

F R O N T E E R S

ALV 2025

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Program

1. Opening
2. Approval of the agenda
3. Retrospective on 2025
4. Annual accounts 2024
 - Findings of the audit committee
 - Approval of the annual accounts
5. Appointment of a new audit committee
6. Finances 2025 (preliminary)
7. Budget 2026
7. Filling board positions
8. Any other things / open discussion

Recap of what we've done this year

- 6 meetups organised throughout the year - unfortunately 2 cancelled
- 5 newsletters sent
- Social get-together (Zomerborrel) on august 8
- 1 successful workshop on accessibility by Jules Ernst at Stichting Accessibility
- Fronteers Dark Mode event in Dordrecht on october 3

“[We hebben] het als ontzettend leuk event ervaren, we hopen op meer. Om heel eerlijk te zijn stonden we op het punt om onze lidmaatschappen op te zeggen omdat er niet heel veel meer gebeurde. Dus we hopen dat dit verder wordt voortgezet / uitgebouwd.”

Marketing and communications

- Sent out **5 newsletters** this year -> with an average of **59,28% open rate**. Audience of 540 subscribers
- Posting updates on LinkedIn, Mastodon, Bluesky
 - Mastodon 261 followers
 - Bluesky 371 followers
 - LinkedIn 922 followers (+122 this year)
- On Slack we have 1635 members (+102 this year)
- Occasionally, we send emails via meetup.

Challenges for 2026

- We find it hard to reach our members. 47% rarely opens our e-mails, according to mailchimp. This number might not be trustworthy.
- Changes in the volunteer team
- Delegating and sharing info to the volunteer team
- Marketing what we do and our events
- Updating the website; realising something is newsworthy and posting it straight away
- Do we need so many committees?

