
1.2. Benefits			22,000.00
1.2.1 Staff benefits	22,000.00		
1.3. Social security and other Securex costs			97,000.00
1.3.1 Securex	97,000.00		
Category 2: Infrastructure and operating costs			17,100.00
2.1. Office-related costs			9,000.00
2.1.1 Office rent	0.00		
2.1.2 Office meetings	2,500.00		
2.1.3 Trainings for staff	6,500.00		
2.2. Costs relating to the installation, operation maintenance and equipment			5,500.00
2.2.1 IT	5,000.00		
2.2.2 Office equipment	500.00		
2.2.3 Website maintenance	0.00		
2.3. Stationery and office supplies			2,100.00
2.3.1 Stationery	100.00		
2.3.2 Other	2,000.00		
2.4. Postal and telecommunications charges			500.00
2.4.1 Postal charges	100.00		
2.4.2 Telephones, mobile phones	400.00		
Category 3: Administrative expenditure			7,710.00
3.1. Administrative expenditure			1,000.00
3.1.1 Extraordinary costs	1,000.00		
3.2. Accounting, audit costs, consultancy			5,650.00
3.2.1 External/internal Accountant	5,500.00		
3.2.2 Legal expenses	150.00		
3.3. Other Indirect costs			1,060.00
3.3.1 Bank charges	700.00		
3.3.2 Insurances	360.00		
Category 4: Meeting and representation costs			76,100.00
4.1. Costs of EC meetings of the FYEG			18,600.00
4.1.1 Executive Committee allowances	9,600.00		
4.1.2 Executive Committee meetings	9,000.00		
4.2. Costs of the meetings of the FYEG			36,500.00
4.2.1 General Assembly	35,000.00		
4.2.3 Young Greens training / MO training	0.00		
4.2.4 Young Greens Forum / MO Forum	500.00		
4.2.5 FCAC meeting	1,000.00		
4.3. Membership Fees and Regional Support			11,500.00
4.3.3 Membership Fees	1,500.00		
4.3.4 Regional network meetings	10,000.00		
4.4. Other meetings and representation			9,500.00
4.4.1 Visits to Member organisations/Study visits	6,000.00		
4.4.2 EGP and Greens/EFA Group Meetings	3,000.00		
4.4.3 Political Work/Networking	500.00		
Category 5: Direct Costs: projects and campaigns			208,768.50
5.1. Seminars and conferences			128,268.50
5.1.1 EYF Work Plan	103,268.50		
5.1.2 Spring conference	25,000.00		
5.1.3 COP	0.00		
5.2. Study Sessions			0.00
5.2.1 Study Sessions	0.00		
5.3. Campaigns			10,000.00
5.3.1 Campaigns	10,000.00		
5.4. Other Projects			70,500.00
5.4.1 Ad Hoc Projects	16,500.00		
5.4.4 Grant program	54,000.00		

Category 6: Allocations to the next year and reserves			0.00
6.1	Allocations and funds		0.00
6.1.2	Allocation to the campaign fund	0.00	
6.1.3	Allocation to payroll safety fund	0.00	
TOTAL BUDGET EXPENDITURE			591,678.50
REVENUES			
Category 1: Administrative Income			465,500.00
EGP contribution			91,000.00
7.1.1	EGP contribution – 3,5% eligible costs	91,000.00	
7.1.2	Joint activities FYEG/EGP	0.00	
Administrative Grants			336,000.00
7.2.1	CoE European Youth Foundation	25,000.00	
7.2.2	Erasmus+ Admin	0.00	
7.2.3	Maribel	21,000.00	
7.2.4	CERV SGA	290,000.00	
Own sources			38,500.00
7.3.1	Membership fees	32,000.00	
7.3.2	GA & Spring Conference participation fees	5,500.00	
7.3.4	Donations	1,000.00	
Category 2: Projects & Campaigns income			120,368.50
Cooperation and Green support			46,500.00
8.1.1	Cooperation with Greens/EFA Group	45,000.00	
8.1.2	Fundraising from MEPs	1,500.00	
8.1.3	EP Visits	0.00	
Projects			73,868.50
8.2.1	EYF work plan grant	49,988.50	
8.2.2	Green European Foundation (GEF)	10,800.00	
8.2.3	Heinrich Boell Stiftung	0.00	
8.2.4	Participants' contribution to projects	7,630.00	
8.2.5	Other sources	5,450.00	
TOTAL INCOME			585,868.50
PROFIT or LOSS			-5,810.00
Allocations and reserves 2021		01/01/2023	31/12/2023
6.1	Carry over from the year before	-19,604.10	-19,604.10
6.2	Carry over from previous years	60,778.61	60,778.61
6.4	Profit Or Loss of the year	-5,810.00	-5,810.00
6.5	Taxes payable for maintaining reserves 0.17%	0.00	0.00
6.6	Campaign fund	6,000.00	0.00
6.7	Payroll safety fund (on the Triodos account)	75,000.00	75,000.00
TOTAL ASSETS		116,364.51	110,364.51