

General Members Meeting (ALV) N.S.Z.V. Ha-Stu

26 september 2023



Notulen General

Members meeting

Date: 26-09-2023

Location: EOS N 01.630

Time: 19.00

Board:

Chairwomen: Miret Mijnen
Secretary: Evi van Dalen
Secretary of competition: Floor van der Looij
Treasurer: Julian Huijbers

Candidate board:

Chairwomen: Michelle Graat
Secretary: Eva Smakman
Secretary of competition: Mandy Peggen
Treasurer: Mats Vermetten

Cancellations

Cancellations	Authorizations by email
Yvon Smits	Ilse van de Kamp
Dominique Carpaij	Ilse van de Kamp
Isa de Haan	Juliët Loozen
Laura Hofkamp	Sanne Klerks

Attendees:

1. Elise Beckers
2. Juliët Loozen
3. Lisa Slomp
4. Eline Turquin
5. Mirte van der Wal
6. Jochem van Vroonhoven
7. Eva de Jong
8. Sabine van Halderen
9. Ilse van de Kamp
10. Pien Krabben
11. Lina Kohl
12. Rinke Durbach
13. Esmee Berends
14. Gilliana Igodt
15. Milou Hoppenreijs
16. Sander Beltman
18. Quinty Veerman
19. Mirli Stadhouders
20. Vera Helmonds
21. Sanne Klerks
22. Maaïke van Buuren
23. Marit Jeurissen
24. Anna Abel
25. Menno Baak
26. Thomas Amberg
27. Joost Derkx
28. Joris Beltman
29. Lenna Duin
30. Bente Lenaers
31. Marit Witlink
32. Eva Langens
33. Tess Evers
34. Elin Visscher
35. Marlou Steeghs
36. Sofie van den Heuvel
37. Lise Adriaensen
38. Frida van Teijlingen
39. Lara Huizer
40. Meg Migchelbrink
41. Lars Hennen
42. Hendrik Hoch
43. Laura van Swam
44. Jan-Willem Takke

45. Simon Pals
46. Sanne van Helmond
47. Marieke van Breukelen
48. Ferry Wolterinck
49. Kijara Weijenberg

1 **1. Opening**

2 Miret Mijnen opens the GMM at 19.05.

3 Miret Mijnen: On behalf of the board, I want to welcome everyone to the General Members
4 Meeting. First, is anyone against this meeting being recorded for the purpose of writing the
5 minutes? No. Second, is there anyone against Eva taking the minutes from the beginning
6 because Evi can't be here (traveling in Thailand)? No.

7

8 **2. Set agenda**

9 Miret Mijnen: We will move on to the agenda. There was a wrong date on the agenda, it
10 states that the multi-year policy plan starts in 2024, but it already starts in 2023, so if it is
11 voted in today, it finds its immediate application in 2023. We will change the date in the
12 minutes of the meeting.

13 Jan-Willem Takke: Where are the findings of the audit committee?

14 Miret Mijnen: We will set them in the financial documents.

15

16 **3. Minutes previous GMM**

17 Miret Mijnen: Are there any questions about the minutes from the previous GMM?

18 Menno Baak: Can you send the minutes? Together with all the other documents next time.

19 Miret Mijnen: We will send the previous minutes. Were there any questions about the
20 previous minutes? Of the previous meeting? No.

21

22 **4. Received documents**

23 Miret Mijnen: We received a document with questions, they will be answered during the
24 meeting by either Mats, Michelle, Julian or me.

25

26 **5. Announcements**

27 Miret Mijnen: I have no further announcements.

28

29 **6. Retrospect 2022-2023**

30 Miret Mijnen: You all received the retrospect of this year, but I want to highlight some things
31 about last season. We started with a lot of teams, but there was a change of 4 ladies to 3
32 ladies teams, as you all know. It was the last year of the gents 1 playing in the first division.
33 Everyone made a lot of efforts to make it an unforgettable season. With a lot of matches and
34 tournaments and of course the championship of ladies 2. It was also the first year of the Ha-
35 Ha team. It strengthened the cooperation between Ha-Stu and Havana. This team
36 strengthened the cooperation between the associations and in this way we could offer an entry
37 level for the gents. It might have started a bit rough, but everyone played with a lot of joy in
38 Ha-Ha.

39 Regarding the safe sport, we established a code of conduct and introduced a second
40 confidant, Bart Huijs. I think it is good to tell again and also for the new members, we have
41 two confidants: Marit Witlink, who is also here, and Bart Huijs. He is not here, but you can
42 always go to the confidant and we also have a confidant of the RU and the NSSR. As a board
43 we did a training in social safety and we also went to a performance about this.

44 This year also the Multi Year Policy plan was written by a working group, in cooperation
45 with the board. Later they will present it and we will vote about it.

46 Lastly, we want to say thank you for all your efforts and support for Ha-Stu this year. We had
47 a blast this year as a board and have made a lot of memories. Are there any questions about
48 the retrospect?

49 Menno Baak: Firstly, the year of date of the multi-year policy plan is also wrong, this should
50 be 2023.

51 Miret Mijnen: We will change that.

52 Menno Baak: I didn't read the English version, is there gonna be one?

53 Miret Mijnen: Yes, I think so. Thank you, sorry for that.

54 Menno Baak: I have another question about social safety. You say it is a very important
55 theme for you, were there any incidents this year?

