

ABC

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GMA MINUTES

21/09/2023



Amsterdam
E-mail: info@asianborrelclub.nl

Creating memorable
experiences since 2020



MINUTES

Date	September 21st, 2023. Start: 19:00
Est. Duration	04:30:00
Location	VU, Boelelaan, Theater 3

AGENDA

1. Opening (2 min)
 2. Announcements (5 min)
 3. Agenda GMA (5 min)
 4. GMA for beginners (10 min)
 5. Approval of GMA minutes for previous GMA's (5min)
 6. Presentation of the Annual Secretarial Report 22/23 (15 min)
 7. Presentation of the Annual Financial Report 22/23 (15 min)
 8. Discharge of the Board 22/23 (10 min)
 9. Installation of the Board 23/24 (15 min)
 10. Discharge of the Supervisory Board 22/23 (10 min)
 11. Installation of the Supervisory Board 23/24 (7 min)
 12. Installation of the Advisory Board 23/24 (7 min)
 13. Discharge of the Audit Committee (KASCo) 22/23 (4 min)
 14. Installation of the Audit Committee (KASCo) 23/24 (7 min)
 15. Presentation and Approval of the Policy Plan 23/24 (20 min)
- Break (15 min)
16. HR Changes regarding Board Compensation (30 min)
 17. Wellbeing Point (30 min)
 18. Addition to the HR regarding Profits ABC (15 min)
 19. HR Changes regarding reimbursement policy addition and more (30 min)
 20. Other questions and remarks (10 min)
 21. Closing (3 min)

NOTES

1. Opening

First general assembly of the year.

2. Announcements

Jonli will be chairing the meeting. He recently became a member of ABC.
Is supervisory and audit for ESN. Has been president of ESN in the past.

3. Agenda GMA

Voting:

In Favor: 27

Against: 0

Blanco: 0

Abstention: 0

The agenda is approved.

4. GMA for beginners

Jonli explains the rules.

For more than half of the attending members, this is their first time at the GMA.

Necessary to read before every GMA:

Articles of the Association

House Rules

Policy Plan

Semi-Annual Report

Semi-Annual Realisation

5. Approval of GMA minutes for previous GMA's

Voting:

In Favor: 18

Against: 0

Blanco: 10

Abstention: 5

The GMA minutes for previous GMA's are approved.

6. Presentation of the Annual Secretarial Report 22/23

Chilok Mao (Secretary 22/23) is presenting the Annual Secretarial Report.

At the end of the year, there is an annual secretariat report. He is describing what ABC has achieved, the policy plan, and the experiences of the board, etc., as stated in the secretariat report.

Thank you note

History of ABC

Strategy of ABC

Structure and results of ABC; what ABC has achieved throughout the year.

Introduction successfully recruited new members, with room for adjustments in their goals.

The sports committee has had a successful year as well: policy integrity issues.

Trip successfully organized a trip to South Korea, however, there were concerns regarding the level of support from other board members.

Internal, recommendation to have closer contact with members.

External affairs, 20 partners throughout the year, five partners were lost. More exposure and frequent contact.

For Marketing, IT, and Merch there was no feedback received by the heads of the committees.

Gaming, successfully organized online gaming events.

The association introduced professional guidelines for a corporate identity.

Implemented emails and signatures adding to professionalism and credibility.

Mailchimp, monthly newsletters.

Active shirts were successfully implemented, and brand recognition.

A new website was created, more aesthetically pleasing and better for communication.

The investment was made in purchasing photo and editing software. Reliable software streamlined the production process, resulting in more professionalism and efficiency.

ABC has a locker at CREA.

Due to space limitations, board members still had to store the items at their personal locations.

ABC has worked on the HR and internal structure. Alignment of HR rules to the statutes.

ABC declaration policy was introduced.

ABC made the initiative for COBO events. Potential for partnerships in the future.

Free membership for active members was positively received.

ABC successfully organized bonding events, with room for improvement.

Prioritized mental health, such as flexible attendance, the wellbeing point, and more, reducing the workload and creating a healthier environment for its members.

Partners have contributed to ABC's growth.

Question by Kay:

Can there be an elaboration on why there are missing answers/responses from the heads?

- Chilok: All the heads of ABC got sent a Google form for feedback. However, no response was given within a reasonable time, while multiple reminders were sent.

