

UID FOUNDATION DATA

Stichting Unity in Diversity is a registered foundation in The Hague. It came into existence as a foundation on 10th February 2017.

RSIN 857280971

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UID bank account Details: Account Name: Stichting Unity in Diversity Bank Name:

ING Account Number: NL22 INGB 0007 7241 22

Swift Code: INGBNL2A

BOARD COMPOSITION

Our board is made up of five persons, their names and positions are described on the “[meet the team](#)” section of our page. For more information about our board, please download our **Chamber of Commerce extract**.

POWERS OF THE MANAGEMENT BOARD AND REMUNERATIONS

- Each Management Board member shall be entitled to cast one vote.
- To the extent that the Articles prescribe no larger majority, all resolutions of the Management Board shall be passed by absolute majority of the valid votes cast.
- If the votes are tied, then no decision shall be taken.

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- The Management Board shall be vested with the conduct and management of the business and the affairs of the Foundation.
- No remuneration can be granted to the Management Board members.
- Expenses will be reimbursed to the Management Board members on production of the necessary proof.
- The Foundation shall be represented by the Management Board, in so far as not otherwise provided for by law.
- Furthermore, the Foundation may be represented by two members of the executive Management Board acting jointly, of which at least the chairman is one of them.
- The Management Board may grant to and confer upon other persons powers of attorney for the representation of the Foundation at law and otherwise within the limits defined in those powers of attorney.

INSPIRATION BEHIND UID'S EXISTENCE

UID was established to contribute to the local integration of refugees and their host communities, and to provide targeted humanitarian assistance within and outside The Netherlands, wherever it is needed, within the abilities of the Foundation. We hope to contribute majorly to a complete and sustainable local integration. We do this, while keeping in mind that it includes all areas of integration, and it involves every individual in the society. The entirety of this policy covers the first five years of the foundation and the next five years. Our aim is to contribute to the society for the benefit of the public.

Mission: We are a humanitarian foundation existing for the purpose of contributing to complete and sustainable communities, through development and integration projects. We work with all

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members of the community including locals, refugees, and asylum seekers to achieve this purpose. Our projects are actualized through integration activities, raising awareness about related topics, educational support, research, and empowerment projects.

Vision: Our vision is to become the international body that pioneers sustainable local integration and development in communities around the world. Increasing the awareness of its importance, creating projects, and leading research in this field. We also hope to be among the top organizations providing other forms of humanitarian and development assistance, especially in Africa. Our efforts will be aimed at building a closer and more integrated community where everyone feels at home.

Beneficiaries: Presently we are active in two Continents - Europe and Africa. In Europe we continue to work in the area of community integration with asylum seekers and refugees, fostering a healthier community. In Africa, we reach out to less privileged people of all ages within several communities. They include those in dire need of education, skills acquisition and health relief. In addition, we conduct development programs through training and empowerment of local volunteers to benefit such communities as a whole.

PROJECTS

To achieve our mission and vision, we organize different types of activities, projects and events. Since our establishment, we have been very active in the field of local integration and in contributing to humanitarian projects in The Netherlands and in Nigeria. We have several projects name;

- Integration Chatroom (ICR) – The Netherlands and Nigeria
- Integration Chatroom Training – Online in the wake of Covid (participants from the Netherlands and Nigeria)

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- Games from Around the World (GAW) – The Netherlands
- Language lessons and book clubs – The Netherlands
- Bike Tours for integration purposes – The Netherlands
- Integration through education (My University Cares Too) Project- The Netherlands
- My University Cares Too – The Netherlands
- Experience a Culture Day
- Mentorship Project – Nigeria
- Education fundraising/support projects – Nigeria
- Creative and Academic Writing Class in English – The Netherlands
- The Correspondence Project – The Netherlands

Other activities and events we organized in the past include educational symposiums and special talks. We have regularly reported on our activities in the form of a two year and five year report, and an impact evaluation which are accessible [here](#) or by visiting <https://www.uidnl.org/publications>. For more details about our projects, please see [here](#) or visit <https://www.uidnl.org/uid-projects>.

Those who have participated in these projects have represented our target audience in The Netherlands, Dutch and foreigners, including refugees, and in Nigeria, people from different ethnic groups and educational backgrounds.

We supported and encourages our volunteers to provide assistance in different locations they find themselves in, and this included assisting orphaned and less privileged population in Nigeria with resources to overcome education and health related challenges. We continue to seek funds to support educational and empowerment programs in communities where we work.

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For the first year of its existence, the foundation has focused its resources in The Netherlands, and has achieved some of its goals and aim. In the second year until February 2018, our plan is to make more local impact, by extending our work beyond Zuid-Holland, reaching to other parts of The Netherlands, and at the same time a commencement in building relationships with other like-minded entities around Europe and in some parts of Africa, as we prepare to grow our reach through the help of volunteers in these other locations.

Note: Our projects in Nigeria are sometimes carried out using the name '[Foundation for Hope, Change and Unity](#)'

OUTREACH STRATEGY

We use different channels and benefit from the help of people in our networks to reach our intended beneficiaries, that way, we can ensure that we are truly benefiting those who need the services and support we offer.

