Policy Plan for Stichting Solena Collective

Summary

Policy period: 2026–2028
Last updated: 23 Sept 2026

This document describes the policy plan of Stichting Solena Collective. It outlines the context in which the foundation operates, its mission and objectives, planned activities, governance, and financial framework.

1. General Information

Name: Stichting Solena Collective
Seat: Amsterdam, the Netherlands
Website: solenacollective.org
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Email: info@solenacollective.org
KvK number: To be confirmed after incorporation
RSIN: To be confirmed after incorporation

2. Context

Across the world, women are facing rising violence, shrinking rights, economic pressure, unequal care burdens, and social isolation, which has increased their vulnerability across all contexts. At the same time, many women are already leading informal support systems, mentoring others, organizing in their communities, and responding to local needs.

These efforts are often fragmented, under-resourced, and disconnected from wider learning and support. Women may care deeply about gender equality but lack an accessible structure through which to act collectively and sustainably, build confidence, and connect with other women across the globe facing similar challenges.

Stichting Solena Collective has been created to respond to this gap in the public interest. By supporting women to organize locally, take collective action on gender-equality issues, and learn across cultures, the Foundation aims to strengthen communities, expand women’s participation and leadership, and contribute to wider social change that increases the wellbeing of women across the globe.

3. Mission and Objective

The Foundation's objective,in the public interest and without an aim for profit, is to promote gender equality by strengthening women's capacity to take collective action within their communities and providing opportunities for global knowledge-sharing.

The Foundation aims to achieve its objective by:

- supporting local women-led groups (regardless of their background, nationality or place of residence) around the world;
- fostering cross-cultural learning and collaboration; and
- providing tools, training, and shared infrastructure that enable locally driven initiatives addressing gender inequality;
- providing opportunities for gender equality-focused nonprofits to learn from each other,
- and all other lawful acts and things which may be conducive to the aforesaid objects.

4. Theory of Change

Solena is based on the belief that when women have a dependable structure of connection, shared care, and collective action, they are better able to lead change in their own communities.

The foundation supports locally-led groups of women, called Circles. Each Circle brings together women who want to take action on a gender-equality issue relevant to their community. Circles build trust, share responsibility, learn together, and develop local initiatives. Participation is open to any woman in the local area served by the Circle.

By connecting these Circles through shared training, tools, safety guidance, peer exchange, and a global learning network, Solena helps local action become more sustainable and less isolated. Over time, the Foundation aims to strengthen women's leadership, support community-level change, and contribute to a wider culture of gender equality globally.

5. Activities

The Foundation carries out, or intends to carry out, the following activities:

- supporting the formation and development of women-led local Circles;
- providing onboarding, facilitation tools, leadership resources, and training materials;
- offering learning opportunities on gender equality, collective action, facilitation, safeguarding, and locally chosen issue areas;
- supporting cross-cultural learning, peer exchange, and collaboration between Circles;
- developing a shared library of community-tested tools, models, and learning resources;
- providing safety, safeguarding, and ethical practice guidance for community-led initiatives;

- offering other support (financial, material, or immaterial) for Circle-led initiatives that advance the foundation's objective;
- working together with nonprofit organizations, community groups, educational institutions, and other mission-aligned partners.

The Foundation does not provide therapy, legal advice, crisis response, clinical services, or survivor services. Where Circles work on sensitive issues, the Foundation may provide safeguarding guidance and connect Circles with qualified partners where appropriate.

6. Funding and Spending

The Foundation may generate income through:

- donations from individuals;
- voluntary solidarity contributions from participants, supporters, or allies;
- grants from public, private, philanthropic, or institutional funders;
- mission-aligned earned income, such as trainings, events, publications, toolkits, advisory work, or learning activities;
- in-kind contributions, *pro bono* services, and volunteer support.

Participation in Solena-supported public benefit activities will not depend on an individual's ability to pay where this would conflict with the Foundation's purpose.

The Foundation spends its funds on activities that advance its objective, including training, tools, Circle support, microgrants, safeguarding, learning systems, technology, translation, coordination, communications, administration, and other reasonable costs necessary to carry out the Foundation's work.

The Foundation does not aim to make a profit.

7. Asset Management and Reserves

The foundation will not hold more funds than reasonably necessary to achieve its objectives and safeguard the continuity of its work.

The foundation may hold reserves for continuity purposes and anticipated activities. In relation to continuity reserve will, in principle, not exceed 1.5 times the average cost level of the organization's own operations, unless concretely substantiated.

A reserve for anticipated activities will be supported by a description of specific projects with corresponding amounts allocated to them.

The foundation's assets may not be treated as the property of any founder, board member, participant, donor, partner, or private person.

8. Organisation and Governance

The foundation is governed by its board. The board is responsible for strategy, financial oversight, legal compliance, risk management, and ensuring that the foundation's activities remain aligned with its objective and public benefit purpose.

Board Members

Name	Role	Composition
Janice Levenhagen	Chair	Executive Board Member
Margaux Studer	Secretary	Executive Board Member
Pending	Treasurer	Executive Board Member

The foundation may create advisory groups, working groups, review panels, or other participatory structures to support its work. These bodies may advise or make recommendations, but the board remains responsible for the foundation's legal and financial decisions.

Board members do not receive remuneration for their board service. Reasonable expenses incurred in carrying out board duties may be reimbursed. Any future attendance fees, if introduced, must remain modest, non-excessive, and compliant with applicable ANBI requirements.

Employees, contractors, or consultants may be paid for work carried out in service of the foundation's objective. Any compensation must be reasonable, proportionate, and consistent with the foundation's non-profit character.

The foundation will maintain appropriate administrative and financial records and will publish information required for ANBI organizations on its website or another permitted public platform.

9. Data Protection

The foundation will handle personal data, stories, images, and participant information responsibly and in accordance with applicable data protection laws. Moreover, a special protection must be put in place, as both the subject of the foundation and certain areas from which the participating women will come can be dangerous for their lives or those of their families.

Stories, photographs, videos, quotes, or personal experiences will only be used externally with informed consent, with confirmation that the participants have understood how their story or

image will be used. All participants are free to decline without losing access to activities or support. The foundation will seek to represent women and communities with dignity, accuracy, and respect.

10. Dissolution

If the foundation is dissolved, any remaining positive balance after settlement of debts and obligations will be transferred to an ANBI with a similar public benefit objective, or to a foreign institution that is at least 90% focused on the public benefit and has a similar objective, in accordance with the foundation’s articles and applicable ANBI requirements.

No remaining assets may be distributed to founders, board members, participants, donors, staff, volunteers, partners, or private individuals.