



# PLANETROMEEO FOUNDATION

## Strategic Plan 2023-2025



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# 1 Introduction

PlanetRomeo Foundation hereby presents its strategic plan for 2023-2025.

PlanetRomeo Foundation is an independent, registered non-profit organization, established in 2009 to contribute to the fight for equal rights and opportunities for LGBTQI+ (lesbian, gay, bisexual, transgender, queer and intersex) people. With the support of online platform Romeo BV, its users and other donors, PlanetRomeo Foundation established itself as an accessible and recognized funding partner for both its funded initiatives and the international LGBTQI+ funding field.

PlanetRomeo Foundation increased its funding from a maximum of EUR 5,000 to EUR 6,000 for grassroots, emerging LGBTQI+ projects and initiatives in countries and regions where LGBTQI+ rights are most severely infringed. Over the last 15 years, the Foundation funded over 225 projects and over EUR 1.000.000 in funding, in 85 countries. We see grassroots projects as projects that involve people of the LGBTQI+ communities, and are run by paid staff or volunteers from the same communities.

Although our results make us proud, and these grassroots projects help societal change and awareness in order to improve the position of LGBTQI+ people throughout the world, we realize that we can do much more.

After two years of worldwide Covid restrictions, during which PlanetRomeo Foundation mainly granted Emergency Funding (2020-2021), a partly new Management Board was installed in the beginning of 2022. The first set of activities of the new board was optimizing the organization and streamlining our application process, by implementing new software, so we can better support - and do more for - LGBTQI+ projects around the world. In fall 2022 the Management Board had an evaluation session, in which the future of the foundation was discussed. In this session, attention was paid to further define and expand its goals and sharper our choices in strategy, funding policy, growth, fundraising goals, and a developing work relation with our biggest donor Romeo BV.

This strategic plan gives an overview of the choices we made for the next three years.

# 2 Background

There are 195 countries in the world:

- Homosexuality is a crime in 70 countries
  - This also applies to women in 46 countries
  - In 27 countries, LGBTQI+ people can face 10 years to life in prison
  - In 30 countries, homosexuality is up to 8 years in prison
  - You can even be sentenced to death in at least 11 countries
  - LGBTQI+ rights are included in the constitution in 11 countries
  - Same-sex marriage is recognized in 29 countries
  - There is broad protection for LGBTQI people in 57 countries
  - 14 countries criminalise the gender identity and/or expression of transgender people.
- In many more countries transgender people are targetted by a range of laws.

*(Source: Amnesty International)*

The last few years we have also seen growing instability and political changes in an increasing number of regions and countries. Even in countries where the LGBTQI+

community was more or less socially accepted, the acquired rights have not remained self-evident. As a consequence, for millions of LGBTQI+ people, equal rights and social acceptance are a far cry from reality and subject of an ongoing, often intensifying, sometimes even life-threatening struggle.

Organizing activities that contribute to better lives for LGBTQI+ people and positive change in hostile environments not only takes a lot of courage, but also requires time, capacity and resources. PlanetRomeo Foundation supports the fight for LGBTQI+ equality by funding activities and projects initiated by brave, emerging, local LGBTQI+ individuals, initiatives and communities in countries and regions where it is needed most.

### **3 Vision and mission**

#### Vision

PlanetRomeo Foundation envisions a world without discrimination on the basis of sexual or gender identity, where lesbian, gay, bisexual, transgender, queer and intersex people have the same rights and opportunities as anyone else; a world which values and respects differences in sexual orientation, gender identity, gender expression and sex characteristics.

#### Mission

Our support focuses on achieving societal change in order to improve the position of LGBTQI+ people throughout the world, with emphasis on the most disadvantaged regions and communities. The Foundation also focuses on mobilization and activation of the LGBTQI+ community in the above contexts. The Foundation does not initiate projects itself. The Foundation sets out to fill funding gaps and be a stepping stone between no funding and access to larger grants. To increase our possible impact, the foundation wants to find new donors and increase its funding budget.

### **4 Funding strategy**

Since its start in 2009, the foundation has been mainly reactive: we are guided by the project applications we receive. The applications are assessed by the management board based on impact, feasibility, relevance and the degree to which the proposal is complementary to existing services and/or activities. But always in response to an initiative sent in to us.

