

**EUR Treasurer  
candidature  
Adrien COPROS**

[www.adriencopros.com](http://www.adriencopros.com)

FUTURE  MADE IN EUROPE

# Who am I ?

Volt

- > I'm an engineer and I worked as a Fablab manager / teacher in engineering schools for 6 years until 2024
- > I joined Volt in January 2019 mainly to tackle climate change thanks to a true federal Europe, in a grassroots movement
- > First, I have worked as local lead of Paris during the EUR2019, then I joined the EUR Community team as french representative
- > Over the past 4 years, I have been on Volt France board, first as treasurer, then as co-president. I helped organize the Paris GA
- > I quit my job in 2024 to focus on Volt France's European elections and unexpectedly for the legislative snap-elections ([More info here](#))
- > In 2025, I joined a Master in European political sciences at the Faculty of Nantes to expand my European Union knowledge
- > With all this experience I'm now running for the Volt Europa Treasurer position. In this presentation are my ideas :



**Adrien COPROS**

22/02/1995

Living in Nantes  
(France)

# What's the EUR Treasurer role ?

# 1 - In charge of finances

The first responsibility of the Treasurer is to make sure Volt Europa finances are well used and to balance expenses with income.

- > **Budget** : Create a balanced budget between the need of the teams and our planned income
- > **Finances management** : Supervise the use of the budget and adjust the expenses accordingly
- > **Annual audit** : Work with our accountant to validate the annual accounting exercise report
- > **Fundraising** : Special care for our donors to ensure stability

## 2 - In charge of the internal management

In contrast to the co-presidents, who are responsible for external relations, the treasurer is primarily in charge of internal matters.

- > **HR** : Follow the recruitment process, monthly payroll, and employee reviews
- > **IT** : Follow the expenses and progress of the IT projects closely
- > **Support for functional teams** : Find resources and interns for European volunteer teams
- > **General Assemblies** : Ensure GAs remain the heart of the party

# 3 - Be part of the governance

During this mandate, a substantial part of our efforts will focus on securing a Europarty and laying the groundwork for the 2029 European Parliament elections.

- > **Europarty** : To apply as a Europarty, a legal change is required. This change must be a collaborative work including all chapters. Participation of all members is needed.
- > **Anticipate EP2029** : We need to learn from both the successes and failures of 2024 to shape the common programme, to define clearly the role of Volt Europa, and to reinforce coordination of cross-country campaign events.

# What can I bring as EUR Treasurer?

Following discussions with Christophe, I realized that the responsibilities of FR Treasurer included the same annual accounts audit, but French regulations involved additional administrative tasks.

As EUR Treasurer, I will focus on :

- > Maintaining budgetary discipline to meet legal obligations
- > Continue the efforts to automatise budget tracking
- > Apply monitoring methods from my entrepreneurial experience
- > Increase transparency by providing quarterly financial reports, rather than reporting only annually to the GA

A change in membership fees was necessary, but it should have been coordinated with the Country Council. We also have to speak about how we work on :

- > **Spinoza Circle** : We need to create a real European experience for contributors with clear counterparts and annual events
- > **Merchandising** : We need a common strategy for selling goodies so members can share the same brand and easily purchase them
- > **Europarty subsidy** : Start planning the financial distribution between chapter, especially for the european elections

# Expand and Diversify our Portfolio

Volt Europa has to explore new ways to get a regular income without relying only on big donations and chapter membership

- > **Paid missions** : Explore the possibility of participating in European programs accessible to a pan-European NGO
  - > E.g. : CERV, Horizon Europe, Europe Creative, European Commission
- > **Paid internal newspaper** : Set up a network of members writing columns for the creation of a monthly internal magazine
- > **Crowdfunding for specific projects** : It would be interesting to use crowdfunding techniques to develop specific ideas/projects where backers will receive rewards depending on their contribution

# My governance priorities

- 1 - Increase Participation
- 2 - Improve internal communication
- 3 - Upgrade our organisation
- 4 - Help functional teams

>> More informations on my website : [www.adriencopros.com](http://www.adriencopros.com)

Priority 1 :

Increase Participation

The number of members is increasing, but a smaller proportion participate in the General Assemblies. We need to change that !

- > Decrease the number of subjects / documents members have to read before the GA
- > Propose multiple choices instead of FOR or AGAINST questions to achieve well-informed decisions
- > Allow time during the GA to hold participative workshops in order to achieve consensual decisions

# Allow every member to help

Members have the feeling they can't help because they don't have enough time and on the other side, we have too much Burnout !