56 Miret Mijnen: Every year at the end, we get an overview of the confidants. They have been
57 approached this year, but we don't know as a board the content or rule, because that is
58 anonymous, unless the person wants to.

59

60 **7. Financial documents**

61 Miret Mijnen: We will continue with the financial documents and also the findings of the
62 audit committee. Maybe first Julian can explain the document and then the findings.

63 Julian Huijbers: First we do the income and then the expenses. If you have any questions, you
64 can ask them immediately, that is the easiest thing to do.

65 Income:

66 Let's see the membership fee, we gained a little bit more than expected and we gained 150
67 euros on the work action and the rest has paid work actions with vines. We have a little less
68 additional income. Last season, so not this season but the season before, we had an income of
69 Sponsorkliks and Panelwizards. This was sorted as additional income, but it was almost 500
70 euros. So we separated that income. The fixed sponsor income from Tappers, the Fuik, VDG.
71 The variable sponsor income is from Panelwizards, Rabo Club Support and Sponsorkliks.
72 And we gained some more memberships fee competition.

73 In the first column you can see the concept budget for last seasons, as presented on the GMM
74 at the beginning of last season. In the column following you can see the account statement for
75 27-8-2023. because something will change in the last month there is a 3rd column with the
76 expected end account statement.

77 The account statement for the general income is almost equal to the concept budget. For the
78 competition income we are still waiting for €600,- sponsor income from VDG.

79 Menno Baak: What is covered under additional income?

80 Julian Huijbers: It consists of the club matches.

81 Menno Baak: Do we earn that much with club matches?

82 Julian Huijbers: It also consists of some other small things.

83 Expenses:

84 Julian Huijbers: The price of Conscribo became more expensive from the end of this year.

85 The website is the same costs and of the Rabobank, we got a discount till the end of 2022 of

86 25 euros each month, but they changed prices and now we don't get the discount anymore. In
87 9 months time, 25 euros is 250 euros more expenses for that. The Batavierenrace committee
88 got more money because the expenses for hiring the huts and the fuel went a lot higher. With
89 150 euros they can't organize the Batavierenrace, which is too few, so they got more money.
90 The memberships' weekend got 150 euros. This is the account statement of two weeks ago
91 and at this time they are at 150 euros, so they spent all their money now. We made a profit on
92 the Ha-Stu tournament. Any questions for this? No.

93 Not everything is paid yet so the profit will decrease by a bit. We spent €97,36 for new shirts
94 for DS2 and will get €300,- sponsor money in the upcoming season in return. The NHV costs
95 are higher than expected, same thing for the rent of the sports hall. We got a subsidy of €
96 575,- for the competition committee, so they spend less money.

97 Menno Baak: They didn't pay the money

98 Julian Huibers: Members' weekend: 150 euros, spent all their money

99 Menno Baak: The members' weekend means the members' weekend from a few weeks ago
100 and not from last year?

101 Julian Huijbers: It is the members' weekend from two weeks ago.

102 Jochem van Vroonhoven: What is the 1 cent expenses?

103 Julian Huijbers: Maybe we spent 1 cent more. The NHV costs are a little higher than
104 expected, because we gained some members. Some teams didn't spend all the money on the
105 preparation. We didn't get many NHV vines, only 1, which we shared with Havana. We got
106 that from the first match of HaHa, because we didn't represent a referee. So we split the vine.
107 We got 600 euros for subsidy for the competition committee. They spent a little bit less
108 money. The rent for the sporthall, we spent 375 euros too much, but I will come back to that
109 later, because we've got somebody back from the RSC. This is the result. I made a small
110 mistake, because it says that we have a result of minus 1480 euros and we get a subsidy of
111 1687 euros. But we only get 1481 euros and then you get the result of 0 euro. We have some
112 more expenses and income in the past two weeks. Like I said, the member's weekend, they
113 spent 400 euros more and we got some money back from the sporthalls. The member
114 recruitment and the PR committee will spend some money in the upcoming weeks. In the end

115 we have a loss of 1455 euros and we get the subsidy which incorporates the loss and we get a
116 loss of 0 euro.

117 Ending with a loss of nearly €1.500,- on 27-8-2023 and probably a loss of nearly €1.900,- at
118 the end of the season. Because we fixed another subsidy from SLIM the final loss will be
119 somewhere near €200,-

120 Menno Baak: You say that NHV costs are higher, because there are more members than you
121 expected, but the membership fee is almost the same as what you expected?

122 Julian Huijbers: Yes indeed. We made an expectation of the total members, which is higher
123 than we subscribed to NHV. If the more expected members actually come to Ha-Stu, we pay
124 a bit more, but these will not count in the pre-calculation of the NHV.

125 Julian Huijbers: There is an expectation made of a total of 80 members, so 80 members are
126 signed up. I told the NHV that it would probably be 90. There are still 80 people signed up at
127 the NHV, so you make an estimation for 80 members. Our estimation of total members is 90,
128 which means that the income is already higher. Only the incomes at the NHV will also
129 become higher during the time, so then the price will be suddenly higher for the ten extra
130 members. Only the income for these ten extra members have already been received as an
131 expectation.

132 Tess Evers: I have a recommendation for next year, because last year the fines of the work
133 action were really high and I think that it was not fair. Because this year, there was a big
134 group of people that wanted to join the Zwarte Cross, but two weeks in advance it was
135 canceled. Afterwards there were no other opportunities left to do work actions. So maybe for
136 the following treasurers, it is better to be more transparent about the work actions or maybe
137 give some more opportunities or look for more.