Website statistics

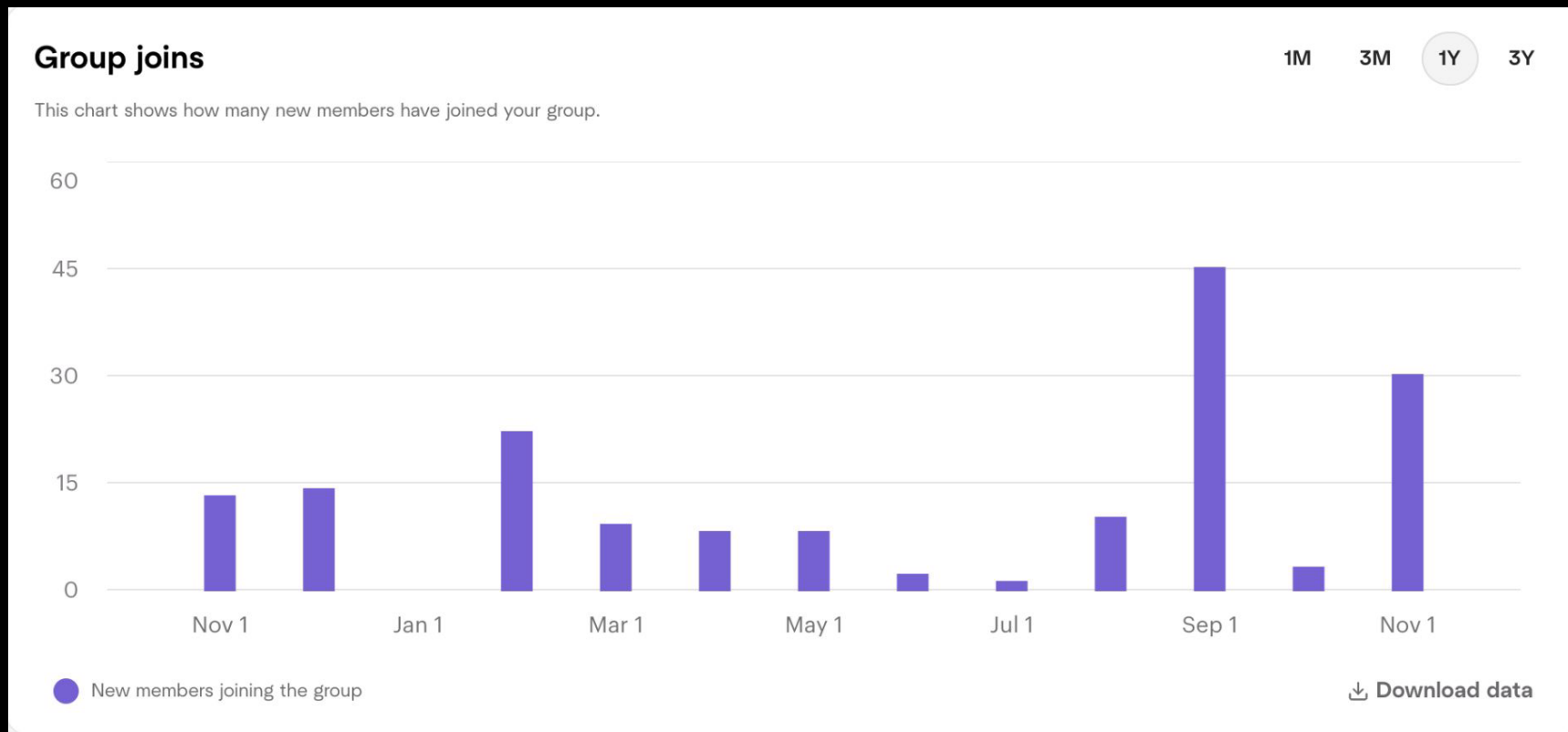


Website plans

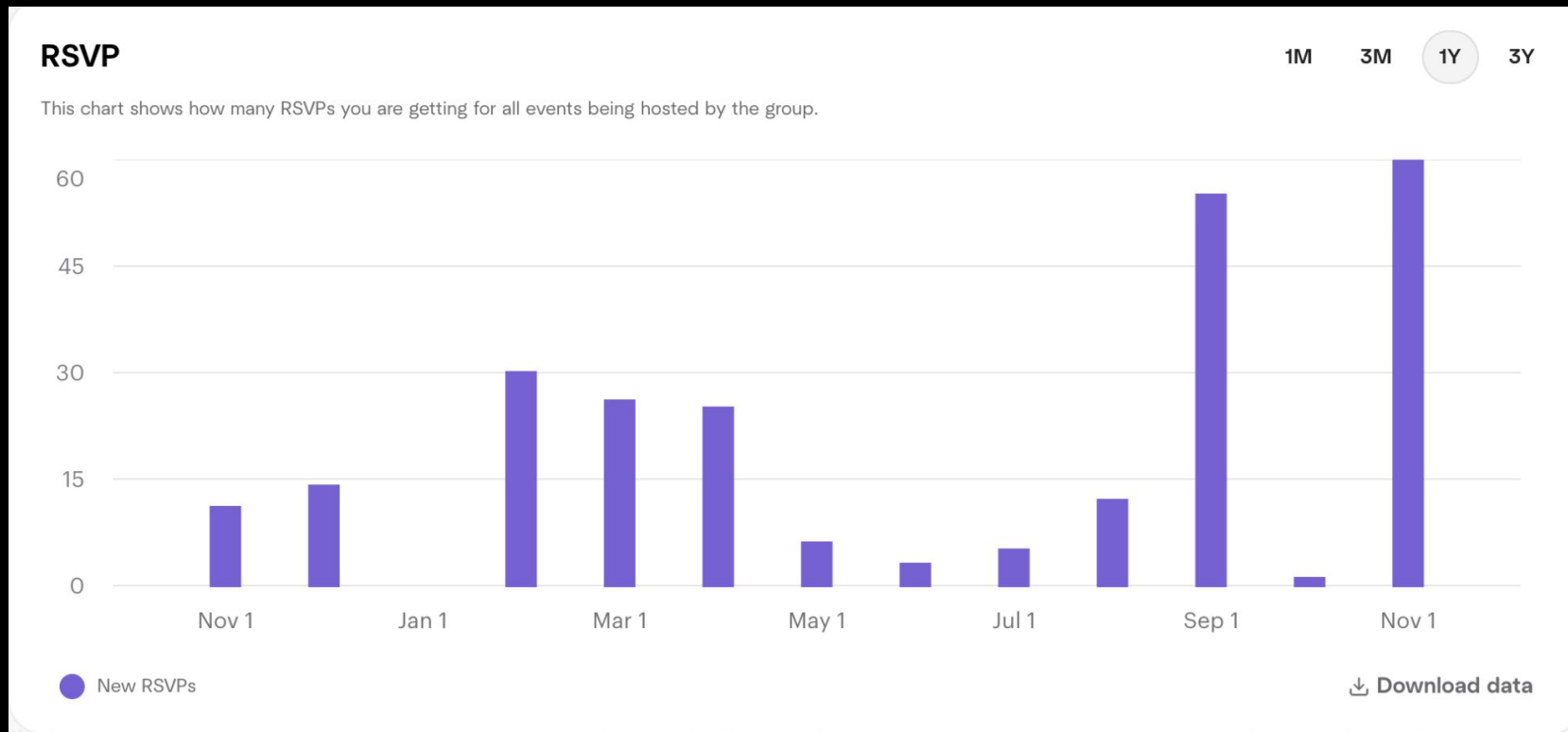
Goals for 2026: the marketing committee wants to become more visible on multiple fronts

