



Job profile member Supervisory Board GALE

About GALE

According to its statutes, the GALE Foundation is "managing the infrastructure (website, workgroups and projects) of the Global Alliance for LGBT Education. The Global Alliance for LGBT Education is an international association of educators and trainers on sexual diversity and promotes the full integration of people who are disadvantaged on account of their sexual orientation, sexual identity or the way in which they express it. The foundation collects knowledge, methods and experiences about education and information about sexual diversity and enhances and disseminates these".

Short history

GALE was founded by Empowerment Lifestyle Services, the one-man business of Peter Dankmeijer, who already worked on LGBTI + issues in education in the Netherlands under the name Empowerment since 1994, and even before that (since 1982) as a volunteer of COC (Dutch LGB grass roots organization).

In a workshop during the human rights conference at the Gay Games in 1998, the idea arose to establish an international network.

Establishment and projects via HIVOS

Peter Dankmeijer followed up this idea by saving for a sabbatical and in 2004-2005 making a world trip through the South to explore the need for a worldwide network. At the end of 2005 there was a plan, in 2006 HIVOS funded a first meeting of a global board and in 2007 Empowerment set up the foundation "Global Alliance for LGBT Education" (GALE) together with HIVOS (a Dutch development donor). The foundation formalized a collaboration; HIVOS financed Empowerment from 2007 to 2011 to build capacity of GALE and for a series of projects.

Right to Education project

As of 2011, HIVOS stopped funding GALE and all HIVOS international projects because the banking crisis affected its assets. HIVOS decided to work on a smaller scale and only locally in the South. This was also a turning point for Empowerment: all Empowerment tasks were transferred to the GALE foundation and to a new EduDivers (in English: *Edu-Diverse*)

foundation. The statutes of both foundations were adapted / shaped as a Supervisory Board model.

In 2011 the Dutch government decided (at the urging of GALE) to grant UNESCO a five-year project to combat homophobic bullying. GALE received a budget of € 50,000 per year (the "Right to Education" project) to guide and reinforce this. During the project, however, it appeared that the relevant employees of UNESCO tried to minimize any formal involvement of GALE with the anti-bullying project. To prevent conflicts, it was agreed in a consultation between the Dutch government, UNESCO and GALE that GALE would no longer be involved in approaching government representatives within the project. GALE then mainly focused on creating a World Map and a World Report on how the right to education is applied in countries with regard to LGBTI + and facilitating strategic workshops where governments, educational experts and activists work together on a common analysis and development of recommendations for national policy.

In 2016, the UNESCO project ended with an international conference and a "Call for Action". GALE organized a side event for NGOs where it was decided to conduct an investigation into international relations and what NGOs want, in order to come up with a substantiated proposal for an international strategy of NGOs. The report will be published in early 2018.

European projects

In addition to the "Right to Education" project, GALE participated in various European projects and also tried to acquire projects with GALE as lead partner/applicant. The latter only succeeded for the first time in 2017: the competition for European funding is high and requires specific experience and expertise to get projects approved. The GALE expertise in this has increased over this period.

For European projects GALE works closely with Edu-Diverse. An innovative methodology is often developed in these projects, which is then tested in the participating countries. In the Netherlands GALE then involves Edu-Diverse as an associated partner. In the activities we combine the logos of Edu-Diverse and GALE, although the Dutch activities in such projects formally fall under GALE. This provides added value because the development activities of GALE are partly in line with those of Edu-Diverse. For example, parts of the Edu-Diverse holistic "MijnID" program are being developed in international projects.

Situation and challenges from 2018

From 2018 on the Dutch government will no longer finance the "Right to Education" project. However, three new European projects will start in 2018. The challenges for GALE are to (1)

find global funding for the world report and influence international organizations such as UNESCO (education), UNICEF (children), UNDP (poverty) and UNFPA (reproductive health and sex education), (2) regional to find local financing for local cooperation, (3) to find funding and cooperation on methodology development and exchange of good experiences.

Financial aspects

GALE is a non-profit foundation. Efforts are made to achieve a budget-neutral budget every year.

Any deficits are covered by loans from the financial buffer of the still existing Empowerment (read: the personal capital of the director).

The size of the GALE budget was around € 140,000 in recent years, of which approximately € 40,000 was income related to Edu-Diverse secondment costs.

Collaboration with EduDivers

GALE and its parent organization Edu-Diverse work closely together. They share employees and facilities.

Because international organizations have to show a long formal "track record" to be eligible for large international projects, and with a solid turnover, in 2011 it was decided to locate the payroll of both GALE and Edu-Diverse to GALE. GALE seconds employees to Edu-Diverse for Dutch projects and regularly sends invoices to Edu-Diverse. As a result, a large proportion of GALE's budget consists of secondment proceeds.