Voting:

In Favor: 31

Against: 0

Blanco: 1

Abstention: 2

The Annual Secretarial Report 22/23 is approved.

7. Presentation of the Annual Financial Report 22/23

Hong Quynh Le (Treasurer 22/23) is presenting the annual financial report. Reflecting on the year and how ABC did financially.

Two big changes this year: Audit software and Budgeting Approach
She implemented an auditing system, before it was manually, this year it was with a software system.

The budgeting approach was different, with no annual budget, but based on events. There is not enough data to do it annually.

Created a budget sheet for every committee. Worked closely to make sure everything was written correctly.

The hardware increased, and ABC invested in a camera and a flash, denoise IA.

Liability and equity,

Returned earnings were doubled from the year before.

Internal events had a loss on purpose, as we wanted to invest back into our internal members and make the internal events more accessible.

For the trip committee, the first-ever trip to Asia was organized, and ABC had to invest some money due to the increasing costs since COVID-19. Due to an adequate buffer, ABC was able to organize this trip.

Quite a lot of overhead costs:

The overhead costs are maintenance costs for our bank, website, Canva, etc, which add up quite quickly. Invested in the improvement of the website. Expected to decrease in overhead this year.

Only 8 partners the previous year, increased to 20 partners.

Most of the money comes from membership and external.

The introduction committee was making a loss at the beginning of the year, but a new format was introduced, and that worked out well, turning the loss into a profit.

These were the biggest financial highlights of the year.

No questions.

Voting:

In Favor: 41

Against: 0

Blanco: 0

Abstention: 1

The Annual Financial Report 22/23 is [approved](#).

8. Discharge of the Board 22/23

9. Installation of the Board 23/24 (Merged as one agenda point)

The old board is being officially discharged.

Chilok, Quynh, Dion, Yaslin, and Lin are attending. Lisa and Kaylee are not in attendance.

Jonathan:

He was in IT and knows how it is not always easy for women to be in IT.
He says that Yaslin has been the best advisee he could've and she deserves grace.

Tien:

Wants to give Dion thanks and admiration for all the advice he has given. Made special time and moments for his committee.

Anh:

Last year she was in the trip committee, and organizing this trip was so unprecedented.
Quynh did such a good job.

Samantha:

Internal had its problems, but we did our best, and you were a good leader and did a good job, so I will take good care of it this year,

Lin:

Chairman of 2022-2023.
Will say goodbye.
Lin will discharge every board member and go one by one.

Starting with Lisa Jin

Head of Marketing 22-23 is discharged.
Ying Yang as new head of Marketing 23-24 is appointed.

Next Yaslin Li

Head of IT 22-23 is discharged.
Kevin Hang as head of IT 23-24 is appointed.

Next Dion Xu

Head of External 22-23 is discharged
Wing Toh Wong is appointed as head of External 23-24.

Next Kaylee Wu.

Head of Events 22-23 is discharged
Xiu ten Have is appointed as head of Events 23-24.

Next Chilok Mao.

Secretary 22-23 is discharged.
Tawny Sleetbos is appointed as Secretary 23-24.

Next Hong Quynh Le

Treasurer 22-23 is discharged.

Timothy Tan is appointed as Treasurer 23-24.

Samantha Schoolcraft is appointed as head of Introduction 23-24.

Next Lin Hu Huang.

Chairman 22-23 is discharged.

David Law is appointed as Chairman 23-24.

10. Nomination Supervisory Board 22/23

Cecilia Chia is introducing herself.

She was in the Introduction Committee 22-23.

She did a board year before at a VU association.

Questions:

Wing:

What do you expect for yourself for the upcoming year?

Cecilia:

She hopes she can be approachable; she rephrases; she is approachable.

How we can improve/oversee decisions that have been made by board members?

Jorine:

What is your motivation?

Cecilia:

She thinks she has contributed a lot to the executing part of ABC. She is now up for a more supervisory role. She is not done with ABC, so she hopes to contribute in this way.

Wing:

How would you improve this year?

Cecilia

Has no concrete plans, but during meetings where there are frictions that will probably come above, within her critical view, she hopes to give a more objective view and represent other ABC active members and general members on that matter.

