

# Policy Plan 2026

## 1. General Information

Name: Stichting Q<sup>2</sup>

Legal form: Foundation (stichting)

Policy period: 1 January 2026 – 31 December 2026

This policy plan is drawn up pursuant to Article 13 paragraphs 4 and 5 of the Articles of Association and is aligned with the Internal Regulations adopted by the Board on 21 August 2025. The plan meets the transparency and publication requirements applicable to institutions with ANBI status.

## 2. Objective of the Foundation

The objective of Stichting Q<sup>2</sup> is to promote the physical, mental, and social well-being of LGBT+ and queer asylum seekers and refugees in the Netherlands. The Foundation focuses in particular on social integration, community building, access to safe spaces, and support in languages understood by refugees, especially LGBT+ and queer persons from Russia and countries under Russian influence.

The Foundation does not pursue profit and does not make payments to the incorporator or to members of its governing bodies, other than reimbursements permitted under Dutch law.

## 3. Policy Objectives for 2026

In 2026, Stichting Q<sup>2</sup> aims to:

1. Identify and prioritise the concrete needs of LGBT+ and queer asylum seekers and refugees.
2. Facilitate safe and accessible community activities that reduce social isolation.
3. Promote physical and mental well-being through cultural and sports-related participation.
4. Support language learning and social integration through structured exchange initiatives.
5. Improve accessibility, communication, and outreach, including multilingual information provision.
6. Ensure careful, transparent, and controlled management of financial resources.
7. Strengthen cooperation with relevant partner organisations and referral networks.

## 4. Activities

### 4.1 Needs Assessment

The Foundation will conduct needs assessments among LGBT+ asylum seekers and refugees through structured questionnaires. These assessments will focus on social participation, mental and physical well-being, language needs, and barriers to access existing services.

**Purpose:**

To ensure that activities are aligned with the actual needs and capacities of the target group and the Foundation.

#### 4.2 Community Gatherings (Safe Spaces)

The Foundation will organise closed community gatherings for LGBT+ asylum seekers and refugees, aimed at social interaction and peer support.

- Five game-based community gatherings (“Spelletjesdag”) will be organised using funds obtained in 2025.
- One documentary film screening will take place in January 2026.
- One additional community gathering similar to the Spelletjesdag format will be organised.
- Funding will be sought for at least five additional community gatherings in 2026.

#### 4.3 Cultural Participation Project

Based on identified needs, Stichting Q<sup>2</sup> will develop a cultural participation project in which participants engage in artistic or cultural activities during their leisure time. Activities may include workshops, courses (e.g. photography), seminars, or visits to cultural institutions.

**Purpose:**

To support social engagement, community building, and mental well-being through cultural participation.

#### 4.4 Sports Project for Transgender Persons

The Foundation will develop and implement a project offering personal sports training for transgender persons in a safe and closed setting.

- Preferably a gym space will be rented once per week.
- Specialised training will be provided to groups of approximately 10–14 participants.

**Purpose:**

To promote physical and mental well-being and to lower barriers to sports participation for transgender refugees.

#### 4.5 Language Tandem Project

The Foundation will organise a language tandem project connecting Russian-speaking refugees learning Dutch with students in the Netherlands learning Russian.

The project includes:

- cooperation with universities, student organisations, and teachers;
- structured meetings at educational institutions;
- informal follow-up meetings;
- optional buddy pair arrangements.

Purpose:

To support language acquisition, intercultural exchange, and social integration.

## 5. Communication and Outreach

In addition to maintaining mailing lists and group chats, Stichting Q<sup>2</sup> will ensure that information about its objectives, activities, and governance is publicly accessible and understandable.

As part of its outreach and accessibility strategy, the Foundation will further develop its website. In 2026, the website will be made available in English, Dutch, and Russian, ensuring that information is accessible both to the broader Dutch public and to the primary target groups of the Foundation.

The Director is responsible for ensuring that the website is maintained and that required publications are made available in a timely manner, under the supervision of the Board.

## 6. Envisaged Results (2026)

In 2026, Stichting Q<sup>2</sup> aims to achieve the following results:

- Completion of at least one structured needs assessment.
- Regular organisation of safe-space community gatherings, at least once each month.
- Active participation of refugees in cultural and sports projects.
- Improved language skills and social connections through the language tandem project.
- An active mailing list and group chats reaching approximately 100–150 participants.
- Functional cooperation with referral organisations such as COA and Vluchtelingen Werk Nederland (WVN).
- A fully operational website available in three languages (English, Dutch, and Russian). At the moment of adoption of this document, the website is available only in English.

- Clear allocation and monitoring of project-based and non-allocated financial resources.

## 7. Fundraising

The Foundation will raise funds through:

- project-based grants from public and private funds;
- subsidies from municipalities and relevant institutions;
- donations from individuals and organisations;
- incidental sponsorships related to specific projects.

