

# Annual Report

2024



 P E N

F O U N D A T I O N

# Letter from the executive director

Dear friends, partners, and wider OPEN community,

2024 was a year of transformation and growth for OPEN. It was a year in which we strengthened our organisation, expanded our programs, and took important steps toward the responsible and ethical integration of psychedelics into healthcare, science, and society.

Our work culminated in June with [ICPR 2024](#); our sixth scientific conference, which brought together leading researchers, clinicians, policymakers, patients, indigenous leaders, and community members from across the globe. It was a moment of reflection and cautious hope: a sense that many of us are involved in making sure the field continues to mature, and that we can see beyond the hype, embrace complexity, and prioritise integrity. The pre-conference [Pathways to Access Summit](#), addressed the unique regulatory challenge of psychedelic therapies in Europe. In parallel, we also hosted PsyPal first's general assembly - Europe's first publicly funded trial investigating psilocybin therapy to treat existential distress in palliative care.

Of course, even when regulatory barriers are overcome, the successful integration of psychedelic therapies depends on so much more: sufficient well-trained therapists, a healthcare system that is ready, and key stakeholders aligned. OPEN is committed to helping shape national models for access that can serve as blueprints for Europe. For that reason, much of 2024 was spent developing [ADEPT](#). This two-year training program (launched in May '25) combines theory, practice, ethics, and experiential learning to train the next generation of highly competent therapists. More next year!

We also expanded our professional community, organised many events, and contributed to new public funding opportunities.

None of this would have been possible without the commitment of our team, our volunteers, our partners, and all who believe in our mission. We are grateful for your trust and support.

With gratitude,

Joost Breeksema, PhD  
Executive Director



# Executive summary

2024 was a defining year for the OPEN Foundation, marked by the strengthening of its internal capacity, the expansion of its core activities, and important steps toward the responsible and ethical integration of psychedelics into science, healthcare, and society.

Key focus areas in 2024 were:

- Scientific exchange: Organising ICPR 2024 and the Pathways to Access Summit to advance regulatory, clinical, and scientific collaboration on psychedelics in Europe.
- Education: Developing the ADEPT training program to address the expected shortage of highly qualified psychedelic therapists and defining new standards for education and training on psychedelic-assisted therapy.
- Research impact: Leading key work packages in the EU-funded PsyPal project, focusing on peer support networks for patients, and dissemination and communication of findings.
- Public engagement and advocacy: Strengthening policy influence and increasing societal acceptance through strategic communication, executive producing a documentary on set and setting, and further growing our communities.

Key achievements included the organisation of the sixth Interdisciplinary Conference on Psychedelic Research (ICPR) — Europe's leading psychedelic science conference — and the launch of the Pathways to Access Summit, which brought together policymakers, clinicians, regulators, researchers, and industry leaders to advance patient access pathways across Europe.

OPEN also developed and expanded two community membership programs, deepening professional and public engagement throughout the year and in between ICPR editions, and organized other in-person events.

Simultaneously, OPEN spearheaded the development of ADEPT, a two-year therapist training program designed to address the critical shortage of qualified psychedelic therapists and to set a new educational standard in Europe.

In research, OPEN played an important role in the PsyPal project, pioneering work on peer support network development and the dissemination of clinical trial outcomes, thereby positioning the organisation as a bridge between science and healthcare, ensuring that patients' perspectives drive wider adoption in society.

Through continuous engagement with policymakers, thought leadership in public debate, and a growing network of collaborators, OPEN contributed directly to expanding public funding of €3.4 million for psychedelic research in the Netherlands and advancing responsible integration at a European level.

With professionalisation of internal structures, expansion of programs, and increasing international recognition, the OPEN Foundation is strategically positioned to help shape the responsible and ethical integration of psychedelics into science, healthcare, and society — grounded in scientific rigor, collaboration, and a commitment to patient wellbeing.



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# About the OPEN Foundation

The OPEN Foundation is a non-profit organisation based in the Netherlands that envisions a world where safe, beneficial, and accessible applications of psychedelics are ethically and responsibly integrated into science, healthcare, and society.

It is our mission to advance psychedelic research and therapies in the Netherlands and Europe. We bring together and educate professionals, policymakers, and the public through conferences, training and educational programmes, and membership programmes, along with conducting and promoting rigorous interdisciplinary research into psychedelics.