Yaslin:

Since last year May we made the decision for advisory and supervisory. Why supervisory?

Cecilia:

Advisory is only possible for board members, so she cannot join that.

Chilok:

What does the supervisory board do?

Cecilia:

The supervisory board oversees the board members and sees whether they adhere to the policy plan that was made at the beginning of the year.

Give advice when asked, and when not asked.

Cecilia is asked to leave the room.

Private conversation, no minutes were taken due to the private discussion.

She came back.

Tawny: You proposed the topic of the introduction committee and their borrels last GMA. Have you contacted the head of Introduction to discuss this topic that you brought up or has nothing come to fruition yet?

Cecilia: Due to the summer break, she has not had a conversation about the point that she brought up during the GMA last time. After the new board was appointed, that point can be continued. But she has not found the right moment yet.

Voting:

In Favor: 19

Against: 5

Blanco: 12

Abstention: 6

Cecilia Chia is approved as a Supervisory Board member.

11. Installation of the Advisory Board 23/24

Due to technological issues, the agenda point has been moved forward.

Dion Xu and Chilok Mao are called to the front.

Chilok nominated himself because he still has a lot of passion for the association and has a lot of knowledge regarding all kinds of ABC board stuff.

He has helped a lot at various events.

Dion introduces himself.

They are installed.

12. Discharge of the Audit Committee (KASCo) 22/23

Kevin Liu and Joanna Li are discharged.

13. Installation of the Audit Committee (KASCo) 23/24

Hong Quynh Le (Treasurer 22/23), Kevin Liu (Treasurer 20/22), Tien Hung Nguyen (External committee member 22/23) introduced themselves to the GMA, and are installed.

14. Discharge of the Supervisory Board 23/24

Daniel Li
Matthijs Fok
Kevin Liu
Christine Li
Jacky Cheng
Sofia Chong
Ryan Zhang
And Yenly He got discharged.

15. Installation of the Supervisory Board 23/24

Christine Li, Ryan Zhang, Matthijs Fok, Kay Djoehari, and Cecilia Chia are called to the front to introduce themselves.

Matthijs is unfortunately not present due to sickness.

Christine, Ryan, Matthijs, Kay, and Cecilia are installed as the Supervisory Board members 23/24.

Jonathan:
Where does ABC want to be in five to ten years?

Jonli:
The question will be parked to the executive board topic of 16. Policy Plan.

16. Presentation and Approval of the Policy Plan 23/24

Chairman David is presenting the Policy Plan 23/24.
Improving streamlining process. Planning to have it as best as possible.
Expansion of numbers of members.

Expanded to other cities all over the Netherlands.

Highlighting the following of the policy plan:

- The streamlining of operational processes
- Communication between members and partners of ABC. More open channels, better communication.
- Appreciation for our committee members. Received feedback that committee members did not feel as appreciated last year as they could have been.

Questions:

Christine:

In chapter 5 it is said that we want to give exclusive access?

David elaborates that committee members will get free access where they help out at the events.

Follow-up by Christine:

At the Gala, it is expensive will you cover the costs fully there too?

David:

Cannot give an answer, as we do not have the gala budget planned yet. But for the other events, it is possible.

Kay:

Has Samantha explored having a standard location for borrel? Has this happened? Has there been contact with the previous board regarding this?

David:

The whole board has been looking into borrel locations. As of right now, it is not possible to have a home base. And there is also no guarantee there will be one. We do have enough locations set up.

Kay:

Any plans to increase the number of committees?

David: It is not a concrete plan, so it is not stated in the policy plan yet. But there are ideas for a legal committee.

Kay:

Supervisory has offered to be more included through being active at meetings, what are the executive board's thoughts about this? In addition to maybe joining the introgroups.

David:

We expect the supervisory board to contact us, instead of that we have to invite the supervisory board.

For the intro groups, you will have to contact Samantha or the intro parents directly,

Christine:

In one of the long-term goals it is mentioned to enhance the cultural experiences? What culture?

David:

In general the Asian culture. Through social events.

Jeffrey:

Have you thought about a roadmap for how you want to build ABC?

David:

There is no roadmap specifically. We are still discussing what will be in the roadmap.

Tien:

External partners have been the backbone of our association, and throughout his experience, there have not been many benefits for these partners. Any plans to enhance the exposure of our partners?

