



SYNARCHY

Foundation Policy

2026 – 2028

Synarchy exists both *through* and *for* inclusion and diversity.

Our foundation creates replicable models of inclusive practice that contribute to a world where no human's right to equality, education, or self-empowerment is out of reach. We don't simply help people, we enable them to pay it forward, allowing our impact to take root, spread, and multiply.



How it began

When three neurodivergent workaholics come together under a shared vision, anything can happen. In our case, our efforts became a catalyst for diversity, friendship and generosity.

Within two years, we found many more who have joined our cause since. Inspired by our creativity and innovative thinking, we gave in order to receive, and now so have they.

Inclusion as a driver for change

Our mission is to extend what has always defined us – inclusion, co-creation, education and collaboration – to those who stand to truly benefit from it. Now that we're doing it together, our possibilities have grown.

By welcoming those who need our help, and welcoming their help in return, Synarchy is able to steer its projects towards improving collective well-being and sustainable progress.

Our multiplier effect

Synarchy is a creator of what we call **multipliers**: scalable practices that strengthen equitable participation, expand opportunity, and inspire collective growth across communities and social enterprises.

Our multipliers come in different forms:

1. People & community

Our growing collective of industry experts, social entrepreneurs and community ambassadors is called **the Syniverse**. In creating it, we turned our inclusivity into action, making it the engine of our impact.

2. Sustainable synergies

Our central platform, the **Syn Factory**, is designed to spark collaboration across disciplines by facilitating the exchange of time and expertise. This empowers our partners to amplify one another's impact through shared purpose and skill.

3. Educational practices

Our network of knowledge multipliers strengthens inclusive learning ecosystems by building impactful educational tools and modules. We aid in developing coaching platforms and in assessing the quality of their social impact, from local private services to accredited institutions.

Together, our multipliers advance inclusion for social enterprises, teaching organisations, and mental health initiatives.

Table of contents

1. Who we are	p3
2. How we operate	p4
3. Impact & public interest	p5
4. Focus industries	p6
5. Multiplier #1: the Syniverse	p7
6. Multiplier #2: the Syn Factory	p8
7. Multiplier #3: the Edu Hub	p9
8. Governance & legal structure	p10
9. Governing bodies	p11
10. Finance & marketing	p12



1. Who we are

Our story

Synarchy was founded in Amsterdam in 2022 by three professionals who shared a belief that inclusion, creativity, and collaboration could be engineered into everyday practice. What began as an experiment in generosity—sharing time, skills, and ideas freely—has evolved into a foundation that helps others do the same. Today, Synarchy functions as a collective engine for social innovation, where diversity and reciprocity drive tangible change.

Our people

Our strength lies in our people: a growing international community of creative spirits, strategists, educators, researchers, and social entrepreneurs. We are based in Amsterdam, but our workfield is Europe and beyond. What unites us is our principle of *paying it forward*. Every partner contributes knowledge or time to others, ensuring that our collective impact is both personal and systemic.

Our values

We act on four guiding principles: inclusion, transparency, reciprocity, and sustainability. Inclusion ensures that everyone can participate; transparency builds trust; reciprocity balances giving and receiving; and sustainability keeps our practices viable and future-oriented.

Our vision

We envision a society where inclusion and diversity generate the most beautiful and impactful synergies, and where we all contribute to a shared, ongoing common good.

Our mission

To create sustainable, wide-reaching social impact by building and scaling multiplier models that connect people, tools, and knowledge—so communities and organisations can replicate and grow what works.

2. How we operate

Collaboration first

Synarchy operates as an open ecosystem rather than a hierarchy. Our projects grow from collaboration: each begins when members identify a challenge, pool their expertise, and build a joint solution. We call this *working in multipliers* — every project is designed to create outcomes that others can reuse or adapt.

Repeatable practices

Our focus is not only on what we do, but on how it can be done again. Every successful idea is documented, standardised, and shared as a format, toolkit, or method that becomes part of our collective knowledge base. This makes our impact self-sustaining: knowledge that circulates instead of accumulates.