Our mission is clear, but it is also quite generic. Different regions in the world have different needs. The need for societal change differs in scale, intensity and necessary pace. We don't have a clear picture of where help is needed most. In the coming three years the foundation wants to give itself a better outlook of the different regions we work in. The foundation will not initiate projects ourselves, but our presence can be emphasized in certain areas.

The management board has decided to design a Theory of Change (ToC) for PlanetRomeo Foundation, in the coming years. A ToC shows *how* the actions of an organization actually lead to the change we want to make. Making a ToC is both a process and a product. On the one hand, it is a series of steps in which the dialogue is central and where we jointly investigate how an intended social change is brought about. On the other hand, it is also a product: the visualization of the ToC shows, also to outsiders, how you see the process of

social change and want to work on impact. The latter is of course incredibly important for bringing in new sponsors / donors. The ToC will help us make a more structural difference for the LGBTQI+ communities, and help us measure our impact and improve our yearly and day-to-day work and priorities. We can then work more proactively, rather than reactively.

Until we have a ToC, we will continue the funding strategy of the Strategic Plan 2017-2020, with a few adjustments:

- ✓ In continuation of the Strategic Plan 2017-2020 the focus will be on grassroots projects. The Foundation sees a role for itself in supporting these initial, essential steps into community formation and organizing. These steps are crucial to the process of empowerment and a first requirement to further community development and possible activism, and building critical mass to evoke change. These are generally small, emerging initiatives with no or very limited access to funding. In case the foundation grows substantially, funding of larger projects is possible.
- ✓ Because of worldwide inflation the maximum funding amount is increased to EUR 6.000 per grant.
- ✓ The chosen priority themes will be periodically evaluated, and if necessary, they will be adjusted.
- ✓ We will learn more of the regions where we operate, through local networks and organizations.
- ✓ We will try to spread our fundings over multiple regions.
- ✓ Through periodic Grant analysis and follow-up we will learn more about the impact of our fundings. The new software to streamline our application process PlanetRomeo Foundation implemented in 2022, can help us with this.

#### **4.1 Priority themes 2023-2025**

PlanetRomeo Foundation supports emerging and new initiatives under four themes. These themes aim to support the creation of a secure environment for LGBTQI+ people that will enable them to feel safe, be themselves and connect with others.

PlanetRomeo Foundation funds within three themes, specified below: Shelter, Community Organizing and Sports & Culture. A fourth theme, emergency funding is not a priority theme, but will be used in case an emergency situation arises anywhere in the world. These themes will be continued, but evaluated, in the coming years (2023-2025)

The management board will hire a student/volunteer to make a mapping of the funding themes of other LGBTQI+ funds and the needs of LGBTQI+ organizations in the regions where we mainly fund, to determine whether our themes still play an important role in financing grassroots projects in these regions

We will use information gathered from our applicants in 2023 and onwards, as well as external information, to create the mapping. The board will use the mapping, as well the Theory of Change, to make an informed decision for the next strategic plan (2026-2028).

- Shelter

Every day, all around the world, LGBTQI+ people suffer from bullying, discrimination, exclusion, violence, imprisonment, even execution and are generally at risk for their safety and their lives. PlanetRomeo Foundation supports initiatives that provide (temporary) basic *Shelter* facilities for LGBTQI+ people, especially in those countries and regions where their safety and wellbeing is most at risk. Shelters can provide around the clock support (including sleeping facilities) and/or offer shelter and support during the day or certain time slots. Activities taking place in or attached to the shelter that further support LGBTQI+ people making use of the shelter can be eligible too.

- Community Organizing

PlanetRomeo Foundation supports essential steps in community formation and organizing. Community Organizing focuses on joint effort, not personal development, although individual empowerment can be an outcome of community organizing.

The Foundation aims to fund initiatives at an ignition point, where LGBTQI+ people come together to organize themselves in the interest of their communities and to develop common goals. Community organizing can take place offline and online. Offline community organizing examples are (initial) community gatherings as a starting point of LGBTQI+ community / movement building. Online community organizing focuses on means through which LGBTQI+ community members can chat, share, exchange, find information, receive (legal) counseling, etc. online, especially in regions and countries where 'offline' community gatherings are impossible or dangerous. Initiatives that are set up as a dating platform or clearly overlapping existing social and/or dating platforms are not eligible for funding.

