



Policy Plan Evaluation Stichting InSPE

October 2020 - September 2021

Introduction

The following is the policy evaluation of the second board of Stichting InSPE.

The board of InSPE during that time period consisted of:

- Ilse Westra, as Chair & Commissioner of Concept
- Marit Bot, as Secretary & Commissioner of Cast
- Aron Boerkamp, as Treasurer & Commissioner of Orchestra

This policy evaluation summarises and looks back on the things we wanted to accomplish during the board year running from October 2020 until September 2021. The policy plan is stated below, with everything marked in yellow our evaluation.

Foundation

Stichting International Student Productions Enschede (InSPE) was officially established in April 2018, after a successful production of Jesus Christ Superstar in 2017, followed by West Side Story in 2019.

The main goal of the foundation is to get people with different interests and backgrounds together to work on one extensive collaborative project. This way, InSPE improves the solidarity between various cultural organisations and their members. In addition, InSPE provides a chance to work on a project of a larger scale than a single organisation's performances.

The vision of InSPE is to give people from different nationalities and backgrounds a creative outlet by working together towards a bigger goal in a fun and challenging way.

Goals

Sustainability

During the past productions, it has proven to be difficult for InSPE to find people to financially guarantee for InSPE in case of financial difficulties. These guarantees are now necessary, as InSPE does not have enough equity to be able to withstand financial setbacks. Also, the Student Union of the University of Twente has made clear that in order for us to keep our recognition, we need to become financially stable and install a 'Raad van Toezicht' (RvT). Not being recognised by the Student Union could possibly jeopardise the (financial) aid we receive from the University of Twente, such as our rehearsal rooms, the loans and the SFC subsidy. To install an RvT, we need to change our statutes to incorporate an RvT. To become more financially sustainable, we have added 'sustainability' to our budget. If this post is kept up for the coming years, InSPE should be financially stable after 10 years. To increase the chances of this plan succeeding, or to speed up the process, we also plan to organise 'work days' with our participants. During these days, participants work at various events in and around Enschede, and donate their earnings to InSPE. This way, the participants actively engage in the future of InSPE, and help to realise their current project. Also, we plan on organising small events during the years that InSPE is not working on a large-scale production. The income generated by these smaller events can then be used to build the equity of InSPE, making InSPE a financially sustainable organisation. We realise that the goal of the foundation is not to generate money. However, we do believe that a healthy equity is necessary for the future of InSPE, and want to reach an amount of about €10.000,- as soon as we can.

Evaluation: After the update of the University of Twente about the need of an RvT, the RvA in the statutes was changed to an RvT, granting them more rights and giving them the right to find new RvT members by themselves. This system has so far proven to be beneficial to the workings of the Foundation. On the financial side, the equity of InSPE was raised to [insert numbers] euros due Fiddler on the Roof staying under budget, and Overijssel not wanting the surplus returned to them. Of course, this surplus will be used in line with the ideals of InSPE. InSPE aspires to have reached the amount of €10.000,- in 4 productions from now. However, seeing the amount reached after this production, this goal will most likely be achieved earlier.

Productions

Fiddler on the Roof

Committees

In May 2021, InSPE is going to perform two productions of Fiddler on the Roof, split over the theatres in Enschede and Hengelo. To be able to do so, the board will guide the process. To lift the amount of work the board has to do and the stress the board experiences, we plan on setting up various committees who are responsible for a section of the organisation.

Previously, we have already set up a committee responsible for the promotion. We plan on setting up committees for clothing, décor, activities/bonding, theatre technical aspects and acquisition. By doing so, the board can step into a more coördinative role. By getting people together in committees, we expect the cohesion between participants to grow.

Evaluation: During the project, the following committees have been set up: decor, clothing, acquisition, promotion, cooking and team building. Having committees engaged participants (and non-participants) to become more active for the project, and took a lot of work off the board's shoulders. A number of people mentioned afterwards to want to be active in the same committee during the next production.