In 2024, the organisation continued to strengthen its internal infrastructure by implementing standard operating procedures and systems, and enhancing staff capacity to match the growing portfolio of activities, all while staying rooted in OPEN's founding values of independence, scientific rigor, integrity, collaboration, interdisciplinary approaches, and humanistic values.

## Governance and organisational development

The OPEN Foundation is governed by an independent board, which oversees the organisation's strategic direction and ensures accountability across its operations. The individual board members are all actively engaged in multidisciplinary psychedelic research themselves and play key roles in governance and thought leadership, particularly at the intersection of public communication, research, mental health, and healthcare and drug policy.

### Board structure



Prof. em. Wim van den Brink  
*Chair*  
(Appointed December 2024)



Erwin Krediet, MSc, PhDc.  
*Chair*  
(January - November 2024)



Ass. prof. Michiel van Elk  
*Treasurer*



Prof. dr. Patricia Pisters  
*Secretary*



Renske Blom, MD PhDc.  
*Member*

# Operational team

OPEN's executive leadership team consists of Dr. Joost Breeksema (Executive Director) and Timo Spijkers (Operational Director, appointed January 2024), who jointly oversee strategic direction, operational management, and external partnerships.

In 2024, the broader team expanded across multiple areas, including marketing and communication, education, community building, legal support, and financial administration. Key additions included a Marketing and Communications Lead, an Education Lead, a Financial Administrator, and an Operational Director (adding up to 4 full-time employees), as well as several consultants supporting legal, financial, pedagogical, and community projects.



Joost Breeksema, PhD  
Executive Director



Timo Spijkers  
Operational Director



Ana Martins  
Operational Manager  
ICPR & ADEPT



Iulia Rusu  
Events & Membership  
Manager



Ray Yang  
Operations Manager



Daan Keiman  
Education Lead ADEPT



Nino Galvez  
Marketing &  
Communications Lead



Jasmine Virdi  
Professional Events  
Coordinator



Ben van Arem  
Financial Administrator



Herman Kalter  
Financial Controller



Aref Touleimat  
Frontend Developer  
& ADEPT Coordinator

# Organisational maturity

While OPEN remains lean in size, 2024 marked a period of expanded professionalisation across roles and systems. With clearer team structures, expanded internal expertise, and cross-functional collaboration now embedded in daily operations, the organisation is much better positioned to manage multiple long-term initiatives simultaneously.

This maturation of internal capacity signals OPEN's readiness to scale its impact, while staying grounded in the values that have guided it since its founding: scientific integrity, critical inquiry, and responsible innovation.



# Key activities and impact

## ICPR 24

### Interdisciplinary Conference on Psychedelic Research 2024

In 2024, OPEN focused substantial effort on preparing the sixth edition of the Interdisciplinary Conference on Psychedelic Research (ICPR), scheduled for June 2024 in Haarlem, the Netherlands. ICPR is Europe's pioneering and leading psychedelic research conference, gathering over 1,500 attendees from around the world for three days of scientific exchange, professional development, and community building.

The 2024 edition featured over 100 speakers across more than 50 sessions, including keynote lectures, symposia, workshops, posters, and networking events. Attendees ranged from researchers, clinicians, and therapists to policymakers, entrepreneurs, and members of the public. Academic disciplines represented include psychiatry, psychology, neuroscience, anthropology, ethnobotany, and philosophy. The conference was opened by Pia Dijkstra, the Dutch Minister of Health Care, who announced new public funding to support psychedelic research during her keynote speech, marking a historic moment for the field.

**100+**  
Speakers

**50+**  
Events



ICPR is one of the most important psychedelic conferences in the world. It's a tremendous gathering of psychedelic researchers, pioneers, thought-leaders, therapists, and others, with knowledgeable and sophisticated attendees, gathering in a context that facilitates in-depth discussions of the ideas at the cutting-edge of the psychedelic renaissance.