Grant applications are prepared and submitted by the Director in line with the policy plan, with notification to the Chair and at least one other board member. Fundraising activities are aligned with the Foundation's objectives and its organisational and administrative capacity.

## 8. Management of Income and Assets

### 8.1 Financial Governance

The Board bears ultimate responsibility for the financial governance of the Foundation. Day-to-day financial administration is carried out by the Director under Board supervision.

The Foundation maintains one or more bank accounts in its own name. Access to the bank account and bank card is granted to the Director and the Treasurer (Penningmeester). Neither acts independently of the governance framework: expenditures must fall within approved budgets, donor conditions, or Board decisions.

### 8.2 Budgeting and Controls

- Annual budgets and project budgets are prepared by the Director and reviewed by the Treasurer.
- Annual budgets are approved by the Board.
- The Treasurer monitors whether expenditures correspond to approved budgets and donor conditions.
- The Director implements payments within the limits of the approved annual budget and project-specific grant agreements.

Proper bookkeeping and financial recordkeeping are maintained in accordance with Dutch law and the Articles of Association.

With due regard to this policy plan, the Board adopts the Foundation's budget for the year 2026. In doing so, the Board takes into account the expected and available financial

resources, including allocated (earmarked) funds, non-allocated funds, and reserves. The approved budget forms the financial framework within which the Director implements activities and expenditures during the 2026 financial year.

## 9. Allocation and Use of Funds

### 9.1 Allocated (Earmarked) Funds

Funds obtained through grants or donations with specific conditions are treated as allocated resources. These funds are:

- administered separately within the financial records;
- used exclusively for the projects and purposes approved by the respective donors;
- spent under the operational responsibility of the Director acting as project manager, in accordance with donor-approved budgets and timelines.

Any deviation from approved project budgets requires prior approval from the donor.

### 9.2 Non-Allocated Funds and Free Reserves

In addition to allocated funds, Stichting Q<sup>2</sup> may hold non-allocated funds or free reserves. These reserves serve to:

- ensure continuity of the Foundation's operations;
- cover organisational and administrative costs;
- co-finance projects where donor funding does not cover all expenses;
- mitigate financial risks.

The use of non-allocated funds is determined by the Director within the scope of the approved annual budget and under the supervision of the Board. The Board retains the authority to set limits or conditions on the use of free reserves.

### 9.3 Prohibition of Profit Distribution

No part of the Foundation's income or assets is distributed to board members, the incorporator, or other private persons. Any surplus is added to the Foundation's reserves and used exclusively for its statutory objectives.

## 10. Governance, Oversight, and Evaluation

The Board is collectively responsible for governance, strategic direction, and oversight. The Director is responsible for operational execution and reports regularly to the Board on activities, finances, and risks.

Monitoring and evaluation in 2026 will include:

- review of financial reports and budget execution;

- assessment of project results and participation;
- evaluation of compliance with ANBI requirements, donor conditions, and internal regulations.

## 11. Adoption

This Policy Plan 2026, with the expected Budget 2026, has been adopted by the Board of Stichting Q<sup>2</sup> and serves as the guiding framework for the Foundation's activities, financial management, and governance during the year 2026.

### **Budget 2026 (Forecast)**

This budget provides an estimate of the expected income and expenditures for 2026, based on the 2026 Policy Plan, committed grants, and grant applications to be submitted in 2026.

#### Expected Expenditures 2026

Activity / Cost Item	Amount (€)
Spelletjesdag & community gatherings	7,500
Cultural participation project(s)	28,000
Language exchange & buddy project	18,000
Sports project for transgender persons	50,000
Other activities & administrative costs	5,000
Total expected expenditures	108,500

#### Expected Income 2026

Income Source	Amount (€)	Explanatory Notes
Het Blauwe Fonds / Haëlla Stichting	3,500	Committed in 2025, earmarked for Spelletjesdag 2026
Grant applications for cultural projects (e.g., AFK, Oranje Fonds)	28,000	To be requested
Grant applications for language exchange (e.g., VSBfonds, Sobbe, Oranje Fonds)	18,000	To be requested
Grant applications for sports project trans persons (e.g., City of Amsterdam, Oranje Fonds, Sobbe)	50,000	To be requested
Donations and other income	9,000	Expected
Total expected income	108,500	

#### Explanatory Notes

- **Balanced Budget:** The budget is balanced; total expected income and expenditures are equal.
- **Earmarked Funds:** Earmarked (allocated) funds will be spent exclusively in accordance with the conditions set by the grant providers.
- **Non-earmarked Funds:** Non-earmarked funds will be used for general costs and the co-financing of activities.
- **Reserves:** Any positive balances will be added to the reserves and used exclusively for the statutory objectives of Stichting Q2.
- **Approval:** The budget is adopted by the Board in accordance with the 2026 Policy Plan.