

# HIGHLIGHTS CORE TEAM MEETING



## MEETING DATE & TIME

September 22, 2025, 15:00-16:00

## CORE TEAM ATTENDEES

GERBEN SAM (BOARD)  
ULRICH NGUEPINI (BOARD)  
HELEEN GEILENKIRCHEN (BOARD)  
FATIMA MASTARI (AWAY, NO PROXY)  
AKOS HAJDU (BOARD)  
GAYLINA MAYIEKO (BOARD)

KINGSLEY ESSEMAH (AWAY)  
KEVIN HOVIUS (CORE)  
TANIA VAZQUEZ FACI (CORE)  
ERIC NDAYISABA (AWAY)  
UMME ABIHA (CORE)  
MARCIN MIETUS (CORE)  
TAMARA GREENLESE (AWAY)

## Stichting Symbiosis

Internationally active under **The Symbiosis Foundation**  
Patrijzenstraat 6, 2042 CM Zandvoort, The Netherlands

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## About Core Team Meetings

Core Team Meetings are statutory board meetings (Dutch: statutaire bestuursvergaderingen). The Board is expected to attend each Core Team Meeting to remain involved in key governance matters such as financial reporting, strategic decision-making, and compliance. Core Team members may submit official notices to the board in advance to request the inclusion of specific items on the meeting agenda.

To promote transparency and accountability, minutes are reviewed by the Board. Approval of the minutes can occur by majority voting in the next Core Team Meeting or by a signed approval with a minimum of 3 approving members. Summarized extracts of the minutes will be made public, demonstrating the foundation's commitment to openness and responsibility in achieving its mission. The team will convene a Core Team Meeting every 3-4 months, with at minimum once every 6 months, to review progress, make strategic decisions, and drive the foundation forward, creating a more connected and impactful future.

## Agenda 22 September 2025

1. Personal Introductions Core Team
2. Organizational Developments
3. Team Developments
4. Core Team Decision Making
5. Discussion on Focus Project ideas
6. Wrap Up

## Key Discussions

### 1. Introduction

- Attendees received a warm welcome to the second Core Team Meeting of 2025.
- Mission and Vision were reaffirmed, and elements highlighted in the introduction of this document have been aligned.

### 2. Personal Introductions Core Team

- Each member shared personal and professional backgrounds, highlighting their motivations for being part of Symbiosis and their roles in supporting the foundation's mission.



### 3. Organizational Developments

- **ANBI status** has been officially granted on 31 July 2025, and is in effect retrospectively from 16 April 2025, following the board's consent for application on 02 December 2024. To meet the requirements of the Dutch Tax Administration (Belastingdienst), the foundation's articles of association received amendments by the notary to ensure ongoing compliance with ANBI conditions. These amendments were presented during the meeting to give the Core Team full insight. Also, the required website updates and publication of the Annual Impact Report have been completed. In addition, the draft Internal Regulations were reviewed, with emphasis on changes reflecting the updated articles of association. All relevant documents were provided in advance as pre-read material.

### 4. Team Developments

- **Strong international presence** is embodied by the Core Team, fostering a diverse and inclusive culture that enriches ideation and decision-making with valuable perspectives. It is inspiring to observe the team's progress under the guidance of our stable and highly motivated board.
- **Tamara Greenlese** was welcomed to the Core Team, supporting the Domain Strategic Impact & Innovation by assessing cost-effective direct interventions.
- **Eric Ndayisaba** has been welcomed back to the Core Team, contributing to the Domain Brand & Storytelling with excellent work in visual media creation.
- **Umme Abiha** was introduced and welcomed to the Core Team. She will support the Domain Brand & Storytelling as Editor and Coordinator of our Annual Impact Report.
- **Marcin Mietus** was introduced and welcomed to the Core Team. He will support the Domain Volunteer & Partner Engagement, focusing on building connections with partner organizations.

### 5. Core Team Decision Making

- **Meeting Minutes** of last Core Team Meeting of 24 April 2025 were accepted.
- **Updated Articles of Association** to ensure compliance with the conditions for ANBI recognition as set by the Dutch Tax Administration were accepted with unanimous vote.
- **Internal Regulations** including changes to match the updated articles of association were accepted with unanimous vote.
- **Tamara Greenlese** was installed as the first intern with The Symbiosis Foundation.

### 6. Discussion on Focus Project ideas

- **Focus on Direct Intervention** can support improved measurable outcomes to maximize positive income. This links storytelling, volunteer & partner engagement, sustainable activities, and fit-for-purpose problem solving in relation to team size.
- **Evidence-based cost-effective intervention** opportunities are under evaluation by Tamara.
- **Digital Transformation** of activities by leveraging Artificial Intelligence (AI) might create unique opportunities (and challenges) that might not be part of the evaluation of Tamara, because of the novel nature and quick developments of this technology. Akos presented opportunities to engage with AI in five different example Focus Projects.
- **Ideation on Sustainable and Impactful opportunities** for a Focus Project with direct intervention will be supported by Domain Strategic Impact & Innovation. Discussion on the topic will continue during Team Huddles and progress will be presented in the next Core Team Meeting.



## 7. Wrap Up

- Due to limited time for the wrap up it was decided skip the round call and to send the following Core Activities as part of the meeting slide deck:
  - **Key Activities Starting** include the selection of a direct impact Focus Project, improving the business continuity (sustainable funding), implementing Financial Disclosure Ledgers, Improving on having Attractive Workflows (for team development).
  - **In Progress** are the following key activities: grant applications, social media growth on multiple platforms with increased brand awareness, improved financial budgeting, volunteer & partner engagement, organizing the next online event with intend to host in 2025.
  - **Successes 2025Q2&3** include double non-profit Awards ([1. Non-Profit Dedication & Integrity Excellence Award 2025](#), [2. Social Impact Innovator of the Year 2025 – Netherlands](#)), obtaining ANBI-status, outreach posters and pitch deck, improved website design and ecosystem experience.

## Action Items

**Next steps have been aligned** from earlier and current Core Team Meeting, and will be subject for action, with specific focus on:

- **Core Team Huddles:** Discuss Domain specific project charter progress during huddles.
- **Ecosystem Use:** Domain Digital Transformation will work on increasing content and use.
- **Partnership Exploration:** Explore partnerships with similar organizations and platforms to avoid duplication of efforts and leverage shared knowledge. Continue to connect with potential partner organizations within Education and Health.

**Next Meeting: 08DEC2025** (intended to be followed by the next in February)

*These Meeting Minutes serve as the official record of discussions and decisions made during the Symbiosis Foundation's Core Team Meeting. This summary will be shared publicly, after board review of the minutes, reinforcing the foundation's commitment to transparency and accountability as we work toward our shared mission. These minutes will be formally approved during the next Core Team Meeting and are available on request with a valid reason.*

**Thank you for being a part of the Symbiosis community!**