Rehearsals

Once the auditions have successfully been held, it is time to start rehearsing. For this year, we aim to set a clear schedule for the participants so we can let them know in advance what will be practiced when. We plan to rehearse as much as we can in the Audiozaal for the cast. This room gives us enough room to rehearse with a full cast, even in the current Corona times. For the orchestra, we would like to rehearse in the Vrijhof as much as we can, as the Vrijhof has offered to sponsor us with rehearsal rooms. Unfortunately, due to the current Corona measures, other people also want to make use of the large rooms. If we cannot rehearse in the Vrijhof, we will try to find another location on campus, namely the Atrium or the Logica. If that does not work out either, we will contact music associations who own rehearsal space to rent their spaces for an evening. Another option would be to book a smaller room and rehearse with only a section of the orchestra, though this is not preferable.

Evaluation: Due to the change of performance location to the Open Air Theatre (OUT) on the campus, a lot of rehearsals have been held there. As this location was outside, this also often turned out to be the only location where rehearsals were allowed. HogeKampplein was also used at times, and when the measures allowed it, the Audiozaal and Agora were also used for rehearsals. Fortunately, splitting up the orchestra to fit in a room was not necessary.

Smaller 'in-between' productions

As mentioned under 'sustainability', we want to start organising small events during the years in which we do not organise large productions. Examples could be hosting a talent show, a stand-up comedy night or an arts fair, where students can sell home-made goods and gifts. These activities will be low-budget, as no professionals and no expensive locations are involved. These events will be hosted in the Vrijhof, or in the OUT. All the income generated will be used to build the financial sustainability of InSPE. Another advantage of hosting smaller events is that the name of InSPE will come up more often than every two years. This will hopefully broaden our audience on campus and generate a larger audience for the productions. As the current board, we can make plans for the first small event during our board year, though the execution will probably be up to the next board or an 'event' committee.

Evaluation: Due to the delayed performance dates, the current board was not able to plan for a smaller event. However, a brainstorming session has been held with the participants, where some people expressed interest in organising such an activity as a committee of InSPE.

Board

Find new board members for this academic year

Due to the switching of priorities, our board now consists of only three board members. As the previous board evaluated that the board on InSPE should preferably consist of six people, we are a few hands short. We want to look for new board members once the rehearsals start, because that is the moment when we know our target group. As we probably will not find three extra board members, we, as mentioned above, will also focus on lifting pressure by forming committees.

Evaluation: As per the end of the production, InSPE has found 3 new board members. This is technically enough, as the current board also managed with 3, but more are preferred, and more people are asked whether they have interest in becoming a board member. Those who were not interested in this, but still wanted to be active, already volunteered to work in or lead committees once those are set up.

Remaining motivated after the production

Previous years, we noticed that the elevation of performing and building up to something leaves you less motivated to finish all the loose ends after the performances. For our board year, this meant having to deal with funds, loans and reports from the previous board. This set our financial schedule back quite a bit, and seeing that finances are a puzzle for InSPE, we would have benefited from the extra time. Therefore, we would like to keep our motivation after the performances and give the next board a clean slate to start from so they will be able to focus on their own production.

Evaluation: Although the motivation did drop a bit due to the sudden loss of stress and regular contact moments, a plan was set up to finish everything in time for the new board. This plan has been kept so far and makes sure that everything will be finished in time.

Transition to a new board

We find it important to make sure that the next board is aware of the issues we had as a board, so they can improve during the next production. Therefore, we plan on writing a document containing all the information necessary. However, the previous board also has written one for us, and though it contains a lot of valuable information, it is checked on less often than we might like. We would like to improve this by making a separate folder on the general board Drive and split the gathered information into several documents for the different aspects and stages of organisation. This will make the information more findable and the document less long to read, which encourages use.

Furthermore, we want to sit down with the new board and discuss our board time. Individual board members will sit down with the specific people who plan to follow in their function. Furthermore, if a participant expresses early interest in becoming a member of the board, they will be invited to meetings and discussions about what being board of InSPE means earlier in the process of becoming a member. That way, a person can get a behind-the-scenes view of the process, which will perhaps make their own process easier.

Evaluation: After the performances, a brainstorming session was held about the future of InSPE. Here, a lot of questions about becoming a board member were answered. Once someone expressed their interest, the current board invited them to a board meeting. A transfer document is being made, which will be discussed with the candidate board before they become board, to see if everything is clear for the transition.