138 Laura van Swam: I think it is also for the members, for themselves, now you know you get a
139 fine, you have to actively search for work actions. I think there was a personal email at the
140 beginning of the year, but nobody joined the work actions.

141 Tess Evers: Yes I agree, if there are more options in Nijmegen to do that, then maybe we get
142 offered as Ha-Stu more opportunities to do more work actions, also in the second part of the
143 year.

144 This year, we had a total of 30 days to do your work actions and we got four responses. So
145 we can make it 60 days, but I don't know if that works.

146 Tess Evers: I know there are more options in Nijmegen, but I had this one already for a long
147 time in my agenda and it didn't go through, but then I still had to pay.

148 It is a good suggestion for next year. We will now go to the findings and then we will vote
149 about the documents.

150 Statement audit committee:

151 Jan-Willem Takke: Dear Julian, thank you for being the treasurer last year. Myself, Jochem
152 and Pepijn, who is not here and has not been for the last half year, have been the audit
153 committee. It is our job to check at least twice a year what the treasurer has been up to.
154 Overall, our findings during the two checks that we had, were great. You have been doing an
155 excellent job. You came to us when you had questions, and all the questions we had you
156 fixed easily. Basically, you did a good job and I don't have anything else to add. It is my
157 recommendation to discharge the board when that vote comes up.

158 Thanks.

159 Vote on the financial documents 2022/2023

160 44 votes for, 0 votes blanco, 0 voters against and 0 votes of abstinence. It is voted in.

161 Anna Abel: Can we maybe mention in the messages that this is only for members that are
162 here, because I know that in the previous meetings, members who were actually not present
163 at the meeting have also voted.

164 Miret Mijnen: Okay, we can do that.

165

166 **8. Multi-Year Policy Plan 2023-2027 (MYPP)**

167 Miret Mijnen: I will give the word to Menno, he will present the multi year policy plan. After
168 that, we will vote about it and if it is voted in, it will find its immediate application, so not in
169 2024.

170 Menno Baak: I didn't bring a fancy presentation, but I just walk you through the keypoints.
171 So for the past half year, we, Eva de Jong, Hendrik Hoch, Sanne van Helmond and Isa de

172 Haan, who is in Liverpool, have been working on the multi year policy plan.

173 Miret Mijnen: We can open it if you want.

174 Menno Baak: You can see the content, that's fine. It has been a long hard labor, etc. We
175 thought about what we thought were the key points for Ha-Stu for the next couple of years. I
176 think the previous plan worked out really well. Three or five years ago there was a lot of
177 organizational chaos within Ha-Stu. There was one trainer who did all the practices and when
178 he left there was a big gap. That was filled in by the TC, which was a very important point.
179 We thought about the current problems. One of which was that this year a lot of people had
180 left for Havana, so we wanted to put in the plan to make a better bond with Havana. We also
181 thought that the enthusiasm, the Ha-Stu heart was a bit lacking sometimes, so we are hoping
182 that the ideas in the plan give this some new life. Safe sports, like Miret already said, is an
183 important theme nowadays. We think we can still make some steps. We wanted to add in
184 some sporty goals, because we are a sports association, which are also important. I assume
185 you all read it, it is perfectly clear and very concisest, so I assume there are no questions. If
186 there are, please ask.

187 Questions:

188 Lise Adriaensen: In the introduction you say you want to build on the previous MYPP and in
189 the structure you outlined the triangle, which is based on the Jackson idea. So there are three
190 people who all check each other on what they do. I read it this afternoon actually, and it states
191 that they all check each other, but now in section 2.4 it seems that the advisory committee
192 only has an information role. If you go to appendix B, it does seem that they have a checking
193 role. So which is it? And why did you either include the advisory committee or exclude it?
194 Because then the Jackson idea doesn't add up anymore. You need three groups for that.

195 Menno Baak: That is a good question.

196 Lise Adriaensen: In section 2.4 it stated that it only has an informational role. If the TC or
197 either the board needs information, they can go to the advisory committee. But then in the
198 appendix B, where the roles are clearly outlined, it does seem they have a checking role. I
199 think it should be there, because it is the Jackson idea. Maybe you should clarify it, because
200 there is just one line in 2.4 about the advisory committee and from that it only seems that they
201 are there for information, for the board and the TC.

202 Menno Baak: I agree, they should have a checking role. It says advice and overview, but we

203 will change it.

204 Lise Adriaensen: In the last appendix I think it is, it's called the relation between the TC, the
205 board and the advisory committee, but you do not mention the advisory committee, so why
206 use that title? It is only basically about the relation between the board and the TC, but not
207 really the advisory committee. So either add the advisory committee or don't give it this title.
208 I would recommend adding it, because it is the foundation of the whole association. So it
209 should be clearly structured, because it will be there for three years. But I think it was really
210 well written.