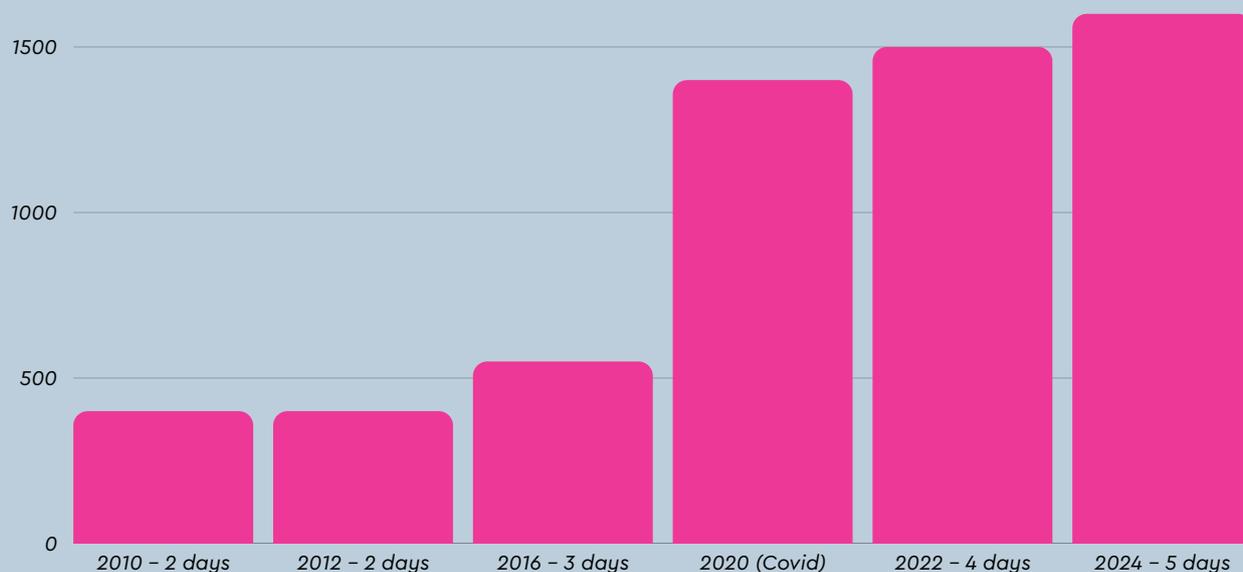


**Rick Doblin**

ICPR Speaker, Founder & President at MAPS

## Attendees by ICPR edition

Representing  
**55**  
Countries



## Wet Blanket Award

The ICPR Wet Blanket Award, initiated by David Yaden (Johns Hopkins University), is given to the most constructive and critical presenter—someone whose findings challenge existing theories, highlight risks, and promote future progress through respectful, evidence-based dialogue. In 2024, the award was given to Jamila Hokanson and her team at Yale Psychiatry for their case series on psilocybin non-responders with OCD. Their study explored why some patients do not benefit from psychedelic therapy, identifying themes like the role of OCD in identity and psychological safety. It highlights the need to understand who psychedelic therapy may or may not help, advancing the field responsibly.

## Side program

ICPR 2024 included several thoughtful additions to complement the main program. Sessions by Indigenous speakers were integrated to bring forward cultural and ancestral perspectives on psychedelic use. Attendees could visit the Low Stimulus Domain, hosted by Wavepaths, offering a quiet space with therapeutic soundscapes to rest and recharge. The Interactive Harm Reduction Dome, created by Mainline, Grooten Design, and the Poppi Drugs Museum, provided an experiential space focused on safe use and peer support. Together, these elements reflected OPEN's commitment to inclusion, safety, and a more interdisciplinary conference experience.



## Workshops

Alongside ICPR and Paths, OPEN organised two expert-led workshops on June 5th, 2024, both of which were fully sold out. These full-day, in-person sessions provided participants with in-depth learning opportunities in two critical areas of psychedelic-assisted therapy. One workshop, which built on two previous workshops organised at ICPR by the same experts, was led by Dr. Bill Richards (Johns Hopkins University, Sunstone Therapies), Prof. Janis Phelps (CIIS), and Prof. Torsten Passie (Hannover Medical School) focused on psychotherapy with psychedelics through lectures, case discussions, and role-play.

The second workshop, led by Dr. Rosalind Watts and Marc Aixalà, explored the theory and practice of psychedelic integration, combining scientific and holistic clinical perspectives. Aimed at mental health professionals, both workshops strengthened clinical understanding and encouraged meaningful peer exchange ahead of the conference.



# Pathways to Access Summit

In addition to the conference, OPEN organised the Pathways to Access Summit (Paths) on June 5th, 2024—a full-day event focused on advancing psychedelic therapeutics in Europe.

Paths convened over 300 stakeholders, including researchers, policymakers, clinicians, and industry leaders, to address regulatory hurdles, reimbursement pathways, and the practical integration of psychedelic therapies into healthcare systems. By creating this critical platform for cross-sector dialogue, OPEN actively contributed to building the foundations needed for safe, responsible, and equitable patient access to psychedelic-assisted therapies across Europe.



