

Policy Plan (Beleidsplan) 2025–2028 — Minimal Version

Name: Stichting Vita Transformatie
Legal form: Foundation (ANBI)
RSIN/Chamber of Commerce: [to be completed]
Address: [to be completed]
Website: <https://vitat.org/>
Contact: [to be completed]

1) Mission & Public Benefit

Stichting Vita Transformatie is and will remain a Public Benefit Organisation (ANBI). We serve the public benefit by advancing: (i) education and public health; (ii) scientific research; (iii) economic opportunity and development; (iv) poverty alleviation and related charitable aims—in the Netherlands and abroad. We devote $\geq 90\%$ of efforts and expenditures to the public benefit and have no profit motive. Any positive balance is fully applied to the mission.

2) Activities (flexible mix)

Grantmaking & partnerships to aligned organisations (Dutch and international); programmes & technical assistance; research & open publications; capacity building; fundraising & donor funds with independent board decisions. Exclusions: no support to political parties or candidates; no private benefit distributions.

3) Governance & Remuneration

Board of ≥ 3 (chair, treasurer, secretary); independent decisions. Board members are unpaid (expense reimbursement and modest attendance fees if any). Staff/contractors may receive market-conform compensation. Independence: no person/entity may dispose of assets as if their own; donors have no decision rights. Conflicted board members abstain and this is minuted.

4) Asset Management & Reserves

We do not retain more assets than reasonably necessary. Continuity reserve reference: 6–12 months of fixed programme and operating costs (periodically reviewed). Investments are prudent/defensive and serve the mission; no speculative instruments or leverage. Each year the board adopts a budget and spending plan; target management & administration $\leq 10\text{--}15\%$ of total expenses over multiple years.

5) Grantmaking Rules (no conduit)

The Foundation always retains independent discretion over grants—even with donor preferences or partner implementers. Proportionate process: (i) assessment (fit, public value, risks, governance); (ii) due diligence incl. sanctions/KYC where relevant; (iii) written grant agreement (use of funds, reporting, monitoring, open access where appropriate, clawback); (iv) monitoring & evaluation and final reporting.

6) Publication & Accountability

On <https://vitat.org/> we publish: RSIN, purpose, this policy plan, board names/roles, remuneration policy, contact details, and annual financial statements with a concise annual report. Timeline: annual budget before year start; accounts/report within 6 months after year-end; plan reviewed annually and amended if needed.

7) Dissolution (asset lock)

Upon dissolution or loss of ANBI status, any positive balance goes to an ANBI (or foreign equivalent serving the public benefit for $\geq 90\%$) with similar objectives, designated by the board and recorded with reasons.

Adopted by the board on [date].

Chair — _____

Secretary — _____

Treasurer — _____