

This document: <https://mydata-global.org/autumn2021-general-meeting>

General meeting web page: <https://mydata.org/general-meeting>  
Association bylaws <https://mydata.org/bylaws>  
Voting and Elections Regulations <http://bit.ly/mydata-voting-regulations>

Candidates: <https://mydata-global.org/leadership-candidates-2021>

Voting happens in: <https://mydata-global.org/agm-voting-2021>

Link to Zoom:

<https://us02web.zoom.us/j/9554413568?pwd=VHNqNE1ZanFKdHpESjdIbUUxWGJSUT09>

## **MyData Global autumn general meeting (Nov 4, 2021)**

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## Meeting agenda

**Place:** Maria 01, Lapinlahdenkatu 16, 00180 Helsinki with online participation in several other locations.

**Time:** November 4, 2021, 1.30 PM UTC

**Attendees:** See Appendix 1 for the full list of attendees

### 1. Opening the general meeting

XXX opened the meeting at xx.xx UTC and acknowledged to the participants that the meeting is being recorded.

### 2. Calling the meeting to order

#### 2.1 Chair

NN was selected to chair the meeting.

#### 2.2 Secretary, Tellers and Examiners of the minutes and other roles

The following persons agreed to be the Meeting Secretary, Tellers and Examiners of the minutes with the general approval of those present:

Meeting Secretary: NN

Tellers: NN and NN

Examiners of the minutes: NN and NN

In addition, the following roles were informed

Attendee secretary: NN

Online participation: NN

## 2.3 Attendees present in the meeting

**Bylaws Section 10.3 Notice of General Meetings:**

*The Board must give notice of general meetings by email and at the Association's website at least thirty (30) days before the meeting.*

The notice of the meeting was given timely on 5 October 2021 at <https://mydata.org/general-meeting> and by email to the members in good standing at the time.

NN served as the attendee secretary, maintaining the list of attendees present in the meeting.

The attendee secretary made a note of the attendees present in different physical locations and online as well as the named remote moderators in different locations.

The complete attendance list is in Appendix 1.

## 3. Approving the agenda for the meeting

The chair of the meeting presented the meeting agenda (Table of Contents).

Motion:

Approve the agenda with the note that the meeting will advance during the possible vote count with other agenda points.

Decision:

## 4. Bylaws amendments

***Bylaws Section 11.1 Bylaw Amendments or Dissolution:***

*Decisions for amendments to these bylaws or the dissolution of the Association require at least three quarters (¾) of votes cast in favour in a general meeting to pass.*

*Amendation of the bylaws or the dissolution of the Association must be announced in the general meeting invitation.*

### 4.1. Amendment to Section 9.1 - Internal regulations

***Bylaws Section 9.1.***

**Background:**

| Current | Suggested amendment |
|---------|---------------------|
|---------|---------------------|

|  |  |
|--|--|
| <p>The general meeting may establish internal regulations for the Association that supplement these bylaws. In case of a conflict between the internal regulations and the bylaws, the bylaws shall be used.</p> <p>Internal regulations are established and approved to be used in the general meeting. A copy of valid regulations, in English, is kept available electronically for all members of the Association.</p> | <p>The general meeting may establish internal regulations for the Association that supplement these bylaws. In case of a conflict between the internal regulations and the bylaws, the bylaws shall be used.</p> <p>Internal regulations are established and approved to be used in the general meeting. A copy of valid regulations, in English, is kept available electronically for all members of the Association.</p> <p><i>The MyData Declaration and the strategy of the association are considered internal regulations that shall be treated according to this article.</i></p> |
|--|--|