**PATHWAYS**  
TO ACCESS SUMMIT  
Psychedelic Therapeutics in Europe and Beyond



# Community membership programs

## OPEN COMMUNITY MEMBERSHIP

OPEN  
FOUNDATION

## PROFESSIONAL MEMBERSHIP

OPEN  
FOUNDATION

OPEN's community membership program continued to grow in 2024. This program offers regular events, curated resources, and networking opportunities to individuals interested in psychedelic science and care. Throughout the year, the program hosted an average of two events per month, including expert panels, webinars, and member meetups. By the end of 2024, the program had 253 active paying members.

In the fall of 2024, a second program was launched specifically for professionals. This professional membership is designed for clinicians, researchers, and practitioners seeking more in-depth content, peer exchange, and practical support. To guide its development and moderation, OPEN appointed a Professional Events Coordinator. By the end of the year, the professional community had grown to 36 members.

LIVE ONLINE EVENT

5 NOVEMBER 2024

7PM CET

6PM GMT, 1PM EST, 10AM PST

### ABOVE-GROUND REGULATIONS - UNDERGROUND REALITIES

Friederike Meckel Fischer  
Holotropic Breathwork Facilitator, Psychedelic  
Facilitator

Théo Giubilei  
Founder of the PsychedelicCare Initiative

Moderated by Steven Fülle  
Founder of the Psychedelic Society Maastricht

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# 66%

## Membership growth in 2024

# 35+

## high quality, expert-led events in 2024

LIVE ONLINE EVENT

21 MARCH 2024

8PM CET

7PM GMT, 2PM EST, 11AM PST

### KETAMINE'S EVOLUTION IN MENTAL HEALTH CARE

Celia Morgan Ph.D.  
Professor of Psychopharmacology, founding member of Exeter  
Transdisciplinary Psychedelic Research Group

Filip Tyliš MD, Ph.D.  
Psychiatrist, psychotherapist, founder of Psyon - Psychedelic clinic,  
Prague

Will Barone Psy.D.  
Clinical psychologist, clinical director of a Ketamine-Assisted  
Psychotherapy program in Oakland, California.

OPEN  
FOUNDATION



# Public awareness, education, and thought leadership

As a recognised thought leader in the European psychedelic field, OPEN Foundation plays an active role in shaping public discourse around the responsible use of psychedelic-assisted therapies. Beyond academic publishing and clinical collaboration, OPEN contributes to the public understanding of psychedelics by providing accessible, evidence-based information across multiple platforms. Through carefully curated newsletters, social media channels, and online content, OPEN shares developments in science, policy, ethics, and education with a growing international audience. These channels are not only a way to disseminate knowledge — they are also a vehicle for building informed, critical, and curious communities. In a field that is often subject to hype and polarisation, OPEN's communication strategy centres on clarity, nuance, and balance. Whether by highlighting emerging research, publishing expert perspectives, or amplifying critical conversations, our goal is to elevate public awareness and promote informed dialogue that contributes to the long-term integrity of the field.



Instagram

@icpr\_conference @open\_fndn

2.1k

Followers  
(launched in 2024)

4.4k

Followers



LinkedIn

5.3k

Followers

+25%

New followers  
in 2024



YouTube

+3.9k

Subscribers

497% more than 2023

+289.3k

Views

344% more than 2023

+32k

Watch time (hours)