1. **Volunteers' Assistance:** First, we include representatives from our target beneficiaries to ensure they provide us with the right guidance based on personal experience to develop projects that are beneficial to the target group. For example, we have welcomed refugees and asylum seekers (newcomers) to join our team, and volunteers from Nigerian communities where we work. With their assistance, we have found it easier to reach others within their communities and network.
2. **Online advert:** We have so far spent only a small percentage of our project funds on paid adverts, mainly on Facebook.
3. **Networking:** Our best method of attracting beneficiaries has been through our website, social media platforms, newsletters and mailing lists. Some who have assisted us with this

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method through sharing online and offline within their own network include, WAGGOM International, Aba, Abia State, Nigeria, churches and schools in the Nigerian communities where we work. In the Netherlands, the Dutch Refugee Council, UNHCR Nederland, IOM Nederland, Stichting Voor Vluchteling studenten UAF, Leiden University, Erasmus University Rotterdam, The Hague University of Applied Sciences, The Hague municipality, The Hague Library our sponsors, partners, volunteers and others. In other occasions, we share our events at partners' or supporter's events, as well as by simply sharing our printed flyers at strategic locations where potential beneficiaries and interested parties can become aware of them.

4. **One to one connections:** There have been cases where beneficiaries were matched to our projects by other parties, such as staff who work with the municipalities, governmental agencies, non-governmental organizations, including those who work at asylum reception camps, and educational partners in the Netherlands and Nigeria.
5. Besides the above-mentioned methods, we tailor our outreach approach to the need of each project, and each approach is reviewed at the end of each project to ensure effectiveness.

We regularly evaluate our approach to outreach to ensure suitability to the Foundation's mission and vision, efficiency and effectiveness.

PLANNED PROJECTS FOR THE NEXT 3-5 YEARS

Sustainable education and development projects in Nigeria

Sustainability in agriculture research and empowerment projects in Nigeria

Integration Chat Room (ICR), including online

Games from Around the world

Bike tours for community integration

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Language lessons and book club project

Other humanitarian projects

FINANCIAL INFORMATION

Unity in Diversity has raised funds mainly through **gifts and donations, grants, subsidies and other contributions, through**

1. Its own fundraising activities: anniversary fundraising, charity sales and donation boxes at our events, which began on 10th February 2018.
2. Donor organizations such as Wijdoenmee.nu, a local church in the Netherlands and in Nigeria, other companies such who have donated in cash or kind to our projects as part of their CSR including Jumbo Supermarketen, Pathe Cinema, Decathlon Nederland, Stichting Mooi. Real X Media, and CTC IT Solutions. See [here](#) and [here](#).
3. In the past we have received financial support from Leiden University, The Hague University of Applied Sciences and Erasmus University Rotterdam. These funds were not paid into our accounts or given in cash but were used to make logistical and entertainment payments for activities we worked together on as partners or sponsors.
4. Also individual donors, including its board members
5. Expected income for 2024-2029 will come from similar and new sources, including through academic research funding.

In addition to the above, we plan to participate in general fundraising activities such as practical cultural exchanges, creating special fundraising events, in which we invite people to donate in cash

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of kind. We ensure that the bodies we apply to share values similar to our Foundation's. These funds will help us to compensate our volunteers and hire staff members for the continuity of our projects and for the benefit of the people and communities we serve.

The Foundation has so far spent its income on project development, plan, and implementation. No staff or board member has been remunerated since its existence, since they have all volunteered their services, utilizing their skills and time to benefit communities we work in. We have as well done our best to reduce costs by taking on many tasks ourselves, using our own resources, as well shopping on discount whenever we see the opportunity.

A breakdown of the expenses of the past financial years from 2017-2022 can be found [here](#).

Our next financial statement will be available within the usual reporting deadline.

FINANCIAL MANAGEMENT

The foundation's finances are managed by the treasurer, the chairperson and the board in general. The treasurer has years of experience in accounting and book keeping and the members of the board are of great integrity in their fields of work.

FINANCIAL POLICY

Stichting Unity in Diversity is a nonprofit and as such, does not seek to make financial gains from her transactions. The Foundation solely relies on financial and in-kind contributions from individuals, corporations and charitable organizations, as well as its own financial income through fundraising or similar activities. When the foundation engages in ventures that generate income, it will do so solely for achieving the purpose of the foundation, and not for making profits.

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Following the Foundation's articles of association, and in keeping with the need for transparency and accountability, we conduct a yearly review of our income and expenditures, to give our donors and the public insight into our financial integrity.

Our board members are not remunerated simply for being board members. Our articles of association make provisions that allows refund for expenses made by board members for the foundation, or other kinds of financial allocation for carrying out the foundation's work such as payment for transport, and logistical support, and other Foundation's business related expenses. It is worthy of note that sometimes the exact amount spent on projects may vary from what is reflected in the accounts, since many times, supporters and partners make expenses on behalf of UID with their own finances and thus, are not always reflected in our books.

All the foundation's income and expenses follow strict rules, guaranteeing that we spend to achieve the aims of the Foundation, and that we do our best to only receive donations from non-controversial and non-discriminatory sources. This is done in accordance with the rules of The Kingdom of The Netherlands. The foundation publishes its annual financial records publicly on [its website](#).

ANBI Requirement Upon Liquidation (Article 16 of UID's Articles of Association)

In accordance with the set laws, Stg UID has included an important article in its articles of association, which ensures that upon liquidation, all of the Foundation's positive balance will go to another foundation with ANBI status locally, or internationally, meeting same requirements of public good and which has similar objectives as UID. [See complete articles of association here](#).

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Our projects have also flourished because of the generous in-kind donations made to UID by individuals, groups, businesses and other entities. See above.

For the first year of its existence, the foundation has focused its resources in The Netherlands, and has achieved some of its goals. Since 2019 we began implementing humanitarian projects with the aim of contributing to sustainable communities, through education, development and integration projects. In the next five years, our plan is to remain relevant in the Netherlands, while developing partnerships and collaborations with other like-minded entities around Europe and in some parts of Africa, as we prepare to increase our impact through the help of volunteers in these locations.

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