**Motion:**

Amend Bylaw 9.1 as suggested in the background

**Discussion:**

**Decision:**

**4.2. Amendment to Section 11.1 - Bylaws amendments or dissolution**

*Bylaws Section 11.1.*

**Background:**

| <b>Current</b>   | <b>Suggested amendment</b>  |
|--|---|
| <p>In case of dissolution, the Association's assets must be used to promote the Association's purpose in a manner determined by the general meeting at which the dissolution is decided.</p> <p>Amendment of the bylaws or the dissolution of the Association must be announced in the general meeting invitation.</p> | <p>In case of dissolution, the Association's assets must be used to promote the Association's purpose in a manner determined by the general meeting at which the dissolution is decided.</p> <p>Amendment of the bylaws, <i>establishment or amendment of internal regulations</i> or the dissolution of the Association must be announced in the general meeting invitation.</p> |

**Motion:**

Amend Bylaw 9.1 as suggested in the background

**Discussion:**

**Decision:**

**4.3 Amendment to Sections 4.3, 5.2, 5.3 and 10.2 - concerning Board and Steering Committee**

**Background:**

The role of the Steering Committee is clarified and simplified

- Remove the legacy clause referring to the first and second elected boards (years 2018-2019)
- Remove the steering committees explicit responsibility regarding the elections. The responsibility over elections is tricky for the steering committee, as often many of the steering committee members are running for the leadership positions themselves. Removing the explicit mention from the bylaws makes it possible that for example the staff members carry stronger responsibility of the elections. However we may still decide that steering committee runs the election process if we see that better.
- Enable increasing the number of steering committee members from 4 to "four or six". This is to compensate the size of the steering committee when the board representatives are removed (see next point). Note that 5 members is not allowed as we always want to keep equal number of representatives of individual members and org members.
- Remove the board representatives from the steering committee. It is seen better that the steering committee is fully separated from the board. This also balances the board members work load.
- Match the term length and rotation of the steering committee to same as board and separate this to a new header 5.3. It is better that we guarantee continuity so that the whole steering committee is not retiring at the same time.
- Enable the steering committee to call for an extraordinary general meeting. This is for the extreme case if the board is non-functional or violating the internal regulations.

The proposed changes in GitHub and in a cleartext table below:

<https://github.com/mydataglobal/bylaws/compare/master...steering-committee#diff-b335630551682c19a781afebcf4d07bf978fb1f8ac04c6bf87428ed5106870f5>

|     |     |   |
|-----|-----|---|
| 94  | 94  | @@ -94,8 +94,6 @@ All members of the Board must be individual members of the Association. Any memb  |
| 95  | 95  | The term of office for the Board members is two (2) fiscal years and annually one half or approximately one half of the members of the Board are to retire.   |
| 96  | 96  |   |
| 97  | 97  | - For the members of the first and second elected Boards, the retirement order and the length of the terms are decided in the general meeting in which they are elected.  |
| 98  | 98  | -   |
| 99  | 97  | A member can be a principal Board member for a maximum of two (2) consecutive terms.  |
| 100 | 98  |   |
| 101 | 99  | <b>## 4.4 Chair, Vice Chair and other officials</b>   |
| 125 | 123 | @@ -125,16 +123,13 @@ The Steering Committee is responsible for assisting the Board in its oversight o  |
| 126 | 124 | The Steering Committee shall conduct the annual performance audit and report it in the spring general meeting.  |
| 127 | 125 |   |
| 128 | 128 | - The Steering Committee is responsible for reviewing candidates for the Board and Steering Committee and their alternates and any position or committee membership in the Association that the Board requests a review.  |
| 129 | 129 | -   |
| 130 | 130 | - When requested, the Steering Committee shall submit to the Board a roster of candidates, including their Curriculum Vitae or similar, for election or appointment.  |
| 131 | 131 | -   |
| 132 | 132 | - The Steering Committee shall consist of four (4) principal members representing the association membership, two (2) from each membership class. The representatives of each membership class shall be elected among the Association's members at the autumn general meeting. For each of the principal Steering Committee members, a personal alternate member shall be elected. Members of the Steering Committee that are candidates for election cannot review the other candidates for that election.                 |
| 126 | 126 | + The Steering Committee shall consist of four (4) or six (6) principal members representing the association membership, half of them from each membership class. The representatives of each membership class shall be elected among the Association's members at the autumn general meeting. For each of the principal Steering Committee members, a personal alternate member shall be elected. Members of the Steering Committee that are candidates for election cannot review the other candidates for that election. |
| 133 | 127 |   |
| 134 | 134 | - In addition to the elected Steering Committee members, the Board shall appoint two members of the Committee to serve also in the Steering Committee.  |
| 128 | 128 | <b>## 5.3 Steering Committee Members' Term of Office</b>  |
| 135 | 129 |   |
| 136 | 136 | - The term of office for members of the Steering Committee is one (1) year. A member can be a principal Steering Committee member for a maximum of three (3) consecutive terms.   |
| 130 | 130 | + The term of office for the Steering Committee members is two (2) fiscal years and annually one half or approximately one half of the members of the Steering Committee are to retire.   |
| 137 | 131 |   |
| 132 | 132 | + A member can be a principal Steering Committee member for a maximum of two (2) consecutive terms.   |
| 138 | 133 |   |
| 139 | 134 | <b># ARTICLE 6 - Committees</b>   |
| 140 | 135 |   |
| 182 | 177 | @@ -182,7 +177,7 @@ Association's spring general meeting is to be held between March and June and   |
| 183 | 178 | <b>## 10.2 Extraordinary General Meeting</b>  |
| 184 | 179 |   |
| 185 | 185 | - An extraordinary general meeting is held if it is decided upon in a general meeting; in case the Board deems it necessary; or if at least one-tenth (1/10) of the members, or 100 members, whichever is smaller, request it in writing to discuss a named issue.  |
| 180 | 180 | + An extraordinary general meeting is held if it is decided upon in a general meeting; in case the Board or Steering Committee deems it necessary; or if at least one-tenth (1/10) of the members, or 100 members, whichever is smaller, request it in writing to discuss a named issue.  |
| 186 | 181 |   |