530% more than 2023



Most watched video

"Your Consciousness is Not in Your Head." | Interview with BERNARDO KASTRUP, PhD

160k+

Views

## The OPEN Minded Newsletter

10k+

Subscribers

45%

Open Rate



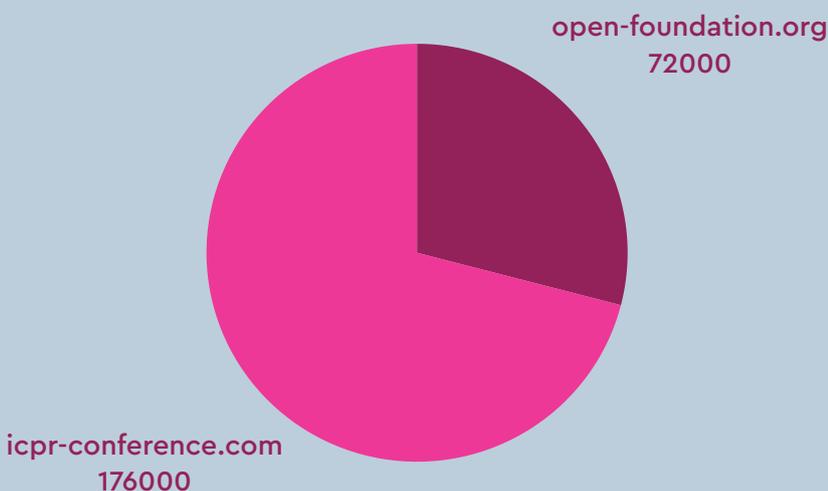
## Expert articles

In June 2024, following the FDA's decision to withhold approval of MDMA-assisted psychotherapy, OPEN published a widely-read article calling for a pragmatic and scientifically rigorous path forward. This response reflected our commitment to balancing patient needs with high standards of research and ethics. By encouraging open, critical, and constructive dialogue, OPEN helps guide the responsible integration of psychedelic therapies into healthcare systems.

20

articles published in 2024

## 248k Website Visits in 2024



# Advanced Education in Psychedelic Therapy

As the field of psychedelic-assisted therapy continues to mature globally, Europe faces a significant and growing bottleneck: the lack of trained, qualified therapists capable of delivering these treatments safely, ethically, and at scale. While evidence for the therapeutic potential of psychedelics is accumulating rapidly, the infrastructure required to integrate these therapies into mainstream healthcare responsibly remains underdeveloped. Without a robust educational ecosystem, even regulatory approval of psychedelic treatments would risk being undermined by workforce shortages, inconsistent care standards, and ethical vulnerabilities.

## Addressing a critical bottleneck in psychedelic care

OPEN Foundation recognised this emerging gap early. Building on more than 15 years of leadership at the intersection of psychedelic science, policy, and education, in 2024, OPEN committed to developing ADEPT — the Advanced Education in Psychedelic Therapy program. ADEPT aims to address the expected shortage of qualified psychedelic therapists in Europe and lay the foundation for the first accredited, multidisciplinary training program by 2026.

Through this initiative, OPEN seeks to help professionalise the field, safeguard patient well-being, and prepare healthcare systems for the responsible adoption of psychedelic-assisted therapies.



*Janis Phelps, PhD, and Torsten Passie, MD - Advisory Council & Core Faculty ADEPT*



## Building ADEPT: vision, design and development

### Program vision and structure

ADEPT is designed as a rigorous, two-year part-time training program that combines online learning, in-person training, experiential practicums, somatic and contemplative practices, and intensive personal and professional development. The theoretical curriculum is organized into 10 modules and over 40 submodules, each blending theory, clinical skills, ethics, and integration work.

Each module follows a four-part pedagogical cycle:

- 1.Theory: Grounding participants in the latest research and clinical best practices.
- 2.Practice: Developing applied therapeutic skills through exercises and case work.
- 3.Ethics: Embedding ethical reasoning and patient safety into every aspect of training.
- 4.Integration: Helping participants connect insights to their clinical practice and broader context.

The educational approach is transdisciplinary, drawing primarily on psychotherapy and psychiatry, but dedicating ample time to neuroscience, pharmacology, clinical research, history, and philosophy. ADEPT is explicitly designed to prepare participants for working in diverse real-world settings, from clinical trials to future licensed treatment centers.

10

EVIDENCE-BASED  
MODULES

covering clinical applications, scientific foundations, and ethics.

3

EXPERIENTIAL  
PRACTICUMS

Workshops in self-experience and facilitation (3-5 days)

5

IN-PERSON TRAINING  
DAYS

with leading experts and hands-on practice



## Foundational steps taken in 2024

In 2024, OPEN developed the whole structure and curriculum for ADEPT, a two-year training program in psychedelic-assisted therapy. The program's educational framework integrates trauma-informed care, cultural humility, and patient-centered practice.

Key development steps included the selection of an advisory council, core and guest faculty, the preparation of lecture outlines and scripts, and the planning of an online learning environment. A draft structure for experiential training components was also created, focusing on embodiment, safety, and working with non-ordinary states. OPEN completed preparations for CRKBO registration, developed key legal documents (including a Code of Ethics and participant agreements), and designed a screening process to ensure that future participants meet high professional and ethical standards. By the end of the year, ADEPT was fully conceptualised and operationally ready for launch. The first cohort will begin in May 2025.

