

## Policy Plan (Beleidsplan) - Stichting Kimaa Squash - 2025 to 2028

### 1. Objectives

Stichting Kimaa Squash aims to improve access to squash for young people and underserved communities in Amsterdam and the Netherlands. We use the sport of squash to promote physical health, mental wellbeing, and community connection. This mission is achieved through partnerships with squash clubs, coaches, and local initiatives.

### 2. Activities

All proceeds from activities are fully reinvested into the Stichting's mission:

- Collaborating with squash clubs
- Providing squash coaching
- Organising events
- Selling apparel, equipment, and branded accessories
- Developing partnerships with sports brands, clubs, coaches, schools, community groups
- Offering wellbeing or sport-for-development workshops

### 3. Fundraising

We raise money through:

- Individual donations
- Sponsorships from local businesses and squash-related brands
- Orders of branded apparel
- Fundraising events and exhibitions
- Grant applications (e.g., sport development, youth programs)
- Occasional crowdfunding campaigns

### 4. Use of Funds

All income is used exclusively to support our mission. Spending includes:

- Coaching and facilitator fees
- Court hire and venue rental
- Equipment and clothing for participants
- Travel reimbursements for volunteers
- Marketing and outreach (e.g. website, flyers)
- Administrative costs (e.g. software, legal fees, accountant, insurance)

## 5. Reserves Policy

The Stichting aims to maintain a financial reserve equal to 3–12 months of operational costs. This provides a buffer for financial stability and allows for continuity of programs in case of unexpected changes in income or expenses. Any surplus above this range are reinvested in the Stichting's objectives. The board reviews reserve levels regularly and formally on a bi-annual basis.

## 6. Remuneration Policy

Board members are unpaid and may only receive reimbursement for reasonable expenses or legally approved compensation for specific services. Any payments to board members for specific services are approved by the board in accordance with Dutch ANBI rules and properly recorded.

Contractors or facilitators may be compensated for their work delivering the Stichting's activities

## 7. Governance

The Stichting is governed by a 3-person board, and key decisions are made collectively, recorded in board meeting minutes:

Name	Role	Date of Birth	Country of Residence	Remuneration
Andrew James Widdison	Chair	10-07-1989	Netherlands	Unpaid
Andres Felipe Vargas Heredia	Secretary	08-08-1988	Netherlands	Unpaid
Matthijs Jacob Leonard Carpay	Treasurer	03-11-1992	Netherlands	Unpaid

An external accountant provides bookkeeping and financial transparency. Annual reports will be published on the website.

No conflicts of interest are permitted between board roles and financial benefits.