Full specialism

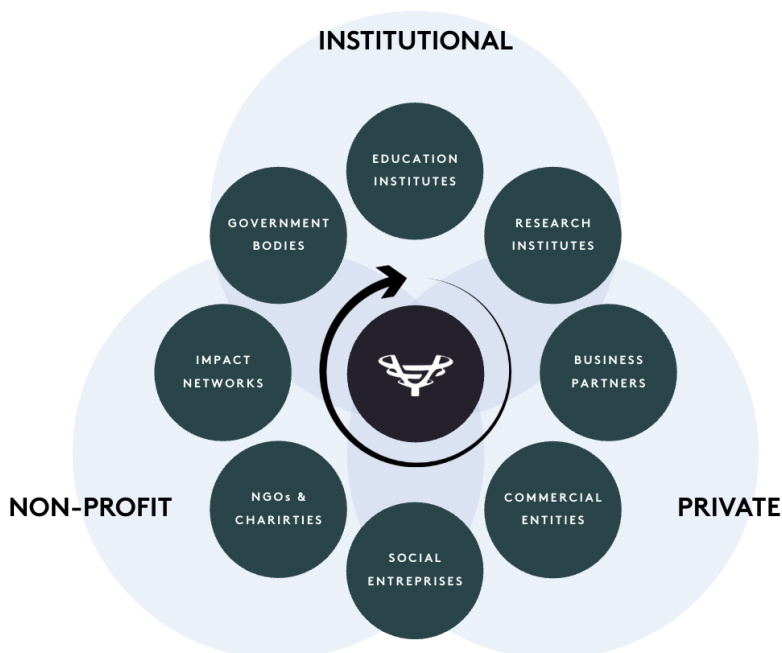
We draw on a vast network of specialists—designers, educators, researchers, strategists—who form temporary teams to tackle complex problems. Each team combines creative, analytical, and technical skillsets, ensuring that social innovation is grounded in both expertise and empathy.

Ethics and transparency

All collaboration within Synarchy follows an ethical framework based on fairness, open communication, and acknowledgement of contribution. Activities and results are documented and made publicly visible, reinforcing accountability to both our partners and funders.

Long-term approach

We build for continuity. Synarchy's digital infrastructure, collective governance, and multiplier model allow projects to grow independently while staying connected to the foundation's mission. Our long-term goal is not to expand our own structure, but to strengthen others' capacity to collaborate effectively.



3. Impact & public interest

Creating measurable public value

Synarchy's purpose is to strengthen inclusion and collaboration as public goods. Every activity the foundation undertakes is designed to yield social benefit that extends beyond its immediate participants. Our work qualifies as benefitting the public because it increases collective well-being, as well as promoting equal opportunity and building capacities that communities and organisations can sustain independently.

Measurement & accountability

We measure progress both quantitatively and qualitatively: number of collaborations, tools produced, and partners reached—alongside narratives of personal and organisational transformation. Each year, results are shared in an open impact report, supported by testimonials and data from participating partners.

“ QUOTE

“Impact is measured by the sum of your mini revolutions”

Laetitia Arrighi de Casanova
 Director of B Lab Portugal
 Member of Synarchy's supervisory board

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Sustainability

Synarchy holds no profit motive. Surpluses are reinvested into programme development, and all results are made publicly accessible through the Syn Factory and Edu Hub platforms. In this way, every investment in Synarchy contributes to long-term social infrastructure rather than short-term output.

Impact model

Our impact is cumulative and structured around three multipliers:

1. **The Syniverse** – multiplies the people we gather around us, connecting field specialists, researchers and educators, social impacters and impactees, enabling them to share their time and knowledge.
2. **The Syn Factory** – multiplies our partners' collective impact by creating collaborative tools within our growing digital network platform.
3. **The Edu Hub** – multiplies know-how by translating learning and research into applicable tools and practices that are scalable and recyclable.

4. Focus industries

Strategic focus 2026–2028

Synarchy's activities centre on three societal domains where inclusion, innovation, and education intersect. Concentrating on these fields ensures that our resources create measurable and fundable impact while allowing cross-sector exchange among our partners.

1. Social enterprises

We strengthen small and mid-sized social ventures through collaboration and knowledge sharing. By connecting entrepreneurs to experts from our collective, we help them professionalise, scale sustainably, and demonstrate measurable social value.

2. Teaching organisations

Educational institutions are key drivers of systemic change. Through the Edu Hub, we support teachers, researchers, and students in developing applied projects that address real societal challenges—from inclusion and sustainability to mental health and digital literacy.

3. Mental health initiatives

Building on our *Bipolar & Belong* pilot, Synarchy develops awareness tools and collaborative training that make workplaces and communities more neurodiversity-inclusive. We aim to scale this model to encompass broader mental health inclusion, both in education and employment.

Looking ahead

Between 2026 and 2028, Synarchy will deepen its partnerships across these three domains, with each multiplier contributing to a shared ecosystem of impact—people, tools, and knowledge continuously reinforcing one another.



5. Multiplier #1: the Syniverse

Collective inclusion

The Syniverse is our growing collective of industry experts, social entrepreneurs and community ambassadors. It turns our inclusivity into action by connecting people across disciplines and lived experiences, making community the engine of our impact. Members join as givers and receivers, committed to a light code of conduct (respect, reciprocity, transparency) and to pay-it-forward collaboration.