- Sports & Culture

PlanetRomeo Foundation learned that Sports & Culture projects play an important role in the ignition of LGBTQI+ community development, especially in those countries where LGBTQI+ social acceptance is low or non-existent. The Foundation still fills a niche with the Sports & Culture theme, because this kind of projects are rarely supported by other LGBTQI+ funders. We see Sports & Culture as a starting point for change in other aspects and areas of LGBTQI+ people's lives. Projects and initiatives under this theme are only eligible for funding in countries or regions where they play an essential and distinctive role in building, connecting and mobilizing LGBTQI+ communities or making them more visible. To be eligible, Sports & Culture projects must also achieve more than just being a sports or cultural event, but must be utilized as a 'safe' entry point to do more and other things, e.g., empowerment, workshops, training, public awareness and/or other activities. With regard to Sports, the Foundation does not prioritize funding for travel allowances or outreach programs for participating in (inter)national tournaments.

- Emergency Funding

Emergency aid is not a priority theme of PlanetRomeo Foundation: this is the domain of other larger funders and requires specific policies and expertise. However, during the worldwide Covid lockdowns and during the first weeks of the war in Ukraine, we received many requests for financial help from organizations we funded in the past. We realized that in these situations we can provide essential support for LGBTQI+ communities in urgent need, who might not find support elsewhere. The management board has decided to draw up an Emergency Funding policy in the coming years. We want to have the necessary processes in place, in case an emergency situation arises anywhere in the world, so we can have a significant impact on the local LGBTQI+ communities.

## 4.2 Funding policy 2023-2025

### Projects that are eligible for funding

In its funding policy, the Foundation gives priority to small-scale projects which are initiated and to be implemented by the LGBTQI+ community itself and/or by emerging LGBTQI+ groups and initiatives around the world. This is what we see as grassroots projects. The projects must aim to involve, empower and mobilize the community.

The Foundation will fund two categories of emerging initiatives:

1. initiatives of (relatively) new LGBTQI+ groups or organizations with little or no access to other sources of funding;
2. more experienced LGBTQI+ organizations that develop new initiatives for which they have not yet received previous funding.

Projects may target sub-communities, e.g., lesbian and/or gay and/or bisexual and/or trans and/or queer and/or intersex communities.

The Foundation does not fund initiatives by non-LGBTQI+ allies, however it does support initiatives aimed at fostering and improving the direct (chosen) family environment of LGBTQI+s and/or encouraging the connection of and interaction between LGBTQI+ (chosen) families.

In its efforts to support small-scale and community-based projects, the Foundation strives for a balance between accessibility, quality and maintaining a good standard in project accountability.

Criteria that will be taken into account in the assessment process are:

- the foreseen impact;
- the relevance of the project proposal;
- how realistic is the approach;
- the degree to which the proposal is complementary to existing services and/or activities.

The Foundation makes use of its own network of independent regional specialists to cross-reference applicants. This network will be further expanded if and when necessary.

Organizations can only receive a one-off grant, ranging from EUR 500 to EUR 6,000.

Although all geographical regions are eligible, the Foundation gives priority to countries outside the Global North, which we define as European Union member states, United States of America, Canada, Australia, New Zealand, Norway, Iceland and Switzerland. This strategy can of course always be adjusted if the situation in a country within these regions changes significantly.

Within a country, all geographical areas are eligible, but we give priority to rural and/or more remote areas. The Foundation will strive to maintain a balance between regions, between countries within a region and between areas within a country.

### Projects that do not qualify for funding

Although supporting LGBTQI+ people in countries and regions where their safety and wellbeing is most at risk, can be explained as a political action, PlanetRomeo Foundation will not fund project proposals that have primarily political or religious aims. An exception is made for initiatives in countries and regions where religious institutions are interlinked with and in support of local LGBTQI+ communities or aim to challenge the religious opposition, i.e., religious institutes or persons who undermine LGBTQI+ rights.

The Foundation will not support commercial organizations and projects where financial profit is a goal.

Funding proposals that focus primarily on overhead costs, running costs, travel and accommodation costs, fundraising costs or activities aimed solely at promoting an organization are also not eligible for funding.

The Foundation will also not fund proposals:

- from individuals for study, travel and/or living costs;
- with a therapeutic aim (group or individual);
- aimed solely or mostly at advocacy activities and/or establishing alliances between straight people and the LGBTQI+ community;
- for travel and accommodation costs for participation in (inter)national sports tournaments;
- aimed at supporting art for art's sake or supporting individual artists;
- that have previously received a grant by the Foundation (with the exception of Covid Emergency Funding);
- for which co-funding is requested, without clarification which part of the budget is requested from the Foundation and without specifying the status of the other funding sources;
- that are submitted in a language other than English.

