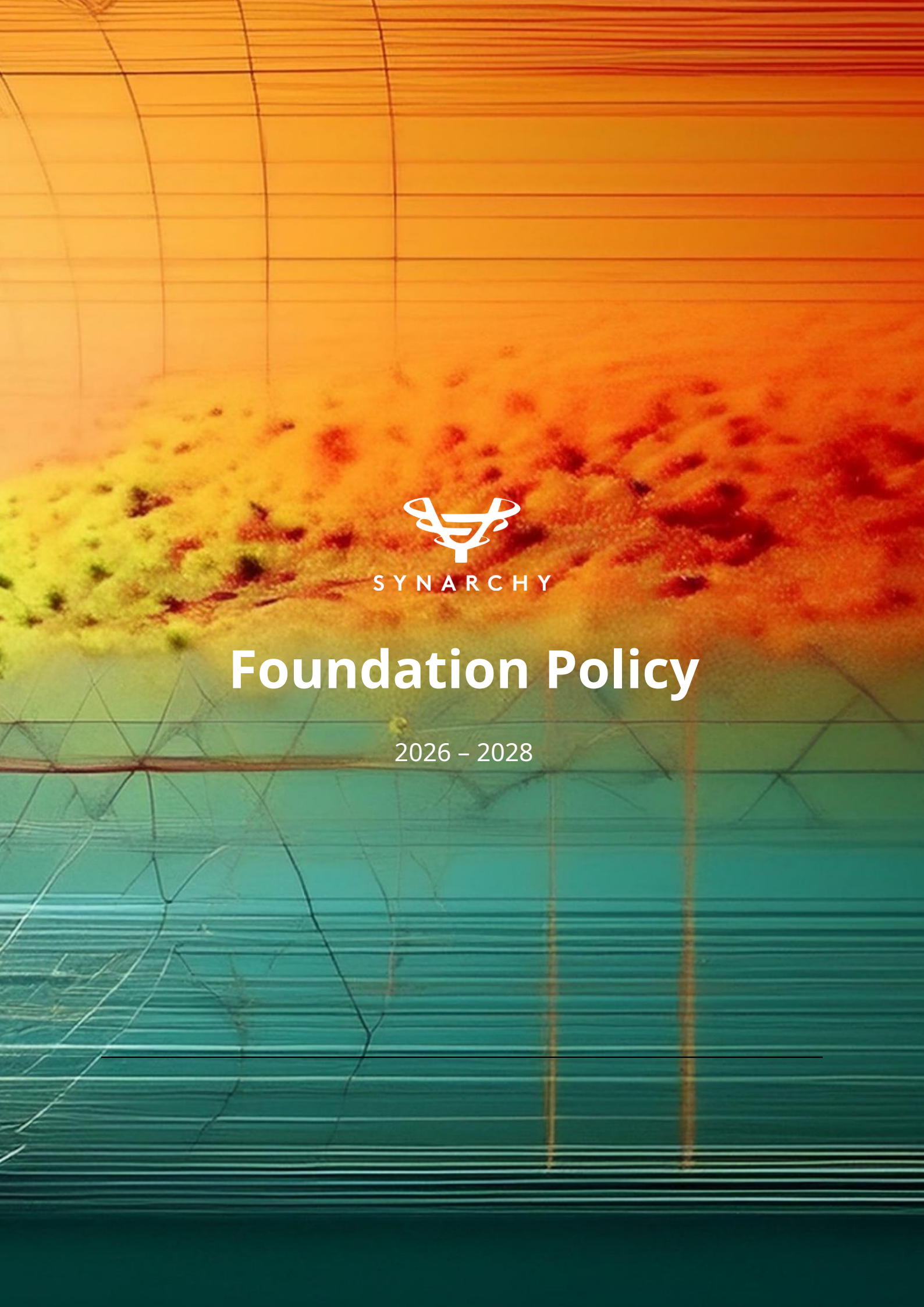


Foundation Policy

2026 – 2028

SYNARCHY

A foundation for inclusion, learning and shared knowledge

Synarchy develops practical ways to reduce barriers to participation and belonging. This policy plan translates that direction into the foundation's programme, governance and financial framework for 2026–2028.