211 Miret Mijnen: Are there more questions?

212 Lise Adriaensen: if we vote in, does that mean that it is with my additions?

213 Miret Mijnen: Yes, it is with your additions.

214 Jan-willem Takke: I do have one question, it is an official Ha-Stu document right? Is it
215 publicly available?

216 Miret Mijnen: Not yet.

217 Jan-Willem Takke: Is it going to be publicly available?

218 Menno Baak: No, it will be on the website behind the log-in.

219 Jan-Willem Takke: Okay then it is fine, because there is stuff like the Wodkashowers that is
220 mentioned in there.

221 Menno Baak: It will be available for members.

222

223 Votes on the Multi Year Policy Plan 2023/2027

224 42 votes for, 0 votes against, 2 votes blanco, 1 vote abstinence. It is voted in.

225

226 Miret Mijnen: As a board, we have a little gift for the working group, because they made a lot
227 of effort to write this plan. So after the meeting, we will give this to the working group.

228 Maybe we can give a little applause for them.

229

230 **9. HR changes**

231 Miret Mijnen: We want to add something to the additional paragraph's to article 7: fines and

232 Article 24: matches of the house regulations, because of the referee plan that was voted in on
233 the previous meeting. So, we want to change the HR to how Ha-Stu currently is performing.
234 You can find the HR on the website, we will make sure of a full english version. Because
235 there is now a dutch version, but there will be an english version. Are there any questions
236 about HR?

237 Questions

238 Eva de Jong: I was wondering, because I was reading the match committee overview, is it
239 done?

240 Miret Mijnen: They will provide it. I think they already did, or are doing that.

241 Menno Baak: The schedule is there, but the team representatives were unclear until now, but
242 we have a meeting tomorrow and then we will send it.

243 Miret Mijnen: So they will provide which matches need a referee for which team. Are there
244 any further questions? Then we are going to vote about the changes.

245

246 Votes for the HR changes

247 There are 44 votes for, 0 votes against, 1 vote blanco, 0 votes abstinence. The changes will be
248 voted in.

249

250 **10. Discharge committee members**

251 Miret Mijnen: We want to thank, as the board, all the committee members that I will
252 discharge this evening.

253 a. Activity committee

254 i. Frida van Teijlingen

255 ii. Stef Berends

256 iii. Isa de Haan

257 iv. Juliët Loozen

258 v. Kim Bouhof

259 vi. Marique Dekker

260 b. Advice committee

- 261 i. Carlijn Roffelsen
- 262 ii. Veronique Peerbooms
- 263 iii. Susan de Wit
- 264 iv. Pepijn Merckx
- 265 c. Tournament committee
- 266 i. Ferry Wolterinck
- 267 ii. Eveline Salden
- 268 iii. Wessel Theeuwes
- 269 iv. Lise Adriaensen
- 270 v. Jason David
- 271 d. Sponsor committee
- 272 i. Mats Vermetten
- 273 ii. Maaike van Buuren
- 274 iii. Mandy Peggen
- 275 iv. Anne Rasing
- 276 e. Batavierenrace committee
- 277 i. Isa de Haan
- 278 ii. Lise Adriaensen
- 279 iii. Simon Pals
- 280 iv. Sander Beltman
- 281 f. Hastueel committee
- 282 i. Luuk Meulman
- 283 ii. Simon Pals
- 284 g. PR committee
- 285 i. Vera van Nuenen
- 286 ii. Carlijn Roffelsen

- 287 iii. Elise Beckers
- 288 iv. Ella Kraan
- 289 v. Eva Smakman
- 290 vi. Michelle Graat
- 291 vii. Yvon Smits
- 292 h. Membersweekend committee
- 293 i. Eva de Jong
- 294 ii. Jurren Sprekelder
- 295 iii. Sanne Klerks
- 296 iv. Laura Hofkamp
- 297 v. Natalie Nielsen
- 298 vi. Michelle Graat
- 299 i. Technical committee
- 300 i. Lenna Duin
- 301 ii. Jorik Hof
- 302 iii. Floor van der Looij
- 303 j. Audit committee
- 304 i. Pepijn Merckx

305

306 **11. Annual plan 2023-2024**

307 Miret Mijnen: I will give the word to Michelle. She is the candidate chair, she will answer
308 questions about the annual plan.

309 Michelle Graat: We received one question about the annual plan, which was how we want to
310 improve the communication between the committees. We talked about it and last year they
311 wanted to make some group chats between the important committees, but it didn't happen. So
312 this year we want to do that. Also, we want to make a list of everyone that is a contact person
313 of the committee and make it known to everyone.

314 Questions

315 Anna Abel: Can you give an example of the committees that would be required to
316 communicate among them?

317 Michelle Graat: The most important are the PR, Sponcie and Accie.

318 Lise Adriansen: Can you maybe outline the main points, because there are a lot of new
319 members that probably didn't get the email and it is important for them as well.

320 Menno Baak: About the new members, can you maybe introduce yourselves?

321 Michelle Graat: I am Michelle and I am going to be the next chair. Maybe we can open the
322 annual plan, so I can check.

323 Menno Baak: Who else is on the board?

324 Miret Mijnen: That will come later. We will introduce them.

325 Jan-Willem Takke: But it is their plan as well, right?

326 Michelle Graat: I talked about the handbal technical part, I talked about the big outflow of
327 members this year and how we want to improve that maybe for further years. Also, the
328 referee plan, which was already talked about. I talked about professionalization, which we
329 wanted to improve. This was about the communication between the committees, so I already
330 talked about it. The Ha-Stu heart, I already talked about what the Ha-Stu heart is and
331 automatically also spoke about the MMYP. Also about the large outflow of members this
332 year and the internationals, because we want to make English the standard in Ha-Stu. We
333 love the internationals. I think that's it. Any further questions?