- Frequently posting new content on the website throughout the year.
- Starting a new section featuring interviews with developers (applications are welcome!).
- Maintaining a content calendar (this is also definitely a community effort!) with special dates, conferences, meetups, etc. This will be made easier by our plans to schedule things ahead more

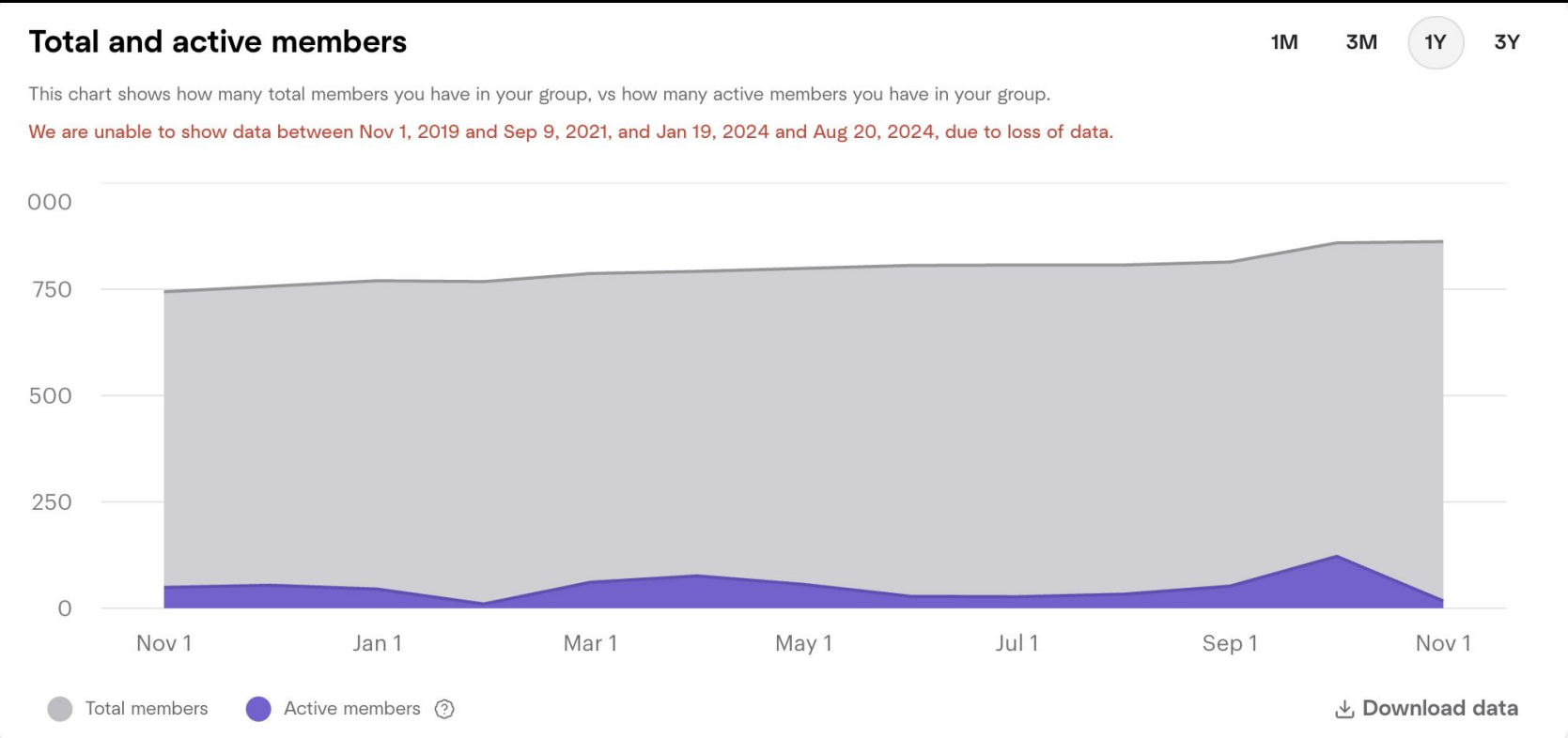
Activities Committee



Activities Committee



Activities Committee



Activities Committee

A slight evolution in the solution we came up with last year

We have 2 groups to split the work

- Organisations / people willing to host a Fronteers meetup. They get an invitation to a private slack channel where coordination happens.
- A group of volunteers and members who are willing to represent Fronteers and give the introduction on the day of the meetup. -> We need moar! moaRRR!

Belgium Committee

Committee currently has no more active members: Ibe and Thomas both became absent, Claudia had a parent who passed away and took personal time.

The goal for 2025 was to expand the team and have more frequency between meetups

Unfortunately, this has failed due to unforeseen circumstances. Several callouts have been posted on social media, meetup and last year also during the meetups. But no new volunteers have stepped forward.



Workshops

- In 2024 our payed workshops failed miserably
- The only workshop that worked was a TypeScript workshop that was online and free
- During the last ALV, as well as via Slack, folks suggested the following adjustments would help:
 - Our announcements somehow didn't reach people
 - Since the pandemic people are more reluctant to leaving their house
 - People would prefer remote workshops for different reasons
 - Announce meetups a lot earlier as 4-6 weeks are often not enough to get approvement in companies

Workshops

For 2025 we sat down once more with Peter Kassenaar and designed a workshop around those ideas:

Peter Kassenaar

JavaScript tips & tricks

Online halve dag workshop

Vrijdag 12 sep. 2025, 13 tot 17 uur



- 3 months runway
- half a day
- online
- in Dutch
- about JavaScript
- 99 EUR / 69 EUR

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Workshops

We advertised it on the Website, Slack, eight times on Bluesky, Mastodon, and LinkedIn each, on [meetup.com](https://www.meetup.com) and in our July nieuwsbrief.

Workshops

Unfortunately the Javascript tips & tricks online workshop didn't draw enough sign-ups (just one by Anneke on the very first day) and we had to cancel it.

After the workshop was cancelled, in the week that the workshop took place, we got messages from multiple people that said they had wanted to sign up.



Workshops

Jules Ernst offered to run a workshop on accessibility, as he already had plenty of interested folks at hand that were pushing him.

Jules Ernst

**Introductie onderzoek
doen digitale
toegankelijkheid**

Workshop

Vrijdag 29 aug. 2025, 10 tot 17 uur



- 2 months runway
- full day
- on site in Utrecht
- in Dutch
- about accessibility
- 300 EUR / 180 EUR

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Workshops

Thanks to Jules' attendees and Jewwy's connections at Stichting Accessibility we were able to set up a very successful workshop in Utrecht with 13 attendees and made 800 EUR plus 🙌



Conference

We still have ~ 140 members that pay their membership dues year by year by hand. But why?
What did they expect to get back from Fronteers?

Apparently it's not workshops.

We suspected people were waiting for a new attempt at a conference.

But running a big conference was still out of question.

Conference

So we formed the idea to do a very small conference and to make that not public, but invite based, just for our members.

We picked the afternoon of Friday **October 3rd** as date. Suited for everyone.

We were aiming for a **half-day** conference for around **100 people**.

We first thought about giving member free entry, but that would have increase no-shows.

So we settled on **49 EUR**, which we would return in food and drink vouchers.