Legal form Foundation
Registered seat Amsterdam, the Netherlands
Incorporated 29 August 2025
Chamber of Commerce 98164473
RSIN 868383065
Website www.synarchy.pro

Status of this policy plan

This revised plan reflects Synarchy's current programme direction and public presentation as of November 2026. It replaces the earlier policy version and will be reviewed as projects, governance or funding materially change. The Board has decided to initiate an amendment of Article 2 of the Articles of Association so that the statutory objective aligns more directly with the fields described in this plan. Until the notarial deed is executed, the current Article 2 remains in force.

SYNARCHY

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1. Who we are

Our story

Synarchy began in Amsterdam in 2022 as an informal collaboration between people who shared a belief that inclusion, creativity and collaboration could be built into everyday practice. What began as an experiment in generosity—sharing time, skills and ideas—developed into a broader network and, on 29 August 2025, was incorporated as Stichting Synarchy.

The foundation now concentrates its own work on neuroinclusion and mental health, and on the human impact of AI and technological change. Education, applied research, evaluation, project development and public engagement are methods used across those fields.

Our people

Our strength lies in a wider international community of practitioners, educators, researchers, strategists, social entrepreneurs and people with relevant lived experience. The Syniverse collective and independent partner organisations can contribute expertise to specific initiatives.

Partner organisations remain legally and financially independent. Professional or commercial services they offer in their own capacity remain their own activities and are not services of Stichting Synarchy.

Our values

We act on four guiding principles: inclusion, transparency, reciprocity and sustainability. Inclusion creates room for different experiences and ways of participating. Transparency makes roles, decisions and interests visible. Reciprocity reflects a culture in which people contribute knowledge and perspective to shared work; participation does not in itself create an entitlement to assignments, funding or referrals. Sustainability means building approaches that can remain useful beyond a single intervention.

Our vision

We envision a society in which difference is not unnecessarily turned into exclusion, and in which people retain meaningful opportunities to participate, contribute and exercise agency as society and technology change.

Our mission

To develop, test and share practical approaches that reduce barriers to participation and belonging, bringing lived experience, research and specialist expertise together so that useful learning can travel beyond an individual project and contribute to wider public benefit.

Our multiplier effect

The multiplier principle remains central to Synarchy: useful work should create learning, methods or resources that can contribute beyond one encounter. In this plan, that principle is expressed through the Syniverse, the Syn Factory and the Edu Hub.

2. How we operate

Collaboration first

Synarchy works through collaboration rather than a fixed delivery hierarchy. Projects begin with a societal question, an intended public benefit and a clear role for the foundation. The people and organisations involved are then brought together according to the expertise, lived experience and practical capacity the project requires.

Public benefit first

For each initiative, Synarchy considers who experiences the relevant barrier or disadvantage, what change the project is intended to support, what the foundation itself contributes and how results can be evaluated. Participants may gain knowledge or skills along the way, but Synarchy evaluates the broader change the project is meant to support rather than participation itself.

Repeatable practices

Our focus is not only on what we do, but on what can be learned from it. Where appropriate, methods, findings, evaluation results and practical learning are documented and shared as educational materials, research findings, public stories, guides or reusable approaches. Where rights, privacy and contributor agreements allow, reusable materials developed with foundation resources are made freely accessible and may be released under an open licence.

Full specialism

We draw on specialists in areas such as education, research, strategy, communication, facilitation, design, mental health, inclusion and responsible technology. Temporary project teams can combine these perspectives where that strengthens the project's public-benefit objective. Independent contributors may be contracted for defined work where appropriate.

Ethics and transparency

Activities, roles, material interests and project results are documented in proportion to the work. Synarchy distinguishes between activity undertaken by the foundation and independent work undertaken by founders, partners or other organisations. Proposed or pilot work is described as such rather than presented as completed impact.

Long-term approach

Synarchy is a small foundation and grows in proportion to available resources. Initiatives may begin as research, a pilot or a limited collaboration before expanding. Our long-term aim is not organisational growth for its own sake, but to strengthen practical approaches, shared knowledge and collaborations that support the foundation's objectives.

3. Impact & public interest

Creating measurable public value

Synarchy's own activities are intended to serve the public interest directly. Within neuroinclusion and mental health, we focus on stigma, misunderstanding, exclusion and environmental or organisational barriers that may restrict participation for neurodivergent people and people affected by mental-health-related challenges. Within AI and technological change, we focus on human agency, access, participation, judgement and responsibility, especially where technological change can affect people's ability to participate or make informed choices.