Additionally, to increase flexibility and broaden access, OPEN began preparing to modularise ADEPT, enabling participants to eventually follow specific modules as stand-alone courses or certificates, thereby supporting the ongoing professional development of a wider audience across Europe.

Through ADEPT, OPEN Foundation is not only addressing an immediate professional bottleneck but also laying the long-term educational foundation for safe, responsible, and evidence-based psychedelic therapy across Europe.

# Research and clinical projects - PsyPal



In 2024, the OPEN Foundation played an active and visible role in one of the most significant developments in the European psychedelic research landscape to date: PsyPal. Funded through the prestigious Horizon Europe framework, PsyPal is the first EU-funded clinical trial dedicated to exploring the potential of psychedelic-assisted therapy. This milestone marks a turning point — not only for the therapeutic use of psychedelics in end-of-life care, but also for the broader recognition of this field within mainstream research and healthcare systems.

PsyPal brings together a pan-European consortium of 19 partner organisations from nine countries, including academic medical centers, research institutes, psychedelic expert organisations, palliative care specialists, and patient advocacy organisations. The project reflects a rare degree of interdisciplinary collaboration — integrating psychiatry, psychology, neuroscience, spiritual care, clinical trial design, policy, and ethics. For a field that has long operated on the margins of medicine and science, this level of institutional support and funding represents a historic legitimisation.

The project itself addresses an urgent and complex challenge: existential and psychological distress in patients with life-limiting conditions such as Chronic Obstructive Pulmonary Disease (COPD), Multiple Sclerosis (MS), Amyotrophic Lateral Sclerosis (ALS), and Atypical Parkinsonian Disorders (APD). These forms of suffering are often overlooked or undertreated in palliative care — yet they profoundly affect quality of life, relationships, and the experience of dying.

PsyPal aims to determine whether psilocybin-assisted therapy can offer relief for this specific form of distress. The trial is designed to examine not only clinical efficacy and safety but also cost-effectiveness, psychosocial impact, and ethical delivery frameworks. It takes a holistic view of health outcomes, looking beyond the individual patient to include the effects on families, caregivers, and healthcare professionals.

The project also explores models for continued care beyond the clinical setting, including peer support networks and integration frameworks. Its long-term ambition is to create the conditions for responsible, evidence-based, and socially embedded access to psychedelic care in European healthcare systems, starting in the most sensitive and high-need domain: end-of-life care.



*PsyPal General Assembly 2024*

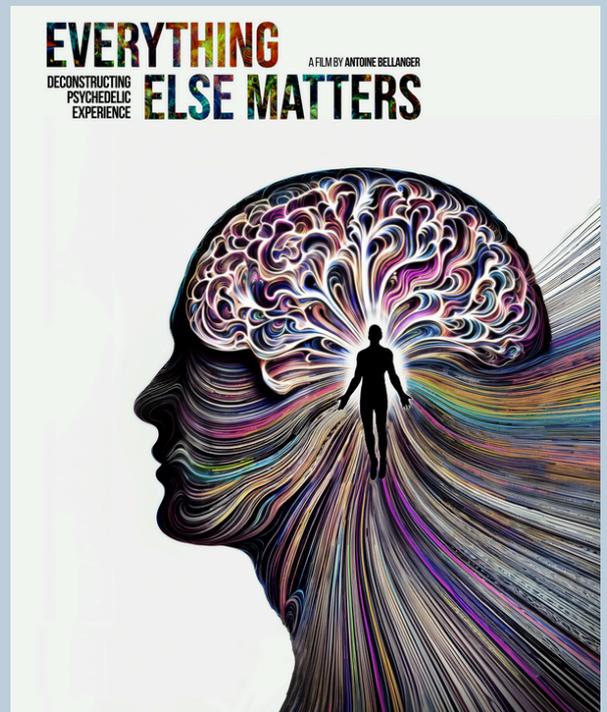
The OPEN Foundation's role within the consortium reflects our long-standing mission to bridge the gap between science, policy, and public understanding. OPEN co-leads key areas of the project:

- Development of peer support networks to help patients connect with others and to help them integrate their experiences in a supportive, non-denominational context.
- Communication and dissemination strategy, ensuring that findings and developments within PsyPal reach not only academic audiences but also policymakers, healthcare leaders, and the general public.
- Workshop organisation. Over the coming years, OPEN will organise a professional workshop dedicated to the intersection of palliative care and therapeutic applications of psychedelics.