## **5 Vision on growth**

To further increase our impact and fund more or bigger LGBTQI+ projects around the world, PlanetRomeo Foundation wishes to grow its funding budget. PlanetRomeo Foundation has started to invest in its growth, for instance by implementing our new online applications-tool to support our partners more efficiently. We have also hired our own part-time staff member, to help with the applications and fundraising. The Foundation should spend a maximum of 10% of its spendings on operating costs. This is a requirement of the [ANBI-status](#) of the Dutch Tax Authorities. An increase in funding budget would thus also better balance our spendings on projects and operating costs.

Besides increasing our impact on the LGBTQI+ communities and better balancing our spendings, it is also important for the Foundation to find additional donors, from a continuity and risk mitigation point of view. At the moment the Foundation is almost entirely dependent on the monthly donations of Romeo BV, the company that founded PlanetRomeo Foundation in 2009. Furthermore, part of our income is generated by members of the Romeo BV - dating app. We hope these donations will be continued in the coming years. On top of that, the foundation would like to broaden its amount of donors.

As of 2022, an annual donation of EUR 156.000 from Romeo BV is expected, but not guaranteed. Romeo BV also provides in-kind donations of approximately EUR 30.000 annually for services used by the Foundation, provided by the BV. Besides these generous donations, Romeo BV tries to mobilize its almost 3 million members worldwide and connect them to the Foundation. The Foundation receives from these members another approximate EUR 50.000 annually. In total the Foundation receives donations from Romeo BV and its users/members of approximately EUR 250.000 annually.



In the coming years, PlanetRomeo Foundation aims to grow 20-25% annually, to achieve a turnover of over EUR 400.000 by the end of 2025. We believe this ambitious goal is achievable, by using the many LGBTQI+ business networks (local and international), optimizing the Romeo BV user base, optimizing our donation system, live fundraising, better use of social media and hiring outside fundraising experts. Our social media communications are strongly related to fundraising, our communication strategy will be built around that.

## **6 Fundraising strategy 2023-2026**

As mentioned in chapter 5, the Foundation aims at a steady growth of its annual available project budget, to reach a turnover of over EUR 400.000. In this chapter we will discuss how we plan to achieve this.

- **Romeo BV**

First and foremost, we want to maintain our good relationship with our biggest donor Romeo BV. The Foundation was started by this company and we realize that many of their employees are committed to the vision and mission of the Foundation. We have regular contact with the company's technical specialists, who are part-time available for assistance via the in-kind donation - but we would like to connect with other employees too. The Management Board will present the status of the Foundation annually to the entire company (in person in Amsterdam and online for the Berlin group), by means of a short presentation of our plans, results and projects.

- **Romeo BV users/members**

Romeo BV tries to mobilize its almost 3 million members worldwide and connect them to the Foundation. It is an important link to one of our target audiences. Due to the group size, it is a group of potential donors that cannot be neglected.

The Foundation receives significant donations after push messages are sent through the Romeo dating app. In consultation with the company, the Foundation takes initiative to send these messages and is responsible for its content. The goal is of course to receive more donations, but also to move donors from "one-time gifts" to "recurring donorship".

- **Third-party donations**

There are various LGBTQI+ business networks, both in the Netherlands and abroad. For instance, the Workplace Pride Network includes many large corporations. These companies have often included ESG ("Environmental, Social and Governance") goals in their strategy, and might be willing to partner with PlanetRomeo Foundation, to meet their social impact goals. It is of the utmost importance for PlanetRomeo Foundation to determine a policy against "Pinkwashing": the use of LGBTQ+ initiatives to superficially improve a harmful organization's image. PlanetRomeo Foundation will determine the moral bar our future corporate partners will have to meet.

PlanetRomeo Foundation wants to partner up with companies who can make recurring donations. This makes it possible to get a stable fixed cash flow. PlanetRomeo Foundation offers a unique network of inspiring LGBTQI+ partners around the world, working with local communities. Our future corporate partners could, thanks to PlanetRomeo Foundation, have a measurable, on the ground, positive impact for the hundreds of LGBTQI+ organizations and thousands of participants of their projects.

The Foundation also wants to explore whether it could be interesting to see if legacies could form a long-term strategy in its own right.