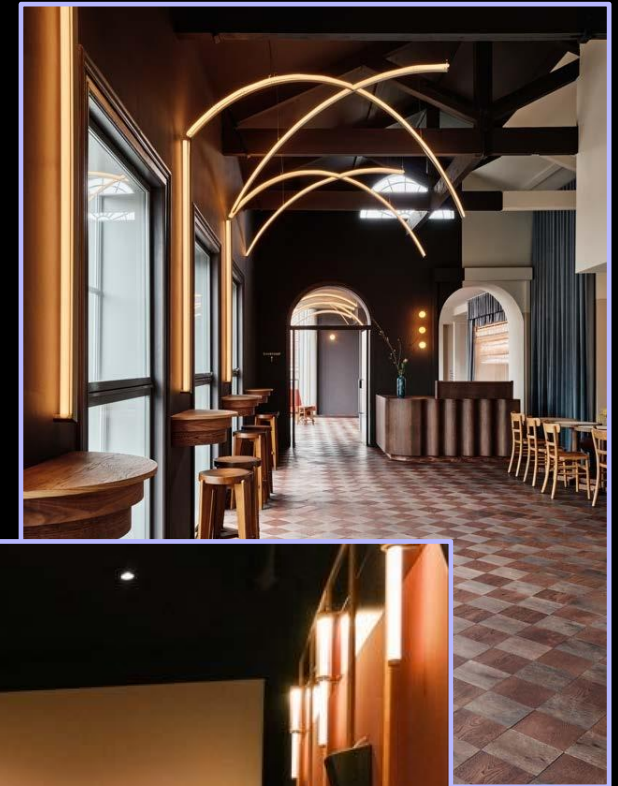
We dedicated it a **budget of 10K from our funds** to pay for a location, as well as to cover speaker travel + accommodation + speaking fee.

“Dark Mode” was born 🌙

Conference

We went on a lookout for possible locations, that would fit 100 people and exhibited a certain “vibe”. We found two:

- **Koninklijke IGC in Amsterdam (bottom left)**
- **Cinema & Stadsbrasserie de Witt in Dordrecht**



Conference

The price difference between the two was staggering

- Koninklijke IGC in Amsterdam offered us their place for **4.561 EUR**
- Cinema & Stadsbrasserie de Witt in Dordrecht made us an offer for **719 EUR**

So we chose the De Witt.

KONINKLIJKE INDUSTRIEEL GROOTE CLUB				
Budget Number	Description	Unit price incl. VAT	Total Excl.VAT	Total Incl.VAT
Friday October 3, 2025				
100	Coffee/tea per day part	€ 9.50	€ 871.56	€ 950.00
50	IGC table water (still/sparkling), per bottle, based on post-calculation	€ 4.50	€ 206.42	€ 225.00
1	Projector with screen	€ 163.35	€ 135.00	€ 163.35
1	Personnel costs	€ 907.50	€ 750.00	€ 907.50
1	Sound system with microphone	€ 163.35	€ 135.00	€ 163.35
1	Roomrental Great Hall & Library	€ 3,327.50	€ 2,750.00	€ 3,327.50
100	Assortment of soft drinks, per bottle	€ 3.75	€ 344.04	€ 375.00
100	Warm snacks	€ 8.00	€ 733.94	€ 800.00
100	Reception assortment based on post-calculation	€ 4.75	€ 392.56	€ 475.00
100	Luxurious warm garnishes	€ 4.75	€ 435.78	€ 475.00
Total excl. VAT			€ 6,754.31	
VAT 21 %			€ 874.14	
VAT 9 %			€ 233.26	
Total incl. VAT				€ 7,861.70
Note:				
• Prices for food & beverages in this budget include VAT. • Prices for AV equipment, room rental & others include VAT. • Drinks are charged based on actual consumption, unless otherwise stated. • In case of overtime, additional personnel costs will be charged to you.				
For approval :				
Koninklijke Industriële Groot Club Dem 27 1012 JS Amsterdam 1 020 624 2220 e c.peterson@igc.nl KVK 54365406				

Uw kostenoverzicht

Een unieke culturele locatie met een eerlijke prijs. Dit is uw kostenoverzicht:



Food	BTW	Prijs	Totaal
1x Consumptiemuntje	9%	€ 4,00	€ 4,00
Audiovisuele ondersteuning			
2x Microfoon (draadloos)	21%	€ 20,00	€ 40,00
1x Geluidsset klein	21%	€ 100,00	€ 100,00
Zaalhuur	BTW	Prijs	Totaal
2x Zaalhuur filmsaal 2	21%	€ 365,00	€ 730,00
Totaal excl. BTW			€ 722,68
9% BTW over € 3,67			€ 0,33
21% BTW over € 719,01			€ 150,99
Totaal incl. BTW			€ 874,00

Heeft u vragen over uw kostenoverzicht? Uw contactpersoon Dennis van Buuren staat voor u klaar via Dvanbuuren1@icloud.com of 06- 23 07 81 64.