Wing:

Regarding the displeasure and exposure of our partners. Most importantly the lack of communication. Regarding communication: more physical meetings, a more respectful attitude.

Exposure: this also includes marketing and changing the contracts that the previous year should've signed. Since the contracts have to be remade and signed, this is in progress. But we are aware of this.

Kay:

Regarding the topic of expanding ABC throughout the Netherlands and big cities in the Netherlands. But expanding to these cities has been quite difficult. There have been complaints we do not organize enough for them. We do not have the majority of our members there, and cannot get a good foothold. Suggestion: Re-evaluate the worth of expanding.

Wing:

We agree that the partners in Amsterdam should be retained and are a main priority. We have had a board discussion about this. Wing's long-term vision is that as long as it is not a problem with our main priority, it is feasible.

In the Hague we have Kimchi House, those partnerships were quite difficult and not optimal. He wants to reflect on the previous year, where too much focus was on the

monetary amount. Since we are a non-profit, his vision is to try out new cities and be more flexible with the monetary amount. Our number one priority is the discount that we can offer our members. Which will also give more exposure. Priority is then to make ourselves known in other cities, above the monetary amount.

Jonathan:

Question to everyone:

Travel with him to the future in five years. What does ABC do, why do we care, why are we working so hard? What are we working towards?

Everyone probably has a different idea/personal preference. The vision, however, should be an overall agreement. Jonathan is concerned that it is not clear what ABC's vision currently is.

Jorine:

In her past three years in ABC, she has experienced that ABC has expanded her vision of people.

Since ABC she has understood and appreciated Asian culture much more. ABC has made her feel welcome and part of the community. For non-Asian members and expanding it in the NL, is a great thing to help the whole country with and have this kind of influence for a lot of people.

David:

In short, A good opportunity as one of the few Asian student associations to expand throughout the NL. A network where they can expand, get to know new people, and feel comfortable with.

Voting:

In Favor: 37

Against: 0

Blanco: 1

Abstention: 0

The Policy Plan 23/24 is approved.

- BREAK

17. HR Changes regarding Board Compensation

Last GMA this point could not be finished, so it will be presented again. Kevin Liu is presenting the HR changes as written on the slides.

He recaps what was said during the last GMA, which can be read in the Minutes of the previous GMA.

Kevin: We should prioritize the well-being of the board members.
The board worked ineffectively due to inequality.
The HR change is to recognize the effort of the board members.

Wing:
If your purpose is to recognize the weight of all board members equally, why do you exclude people who work full-time?

Kevin:
We assume that you cannot work full-time if you are in the ABC board, and if you can work full-time, you do not need monetary compensation from ABC.

Wing:
Do you not see that this argument is different? This argument looks at the individual financial situation.

Kevin:
Everyone does the same, so why doesn't everyone get compensation?
Otherwise, people would be receiving double, which will invalidate the people.

Wing:
Why is it double?

Kevin:
The compensation comes from trying to understand study delays, where do you draw the line?

Wing:
I think we should draw the line at what the universities want, and everything outside of that is all or nothing. Thinks Kevin's argument does not work.

Tien:
Regarding point 8.
What kind of solution will happen if there are more than 3 people who are eligible and it exceeds the budget cap?

Kevin:
Strict budget constraints. The budget cap can be divided into 3-5. The compensation is more of a gesture.

Wing:
The general idea is good, but either everybody or nobody should get it. It is also not a small amount of money. Amendment: remove 2, does not work full-time.

Christine:
I think if you do the math the budget for the whole academic year, if you include the full-time, the budget gets smaller. As a person working full-time, if you care about your

poor students, you do not want to take that money away from them. If you care about your fellow members, it would be better to exclude full-time from the compensation,

Jorine:

Is this meant as a gesture of appreciation, then everyone should get it. But if you look at it from the student delays, then it is fair.

Kevin:

It is a gesture for the people who do not get anything at all.

Yaslin:

I get the idea of giving appreciation and doing this for those who aren't financially stable. But this should be looked at for only people who have study delays. Why not just focus on the students? So instead of appreciation, focus on compensating people for their study delays.

Kevin:

We are trying to acknowledge everyone's efforts. Appreciation for people who do not get appreciation from their universities.