Rate and overhead costs

In 2015, the subsidy rules of the Dutch Ministry of Education (GALE and Edu-Diverse's main funder at the time) were tightened: from then on it had to be substantiated in detail how the hourly rate was calculated. This was a problem for GALE and Edu-Diverse as almost all overhead hours worked unpaid by the director. In addition, GALE / EduDivers had to cancel their office early 2015. The director started to work from his private apartment and calculated no rental costs. As a result, the foundation had such a low overhead that it did not meet the usual rate of OCW. This threatened to create a vicious circle of increasingly unpaid overtime and thus lower overhead costs and lower income. The Supervisory Board decided that the overheads and the rent should be made financially visible from 2016 on. This is partly done by the still existing Empowerment invoicing bookkeeping, secretarial and rental costs to GALE. In case such additional costs lead to liquidity problems, Empowerment offers loans or

donations to GALE. From 2018 onwards, the bookkeeping and secretariat will be largely carried out by an additional employee. This saves money and relieves the director.

Regulation and transparency

GALE is transparent about its policies, plans and reports. All formal documents and data are published at: <https://www.gale.info/en/foundation/accountability>.

GALE is a Public Benefit Organization ("ANBI" in Dutch): donations can be deducted from the tax. GALE has a [Child Protection Policy](#).

The Supervisory Board

A foundation with a Board of Supervision model has been chosen. This means that all operational powers are assigned to a Board of Directors with one member (the director). The Supervisory Board appoints the Board of Directors / Director. The Board of Directors / Director is Peter Dankmeijer. He has an appointment of 31 hours. Secretarial tasks and accounting are partly done by an administrative / logistic employee or outsourced to Empowerment.

The Supervisory Board supervises the functioning of the Board of Directors / Director. This is a remote monitoring. The substantive expertise lies with the employees and the Board of Directors / Director; the supervision is limited to a general audit of the strategy, work plans and financial accountability. The main task of the Supervisory Board is advisory. The Board of Directors / Director presents strategic dilemmas and choices to the Supervisory Board, and the Supervisory Board helps the Director to make (main) choices.

Formal duties and powers of the Supervisory Board

The Supervisory Board consists of at least 3 members. The job is unpaid.

The formal tasks and powers of the Supervisory Board are (text from the Statutes of the Foundation and the Regulations):

1. Appointment, suspension and dismissal of the Board of Directors (in case of dysfunction)
2. Determination of the salary and terms of employment of the Board of Directors
3. Give permission for the purchase of goods and the entering into of agreements in which the foundation is regarded as a debtor
4. Approval of multi-annual plans
5. Adoption of the budget and annual accounts

6. Approval when entering into long-term cooperation with other legal entities if the disconnection of this cooperation is of major significance
7. Approval of major reorganizations
8. Approval of an application for a moratorium or bankruptcy
9. Major change in the workforce (considerable number of employees)
10. Investments that offer the amount set by the Supervisory Board
11. Taking out loans
12. Appointing new members of the Supervisory Board, with advice from the Board of Directors
13. The dismissal of a member of the Supervisory Board in case of dysfunction or incompatibility of interests

An elaboration of these tasks is included in a Regulation. In addition, the relationship between the Supervisory Board and the director and the director's rights has been detailed out in a Directive of Executive Powers. The Governance Code of the Dutch Welfare Sector was followed in developing these documents.

Concrete functioning of the Supervisory Board

The GALE Supervisory Board meets at least two, but usually three times a year. We try to dine jointly after the meeting (at the expense of the foundation, if the finances allow it). In February or March, the annual report and the draft annual accounts are discussed. If necessary, the annual accounts are adopted in the middle of the year, and a half-yearly report is discussed. At the end of the year, the work plan for the next year and the budget are discussed. In the meantime, the Supervisory Board members receive a short monitoring overview every quarter, summaries of project proposals, announcements when a project has been awarded and announcements when GALE or Edu-Diverse are in the media.

Sometimes meetings are jointly with the Supervisory Board of the Edu-Diverse Foundation, but logistics is usually unsuccessful. Meeting papers of GALE are shared with the Supervisory Board of Edu-Diverse for information purposes (and vice versa).

The members of the Supervisory Board are expected to study the documents for the meetings. The work plans and annual reports are made partly on the basis of the multi-year plan 2018-2023. In addition to the formal audit and approval of the financial documents in the work plans, the Supervisory Board mainly provides general advice to the Board of Directors /



Director.

Profile of potential members of the Supervisory Board

You are happy to agree with the mission and working method of GALE. You support the aim to continue this work on a formal non-profit basis.

You are interested in sexual diversity, education and training, but you have no plans or ambition to develop your own activities in the service of, in collaboration or in competition with GALE.

You are willing to use your network in favor of GALE.

For the period of the strategic plan 2018-2023, the Supervisory Board is looking for members with expertise in the area of international fundraising, in the field of finance (audit of the annual accounts), development cooperation and European cooperation.

Exclusion

The articles of association stipulate that people who have had an employment relationship or paid cooperation with EduDivers in the past three years may not join the Supervisory Board.

Contact and procedure

If you are interested, please contact Peter Dankmeijer, director (p.dankmeijer@gale.info, +31 6 53 862 958).

A further informative discussion then follows and you will receive additional information if necessary.

Then you can reconsider whether you want to join.

After you indicate that you wish to join, the Supervisory Board will be notified with advice from the Board of Directors / Managing Director, and the Supervisory Board will decide on your membership. You agree to join for a period of two years. Then you can be reappointed for another two years.

You will be informed of the decision as soon as possible.