Conference

We discussed and invited a diverse set of five speakers and an MC.

We set up Tito's new event platform iO aka "Invite Only"

And sent out invitations to **137 members** end of July and mentioned the conference in our members nieuwsbrief.

We set a deadline for August 21st.

We sent out a reminder August 19th.

The screenshot shows the iO event platform interface. At the top, there's a navigation bar with 'Case studies', 'Early access', and 'Sign in'. Below this, the text reads 'Your bespoke RSVP platform' and 'Create branded invitation experiences with the new app from Tito'. A large, stylized 'iO' logo is in the background. Below the logo, it says 'Invite your people' and 'Send fully customized emails from your own domain and/or SMS messages to invitees.' At the bottom, there are two devices: a laptop showing a list of invitations and a smartphone showing a personalized invitation for 'SampleConf 2025'.

The screenshot shows the Fronteers website. At the top, there's a navigation bar with 'Subscribe' and 'Past issues'. Below this, the text reads 'Fronteers Nieuwsbrief - Juli 2025' and 'Vrijwilligers gezocht'. The main heading is 'FRONTEERS' in large, bold, yellow letters. Below this, there's a section titled 'Hey fronteersers!' with a paragraph of text. Another section is titled 'Fronteers Dark Mode – exclusief voor leden!' with a paragraph of text. A third section is titled 'De toegang is alleen op uitnodiging, en jij als Fronteers-ld hebt er een ontvangen!' with a paragraph of text. At the bottom, there are two images: a photo of a theater interior with red seats and a photo of a bar area.

Conference

On August 21st the amount of registrations was...

18

Our whole plan went up in flames 🔥

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Conference

Panic! We discussed cancelling the event. Paul Campbell from Tito convinced us to pull through.

So we switched it to being a public conference and set up a website for it and advertised it social media.

We set the ticket price for public visitors to **99 EUR**.

We told our speakers and all but one promised to pull through as well ❤️

Friday night. Frontend. Fronteers Dark Mode!

Join us on Friday, October 3rd, 2025, at Cinema De Witt in Dordrecht for an intimate evening of frontend talks and community vibes – from 4PM to after midnight.



Conference

We ended up being 55 people, including the team, speakers and two kids.

We switched to Cinema de Witt's zaal for 60 people.

And we had a fantastic evening with **great talks** and **fantastic food and drinks** 🥰🙏✨

Just very sad that we were so few 😞



Findings of the audit committee

- Audit committee 2024: Edwin Martin, Arjan Eising en Sander Vink
 - The quality of the administration, including the level of detail in the specifications, is satisfactory.
 - A review was conducted on a dozen payments to verify whether the corresponding invoices were present. No inaccuracies were found in this review.
 - Based on these findings, the cash committee advises the General Members' Meeting to grant the association's board discharge.
 - Advise to the board to change the SBI-code in the Chamber of Commerce registration for Fronteers from 6201 to 94120.

Appointment of a new audit committee

- Are there any volunteers for the 2025 audit committee?
 - Arjan Eising
 - Michael Hastrich

Plans

- 6x meetups
- 6x socials
- 6x online lunch events
- Return of the book club
- Dark Mode: the sequel
- 2 workshops by Jules
- Improved event calendar on the website

Dark Mode

- Dark Mode: the sequel! We will repeat the location, speaker hotel, time of year and general concept. But this time we will start promoting it earlier (starting today! - ticket shop will open soon)
- If ticket sales in the first few months look good, we can in march decide to announce Dark Mode 3 in the early months of 2027

Proposals

- Experiment with “Ask the expert” sessions - open calls with experts on a certain subject to answer specific questions.

Topics could be for example:

- accessibility
- web performance
- team leadership
- design systems
- iso certification for small web businesses

Filling board positions

Any candidates who wish to apply for a general board position?



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Open floor for questions

- Questions?
- Comments?
- Ideas?

Thank you for joining!



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