Jeffrey:

What is being compensated?

Kevin:

The grant students at HVA, UVA, and VU get, other students do not get a monetary sponsorship. So we also want to give compensation to those who are not eligible, due to studying at a different university.

Tien:

I would argue that people who work full-time have a lot more to do, as they work 9 to 5, and on top of that they have to give up their free time. I think this grant should be granted to everyone. The grant could be less.

Kevin:

I will include that full-time people will also get the grant. Full-time people are then excluded from the exception.

Voting:

In Favor: 30

Against: 2

Blanco: 10

Abstention: 5

The HR Change regarding Board Compensation is approved.

18. Wellbeing Point

Yenly He is presenting the Wellbeing Point.

During the extraordinary GMA, the recruitment and nominees were questioned. We made the promise that more promotion was going to happen, but this has not happened to this point.

New proposal:

We won't use the term Wellbeing Point

The current board, supervisory, and advisory board are the trustees.

On our website and Instagram, it will be clear who are the trustees.

They all have the responsibility to keep any information to themselves unless consent is given to share it.

Jonathan:

I made a point of making a distribution between genders.

Will you also make sure that the boards will be gender equal?

Yenly:

I do not think it will happen.

Jonathan:

Are you putting it in writing that it has to be in a certain way?

We should put in writing that there should be a minimum of male and female members.

Jonli:

Is it procedural?

Lin:

Procedural. It is an HR change.

Timothy:

Comment on Jonathan. A trustee should be on their own choice, I do not think you can force someone to be a trustee based on gender. Does not think it is a good idea.

Jonathan:

You cannot discard the Wellbeing Point. There has to be a separate body, where you can force a gender distribution.

Yenly:

As a board member you need to be there for your members, it is a basic criterion.

Yaslin:

Some people when they apply to be board are not informed they are going to be a trustee. It is not clearly stated. I still think that the Wellbeing Point would be something good. The Wellbeing Point should continue and can be furthered on to the next GMA.

Tien:

Why does it have to be the whole board? Can it not be a group of people that can be recruited from these people?

Yenly:

More people are better. The more people, the easier it gets to approach.

What if something happens between a board member and a committee member, there should be a third party to comment on the situation.

Tien:

Does it not bring out the question of confidentiality?

Kevin:

The victims are who decide. Consent needs to be given.

Jonli:

It is not clear what we will be voting on.

- The Wellbeing Point Proposal from the last GMA is recapped and shown on the screen.

Yaslin:

I agree that being in board would be better and if needed better to take action. But would it be better to change it to that at least?

Chilok:

I think that if you're in board you should have the choice to not be a trustee.

They should be able to distance themselves.

Boards as trustees are a good thing.

Christine:

Are we moving this to the next GMA?

Lin:

For clarification, this rule would automatically remove the previous one and include the newly proposed one.

Chilok:

Since I heard from some people they want to make it an option. Can we make the amendment, that Boards automatically become a trustee, but they have the option to withdraw?

You have to voice at any time to opt out,

Jesse:

What happens if everyone wants to withdraw?

Kevin:

Put in a minimum of three?

The boards have to figure it out themselves who the three will be.

Jonli:

We will add that: If there is no trustee, then at least one minimum in the executive board, one in the supervisory, and one in the advisory board. So a minimum of three people.

Yenly:

In order to not confuse the members, it would be better to change 'any time in the year' to 'at the beginning of the year'.

Chilok:

At the beginning of the year a decision has to be made. If during the year, the option to withdraw is there, it will also be marketed. The website and social media will be updated.

Lin:

In the HR you do not write down everything step-by-step. So let's keep it like this.

Yaslin:

Will these trustees be voted on? Because I would understand if someone would think the appointed trustee would not be a good fit.

David:

If you are a general member, you should then just avoid the person if you do not find them suitable, you can then approach a different trustee.

Voting:

In Favor: 26

Against: 1

Blanco: 10

Abstention: 6

New proposal regarding trustees is accepted.

19. Addition to the HR regarding Profits ABC

Lin Hu Huang is presenting his proposal.

ABC is a non-profit organization, and profit is thus not the aim.

People from different financial backgrounds should be able to come to events,

Hopefully, free events can be possible again with this HR change.

Thinks ABC should reinvest in their members.

