

HIGHLIGHTS CORE TEAM MEETING



MEETING DATE & TIME

10 SEPTEMBER 2026, 16:00-17:00

CORE TEAM ATTENDEES

GERBEN SAM (BOARD)
HELEEN GEILENKIRCHEN (BOARD)
AKOS HAJDU (BOARD)
MURAT OZKAN (BOARD)
NUBIA ALEXANDER (BOARD)

GAYLINA MAYIEKO (CORE)
SEVGI TOALOGU (CORE)
FATIMA MASTARI (AWAY)
TIRZA ONGAIMEI (AWAY)
UMME ABIHA (AWAY)
MARCIN MIETUS (AWAY)
TAMARA GREENLESE (AWAY)

E: info@TheSymbiosisFoundation.org
W: www.TheSymbiosisFoundation.org

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 10 September 2026

Location: Digital Teams Meeting

Meeting Chair: Gerben Sam

Board Secretary and note taker: Heleen Geilenkirchen

1. Introduction
2. Score Card Progress
3. Organizational Development
4. Volunteer Tools and Resources
5. Core Team Decision Making
6. Upcoming Milestones
7. Financial Update and Budget Direction
8. Discussion on meeting frequency and structure



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. Score Card Progress

- **The Board reviewed progress against the 2026 Symbiosis Scorecard.** Multiple strategic milestones have now been completed or advanced significantly during the year.
- **Achievements highlighted** included:
 - Completion and launch of the Symbiosis Accelerator.
 - Creation of accelerator certifications.
 - Ongoing accelerator improvements based on participant feedback.
 - Development of the 2026 Annual Impact Report.
 - Recognition by 4nonprofit.
 - Continued ecosystem growth and social-media audience growth.
 - Successful participation in Rabo Club Support.
 - Expansion of practical volunteer job-aids and supporting resources.
- **The updated Symbiosis Theory of Change was presented** and available in the slide deck for review. The framework reaffirms the foundation's focus on supporting early-stage nonprofit and social-enterprise founders who may otherwise struggle to access learning, visibility, and collaboration opportunities.

3. Organizational Developments

- **Impact Accelerator Program Development:** The Board reviewed developments within the Growth Accelerator Program.
 - Improvements have been incorporated following lessons learned from the first cohort. The six-session structure has now been **fully updated based on participant input**, covering Opportunity Discovery, Theory of Change, Startup & Prototype Proofing, Brand Voice & Storytelling, Impact Multiplication, and Growth & Effective Organizations.
 - The Accelerator is **now available throughout the year**, creating greater accessibility for founders and changemakers seeking support.
 - **Input** and further involvement from all **Core Team members** is welcomed as the program continues to grow.

4. Volunteer Tools and Resources

- An overview was provided of the **tools available to volunteers and board members**. The Board reviewed the **broad ecosystem of available resources**, including AI tools, content creation software, productivity applications, learning resources, analytics tools, and video production capabilities. The availability of camera equipment for lending to volunteers was also highlighted.
- **The Board agreed that making volunteers aware of available resources remains important** for enabling effective contribution and lowering barriers to participation.



5. Core Team Decision Making

- **Meeting Minutes** (20 February 2026): The Meeting Minutes from the previous Core Team Meeting, held on 20 February 2026, were formally reviewed and accepted by vote.
- **Appointment of Nubia Alexander**: Consent was given by vote for the appointment of Nubia Alexander as Board Member responsible for Volunteer Engagement. The Board acknowledged the importance of volunteer engagement as a strategic enabler of future growth and impact.
- **Appointment of Murat Ozkan**: Consent was given by vote for the appointment of Murat Ozkan as Board Member responsible for Organizational Engagement. The Board welcomed the additional capacity and expertise this appointment brings to strengthening partnerships and organizational relationships.
- **Retirement of Gaylina Mayieko from the Board**: Consent was given by vote for the retirement of Gaylina Mayieko from her role as Board Member responsible for Brand & Storytelling. The Board expressed its sincere appreciation for her contributions, leadership, and commitment to the development of the Symbiosis brand and communications efforts. The Board further approved her appointment as LinkedIn Content Advisor, enabling her continued involvement in a focused advisory capacity.
- **Notification Regarding Akos Hajdu**: The Board formally acknowledged the notification that Akos Hajdu will continue his role as Treasurer with a reduced time commitment of approximately two to four hours per week.

6. Upcoming Milestones

- The Board reviewed the continued participation in **Rabo Club Support** as it remains a key funding opportunity for the foundation.
- Plans were discussed for the **annual Friends & Family fundraising** initiative to be conducted around the Christmas period.
- Preparation activities will continue for publication the **Annual Impact Report 2026**, and Heleen will start the outreach for **photos and input from the Core Team**.
- The **Impact Accelerator Award 2026** was highlighted. Eligible one organization that successfully completes the Accelerator Program to receive certification and a symbolic award.
- The team reviewed future planning milestones, including **monthly Team Huddles**, a future face-to-face gathering, financial review moments, and preparation for the next Core Team Meeting.

7. Financial Update and Budget Direction

- Input was collected earlier in the year from Board members regarding future priorities, activities, and budget considerations. The Board **reviewed directional planning for 2027**.
- **Key opportunities** identified for further maturation and strategic focus in the planning for 2027:
 - Expansion of the Impact Accelerator participation.
 - Direct support for founders through brainstorm and advisory activities.
 - Organizing and participating in non-profit events.
 - Continued emphasis on practical and measurable impact.
 - Maintaining simple and scalable ways of working.
 - Strengthening volunteer growth and organizational sustainability.
- Preliminary projections indicate that program expenditure is expected to **remain within budget**, reflecting prudent financial stewardship by the Board while also highlighting opportunities to further leverage available resources for impact growth.
- **Budget planning for 2027** will continue in parallel with the development of the **Annual Impact Report**, ensuring strategic, financial, and impact priorities remain closely aligned.



8. Discussion on meeting frequency and structure

- Members reflected on balancing governance, strategic planning, volunteer engagement, and operational simplicity. The importance of **maintaining regular Team Huddles as an accessible point of connection** and collaboration was reiterated.
- The Board decided on a **digital monthly team huddle** and confirmed its intention to convene an **in-person Board gathering** in Q4 2026 to strengthen strategic alignment and team cohesion.

Next Meeting: 15FEB2027 (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.

Thank you for being a part of the Symbiosis community!