334 Questions

335 Menno Baak: About the handbal technical part, do you have specific plans for member
336 recruitment for the gents? Because if it goes on like this, next year we don't have a men's
337 team anymore. So do you have ideas on how to fix that?

338 Michelle Graat: Not yet, because we wanted to sit with the TC to talk about it. If anyone else
339 has any ideas, you talk to us or contact us, but we are certainly aware of the problem. Anyone
340 else?

341 Miret Mijnen: Then we will vote about the annual plan.

342

343 Votes for the annual plan 2023/2024

344 There are 42 votes for, 0 votes against, 3 votes blanco, 0 votes abstinence. It is voted in.

345

346 **12. Change of the board**

347 Miret Mijnen: Before we go to change the board, maybe the candidate board can introduce
348 themselves, so everyone knows.

349 Mats Vermetten: I'm Mats and I will be treasurer if I am voted in.

350 Michelle Graat: Hi I'm Michelle and I will be chair if I am voted in.

351 Mandy Peggen: Hi I'm Mandy and I will be match secretary this year.

352 Eva Smakman: I'm Eva and I will be secretary this year, if I am voted in of course.

353 Miret Mijnen: We are going to vote, you have to vote about them individually, so you have to
354 vote for each of them. And after that, we will continue to discharge and vote in.

355

356 Candidate board 2023-2024:

357 a. Chair: Michelle Graat

358 b. Secretary: Eva Smakman

359 c. Treasurer: Mats Vermetten

360 d. Match secretary: Mandy Peggen

361

362 Miret discharge the old board of 2022-2023:

363 a. Julian Huijbers as the Treasurer

364 b. Evi van Dalen as the Secretary

365 c. Floor van der Looij as the match secretary

366

367 Jan-Willem Takke: You need to vote about this.

368 Miret Mijnen: No, I am sure. They also didn't in the two previous GMM's.

369 Lise Adriaensen: We did it with consent.

370 Jan-willem: What if you majorly screwed up. It is also the reason why we do the cash audit

371 committee thing, because if Julian has made a mess of it, he needs to fix it before he steps

372 down as treasurer, for example. It would be my recommendation to not discharge the board.

373 Miret Mijnen: I will discharge the board members with consensus.

374 Menno Baak: It has to be anonymous.

375 Jan-Willem Takke: How difficult is it to make another form?

376 Miret Mijnen: I'm sure that it wasn't there last year. It doesn't matter.

377

378 Votes for discharge the old board 2022/2023

379 Julian Huijbers as the treasurer: 40 votes for, 0 against, 2 votes blanco, and 0 votes
380 abstinence.

381 Floor van der Looij as the match secretary: 40 votes for, 0 votes against, 2 votes blanco, and
382 0 votes abstinence.

383 Evi van Dalen as the secretary: 40 votes for, 0 votes against, 2 votes blanco, and 0 votes
384 abstinence

385

386 Votes for candidate board 2023-2024

387 Michelle Graat as chair: 41 votes for, 1 vote against, 0 votes blanco and 0 votes abstinence.

388 Eva Smakman as secretary: 41 votes for, 1 vote against, 0 votes blanco and 0 votes
389 abstinence.

390 Mandy Peggen as match secretary: 40 votes for, 1 vote against, 1 vote blanco and 0 votes
391 abstinence.

392 Mats Vermetten as treasurer: 38 votes for, 2 votes against, 1 vote blanco and 1 vote
393 abstinence.

394 Jan-Willem Takke: If I counted correctly, there were way more votes for the ladies than Mats
395 Vermetten.

396 Miret Mijnen: No

397 Mandy Peggen: There were no 44, but 40

398

399 Votes for discharging Miret as chair 2022/2023:

400 Miret Mijnen: 40 votes for, 0 against, 2 votes blanco, and 0 votes abstinence.

401

402 **13. Budget 2023-2024**

403 Michelle Graat: We will continue with the budget, which Mats will do.

404 Mats Vermetten: I will get the budget on the screen. We're going to start with the income,
405 move to the expenses and then afterwards I have a small presentation to explain exactly what
406 is going on. First off, right here in this column we can see the concept budget of last year
407 made by Julian. We can see the account statement, which has been presented earlier and the
408 concept budget for this year. Again, for the budget the main theme is, a lot of people left and
409 as always, we made an estimation of the amount of members and the amount of competition
410 members we have. We estimated a total member count of 80, of which 55 will be competition
411 members. This explains why the concept budget, regular memberships' fee and the work
412 actions are a lot lower than last year. Apart from that, the additional income has been
413 budgeted slightly lower as it is dependent on the number of members and since we've lost
414 about 30 members in total, this is expected to be a bit lower. We can see this as well for the
415 competition members' fee, which is significantly lower as of the 30 members less, 25 of these
416 people were match members. So we have lost a lot of income. We have gained some fixed
417 sponsor income, as we have switched from de Fuik to Tappers/Ruig. This gives us some extra
418 money. Also the variable sponsor income has been budgeted slightly lower than the account
419 statement says this year, as this is also dependent on the number of members. I do want to
420 encourage everyone to sign up for Panelwizard and sponsorkliks, because this does earn us
421 quite a lot of money, more than you would expect and it would very much help us out. So in
422 total, this would add up to about 3659 euros.