| Current  | Suggested amendment  |
|--|--|
| <p><b>4.3 Board Members' Term of Office</b></p> <p>The term of office for the Board members is two (2) fiscal years and annually one half or approximately one half of the members of the Board are to retire.</p> <p>For the members of the first and second elected Boards, the retirement order and the length of the terms are decided in the general meeting in which they are elected.</p> <p>A member can be a principal Board member for a maximum of two (2) consecutive terms.</p>   | <p><b>4.3 Board Members' Term of Office</b></p> <p>The term of office for the Board members is two (2) fiscal years and annually one half or approximately one half of the members of the Board are to retire.</p> <p>(removed)</p> <p>A member can be a principal Board member for a maximum of two (2) consecutive terms.</p>  |
| <p><b>5.2 Steering Committee</b></p> <p>The Steering Committee is responsible for assisting the Board in its oversight of the Associations' internal regulations and following the approved strategy.</p> <p>The Steering Committee shall conduct the annual performance audit and report it in the spring general meeting.</p> <p>The Steering Committee is responsible for reviewing candidates for the Board and Steering Committee and their alternates and any position or committee membership in the Association that the Board requests a review.</p> <p>When requested, the Steering Committee shall submit to the Board a roster of candidates, including their Curriculum Vitae or similar, for election or appointment.</p> <p>The Steering Committee shall consist of four (4) principal members representing the association membership, two (2) from each membership class. The representatives of each membership class shall be elected</p> | <p><b>5.2 Steering Committee</b></p> <p>The Steering Committee is responsible for assisting the Board in its oversight of the Associations' internal regulations and following the approved strategy.</p> <p>The Steering Committee shall conduct the annual performance audit and report it in the spring general meeting.</p> <p>(removed)</p> <p>(removed)</p> <p>The Steering Committee shall consist of four (4) or six (6) principal members representing the association membership, half of them from each membership class. The representatives of each membership class shall be elected among the Association's</p> |