Open access to knowledge

Syniverse members share practical know-how, templates and referrals openly with one another. Public-facing summaries and lightweight guides capture what works so others can reuse it. Where appropriate, knowledge products are routed to the Syn Factory for toolification (e.g., turning a proven Edu Hub for deeper learning modules.

Research & Impact

We track simple, human-centred indicators: active members; cross-sector matches; pay-it-forward rate (members who also help others); satisfaction after each interaction; and the number of practices that graduate into Syn Factory tools or Edu Hub learning assets. Impact is evidenced by stories *and* numbers, always linked back to inclusion and equitable participation.

Methodology & future plans

Members enter through a short intake (skills, needs, availability). We then broker purposeful, time-boxed help exchanges and small cohort circles. Quarterly community calls surface needs and safeguards culture. Next steps: broaden the talent base, strengthen peer mentoring, and document at least five reusable practices per year for wider adoption.























The Syniverse

Welcome to the Synarchy network!
 You are now free to check out the profile you have created as partner. If you wish to edit or update any of your profile properties, make sure you're logged into Notion first!

To search by [specialism](#), [branch](#) or [location](#), please click the tabs below.

All
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 List View

 Adis Sophie Frémont, Sarlani Beyond Boundaries Consulting	 Aleksandra Chadzynski Scents design	 Alice Cambazard Alice Cambazard French Social Media Manager	 Antonio Panico I'm self-employed	 Caroline Verschelden Mediarchitect Nerd for brands	 Christine Cambazard Individual entrepreneur	 Dimitri Le Roux Rethinking the Box Professional enabler	 Emil Petkov SRH Higher Education, SP... Universities Cham...	 E...	 ...
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6. Multiplier #2: the Syn Factory

Collaboration infrastructure

The Syn Factory is Synarchy's digital workspace and collaboration platform. It is where ideas are translated into action and partnerships become tangible projects. Built around reciprocity, transparency, and shared ownership, the Factory enables individuals and organisations within the Syniverse to co-create tools, resources, and scalable solutions that advance social innovation. Every contribution—whether an hour of advice, a prototype, or a framework—is tracked, credited, and shared back into the ecosystem.

Give and take system

The Factory provides digital structures that make collaboration frictionless: shared project boards, modular task templates, and lightweight matchmaking features that connect needs with expertise. Members can initiate "MicroCollabs" (short exchanges of time or skill) and larger thematic projects that evolve into reusable tools or methods. The platform also houses the Synarchy Toolkit: open-source guides and digital assets that turn proven practices into accessible resources for others.

Impact & measurement

We measure the Factory's effectiveness by the number of active collaborations, tools produced and repeat participation rates. Each cycle is documented, allowing partners to see how their effort multiplies collective impact. The Factory's open-access model ensures that successful formats can be adopted by other organisations, reinforcing our objective of public benefit through knowledge sharing.

Methodology & future plans

In 2026–2028 the Factory will scale up from pilot modules to a fully functional digital environment that integrates communication, project tracking, and data on reciprocal contributions. Its long-term goal: to become an open, self-organising platform where impact collaboration can happen anywhere, anytime.

Pilot multiplier project

In 2026, we aim to devise a platform that enables members of our Syniverse collective to actively and intuitively:

- Connect & collaborate
- Exchange time for time
- Access shared networks



7. Multiplier #3: the Edu Hub

Applied learning for social impact

The Synarchy's knowledge and research hub is a place where learning and experimentation converge to solve real societal challenges. It connects researchers, educators, and practitioners to design evidence-based interventions that promote inclusion, mental health, and sustainable collaboration. The Edu Hub turns knowledge into action by treating education not as theory, but as a driver of measurable change.

Education lab

Our approach combines applied research, participatory education, and cross-sector collaboration. Each project begins with a concrete social issue and a multi-disciplinary team drawn from the Syniverse network. Together they explore the problem, co-create prototypes, and share results as open learning materials or toolkits. Academic rigour meets grassroots insight, ensuring that solutions are both credible and replicable.

Impact toolkits

The Edu Hub measures success through reach (organisations trained, educators involved),

behavioural change (attitude improvement, follow-up actions), and replication. In 2025–2027, the hub will formalise partnerships with universities and institutes, expand its research into broader mental-health inclusion, and publish open-access materials under a Creative Commons framework — ensuring that learning remains a shared public good.

Example initiative: The Box of Belonging

A toolbox for neuroinclusion in the workplace

Synarchy's Edu Hub is currently supporting Bipolar Belong with the development of their in-company *neuroinclusion toolbox*.

This toolbox provides tools and awareness training around neurodivergence and inclusion in the workplace.