423 Menno Baak: About the sponsoring, I don't think it has ever been this high, so well done.

424 Mats Vermetten: Then moving on to the expenses. As Julian explained some of the costs
425 have gotten a bit higher. Conscribo has gotten more expensive. Also the Rabobank has gotten
426 more expensive, so this has been budgeted accordingly. The Batavierenrace has had an
427 increase in their budget, as we've seen last year it is very difficult to organize this with only
428 150 euros. Apart from that, the budget has stayed the same as last year for this part.

429 Menno Baak: Will we spend another 150 euros on coach clothing? I mean we have them
430 right?

431 Mats Vermetten: That is a good question, probably not. It has been budgeted here also to
432 prevent some unforeseen costs. It is nice to have it there. It can also be lowered if anyone
433 feels strongly about it. Please let me know.

434 Ferry Wolterinck: This year there are two really big, strong men who are now coaches.
435 Maybe they don't fit in the S and M shirts.

436 Jan-Willem Takke: Maybe it is at least a good idea to find more coaches, because we do need
437 another coach for the gents team.

438 Menno Baak: There should also be larger size coach shirts right? I mean I am really sure that
439 some of the coaches from last year also didn't fit the small shirts. If you look at Leon, he was
440 probably not size S and Marc, also probably wasn't a size S. So there should be larger size
441 shirts somewhere. But I guess we can leave it there in case we can't cover them.

442 Mats Vermetten: Yes, and if not it is just some additional income. Apart from that, there is
443 nothing special. We've just taken along unforeseen costs again in case something strange
444 happens.

445 Then moving on to the competition fees. These have gotten significantly lower, as we have
446 one gents team less in the competition and one women's team less. Also the gents 1 have
447 dropped from first division to Hoofdklasse. This is also why we have decreased the
448 preparation costs for the gents 1.

449 Jan-Willem Takke: I think you should increase it. You should be aiming to go back up,
450 instead of going down.

451 Mats Vermetten: The preparation costs have been moved back to the amount that other teams
452 playing at the same level get. We have budgeted 1000 for the competition committee.

453 Menno Baak: Does it include the money we pay to the referees?

454 Mats Vermetten: Yes, 500 euros of this is money to pay the referees, who will referee 20
455 matches in total. The rest can be used for educating our own referees as we had a match plan.

456 Eva de Jong: What is the preparation money?

457 Mats Vermetten: The competition preparation, for example the fee we pay to the flyers
458 tournament and stuff like that.

459 Anna Abel: Which team do you mean with the gents 2? Is that the Ha-Ha team in the
460 preparation section?

461 Mats Vermetten: Yes, there is a small discrepancy between this part of the budget and this
462 part. Here gents 2 refers to the Ha-Ha team.

463 The rent for the sportshall has come down a bit. Mostly because we have a lot less matches to
464 play. This decreases the amount of money we pay. Which brings our total costs to 14.717
465 euros. As you may notice, this leaves us with a shortage of around 1000 euros. I will explain
466 why this is the case in the following part.

467 Anyone who was here last year will probably recognize this. I will go over it again. So the
468 way we have set up the finances in Ha-Stu, is we have a regular memberships' fee paid by all
469 practice members and competition members. On top of that we have the work action and the
470 vines they are of. This is in total 55 euros, which every member pays. The money that comes
471 in from this to pay for regular Ha-Stu activities, so members weekend, most of the
472 committees. Then all the competition members pay an extra 125 euros. This is meant to pay
473 for the competition. So the preparation costs, the NHV, the rent, stuff like that. What we have
474 seen is that the costs have been increasing after last year, over this year they have been
475 decreased as we have less teams playing. However, the costs for the NHV have gone up. The
476 reason that the costs are lower is because we have significantly fewer competition members,
477 so if we look at the amount of money we have to pay per person that plays in matches, it's
478 only gone down by 6 euros since last year. Which was 188 and now it is 182, while match
479 members only pay 125 euros extra. This makes it so that some of the money that everyone
480 pays over the 55 euros everyone pays, has to be used for paying the matches and the NHV.
481 We still end up with a shortage, as we have for the past couple of years. These are the
482 shortages for the past years, so 2021/2022 and 2022/2023 without subsidies. Also our budget
483 shortage, with subsidies these ended up round about minus 600 for the past year. In order to
484 fix this, we will once again apply for subsidies. Hopefully we will get some more match
485 members, which will help out. And apart from that, the sponsor committee will keep working
486 hard on this.

487 Questions:

488 Ferry Wolterinck: How big is the chance that we get those subsidies and that the shortage will
489 be fixed?

490 Mats Vermetten: I think this is a fair chance. I am working on it now, it will be handed in
491 before the 15th of october. And then we should get the results in a couple of months.

492 Ferry Wolterinck: Where do you get those subsidies from?

493 Mats Vermetten: The NSSR has an Annual budget subsidy, which we applied for last year as
494 well and which has been granted then.

495 Lise Adriaensen: If you apply already like three times in a row. Is there a certain amount you
496 can get the subsidy? If you apply three times, they will say it will not work anymore. You
497 have to argue it right?

498 Mats Vermetten: The argument that we have is that since we have such a big amount of
499 members leaving, we ended up with a shortage which is very hard to overcome by regular
500 budgeting.

501 Lise: Is there a point that they are going to say like it has been four or five years in a row, we
502 will stop and not give it anymore?