|   |   |
|---|---|
| <p>among the Association’s members at the autumn general meeting. For each of the principal Steering Committee members, a personal alternate member shall be elected. Members of the Steering Committee that are candidates for election cannot review the other candidates for that election.</p> <p>In addition to the elected Steering Committee members, the Board shall appoint two members of the Committee to serve also in the Steering Committee.</p> <p>The term of office for members of the Steering Committee is one (1) year. A member can be a principal Steering Committee member for a maximum of three (3) consecutive terms.</p> | <p>members at the autumn general meeting. For each of the principal Steering Committee members, a personal alternate member shall be elected. Members of the Steering Committee that are candidates for election cannot review the other candidates for that election.</p> <p><i>(removed)</i></p> <p><i>(moved to 5.3, and edited)</i></p>                                     |
|   | <p><b>5.3. Steering Committee Members’ Term of Office (new bylaw)</b></p> <p>The term of office for the Steering Committee members is two (2) fiscal years and annually one half or approximately one half of the members of the Steering Committee are to retire.</p> <p>A member can be a principal Steering Committee member for a maximum of two (2) consecutive terms.</p> |
| <p>An extraordinary general meeting is held if it is decided upon in a general meeting; in case the Board deems it necessary; or if at least one-tenth (1/10) of the members, or 100 members, whichever is smaller, request it in writing to discuss a named issue.</p>   | <p>An extraordinary general meeting is held if it is decided upon in a general meeting; in case the Board <b>or Steering Committee</b> deems it necessary; or if at least one-tenth (1/10) of the members, or 100 members, whichever is smaller, request it in writing to discuss a named issue.</p>  |

**Motion:**

Approve the amendments to Bylaws 4.3 and 5.2 and 10.2 and create new Bylaw 5.3., as above.



**Discussion:**

**Decision:**

#### **4.4. Finnish translation of the bylaws**

**Background:**

The Association is governed by the Finnish Association Act, which requires us to maintain the association bylaws also in Finnish. the binding version of the association's bylaws is the Finnish language version as the association operates under Finnish law.

**Motion:**

All approved bylaws amendments shall be translated into Finnish after the meeting. Finnish and English versions of amended bylaws shall be included in the final meeting minutes approved by the Chair, Secretary and the examiners of the minutes.

**Discussion:**

**Decision:**

## 5. Auditors

### **Bylaws Section 7.2 Financial Audit**

*The Association has one primary financial auditor and one deputy financial auditor. If the primary financial auditor is an auditing company, a deputy financial auditor is not necessary.*

*The financial statement and its supplements, approved by the board, must be submitted for auditing in due time.*

### **Background:**

In the last two years, certified auditor Risto Ekholm was chosen as the auditor. The auditor has worked professionally and given good advice.

### **Motion:**

For the fiscal period 1.1.2022 - 31.12.2022, choose BDO Oy as the auditor, with certified auditor Risto Ekholm as responsible auditor.

### **Decision:**

## 6. Compensations for Board members and auditors

### **Motion:**

For the fiscal period 1.1.2022-31.12.2022 there is no compensation for serving on the board and participating in board activities, decisions and meetings.

Every board member is reimbursed for travel to general meetings of the organisation. In addition, board members may be reimbursed for travel to events in which they represent MyData Global, if this is agreed upon by the Board of Directors or General Manager in advance.

Auditors will be compensated fairly according to their offer.

### **Discussion:**

..

### **Decision:**

## 7. Business plan for year 2022

Summary of the business plan (i.e. the high-level key objectives for 2022) are presented below, and the business plan for the fiscal period 1.1.2022-31.12.2022 is in Appendix 3..

The business plan is based on the strategy [www.mydata.org/strategy](http://www.mydata.org/strategy) and follows largely the footsteps of 2020 - adding more focus, fewer objectives.

### **Background:**

The goal of the OKRs is to define a *small, limited number of strategic objectives* that the leadership (board, steering group, staff) follows.

Based on the board's guidance and the feedback of all the leadership to the draft 2022, the staff has summarized this version of the OKRs (Objectives and Key Results) into 4 + 1 high-level objectives. (see [document here](#)).

Each Objective has 3-5 Key Results under them. They are now as "example KR's". The incoming leadership has dialogue Nov-Dec to finalize the KR's related to the Objectives approved by the AGM. By Jan 1, both yearly Objectives and their associated Key Results are all set.