ABC should be as transparent as possible towards its members.

The buffer can be changed, it was just a guess Lin made.

We as ABC should ensure that the ABC tickets are as low as possible.

We sometimes make 50-100% profit. We are making a profit with no reason. On

non-member tickets, it is possible to make profit. In certain circumstances, it is possible to make a profit. The initiator of the plan has to present a strict plan on how to reach the goal, and GMA has to approve it.

AUDIT committee response

Kevin: as the audit committee we want to raise our concerns regarding this proposal. We agree that we must give back more to our members, but it has to be done responsibly.

Quynh:

We agree with how it is phrased: We do not aim to profit from our members. We never did that. Agree with points 2 and 3. We agree that there should be more events for free.

Tien:

9.12

ABC 22K in reserve as a buffer, by approving this proposal that would mean a 10k reduction in the buffer. It would be damaging to the association, as we have over 30 activities that need to be funded.

Our biggest project is 20k in pre-payments, spending more money than we have at a certain point in time.

Kevin:

9.13.1

9.14 do not agree.

Quynh:

It would not be financially responsible,

We would like to propose that 50% profit will directly be invested into the members, and 50% would be added to the buffer.

Lin:

9.12, it says minimum, but each year this amount can be discussed.

The reason why he put a buffer, is that most events don't need a pre-payment. ABC trip was the most expensive. Some things have to be booked in advance, but by making events you need to think whether it is reasonable to pay everything in advance.

Buffer is because we need to have funds.

Cashflow is not in danger.

He is concerned ABC is making more profit each year. Reinvest in members right away. Do not keep it saved in the bank account for no reason.

Timothy:

In short, I agree with many points of Lin, but the analysis of the audit is right.

The general idea is good, but there are too many rules here that will hinder the growth of ABC financially.

Kevin:

Emphasize we want to spend more money on our members. If you had a good year, you can give more back. We strongly advise postponing this topic to the next GMA.

Yenly:

Why this proposal now? You had a say in the prices last year, so why now? Is it yours only?

Lin:

Last year the Supervisory Board told them that an ABC bank account had to be made and had to grow. At the end of the year, he was thinking that the money was being added for no reason.

There is no goal.

Kevin:

You need to look long-term.

Yenly:

It would be good to have an ABC clubhouse in the future.

Lin:

Right now that is not reasonable.

Wing:

Why can't you cap the maximum amount in the bank account?

Timothy:

If you have a cap, then you need to spend money, so that could mean you spend it on non-necessary things.

Lin:

If someone has a proper plan for a clubhouse, then it is possible with this plan.

Kevin:

Look at the long-term. Postpone it to the next GMA.

Voting:

In Favor: 4

Against: 16

Blanco: 12

Abstention: 8

Proposal is [rejected](#). The topic will be revisited during the next GMA.

20. HR Changes regarding reimbursement policy addition and more

Timothy Tan is presenting his changes regarding the reimbursement policy.

Jonathan:

3.3, is that per year/month?

Timothy:

Per event.

Colin:
Estimation of how much it would cost per year?

Timothy:
It is in my budget plan, yes. 10% extra expenses per event.
ABC can handle it.

Jonathan:
When do you give a reimbursement, for which purpose?

Timothy:
If you make expenses for ABC while performing your duties, it can be reimbursed, but it should always be reasonable.

Voting:

In Favor: 39

Against: 0

Blanco: 0

Abstention: 0

The HR Changes regarding reimbursement policy addition are approved.

21. Other questions and remarks (10 min)

22. Closing (3 min)

Ending Time: 23:00.

Attendance List:

51 Attendees

Alisha

Ahn

Colin

Duong

Enrico

Gwendolyne

Hani

Ignis

Jeffrey

Jenny
Jiali
Jorine
Justin
Mei
Natsuki
Pedro
Perry
Sergi
Thanh
Thao Karolina
Ying
Yuki
Cecilia
Chilok
Christine
Dion
Jeffrey
Jesse
Jiali
JiaYin
Jonathan
Kay
Lin
Quynh
Sam
Sheyma
Tien Hung
Yaslin
Yenly
Yili
Samantha
David
Tawny
Wing
Timothy
Xiu
Kevin
Jonli
Huong
Kevin
Ryan

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