

STICHTING DEPTHS OF DISCOVERY

Policy Plan

NOTE

This document reflects the foundation's current governance and reporting position. It is being finalised with notarial and tax-advisor guidance as part of a renewed ANBI application, and will be updated following that review.

Organisation Name	Stichting Depths of Discovery
KvK Number	99907984
RSIN / Fiscal Number	8691.82.614
Location	Hilversum, the Netherlands
Date of Registration	25 February 2026
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1. Organisation Overview

Stichting Depths of Discovery is a non-profit foundation (stichting) established and registered in the Netherlands, based in Hilversum. The foundation exists to counter social exclusion and strengthen societal participation among young adults and others in a vulnerable or disadvantaged position, using structured mentorship and community-based development programmes as its method. The foundation is currently in its pilot phase, delivering its programmes to a single cohort through weekly online sessions and twice-monthly in-person sessions in Hilversum.

2. Mission

To reduce social exclusion and strengthen the societal participation of young adults and other individuals in a vulnerable or disadvantaged position, by equipping them — through structured mentorship and community-based development programmes — to take an active part in education, employment, volunteering, and community life.

3. Vision

A society in which no young adult is left on the margins: where structural barriers to participation are reduced, communities are more socially cohesive, and every individual has a genuine route to contribute to, and benefit from, public life.

4. Public Benefit Objective (ANBI)

Stichting Depths of Discovery operates exclusively for the public benefit (algemeen nut), within the recognised general-interest category of social welfare (welzijn) — specifically, the reduction of social exclusion and the promotion of societal participation. At least 90% of the foundation's activities are directly aimed at this objective.

The foundation's activities address a recognised societal problem: young adults who are socially isolated or distant from education, employment, or civic life represent both a personal and a societal cost, in lost economic participation, reduced social cohesion, and greater reliance on public support systems. The foundation's programmes are designed to directly reduce that societal cost by building structured, measurable pathways from isolation to participation.

This effect is not an incidental by-product of activities aimed primarily at individual benefit. A participant's transition into education, employment, volunteering, or community life is the intended and measured result of the foundation's work, tracked through participant outcome assessments administered at intake and again after each cohort's culminating event.

5. Activities

The foundation delivers its public benefit objective through two linked programmes, run within a single pilot cohort:

- Pathways to Participation — a structured 12-session programme helping young adults aged 18–30 recognise their strengths, build practical capabilities, and take a concrete, participant-owned next step toward education, employment, volunteering, or community life.

- The Guild — a volunteer-supported mentorship structure running inside Pathways to Participation, in which participants move through a repeatable cycle (Learn, Practice, Prove, Portfolio) that converts a workshop skill into a genuine, evidenced real-world action, before advancing to mentor the next cohort themselves.

6. Target Group

The foundation serves young adults — particularly those distant from education, employment, or civic participation due to social isolation, disadvantage, or limited access to networks and opportunity — as well as other members of the local community facing similar barriers. Participation is open and inclusive: there are no barriers based on background, nationality, religion, or financial means.

7. Income and Fundraising

The foundation generates income through the following sources:

- Donations from individuals and organisations
- Grants from public and private funding bodies
- Sponsorships and partnership contributions
- Programme participation fees, where applicable and affordable

All funds received are used solely to support the foundation's public benefit objective. No income is distributed to board members, directors, or any other private parties.

8. Asset Management

The foundation manages its financial assets responsibly and conservatively. Funds are held in secure, low-risk accounts, with no speculative investments. All expenditure is directly linked to programme delivery, operational sustainability, or the fulfilment of the foundation's public benefit objective.

9. Governance

The foundation is governed by a three-member board comprising a Chairperson, Secretary, and Treasurer, who together hold collective responsibility for strategic direction, legal compliance, financial oversight, and safeguarding the foundation's public benefit objective, in accordance with its statutes. No single board member has sole control over the organisation's assets or decisions; the foundation is represented by the full board or by any two board members acting jointly, including at least one officer.

10. Remuneration Policy

In accordance with ANBI requirements, board members serve on a voluntary basis and receive no remuneration, direct or indirect, for their activities. Board members are entitled solely to reimbursement of reasonable, verifiable expenses incurred in the performance of their duties. This policy applies to all current and future board members.

11. Transparency

In fulfilment of its ANBI transparency obligations, Stichting Depths of Discovery publishes this policy plan, annual financial reports and balance sheets, the annual report, board composition and administration overview, the remuneration policy, and its RSIN / KvK registration number on its website. All information is kept current and updated promptly following any material change to the organisation's structure or activities.

12. Future Plans (3-Year Outlook)

- Complete the first Guild pilot cohort in the Hilversum region, including its first Guild Night showcase.
- Expand reach to at least two additional municipalities in the Netherlands.
- Develop partnerships with local municipalities, schools, and community organisations.

- Build a self-sustaining network of volunteer mentors drawn from the foundation's own participant base.
- Measure and report on societal participation outcomes through annual participant outcome assessments.
- Achieve financial sustainability through a diversified mix of grants, donations, and programme income.