- Live fundraising

The LGBTQI+ community excels in organizing all kinds of events, like Pride weeks, film festivals, dance events, demonstrations etc. People come together again after years of Covid restrictions. Extra meaning is given to these events when they not only bring people together, but also contribute to a good cause. By connecting with small and large LGBTQI+ events, and asking organizations to commit to the Foundation, we can increase our funding budget, by using the Pink Dollar of the LGBTQI+ community. We can then also increase the “brand awareness” of the Foundation which might help with future donations or finding new volunteers for the Foundation.

PlanetRomeo Foundation aims to (help/host) organize an (international) conference in Amsterdam in the future.

## Independency from Romeo BV

The strategy of the Foundation is to become more independent of its biggest donor Romeo BV. Mainly financially and in terms of organization, but also in communication to potential new donors and sponsors. Having the same name as a commercial company could prove to be a problem in attracting some new donors and sponsors. In the coming period the Foundation will explore the pros and cons of a possible name change of the Foundation and the best way to do so, if necessary.

## 7 Communication

The communication strategy of PlanetRomeo Foundation on the one hand intends to bring the Foundation to the attention of potential donors, but also to make the Foundation known to potential project applicants.

‘For the community, by the community’ is at the core of the Foundation, and we constantly attempt to actively engage the LGBTQI+ community towards our mission and vision. Wherever possible and necessary, the Foundation aims to further strengthen our connection to the communities we serve. We want to keep the international LGBTQI+ communities updated about our activities, and see where we can partner up for a financial contribution. We also want to increase our relationships with the communities, so we can stay up to date about what is necessary, what communities need, in regards to our funding priorities. The Foundation aims to further improve our contact with LGBTQI+ communities around the world, on both sides of the Foundation (fundraising and fund spending), over the coming years.

Over the next 3 years we will be building relationships with potential corporate sponsors. To create this we need more visibility and brand awareness. The Foundation uses its website, social media (Facebook, Instagram, LinkedIn, and possibly Twitter), push messages through PlanetRomeo app, mailings, and press (news, interviews, etc.)

Of course we will continue to cherish our private donors. We will try to bind the one-time donors to us to become recurring donors

### LGBTQI+ Funders

PlanetRomeo Foundation has the intention to improve our relationships with other LGBTQI+ funders, for instance through the worldwide network ‘Funders for LGBTQ Issues’ . Regular contact with like-minded organizations will mutually benefit quality improvement, which will have a positive influence on the Foundation's development and will help us improve our

funding policy and added value. Maintaining external contacts will also contribute to raising our visibility and profile.

#### PlanetRomeo Foundation Award

The Foundation will examine the feasibility and necessity of an annual PlanetRomeo Foundation Award, given to one of the projects.

#### Memberships

PlanetRomeo Foundation is currently working on its application to be recognized by the CBF and to become a member of ILGA, and its sub-organizations PAN Africa ILGA and ILGA Europe.

The Netherlands Fundraising Regulator (CBF) is an independent foundation that monitors fundraising by charities: "The CBF's task is to promote trustworthy fundraising and expenditure by reviewing fundraising organizations and giving information and advice to government institutions and the public." (source: [CBF.nl/english](https://www.cbf.nl/en/english)). As PlanetRomeo Foundation plans to increase fundraising, it is essential that (future) donors know they can trust our policies, budgeting and board.

The ILGA (International Lesbian, Gay, Bisexual, Trans and Intersex Association) is an international organization that works for equal rights for LGBTIQI+ people, and against homophobia and transphobia. It is an umbrella organization that national, local, regional and transnational organizations in this field can join.

## **8 Organization, Asset management and Operational Costs**

#### Organization

From the beginning of 2022 the Management Board consists of seven people, who work on a voluntary and unpaid basis. The Management Board takes care of the Foundation's ongoing activities, like reviewing and granting funding requests, management of the Foundation's resources and fundraising, the Foundation's long term strategy and position and role of the fund. The Board reports about its work to the Supervisory Board.

The Supervisory Board is ultimately responsible for the decisions and work of the Foundation and its Management Board. The Supervisory Board consists of four members, who also work on voluntary and unpaid basis

The Staff takes care of the Foundation's daily operations, and supports the Management Board and if needed the Supervisory Board. As of 2022, the staff consists of one part-time employee, who works on a freelance basis, and a few part-time technical specialists who volunteer their time as the in-kind donation of Romeo BV.

In the near future, the foundation will use volunteers for defined tasks.