In summary, the updated strategic objectives for 2022 are:

**O1 - STRATEGY: We make the MyData Declaration actionable**

**O2 - SUSTAINABLE FINANCE: Membership fees sustain our core activities**

**O3 - OUTREACH: We reach and engage new audiences**

**O4 - SCALE VIA THE COMMUNITY: We solidify and scale our impact and activities with the members, hubs, thematic groups and the extended community**

**In addition the new MyData Events & Services company has one Objective:**

**O5 - EVENTS: MyData Events and Services implement the lean and repeatable events concept profitably)**

### **Motion:**

Approve the Business plan with the note that it will be subject to review and approval by the outgoing and incoming Board of Directors.

### **Discussion:**

### **Decision:**

## 8. Membership fees

Setting the membership fees for the Association for the next fiscal period (until the end of 2022).

### Motion:

#### Individual

Apply a 'pay what you want' fee structure with a suggested minimum contribution corresponding to 1 hour of local minimum wage. This replaces the previous individual membership fees tier structure.

#### Organisation \*

|                     |       |
|---------------------|-------|
| Micro organisation  | €500  |
| Small organisation  | €1000 |
| Medium organisation | €2500 |
| Large organisation  | €5000 |

#### Discounts:

Governmental organisations, nonprofits and research institutions receive a 50% discount.

\* The organisation sizes are self-declared and we suggest to follow the EU categories: [https://ec.europa.eu/growth/smes/business-friendly-environment/sme-definition\\_en](https://ec.europa.eu/growth/smes/business-friendly-environment/sme-definition_en)

| Company category | Staff headcount | Turnover | or | Balance sheet total |
|------------------|-----------------|----------|----|---------------------|
| Medium-sized     | < 250           | ≤ € 50 m |    | ≤ € 43 m            |
| Small            | < 50            | ≤ € 10 m |    | ≤ € 10 m            |
| Micro            | < 10            | ≤ € 2 m  |    | ≤ € 2 m             |

### Discussion:

..

### Decision:

..

## 9. Budget 2022

### Background:

The budget overview is available at <https://mydata-global.org/budget-2022>

The general manager presented the principles of the budget and the budget overview.

### Motion:

Approve the budget frame with the note that it will be subject to review and approval by outgoing and incoming Board of Directors.

### Discussion:

..

### Decision:

..

## 10. Board and steering group elections

### 10.1 Number of board members

#### ***Bylaws Section 4.1 Board of Directors:***

*The affairs and the activities of the Association are managed by its board of directors (hereafter “the Board”).*

*The Board is composed of a minimum of six (6) and a maximum of ten (10) principal members. For each of the principal board members, a personal alternate member shall be elected.*

*If a principal board member resigns or is removed during their term, their personal alternate will act as a board member for the rest of the term.*

### Background:

The board has made its base proposal for the autumn general meeting [online](#).

### Motion:

The board proposes that the general meeting elects **9** board members.

## 10.2 Board elections

## 10.3. Steering group elections

### **Bylaws Section 5.2 Steering Committee:**

*The Steering Committee is responsible for assisting the Board in its oversight of the Associations' internal regulations and following the approved strategy.*

*The Steering Committee shall conduct the annual performance audit and report it in the spring general meeting.*

*The Steering Committee is responsible for reviewing candidates for the Board and Steering Committee and their alternates and any position or committee membership in the Association that the Board requests a review.*

*When requested, the Steering Committee shall submit to the Board a roster of candidates, including their Curriculum Vitae or similar, for election or appointment.*

*The Steering Committee shall consist of four (4) principal members representing the association membership, two (2) from each membership class. The representatives of each membership class shall be elected among the Association's members at the autumn general meeting. For each of the principal Steering Committee members, a personal alternate member shall be elected. Members of the Steering Committee that are candidates for election cannot review the other candidates for that election.*

*In addition to the elected Steering Committee members, the Board shall appoint two members of the Committee to serve also in the Steering Committee.*

*The term of office for members of the Steering Committee is one (1) year. A member can be a principal Steering Committee member for a maximum of three (3) consecutive terms.*

# 11. Discussion on MyData Global taking a stance regarding personal data monetisation

## **Background:**

The board of MyData Global has set in motion the process to organise a high-quality deliberation that would result in MyData Global taking a stance (formal position) on personal data monetisation in the next association general meeting (spring 2022).