503 Jan-Willem Takke: Maybe I can respond. As far as I know, every year we have applied for a
504 subsidy, and every year we received it without basically any comments. So I doubt they read
505 the document. Then we still have 10.000 euros in our bank account, so we could do this 10
506 years and then we are in trouble.

507 Ferry Wolterinck: Is there a way we can maybe find out if this is the case, because it may
508 bring us in trouble for future members. If this is the case, that the subsidy will not be granted
509 in the future, we have to look within our association for solutions.

510 Mats Vermetten: Yes that is definitely an idea. One of the obvious solutions is to raise the
511 match membership's fees. However, since we raised the contribution I think 2 years ago
512 already. We want to keep it attractive for new members, but for next year it is definitely an
513 option.

514 Jan-Willem Takke: No, the last time we did that was in my year, 5 years ago.

515 Anna Abel: No three years ago.

516 Mats Vermetten: We did not want to do that this year right away, because we wanted to keep
517 it attractive for new members. However, for next year it is definitely an option.

518 Menno Baak: We've lost members, but we've also lost teams, and one of the teams was a
519 really expensive team. And still at least for the ladies, the teams are almost full. With the
520 gents, sort of, at least we have like eleven competition members, also kind of full. So at some
521 point you might just conclude that the competition fee is just too low.

522 Mats Vermetten: Yes, also something I forgot to mention is that right now the way we've
523 budgeted the Ha-Ha team is that we pay half the expenses for both the rents and the NHV
524 fees. However, depending on the amount of people from Ha-Stu that will actually join Ha-

525 Ha, this might be about 60% lower. So that will decrease our shortage by about 500 euros, I
526 think 570 from the top of my head. Which will also make it a lot easier. I forgot to mention
527 that, but thank you very much.

528 Votes for the budget of 2023/2024

529 41 votes for, 0 votes against, 2 votes blanco, and 0 votes abstinence.

530

531 **14. Handbal technical (by TC)**

532 Eva de Jong: I'm going to do a little word on the behalf of the TC. We have some points and
533 we want to be more provable to all members. So we're the technical committee, we are
534 mostly concerned with all things related to handball and the sport itself. So practice, coaches,
535 trainers, et cetera. I have five points.

536 The first point is the upcoming competition season. We have three ladies teams and one gents
537 team. There are going to be a lot of super sundays. I wanted to mention this because they are
538 going to be very fun. So please all be there, support each other with the advantage of all
539 playing at home a lot of the time. So we can have fun super sundays. Wink to the Accie to
540 make it even more fun.

541 Then I want to explain a little bit about the situation with the trainers and coaches. We've had
542 a big outflow of members, especially experienced members who were doing coaching and
543 giving practice. So that was a bit of a challenge for the past and current TC. We now have
544 some nice coaches and trainers in place. We must say for the ladies and men they're still
545 looking for solutions, if you know anyone, please let us know. I am also going to tell you
546 who they are: for ladies 1 and 2, we have Ferry, Menno, and Hendrik. Ferry is definitely
547 doing ladies 1 and Hendrik is definitely coaching ladies 2. Menno will be the trainer for both
548 teams and maybe also do coaching for ladies 1. Which we will know at the end of october, at
549 the end when the official selection is done. Then for ladies 3, the coaches will be Bente,
550 Elise, and Marit together. For practice they will also be there, in rotation with some other
551 members of ladies 1 and 2 as well as Susan. For gents 1: Menno is now injured so can give
552 the practice, we have Bijan as a backup, former member of gents 1 and he can be there in
553 case of emergency. We are still looking for a more permanent solution. I also wanted to
554 mention that because it has been a bit of a hassle to arrange trainers and coaches for all teams,
555 our (the TC's) communication hasn't always been very clear. We try our best to inform
556 everyone as soon as possible and want to make sure everyone's up to date. We are now being

557 more visible with our TC hoodies and want to be more visible. We strive to keep everyone up
558 to date.

559 We also wanted to express some appreciation to all the trainers and coaches who have been
560 flexible in the preparation of the upcoming season, because the preparation for the upcoming
561 season has been a little late/messy. This is also a point we want to approve for next year, so
562 that there is a good plan in place for the upcoming preparation.

563 The third point is the presence at practices and matches. This is very important especially for
564 competition members. We expect you to be present at practices and matches. Don't be late
565 and it is respectful to do so. We had a team last year, ladies 4, who had a lot of members and
566 they stopped showing up and we had to withdraw, which was hard.

567 The fourth point is the Radboud Sports Centre. The RSC balls are nice and we don't want to
568 lose them. We use them when we go to an away game, the balls are supposed to stay at the
569 RSC, so please don't take them. Make sure to have your own ball. We also want to point out
570 that the teams that finish practice last are supposed to clear out the hall: so putting away the
571 goals, the balls, and all other stuff. Now, it's mostly the same people who do this, but we
572 want to stress that this is a shared responsibility and split it up as a group.

573 Then the point is the goals for the teams, because we have goals per team, which will be
574 present on the website. We will update that shortly and you get an email about it when they
575 are on the website.

576 Lastly and most important point actually is that if you have any suggestions, please tend to us
577 when you have ideas, when something is on your mind, or when you see improvement
578 opportunities. I will soon tell you who is responsible for what in the TC, we all have our own
579 roles. Come to us, we are open for any feedback. Every GMM we will talk like this, so you
580 know what is going on in the TC and you can also always email us at tc@hastu.nl.