#### Asset management

The asset management of the Foundation is in line with the fiscal guidelines for Dutch registered charities (*ANBI - Algemeen Nut Beogende Instelling*).

The Foundation determines and explains in its yearly budgets the size of the reserves and funds. We will not hold more reserves and funds than are reasonably necessary to achieve our goals and obligations.

As said before, PlanetRomeo Foundation is working on being recognized as a charitable organization by the CBF institute. The CBF, together with "Goede Doelen Nederland"

(Charities Netherlands), started the initiative "[Erkenningsregeling](#)" in 2016. These are requirements for charitable organizations in terms of costs and expenditure, good governance, integrity and impact. The requirements are formed by the "Commissie Normstelling", an external, independent committee. PlanetRomeo Foundation already strives to meet its requirements, on the way to being recognized by CBF. To ensure that the Foundation will be able to meet its (future) financial obligations, a reserve is maintained. To determine the volume of this reserve, the guidelines of the "Erkenningsregeling" are leading, together with recommendations by our accountant.

In the case of discontinuation, the eventual positive balance will be used for funding purposes in line with the objectives of the Foundation. No member of the board is allowed to dispose of the institution's assets as if they were their own and they do not have a majority of control over the assets of the Foundation. The Foundation strives to be fully transparent about its income, expenditure and project funding and publishes the publicly accessible annual report, which has been approved by the accountant, online.

### Operational Costs

PlanetRomeo Foundation is a non-profit organization that uses all its income to achieve societal change in order to improve the position of LGBTQI+ people throughout the world, with an emphasis on the most disadvantaged regions.

PlanetRomeo Foundation aims to maintain its operational costs at the lowest level possible. To fulfill our mission, the Foundation has to make costs to help fund projects. In 2022 the Foundation implemented new software to streamline our application process, so we can better support LGBTQI+ projects around the world. The part-time staff employee is hired under a Contract of Engagement for a definite period of time. The remuneration of members of the Management Board and Supervisory Board is limited to an expense allowance.

The Foundation has a service agreement with Romeo BV, in which Romeo BV makes its (technical) specialists part-time available for assistance via an in-kind donation.

As mentioned before, the operational costs of the Foundation must be in reasonable proportion to the expenditure. The Foundation strives to have operating costs of approximately 10% of its total expenditure. In order to achieve this, fundraising will be increased in the following years.

## **9. Risk Mitigation**

In achieving the goals described in this strategic plan, we may face a number of risks.

### Internal

In addition to one hired staff member, the organization of the foundation consists of unpaid volunteers. Continuity in administrative power is therefore not guaranteed. Finding expert board members who can free up time for the Foundation is difficult. One of the goals of the foundation is to have a turnover of more than EUR 400.000 by the end of the 2025. As a result, the number of projects is increasing in both number and size and the internal organization will have to be able to make a quality improvement.

To mitigate this risk, an ongoing conversation is being held within the management board and supervisory board about the ambitions and priorities of the Foundation, in relation to the

limited time of the management board. Furthermore, specialist knowledge, such as in the field of fundraising, communication strategy and organizational development, can be hired when necessary and appropriate. Thirdly, as mentioned before, the Foundation wants to attract volunteers for designated tasks.

#### External

As described in section 5, the foundation is currently largely dependent on donations from one commercial company. This income is not guaranteed. From a continuity point of view this risk has to be reduced. and diversification of income must be achieved.

Due to European anti-fraud and money laundering legislation, financial institutions have tightened their risk audits, making it difficult for many foundations and associations to continue using the services of these institutions. An umbrella organization of charities (SBF, "Samenwerkende Brancheorganisaties Filantropie") is, at the time of writing (October 2022) discussing this problem with the Dutch government and financial institutions, to look for solutions. PlanetRomeo Foundation keeps an eye on the developments.

## 10. General information

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PlanetRomeo Foundation is an officially registered Public Benefit Organization (*ANBI - Algemeen Nut Beogende Instelling*).  
ANBI RSIN: 821043134

### Supervisory Board

Johan Bos	Chair
Dick de Graaff	Member
Peter Engelen	Member
Romeo BV, represented by Herman Bijkerk	Member

### Management Board

Jos Koster	Chair
Femke van Casteren	Vice-chair (Operations)
Monica Bentvelzen	Treasurer
<i>Vacancy</i>	Secretary
Jouke van Buuren	Member (Projects)
Rogier Seinstra	Member (Fundraising)
Henk de Vries	Member (Communication)