The foundation may also undertake public-engagement or social-innovation collaborations where a clear public-benefit objective can be identified and documented. Organisational benefit may arise from such work, but it is not sufficient on its own to define a foundation project.

Measurement & accountability

Evaluation is adapted to each initiative. Indicators can include people or groups reached, barriers identified, resources developed, research findings, changes in understanding or practice, follow-up actions, accessibility of outputs and lessons that can inform later work. Each year Synarchy publishes an activity overview and financial information. Where a project is still in proposal, development or pilot phase, that status is stated clearly.

Sustainability

Synarchy has no profit motive. Any positive balance remains available for the foundation's objectives and is retained only where reasonably necessary for continuity or future work. The foundation does not accumulate assets beyond what is reasonably needed for its foreseeable activities.

> *"Impact is measured by the sum of your mini revolutions."*
> Laetitia Arrighi de Casanova · Director of B Lab Portugal · Supervisory Board member

Impact principle

The question is not only whether an activity is useful to the people in the room, but what wider public interest it is intended to serve and how that purpose shapes the activity.

4. Focus areas 2026–2028

Strategic focus

Synarchy's website presents four themes. For 2026–2028, two form the principal programme fields: Neuroinclusion & mental health, and Human impact of AI & society. Social impact & public innovation and Collaborative ecosystems & shared action are cross-cutting contexts through which projects can be developed and connected.

1. Neuroinclusion & mental health

This field addresses stigma, misunderstanding and barriers that can limit participation and belonging for neurodivergent people and people affected by mental-health-related challenges. Synarchy develops educational approaches, public engagement, applied research and evaluation that make such barriers easier to recognise and discuss, and that explore how environments, expectations, communication and work design can enable participation.

Box of Belonging is the principal initiative within this field. The Neuroinclusion Card Game is an educational pilot within that broader initiative.

2. Human impact of AI & society

This field explores how AI and technological change affect human agency, judgement, access, participation and responsibility. Synarchy uses research, learning, public dialogue and experimental project formats to explore how technological change shapes choices, whose perspectives may be overlooked and what helps people retain meaningful agency.

In 2026 this field remains exploratory. Priority is given to public-facing learning and participatory research, initially with young people and other groups whose agency, access or participation may be affected by AI. Box of Intelligence is the thematic umbrella for this work.

Cross-cutting contexts

Social impact & public innovation focuses on testing practical responses to societal challenges and learning from what works. Collaborative ecosystems & shared action focuses on bringing different perspectives and expertise together around a defined project.

Current collaborations such as 00h-02 and the work with Handicap International Switzerland are individual public-engagement or social-innovation projects within these wider contexts; they do not automatically define a new programme field.

Activity direction by year

2026 — complete the foundation's programme and governance alignment; continue development and pilot preparation of the Neuroinclusion Card Game; develop public-interest AI research and learning concepts; seek appropriate funding; establish evaluation and documentation methods.

2027 — subject to funding, test and evaluate the Card Game in relevant community, educational or organisational settings; publish learning from the pilot; develop at least one participatory AI-and-society research or learning project; continue selected public-engagement collaborations that fit the foundation's objectives.

2028 — subject to evidence and funding, refine successful methods, publish evaluation findings and reusable resources, and expand access through appropriate partners.

5. Multiplier #1: the Syniverse

Collective inclusion

The Syniverse is Synarchy's wider collective of experts, educators, researchers, social entrepreneurs, practitioners and people with relevant lived experience. It brings different perspectives into contact with initiatives where those perspectives can strengthen the work.

Reciprocity remains part of the culture of the collective: people are encouraged to contribute knowledge, perspective and support where they can. Participation is voluntary and does not in itself create an entitlement to paid work, funding or referrals.

Open access to knowledge

Where possible, learning from collective work is translated into public-facing summaries, guides, educational resources or other reusable materials. Reusable materials developed with foundation resources are intended to be freely accessible where rights, privacy and contributor agreements allow; where suitable, they may be released under an open licence.

Research & impact

We track the contribution of the Syniverse through indicators relevant to projects: diversity of expertise involved, contributions to initiatives, useful resources or findings produced, and lessons that are shared beyond the immediate project.

Methodology & future plans

Synarchy maintains a lightweight overview of expertise, interests and availability so people can be invited to relevant initiatives. Collective meetings may be used to surface societal questions, share learning and identify useful connections. Where paid project work is required, contributors are selected on the basis of project needs and the foundation's governance safeguards.

