

# HIGHLIGHTS CORE TEAM MEETING



## MEETING DATE & TIME

20 FEBRUARY 2026, 15:00-16:00

## CORE TEAM ATTENDEES

GERBEN SAM (BOARD)  
ULRICH NGUEPINI (BOARD)  
HELEEN GEILENKIRCHEN (BOARD)  
FATIMA MASTARI (BOARD)  
AKOS HAJDU (BOARD)  
GAYLINA MAYIEKO (BOARD)

KINGSLEY ESSEMAH (AWAY)  
KEVIN HOVIUS (AWAY)  
UMME ABIHA (AWAY)  
MARCIN MIETUS (AWAY)  
TAMARA GREENLESE (AWAY)

## Stichting Symbiosis

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

## 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 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 20 February 2025

Location: Digital Teams Meeting

Meeting Chair: Gerben Sam

Board Secretary and note taker: Heleen Geilenkirchen

1. Introduction
2. Celebrating Successes to Close 2025
3. Organizational Development
4. Financial Statements & Annual Impact Report 2025
5. Team Developments
6. Core Team Decision Making
7. Discussion – Fall Event and other topics



## Key Meeting Items and Discussions

### 1. Introduction

- **Attendees received a warm welcome** to the first Core Team Meeting of 2026.
- **Mission and Vision** were affirmed, and elements highlighted in the introduction of this document have been aligned.

### 2. Celebrating Successes to Close 2025

- **All members received a heartfelt thank you** for their efforts and congratulations on successes achieved during 2025.
- **The main successes** will be part of the Annual Impact Report for all to read. Key achievements celebrated included awards (such as Social Impact Innovator of 2025), team accomplishments (including the attainment of ANBI status), strategic collaborations (e.g., with GXZA Health), individual donations, sponsorships (such as Rabo Club Support and Google Ad Grants), growth across social-media channels, and increased visibility at events such as Impact Fest.

### 3. Organizational Developments

- **Accelerator Program Development:** The formal development of the Symbiosis Accelerator Program has commenced. The three-month program—designed for seed-stage start-ups aligned with the UN Sustainable Development Goals—will comprise six structured sessions integrating both self-paced learning modules and scheduled cohort-based activities. High-level curriculum themes have been established.
- **Input** and further refinements from all **Core Team members** are welcomed as the program continues to be developed and enhanced.

### 4. Financial Statements & Annual Impact Report

- **Financial Statements:** Ulrich and Gerben presented the latest financial statements. The Statement of Activities reflects a stable EBIT and a positive change in net assets. Both the Statement of Financial Position and the Cash Flow Statement indicate a strong cash position with no outstanding debt.
- **2026 Budget:** The draft 2026 budget includes projected accelerator-related expenses that may exceed anticipated donations. Nonetheless, the organization's robust cash reserves ensure the capacity to strategically invest in impact growth.
- **Annual Impact Report:** The Annual Impact Report was shared with the Board. Members expressed appreciation for both its content and design. The report has been approved for inclusion in the formal voting process to finalize its content.

### 5. Team Developments

- **Conclusion of Akos's Mission as Lead Digital Transformation:** The Board was informed that *Akos* has completed his mission as Lead Digital Transformation. Over recent years, he has successfully developed a comprehensive digital ecosystem and is currently finalizing the implementation of the Learning Management System (LMS). With these foundational elements now in place, the Digital Transformation Domain will, for the time being, no longer operate as a separate focus area.
- **Transition of Fatima Azzahra from Board Member to Advisor:** Written notice has been received from *Fatima Azzahra* indicating her intention to transition from Board Member to Advisor during the course of this year. This transition is hereby formally recognized, and it will be recorded in the minutes as the succession process commences.
- **Resignation of Ulrich from the Board:** Written notice has also been received from *Ulrich* stating that he is stepping down from the Board with immediate effect. This resignation is hereby formally acknowledged and will be recorded in the minutes.



- **Acknowledgements:** The team expressed its sincere gratitude to **Akos, Fatima Azzahra, and Ulrich** for their service, dedication, and valuable contributions to the organization. The Board thanked them for their commitment and the impact of their work. Both **Fatima Azzahra** and **Ulrich** offered to remain connected to the organization in an advisory capacity, and the Board expressed appreciation for their continued willingness to support Symbiosis.

## 6. Core Team Decision Making

- **Meeting Minutes (15 December 2025):** The Meeting Minutes from the previous Core Team Meeting, held on 15 December 2025, were formally reviewed and accepted by vote.
- **Financial Statements 2025 and Budget 2026:** The 2025 Financial Statements and the 2026 Budget were presented and accepted by vote.
- **Annual Impact Report 2025:** The Annual Impact Report 2025 was accepted by vote. The approved content of the report is attached as Attachment A.
- **Team Huddle Agenda and Frequency:** The updated Team Huddle structure—consisting of a brief meet-and-greet followed by action-oriented working time with optional peer collaboration—was approved by vote. The team will transition to Weekly Team Huddles as the primary moment for connection and co-creation, replacing Domain meetings and other smaller recurring meetings. Participation remains non-obligatory but strongly encouraged, with the expectation that all team members attend at least once per month. Global time zones will be taken in consideration with planning the Huddles.
- **Board Role Segregation:** Consent was given by vote to clarify Board roles as primarily strategic—focused on sharing expertise, providing advice, and making decisions—with reduced expectations for operational implementation.
- **Appointment of Akos as Treasurer:** Consent was given by vote for the appointment of Akos as Treasurer, in addition to his continued service as a Board Member.

## 7. Discussion on Fall Event and other topics

- **Timing of the Next Symbiosis Event:** It was agreed that the next Symbiosis Event will not take place in spring due to several concurrent organizational priorities, including the transition to the new Huddle structure, participant selection for the Accelerator, creation of Accelerator content, and finalization of the Annual Impact Report. Additionally, as the next Event is ideally intended for students—and Tamara, Umme, and Marcin were not available to support the preparation—the decision was made to proceed with the Fall Event as the next online event organized by Symbiosis.
- **Re-engagement of Volunteers:** It was noted that some volunteers expressed interest in becoming active again. Fatima Azzahra will reach out to reconnect these volunteers with Symbiosis, particularly where their role or contribution path may have become unclear.
- **Volunteer Coordination for Brand & Storytelling:** Gaylina highlighted that the Brand and Storytelling Domain consistently has opportunities for volunteer involvement. She requested that the team collaboratively develop a coherent and up-to-date list of volunteers, including areas of activity, to improve oversight. This can be addressed during an upcoming Huddle or, if needed, coordinated via email.

**Next Meeting: 15MAY2025** (intended approximate date)

*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.*