The question of personal data monetisation is critical to the evolution of personal data governance and management and in the implementation of human-centric principles. Should individuals own their personal data? Should they be able to monetise it? What is the relationship between these two questions and does a specific position on one necessarily imply or entail a definite position on the other?

While the topic is important, it is also complex and the opinions are often polarised as many arguments are formulated around embracing a utopian or avoiding a dystopian future and often stem from deeply-held assumptions about what is “utopian” and “dystopian”.

The MyData community members are often asked what is the position of MyData Global regarding personal data monetisation. As MyData Global is one of the thought leaders in the domain, we should have not just an opinion but a well-founded and justified position of the organisation, so that all its parties can rely on this in the wider discussion with other stakeholders.

Without a clear position on this, we risk losing credibility, diminishing our influence and having internal fragmentation.

## 12. Other discussion matters

No other matters.

## 13. Resuming the meeting & announcing the election results

Chair pauses the general meeting for the voting period at 2.xx PM UTC.

The meeting was decided to be resumed on November x, 2021, x:00 PM UTC for the announcement of the election results.

Chair re-opens the meeting on November x 2021, 2.03 PM UTC and announces the election results.

Three OLD board members (and their alternates in parentheses) have been elected earlier for a two-year term and will continue to serve on the board during 2022.

Dixon (alternate NN) - elected in autumn general meeting 2020

Christoph (alternate NN) - elected in autumn general meeting 2020

Charlie (alternate NN) - elected in autumn general meeting 2020

The board size

7 members - xx votes

9 members - xx votes

Outcome: the board will consist of xx members, meaning that xxx NEW board members will be elected

The NEW members of the board of directors (and their alternates in parentheses) from 1 January 202X are:

NN (alternate NN) - xx votes

NN (alternate NN) - xx votes

NN (alternate NN) - xx votes

The x steering group members (and their alternates in parentheses) representing organisation members are:

NN (alternate NN) - xx votes

NN (alternate NN) - xx votes

The x steering group members (and their alternates in parentheses) representing individual members are:

NN (alternate NN) - xx votes

NN (alternate NN) - xx votes

## 13. Closing the meeting

The chair thanked all attendees and closed the meeting at xx:xx.

Signatures on xx xx, 2021:

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NN  
Meeting Chair

---

NN  
Meeting Secretary

---

NN  
Examiner of the Minutes

---

NN  
Examiner of the Minutes



# Appendices

## APPENDIX 01 – List of Attendees

## APPENDIX 02 – Suggested bylaws amendments Nov. 4, 2021 - Track changes

(to be updated to <https://mydata.org/bylaws>)

## APPENDIX 03 – Business Plan 2022

In summary, the updated strategic objectives for 2022 are:

**O1 - STRATEGY: We make the MyData Declaration actionable**

**O2 - SUSTAINABLE FINANCE: Membership fees sustain our core activities**

**O3 - OUTREACH: We reach and engage new audiences**

**O4 – SCALE VIA THE COMMUNITY: We solidify and scale our impact and activities with the members, hubs, thematic groups and the extended community**

In addition the new Events & Services company has one Objective:

**O5 - EVENTS: MyData Events and Services implement the lean and repeatable events concept profitably)**

The Objectives and Key Results are further explained in the document

<https://mydata-global.org/okr>

## APPENDIX 04 – Budget 2022

The general manager’s budget proposal for the general meeting is is the document

<https://mydata-global.org/budget-2022>

| MyData Global Budget -2022 |  |                 |      |          |   |
|----------------------------|--|-----------------|------|----------|---|
|                            | REVENUE                                | Total 1-12/2022 |      |          | DESCRIPTION (ADD ALSO INFO WHAT IT'S NOW)   |
| 1                          | Core / Membership-ORG / Revenue        | €185,000        |      |          | Membership as a whole is 200 000€, majority of that ORG membership.   |
| 2                          | Core / Membership-IND / Revenue        | €15,000         |      |          | Typically Individual membership revenue has been about 10% of membership income, about 10000€. We re not looking for a significant change in this dynamics, although more focus is on organisations |
| 4                          | Core / Other / Revenue                 | €15,000         | Core | €215,000 | Community meeting sponsorshops, lecture fees, etc.  |
| 5                          | Programmes / Project-funding / Revenue | €200,000        |      |          | Proeject funding difficult to estimate. About 70K is confirmed already in ongoing projects. Numerous proposals submitted, thus this target should be  |

|    |  |                        |            |                |   |
|----|--|------------------------|------------|----------------|---|
|    |  |                        |            |                | reachable.  |
| 7  | Programmes / Operators / Revenue         | €10,000                | Programmes | €210,000       | Small growth on the Operator Awards (this year 8500€)   |
| 8  | <b>Total Revenue (ORG)</b>               | <b>€425,000</b>        |            |                |   |
|    |  |                        |            |                |   |
|    | <b>COSTS (ORG)</b>                       | <b>Total 1-12/2022</b> |            |                |   |
| 14 | Core / Payroll                           | -€144,000              |            |                | 2 FTE. Our cost of a person-month is 6000€, includes sidecosts and overheads.   |
| 15 | Core / Costs                             | -€35,000               |            |                | Office, travel, marketing & communications, tools, leadership costs   |
| 15 | Core / Membership-HUBS-TG-share          | -€25,000               |            |                | Target revenue share to hubs or thematic groups, based on OKR's. It has been 10-15K€ before, this year data not ready)      |
| 16 | Core / Reserve deposit / Costs           | -€10,000               | Core       | -€214,000      | Goal: to be in end of 2022 with 20 000€ in reserve. On Jan 1, 2022, we will have 0€ in the reserve account.                 |
| 17 | Programmes / Payroll                     | -€120,000              |            |                | Programmes budgets vary a lot, depending on the project proposal. Likely salary-heavy, but also services. Assuming here 60% |
| 18 | Programmes / Costs                       | -€76,000               |            |                | Non-payroll   |
| 19 | Programmes / Operator / Costs            | -€9,000                | Programmes | -€205,000      | Estimated costs of the operator awards. The goal is to use incoming money for developing the awards further.                |
| 20 | <b>Total costs (ORG)</b>                 | <b>-€419,000</b>       |            |                |   |
|    |  |                        |            |                |   |
|    | <b>BALANCE</b>                           |                        |            |                |   |
| 24 | Revenue Core                             | €215,000               |            | €215,000       |   |
| 25 | Costs Core                               | -€214,000              |            | -€214,000      |   |
| 26 | <b>Balance of Core Activities</b>        | <b>€1,000</b>          |            | <b>€1,000</b>  |   |
| 27 | Revenue Programmes                       | €210,000               |            | €210,000       |   |
| 28 | Costs Programmes                         | -€205,000              |            | -€205,000      |   |
| 29 | <b>Balance of Programmes</b>             | <b>€5,000</b>          |            | <b>€5,000</b>  |   |
| 30 | <b>Total balance (Core + Programmes)</b> |                        |            | <b>€16,000</b> | (note also 10 000€ put to Reserve deposit)  |
|    |  |                        |            |                |   |
|    |  |                        |            |                | Events and Services is OUTSIDE OF MyData Global budget  |

|    |  |         |  |  |
|----|--|---------|--|--|
|    |  |         |  |  |
| 31 | Staff outsourcing to Ltd.                              | €98,000 |  |  |
| 32 | Staff outsourcing to Ltd. / payroll                    | €90,000 |  |  |
| 33 | <b>Total tentative balance (Events &amp; Services)</b> |         |  | Events and Services is OUTSIDE OF MyData Global budget |