6. Multiplier #2: the Syn Factory

Collaboration infrastructure

The Syn Factory remains the working name for Synarchy's shared internal project infrastructure. It supports the practical coordination of projects: planning, documentation, decision tracking, resource cataloguing, knowledge capture and

collaboration across temporary project teams. Its role is internal and enabling: helping the foundation and its contributors work transparently, retain institutional knowledge and turn useful project learning into reusable resources where appropriate.

Practical infrastructure

Digital tools may support project boards, shared notes, resource catalogues, meeting coordination and structured review. Access is limited to what is necessary for each role, and data handling follows the foundation's privacy and information-management practices.

Impact & measurement

The infrastructure is evaluated by whether it improves project continuity, documentation, accountability and the ability to retrieve and share useful learning. Activity within the internal platform is not itself counted as public-benefit impact.

2026–2028 development

Development remains proportionate to the foundation's size and resources. Priority is given to functions that directly support active projects, documentation and accountability.

7. Multiplier #3: the Edu Hub

Applied learning for social impact

The Edu Hub remains the working label for Synarchy's learning, research and evaluation function. It brings together educational design, applied research and practical experimentation where these methods directly support the foundation's programme fields.

Education lab

Projects can combine lived experience, desk research, interviews, surveys, facilitated learning, observation and evaluation. Learning and facilitation are used to understand barriers, test educational approaches and share relevant knowledge. Where useful, Synarchy seeks collaboration with educational institutions, universities, research institutes and public-benefit organisations.

Impact toolkits

Where appropriate, research and educational work is translated into usable materials, guides or methods. Assessments can be used as research or evaluation instruments when they help identify barriers or understand change. When Synarchy invests foundation resources in jointly developed materials, project arrangements record how the foundation can use the results and how useful learning can be shared more widely.

Example initiative: Box of Belonging

Box of Belonging is a collaborative initiative around neuroinclusion, mental health and participation. Its Neuroinclusion Card Game uses fictional situations and facilitated discussion to explore strengths, challenges, assumptions, disclosure, work design and conditions that can make participation easier or harder.

The Card Game is not a diagnostic instrument and does not require participants to disclose a diagnosis or personal experience. Synarchy develops and evaluates the approach as an educational pilot. Pilot sessions may take place in community, educational or organisational settings where this supports learning and evaluation. Where Stichting Synarchy itself organises or invoices a pilot, any contribution from the host is limited to cost recovery. Separate coaching, consultancy, assessment or other follow-on services offered by independent partners remain outside the foundation's programme.

AI & society learning

Under Box of Intelligence, Synarchy may develop participatory research, educational resources and public dialogue around the human impact of AI. In 2026 this remains exploratory, with initial work intended to involve young people and other groups whose agency, access or participation may be affected by technological change. Proposals and funding applications are described according to their actual status and are not treated as completed programmes or income until formally approved or funded.

8. Governance & legal structure

Legal entity

Stichting Synarchy is a Dutch foundation established in Amsterdam on 29 August 2025, registered with the Chamber of Commerce under number 98164473 and RSIN

868383065. The foundation has no profit motive and aims to meet the requirements applicable to an Algemeen Nut Beogende Instelling (ANBI).

The Board has decided to initiate an amendment of Article 2 of the Articles of Association so that the statutory objective aligns more directly with the programme fields described in this plan. Until the notarial deed is executed, the current Article 2 remains in force.

Governance principles

The Board is responsible for the foundation's policy, operations and financial management. Decisions are documented and the foundation maintains a proper administration. A Supervisory Board has been established and registered with the Chamber of Commerce and exercises the oversight and approval powers assigned to it by the Articles of Association.

Conflicts of interest and connected parties

Board and Supervisory Board members disclose relevant personal, family, professional and financial interests. A person with a conflicting interest does not participate in the relevant deliberation or decision. Agreements with connected people or organisations are documented, the reason for the engagement is recorded and terms are assessed for reasonableness and the interests of the foundation.

Remuneration

Board and Supervisory Board members receive no remuneration for their governance or supervisory role; reasonable expenses may be reimbursed. A person who also holds a governance role may be remunerated for genuinely separate operational work where this is permitted by the Articles of Association and applicable ANBI rules. Such work must be clearly distinguishable from governance, documented in a separate agreement, reasonably and market-conform remunerated, and approved under the applicable conflict-of-interest and supervisory procedures. The person concerned does not decide on their own engagement or remuneration.