The project equips companies and HR professionals with practical guidance to reduce stigma, improve dialogue, and build enabling spaces in a win-win perspective.

As the toolkit matures, it will be adapted to include other forms of neurodiversity, creating a scalable model for inclusive organisational culture.

8. Governance & legal structure

Legal entity

Synarchy is officially registered as a **non-profit foundation** based in Amsterdam. Governed under Dutch law and striving to operate as an Algemeen Nut Beogende Instelling (ANBI), it functions within a lean and transparent structure designed for accountability without bureaucratic overload.

Governance principles

Synarchy operates under the principle of collective responsibility. The Board governs collegially, ensuring decisions are taken by majority vote, recorded in minutes, and—where required—approved by the Supervisory Board. Meetings can be held digitally or in person, ensuring flexibility and accessibility. Decisions with financial or legal impact, such as entering into major contracts or accepting inheritances, require dual authorisation by two board members and prior written approval from the Supervisory Board.

Terms and accountability

Board members are appointed for three-year terms, renewable twice, while Supervisory Board members serve four-year terms with one possible reappointment. All positions are unpaid; reasonable expenses may be reimbursed. The Board maintains a written policy on fundraising, spending, and asset management, supported by a proper administration. Each financial year aligns with the calendar year, with annual accounts prepared within six months and approved by the Supervisory Board before publication.

Ethics and transparency

Conflict of interest rules, transparent record keeping, and adherence to ANBI standards form the foundation's ethical framework. Synarchy holds no more capital than necessary for operational continuity and ensures that, in case of dissolution, all remaining assets benefit a comparable public-benefit organisation.

Representation and authority

The foundation is legally represented by the full Board or by two jointly acting board members. Limited powers of attorney may be granted for specific operational matters, ensuring both agility and compliance. In the event of temporary absence or incapacity of all board members, the Supervisory Board designates a temporary administrator to safeguard continuity.



9. Governing bodies

Executive board

The **executive board** collectively direct the foundation, and always consists of at least three members: a Chair, Treasurer, and Secretary. These roles are currently held by Synarchy's founding members: Michel Le Roux, Irina Stoyanova, and Lesley Wenting. Jointly, they embody the foundation's inclusive mission and co-creative working model. This board carries full responsibility for policy, operations, and financial management, while acting on the principles of collegial leadership and shared accountability. Board members serve unpaid, may be reappointed for limited terms, and operate under conflict-of-interest and transparency rules set in the Articles of Association.

Supervisory board

To ensure balanced governance, Synarchy maintains a **supervisory board** of three to five independent members. Its mandate is oversight, not execution: reviewing annual budgets and reports, monitoring legal and ANBI compliance, safeguarding ethical conduct, and advising on major strategic decisions. The Supervisory Board meets several times per year, publishes a brief oversight note annually, and remains available for ad-hoc counsel or escalation when required.

Advisory board

In addition, an informal **advisory board** provides thematic expertise and access to the wider Synarchy network. Members contribute on a voluntary basis, offering knowledge and perspective to strengthen Synarchy's social, educational, and research programmes.



10. Finance & marketing

Sustainable funding

Synarchy operates on a hybrid financing model that combines institutional grants, project-based subsidies, and private or corporate donations with limited, mission-related income. Our prospective ANBI status will ensure trust in that all resources are to be channelled toward public benefit: funds serve to strengthen social innovation, education, and inclusion. We actively seek long-term partnerships with foundations, public bodies, and socially responsible enterprises whose goals align with our programme lines.

Responsible expenditure

Most of Synarchy's income is directed toward fulfilling its mission—developing inclusive tools, platforms, and research. Expenditure is largely project-based: hiring specialists, educators, and designers to realise specific deliverables. Operational costs such as administration, communication, and digital infrastructure remain modest and transparent, never exceeding what is necessary for continuity. The foundation retains only minimal reserves within ANBI limits (even with the status pending), and publishes annual financial reports reviewed by the Supervisory Board.

Collaboration-driven value

When Synarchy provides advisory, educational, or co-creation services, any fees are cost-recovery based and reinvested into new initiatives. Payments to board members for project work follow strict conflict-of-interest rules and are handled under separate contracts approved by the remaining board. This approach allows flexibility in outsourcing expertise while safeguarding governance integrity.

Visibility & engagement

Marketing within Synarchy is purpose-driven. Rather than promoting the foundation itself, we amplify the visibility of the projects and partners we empower. Using our collective communication expertise and networks, we share stories of collaboration, publish open resources, and highlight proven impact. By showcasing concrete results, Synarchy attracts new allies, strengthens trust, and broadens the reach of its inclusive mission—turning awareness into shared momentum for change.



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