(I've experienced activist burnout in Volt myself in 2019)

- > Create small projects to engage less involved members
- > Employees of Volt Europa, should mainly be about helping and coordinating volunteer teams
- > Create clear calendar so members know when to participate
- > We need to learn from previous work experiences to avoid making the same mistakes.
  - > E.g. : [New Manifesto - "Lessons Learned"](#) (May 2021)

# Decrease pressure on volunteers

"Think about what we CAN do and not what we SHOULD do"

- > Often remind members that we are mainly a volunteer organization to lower the expectations on team members
- > Use "Facilitators" instead of "Lead"
  - > Lead = people are responsible so others are expecting orders from them
  - > Facilitators = a group of people having coordination responsibilities
- > Allow team members to reduce their implication when they are less available in their personal life without losing their status
- > Have better information about official holidays where no decisions are taken, so active members can cut off from Volt

# Use gamification to increase participation



Gamified processes are used in many collaborative sciences to boost participation (More info here : [Gamification](#)). Here some ideas :

- > **Volt's tools beginner tutorial for new members** (E.g. : AutoDesk Trial)
- > **Newsletters-Survey**
  - > Inform members on working teams and how they can help as a normal newsletter but also allow them to give feedback
- > **Event Map**
  - > Create a decentralized platform where members can host or join scheduled online events to discuss different subjects together, like [Urbeez.com](#)
- > **Gamified guide to improving your local / regional teams**
  - > [Growth Hacking Playbook](#)

Priority 2 :  
Improve internal  
communication

# Transparency is not a goal, it's a need

Even active members may feel that they are missing information.  
This creates the impression of a lack of transparency

- > The EUR board should give more direct information to members and work with the Country Council on strategic decisions
- > Create a weekly or bi-weekly newsletter dedicated to members instead of only sharing the supporter newsletter to everyone
- > Publish EUR Board reports faster and with more details
- > Share data when a survey is done, not only the result, so any member can verify or learn from the study

# Give a shared overview

We need to think about members who don't have time to invest and are following Volt from a distance.

Already in place but not known enough by members :

- > Volt Explained + Organizational chart
- > 5-years strategic + EuroParty goal

Missing information for a clear overview :

- > Map of the ordinary processes
- > Strategy of the year + Annual report (E.g. : One-pager)
- > Follow-up of the progress every quarter (E.g. : Quarterly report)

"Everything has already been done in Volt,  
it's just that we don't know about it"

- > Make sharing documents and pictures the norm inside Volt
- > We need to share more templates and Figma / Canva projects
- > Make feedback documents after every campaign to share best practices about street actions and learn from others' attempts
- > Make translation efforts to share important knowledge with members who don't speak english
- > Try to minimize the use of abbreviations to improve clarity

Priority 3 :

Upgrade our organisation

Volt Europa will need to update its statutes as it becomes bigger. It is important to address this in advance and set up a clear, participatory process for all members.

- > Rethink our organization and lead by example
  - > Think of the distribution of power in an ideal EU and apply it to Volt Europa
- > Have independent organ that assures check and balance of power of the European Board
- > Learn from chapter experiences to share good practices on chapters and Volt Europa statutes. (E.g. : [FR - Change of statutes - 2023](#))

## "Volt Europa is a grassroots movement !

The challenge is going to keep this identity while scaling up"

- > Strategic decisions should be made with the participation of the members and voted by Country Council + EUR Board
- > Develop a structured funnel strategy to convert supporters into active Volt members
- > Anticipate the creation of a Think Tank that will become Volt Foundation and will receive some of Europarty subsidies

Priority 4 :

Help Functional Teams

We can be proud that in Volt we agree on 95% policies between countries. However, we need to stop fighting on the remaining 5%. Instead, we should improve and share the work we already have.

- > Establish a clear process for modifying Volt Europa policies
- > Share a clear calendar to show when topics will be discussed, avoiding simultaneous debates
- > Agree to disagree is not a problem if we have common redlines
- > Create a website where anyone can easily compare political topics across countries and see how each country handles the same issue and what Volt is pushing for

Most members that join Volt are new to politics. We need to guide them more by sharing knowledge.

- > **Create some webinars, like :**
  - > How party works / tutorial for activist / Summary sheet for debate
  - > Personal skill : Lead a group / Active listening / Rhetoric
  - > Software : How to use Gmail / Miro / Google Docs, etc...
- > **Create some trainings about management for members who are going to be in charge of a team**
- > **Encourage traveling members who have time to support campaigns through a network of couchsurfing hosts**
- > **Improve visibility of European Communities**

Many members haven't moved to Hailo yet, and still rely mainly on national / local WhatsApp. We need to connect with them too.

- > Share more information on Volt Europa WhatsApp community
- > Improve onboarding by having a presentation video (E.g. : Volt GER) and having new candidate members select a time slot from a list of onboarding members' availabilities (E.g. : Calendry)
  - > [Onboarding 2.5 process](#)
- > Put extra effort into welcoming women by prioritizing their onboarding with mentoring and a more personal experience.

Volt Europa communication team should be more about helping national teams and coordinating volunteers than creating content

- > Create a database of videos to improve chapter production
- > We need to think about a true YouTube strategy for Volt Europa and help national chapters who have one
- > Pay advertising for Volt Europa on social networks
- > Increase communication specifically focused on women, especially on social networks
- > Anticipate communication for important dates like 9th May

**Volt Europa is in charge of the technical aspect of the organisation. As an engineer, I want to follow this topic more closely.**

- > **Develop tools to automate some repetitive work for teams**
- > **Give some professional access to national teams to useful tech tools like Asana, Miro, Calendry, Canva, etc...**
- > **Invest in SEO for national websites, so that :**
  - > **Volt should appear (in every language) first in Google when someone is searching for "european party", "federal party", and so on...**
- > **We need to think about a long-term solution to escape from Google Workplace and go for a European, open source solution.**

Thank you  
for your  
attention !



Please check my website :  
[www.adriencopros.com](http://www.adriencopros.com)