Assets, administration and continuity

No person may dispose of the foundation's assets as though they were their own. Synarchy keeps no more assets than reasonably necessary for continuity and foreseeable work. The financial year follows the calendar year; annual accounts and

activity information are prepared and published in line with applicable requirements. On dissolution, any remaining balance is allocated in accordance with the Articles of Association to a qualifying public-benefit organisation with a similar purpose.

9. Governing bodies

Board

The statutory Board currently consists of Michel Le Roux (Chair), Irina Stoyanova (Secretary) and Lesley Wenting (Treasurer). The Board carries responsibility for policy, operations and financial management and acts collectively in the interests of the foundation.

Supervisory Board

The Supervisory Board provides independent oversight in accordance with the Articles of Association. It currently consists of Laetitia Arrighi de Casanova, Michael Boud and Sascha Facius. Its role includes supervision of governance, financial accountability, integrity, conflicts of interest and decisions for which supervisory approval is required.

Advisory network, partners and operational contributors

Synarchy can draw on an informal advisory network, independent partner organisations and operational contributors for thematic or specialist expertise. These roles do not by themselves confer governance authority. Independent partners retain their own legal, financial and commercial identity.

Accountability

Governance roles, external interests and material project relationships are recorded in a way that allows the foundation to explain who made a decision, who carried out work, whether compensation was involved and how conflicts of interest were managed.

10. Finance & communications

Starting position

Stichting Synarchy was incorporated on 29 August 2025. Most activity in 2025 concerned incorporation, governance and programme preparation. After incorporation, the foundation also contributed concept and creative direction to Handicap International Switzerland’s 2025 year-end campaign, as described on the Synarchy website. The

foundation received no income in 2025. Expenses were approximately EUR 900, primarily incorporation and notarial costs.

Funding model

Synarchy intends to finance its work through grants, project-based funding, donations and gifts and, where appropriate, limited mission-related income. No grant funding has been awarded as of this version of the plan, and expected revenue for 2026 is EUR 0. Funding applications and proposals are not recognised as income until formally awarded.

Mission-related income may include cost-recovery contributions to project activities. Synarchy has no profit motive: its public-benefit goal activities are not operated with a profit motive as a whole, and any positive balance remains available for the foundation's objectives.

Responsible expenditure

Synarchy plans and monitors its spending so that at least 90% of expenditure advances the foundation's public-benefit objectives. Available resources may be spent on research, educational development, evaluation, facilitation, production of materials, public engagement, project communication and necessary external expertise. Administrative, governance and infrastructure costs are kept in reasonable proportion to the foundation's size and activities.

Payments to independent specialists or partner organisations are made only for clearly defined work. Where a connected party is involved, the governance safeguards described in this plan apply.

Asset management

Foundation funds are held prudently and are not used for speculative investment. The foundation does not maintain reserves beyond what is reasonably needed for continuity, committed obligations and foreseeable activities. Earmarked funds and project commitments are separately identifiable in the administration.

Financial forecast — secured baseline

Because no external funding has yet been secured, the Board uses a conservative baseline rather than recording hoped-for grants as revenue. New programme

commitments are made only when adequate funding or unrestricted resources are available. A revised budget is adopted when material funding is awarded.

Secured baseline	2026 forecast	2027 baseline	2028 baseline
External income secured	EUR 0	EUR 0 at this version	EUR 0 at this version
Grant/project income counted	Only when formally awarded	Only when formally awarded	Only when formally awarded
New programme expenditure committed without funding	EUR 0	EUR 0	EUR 0

For 2026, revenue is expected to remain EUR 0. Actual operating or development costs incurred during the year will be recorded in the 2026 accounts. For 2027 and 2028, no external income is treated as secured at the date of this version; activities therefore scale with funding actually received and with voluntary or in-kind contributions that do not create financial commitments for the foundation.

Visibility & engagement

Communications are used to make the foundation's projects, learning, activities and accountability visible. Synarchy may describe independent partners where this explains their contribution to a project; their independent services remain on their own channels. Project communication distinguishes the foundation's work from independent work by partners, founders or other organisations.

Publication and review

This policy plan is reviewed whenever there is a material change in the foundation's programme, governance or financial position and at least annually as part of the Board's planning cycle.