

## GALE Work Plan 2025

This is the 2025 GALE work plan. This is the 19th year of GALE's existence and the 15th year as an independent Foundation.

### Strategic context

The last strategic plan of GALE covered the period of 2018 until 2022. The implementation of this plan was unsure because after the banking crisis, global funding had dried up and priorities of global donors shifted to basic support for human rights defenders and empowerment of LGBTIQ+ grass roots organizations. “Education” about sexual and gender diversity came to be seen as a luxury that could not be afforded in times of lower levels of funding. Due to this uncertainty, the GALE Strategic Plan described minimal, medium and maximum scenarios that depended on the level of support and funding. All strategies failed. In 2023, GALE finalized the last Erasmus+ funded European projects and further operated on no-budget, with the director and only (voluntary) worker partially injured and with limited opportunity to act. The challenges raised the question whether the existence of GALE is sustainable as a separate organization.

### Activities in 2025

The GALE director and only employee got pensioned in late 2024. In 2024, some key questions had been researched.

1. Should the foundation be dissolved? Should there be a less costly way of maintaining the GALE “brand”? How will GALE secure the privacy of the sensitive membership data? It was decided to dissolve the foundation and replace it with a minimal structure. The formal dissolution took place per 31 December 2025, with some last financial issues to be resolved in 2026. The private legal entity of the director “Empowerment Lifestyle Services” was renamed “GALE”.
2. How can the mapping methodology be kept available and the mapping and strategic follow-up actions be maintained at some level? Information on this will be included in a new small website, to be developed in 2026. The actual mapping itself by GALE will be terminated, as it is too time-consuming.
3. How can the My-ID “deep emotional intelligence” teaching and training methodology be kept available and possibly be expanded? GALE will prioritize promoting the methodology by a blog and by participating in conferences and projects.

4. What will GALE do with the current website? It will be replaced in 2026 by a much less elaborate one. For security and privacy reasons, the membership database will be destroyed and members will be invited to join a mailing list.
5. Which role does the director want to keep in these developments? In essence, GALE will become a private entity owned by the director, with activity matched to the possibilities that are offered.

## Fundraising

GALE will participate in fundraising when invited by other partners and when project goals and activities fit into the GALE aims.

## Internal policy

The GALE membership forms an informal Internet platform which is supported by a foundation under Dutch law. The legal entity of GALE in 2025 is the GALE Foundation. The director of the GALE Foundation is also the Board and only employee.

## GALE membership

On 1 January 2025, GALE had 993 members from 104 countries. It is currently not a priority of GALE to expand the membership.

## Budget

GALE has an expected turnover of € 3,678 in 2025. The costs are estimated at the same, resulting in an expected balance of € 0. GALE expects to remain liquid.

The director has edited his contract to a zero hour contract (paid only for declared hours) for remaining activities and will mainly work as a volunteer.