581

Chair (match secretary)	Mandy Peggen
Representative of trainers/coaches ladies	Bente Lenaers
Representative of the trainers/coaches gents	Anna Abel

Representative ladies players	Eva de Jong
Representative gents players	Sander Beltman
Contactperson RSC	Simon Pals
Sportmedic	Ilse van de Kamp

582

583 That's it, thanks.

584 Questions:

585 Menno Baak: You say we can't take the balls, does this also account for other materials?

586 Eva de Jong: I think the vests belong to us

587 Anna Abel: No.

588 Eva de Jong: Okay then everything that belongs to the RSC needs to stay at the RSC.

589 Menno Baak: Can you send this in advance? Or can you put this overview on the screen/

590 Sometimes when you're saying things, it is hard to follow, like really fast. If I can read along

591 it is easier for me to follow.

592 Eva de Jong: Okay, I will send it in the minutes and if it was hard to follow for anyone,

593 please speak now then I can clarify.

594 **15. Forecast 2023-2024**

595 Michelle Graat: We may be starting this year with less people than previous years, but with

596 the same spirit I hope. We are starting this year with the new referee plan, which we as a

597 board are having a positive outlook on, working out as its own. We're looking forward to the

598 upcoming season and we want to accomplish as much as possible during this season, but we

599 are also here to learn. So if you have anything to add or ask or suggest, you can always come

600 to us and talk to us. Or you could send an email, however you want.

601

602 **16. Charge committee members**

603 Michelle Graat: If it's okay we will accept the new committee members by consensus, so
604 without voting unless there are any remarks. Is anyone against this?

605 Jan-Willem Takke: The committees of the cash audit committee should be voted about,
606 because they are an official committee.

607 Michelle Graat: Okay, if it is not much of a problem we will make one.

608 Ferry Wolterinck: Maybe if the cash audit committee has to be voted per person, I also think
609 the other technical committee should be voted in per person, because they are responsible for
610 all the handball stuff that is happening inside our association. If nothing is ready right now, it
611 is fine, but for the next time.

612 Michelle Graat: Okay, we will write it down and maybe for the next meeting.

613 Lise Adriaensen: Maybe next time making new committees, inform the person that is in the
614 committee before you are going to vote them in. A lot of people filled in the form, but are not
615 sure in which committee they actually ended up. So maybe next time make a group chat or
616 something, but inform them.

617 Michelle Graat: We will do that for next time.

618

619 a. Activity committee

620 i. Maarten van den bos

621 ii. Cornelia Aanen

622 iii. Mirte van der Wal

623 iv. Lara Huizer

624 Michelle Graat: We are still looking for
625 members for the activity committee.

626 Eva Langens: I want to join, but I forgot
627 to mention.

628 b. Activity committee

629 i. Maarten van den bos

- 630 ii. Cornelia Aanen
- 631 iii. Mirte van der Wal
- 632 iv. Lara Huizer
- 633 v. Lisa Slomp
- 634 vi. Eva Langens
- 635
- 636 c. Advice committee
- 637 i. Julian Huijbers
- 638 ii. Miret Mijnen
- 639
- 640 d. Tournament committee
- 641 i. Laura van Swam
- 642 ii. Elise Beckers
- 643 iii. Juliët Loozen
- 644 iv. Marlou Steeghs
- 645 v. Jochem van Vroonhoven
- 646 vi. Tess Evers
- 647 vii. Elin Visscher
- 648
- 649 e. Sponsor committee
- 650 i. Marieke van Breukelen
- 651 ii. Thomas Amberg
- 652 iii. Elin Visscher
- 653 iv. Quinty Veerman
- 654
- 655 f. Batavierenrace committee

- 656 i. Hendrik Hoch
- 657 ii. Sofie van den Heuvel
- 658 Michelle Graat: But we are still looking
659 for members for the bata committee.
- 660 g. Hastueel committee
- 661 i. Isa de Haan
- 662 ii. Julian Huijbers
- 663 iii. Lise Adriaensen
- 664
- 665 h. PR committee
- 666 i. Floor van der Looij
- 667 ii. Ilse van de Kamp
- 668 iii. Lise Adriaensen
- 669 iv. Mirli Stadhouders
- 670 v. Maarten van den Bos
- 671 vi. Mirte van der Wal
- 672
- 673 i. Membersweekend committee
- 674 i. Miret Mijnen
- 675 ii. Isa de Haan
- 676 iii. Elise Beckers
- 677 iv. Juliët Loozen
- 678 v. Mirte van der Wal
- 679 vi. Evi van Dalen
- 680
- 681 j. Technical committee

682 i. Anna Abel

683 ii. Eva de Jong

684 Votes cash audit committee

685 40 votes for, 0 against, 2 blanco, and 1 abstinence.

686

687 k. Audit committee

688 i. Julian Huijbers

689

690 **17. Any other business**

691 Michelle Graat: There is nothing to add.

692

693 **18. Question round**

694 Laura van Swam: I want to say that the powerpoint was really good with the live clicks.

695 Menno Baak: Good luck this year and I hope you enjoy it.

696 Ferry Wolterinck: Do you already have some cobo's planned?

697 Michelle: We are going, but I am not sure right now which one we are going to.

698

699 **19. Closing**

700 20.39