

Policy Plan

Stichting
Sunflowers Speak

www.sunflowersspeak.nl

Table of Contents

Introduction and General Information	3
Our Mission and Vision	3
Objectives	4
What We Do (Strategy)	4
Ways of Fundraising	4
Financial Management	5
Governance	5
Decision-Making and Meetings	6
Conclusion	7

Introduction and General Information

This policy plan outlines the objectives, activities, governance, and financial management of Stichting Sunflowers Speak.

The Stichting was established by deed of incorporation, dated 05th of April 2023. The foundation is registered in the Trade of Register of the Kamer van Koophandel Amsterdam (KvK) under number 89830105

The corporation is registered at the following address

Stichting Sunflowers Speak

Vatternkade 74, 1060 PK Amsterdam

RSIN: 865125351

IBAN: NL71 BUNQ 2089 1615 07

The foundation is committed to serving the public benefit and seeks to operate as an Algemeen Nut Beogende Instelling (ANBI) according to Dutch tax regulations.

Additional information about Stichting Sunflowers Speak can be found on our website <http://www.sunflowersspeak.nl> and in the publications of our Annual Reports and Statement of Annual Accounts.

Our Mission and Vision

Our Vision: In Stichting Sunflowers Speak, we firmly believe in the principle of equal opportunity for all individuals to successfully integrate into a new society, especially those compelled to relocate against their will. Through our dedicated efforts, we aim to provide unwavering support, ensuring a seamless and attainable process for achieving social integration.

Our Mission: We believe that language is the key to the successful integration into an unfamiliar society. The foundation's mission is to support refugees in the Netherlands, with a particular focus on refugees from Ukraine, by providing accessible English and Dutch classes, helping to overcome language barriers and, therefore, support the process of smooth integration into Dutch society.

Objectives

The main objectives of Stichting Sunflowers Speak are as follows:

1. To establish a strong and supportive English-speaking community for refugees in the Netherlands, with a focus on refugees from Ukraine.
2. To assist refugees in overcoming language barriers and successfully integrate into Dutch society.
3. To organize English and Dutch language lessons, educational activities, and informal meetings for the target group.
4. To promote active participation in Dutch society in a way that supports the integration process.
5. To collaborate with other organizations to further the foundation's objectives.

What we do (Strategy)

- Organize online and offline English language lessons for the target group.
- Engage in collaboration with English teachers and/or language centers on a volunteer or reduced-fares basis.
- Organize informal meetings for the foundation's target group, including but not limited to thematic Speaking Clubs and field trips that contribute to our objectives.
- Promote active participation in Dutch society (e.g., activities such as visiting museums, attending workshops etc.) as well as supporting the overall integration process.
- Collaborate with other organizations to further support the foundation's objectives.
- Expand and improve the website and engage in marketing activities to inform and educate the target group as well as potential partners.
- Recruit, train, and supervise volunteers who contribute to the foundation's educational activities.
- Raise funds to support the foundation's initiatives.

Ways of fundraising

We do not stand alone in our mission to support refugees in their assimilation process in the Netherlands through language learning.

The foundation's funds consist of donations, gifts, inheritances, legacies, and other income sources and come from the enthusiasm with which we tell the story about our language and cultural work with Ukrainian refugees to the Netherlands..

Together with national and international funders we seek to work towards a better world for refugees, helping them in their challenging process of becoming an equal part of the society.

Targeted fundraising and collaboration also takes place through outreach to the numerous contacts the Board Members and other Stichting Sunflowers Speak participants have.

Financial Management

1. The foundation's funds consist of donations, gifts, inheritances, legacies, and other income sources.
2. Assets are dedicated to achieving the foundation's objectives. Those include direct and indirect costs related to expenses such as rent, insurance, office supplies, etc.
3. The foundation does not aim at making any profits and aims to serve the public benefit with its activities.
4. The Board is responsible for maintaining accurate records and bookkeeping that reflects the foundation's financial position and activities.
5. The Board may engage an expert for auditing the annual accounts, and the findings will be reported in writing.

Governance

1. Board Composition: the foundation is managed by five independent Board Members who have passed the required integrity policy tests.

Irina Alimskaya - Chairperson

Dmytro Medun - Treasurer

Nataliia Beztsinna - Secretary

Lisa Rebert - Trustee

Anna Nemirova - Trustee

New Board Members can be appointed by the existing Board in a meeting where all Members are present or represented.

The Board Members will serve an indefinite term.

A Board Member may retire through resignation, death, incapacity, conviction for a crime related to their role, failure to provide a certificate of good conduct, or unanimous dismissal by the other Board Members.

2. Board expenses: Board Members work on a voluntary basis and will not receive remuneration, except for reimbursement of expenses and non-excessive attendance fees or expenses to carry out representative functions on behalf of the Board.

3. The Board may adopt internal rules to govern decision-making, duties allocation, and meeting frequency.

4. The Board maintains an up-to-date policy plan, including a multi-year budget, providing insight into the foundation's activities, income sources, asset management, and expenditure. The main features of the policy plan will be published on the foundation's website.

Decision-Making and Meetings

1. Each Board Member has one vote, and resolutions are adopted by an absolute majority (more than half) of the votes validly cast, unless otherwise specified.

2. Board Members may be represented by written power of attorney at meetings, with limitations on voting topics.

3. Board Members with a personal interest or conflict of interest in a subject must inform the Chairperson, and they may be excluded from deliberations and decision-making.

4. Resolutions are adopted in physical meetings held in the Netherlands, with exceptions for teleconferences or electronic meetings agreed upon by all Board Members and for key strategic issues requiring a physical meeting.

5. Meetings must be convened by the Chairperson or the Secretary on behalf of the Chairperson, and proper notice must be given to board members.

6. In urgent cases, resolutions can be adopted without a physical meeting if all Board Members are consulted, agree to the procedure, and the resolutions are recorded in writing.

Conclusion

This policy plan serves as a guiding document for the management, governance, and financial administration of Stichting Sunflowers Speak. It outlines the foundation's objectives, activities, decision-making processes, and responsibilities of the Board. The foundation's commitment to public benefit and adherence to legal and regulatory requirements are central to its operations. This plan will be periodically reviewed, updated, and aligned with the foundation's evolving needs and the changing context of the target group.