In June 2024, OPEN hosted the first in-person General Assembly of the PsyPal project in Haarlem, bringing together representatives from all 19 partner organisations. The meeting helped align priorities across the consortium, deepen collaboration, and clarify next steps for clinical trial implementation and communication.

# Documentary project – Everything Else Matters

One of OPEN's most visible public engagement initiatives in 2024 was the development of Everything Else Matters, a feature-length documentary co-produced with the Improbability Foundation. Set to premiere in the summer of 2025, the film explores how psychedelic experiences can be made safer and more beneficial, and when they should not be pursued. It focuses on the central role of Set (mindset and intention) and Setting (physical and relational context) in shaping therapeutic, ceremonial, and recreational experiences, while also highlighting the risks of simplistic or overly idealised narratives around psychedelics.



Through in-depth interviews with international psychiatrists, neuroscientists, therapists, and practitioners — including Joost Breeksema, Daan Keiman, Gül Dölen, Nicholas Langlitz, Grace Blest-Hopley, and Wim van den Brink — the documentary invites a more nuanced and responsible public understanding of psychedelic use. By situating personal stories within broader clinical and cultural contexts, Everything Else Matters reflects OPEN's commitment to thoughtful dialogue, scientific rigor, and public education.

# Policy advocacy

Beyond the media, OPEN also made significant strides in policy advocacy. By engaging consistently with policymakers, research funders, and regulatory stakeholders, OPEN helped elevate the urgency and legitimacy of psychedelic research within the Dutch public sector. These efforts contributed directly to the Dutch government and ZonMw making €2.6 million in new funding available through the Therapeutische Toepassingen van Psychedelica call (therapeutic applications of psychedelics). This call was based on the eponymous report, co-authored by Joost Breeksema, Executive Director of OPEN, for ZonMw, which was released in 2023.

In 2024, ZonMw organised two national workshops as part of the call's first phase, aimed at initiating the formation of a single research consortium. Additionally, the Hersenstichting (Dutch Brain Foundation) committed an extra €0.8 million in funding, thereby expanding the total resources available for this initiative.



*Pia Dijkstra (D66), the Dutch Minister of Medical Care, opened the Interdisciplinary Conference on Psychedelic Research 2024*



# Acknowledgements

The OPEN Foundation's achievements in 2024 were the result of the collective efforts of many. We are deeply grateful to our board, team members, advisors, faculty, funders, and partners, whose expertise, trust, and commitment fueled our work across education, research, advocacy, and community building.

A special acknowledgment goes to the incredible 50+ volunteers who dedicated their time, energy, and skills to OPEN's activities in 2024. Volunteers have been invaluable to OPEN's work since its inception, and continue to be incredibly helpful across all teams and focus areas. From supporting the development of the ADEPT program to helping organise ICPR 2024, our volunteers brought passion, resilience, and a deep sense of community to everything they touched. Their contributions were critical to delivering the quality, professionalism, and warmth that define OPEN's mission.



We would also like to thank our collaborators and partners — including those involved in the PsyPal project, the Pathways to Access Summit, and our expanding professional community — for their shared vision and commitment to responsibly advancing the field.

Together, we are laying the groundwork for the future of psychedelic science and care. We look forward to continuing this work in collaboration with our growing community in the years ahead.

## Everything Else Matters Partners

Gerry Michael Mac Carthy and Dmitry Repin of the Improbability Foundation.

## Indigenous Partners

Taita Juan Bautista Agreda, Erika Salazar, and the Shanayoy family.

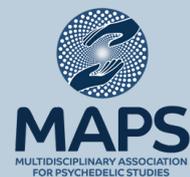
Miitxya Fulni-ô of the Fulni-ô tribe Águas Belas Pernambuco.

Rogelio Carillo and the Wixárika (Huichol) Community of San Andrés Cohamitra.

## Participant Voices

Ian Roullier and Leonie Schneider from PsyPAN, Maryam Jabir, Patty Birkhoff-van Klinger.

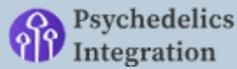
## ICPR 2024 Partners



# ICPR 2024 Scholarship Program Partners



# ICPR 2024 Community Partners





# Financial report accompanying statement

The OPEN Foundation has experienced substantial growth over the past years, with 2024 marking the highest revenue since its establishment in 2007. Total revenue increased by 278% compared to 2023 — a non-ICPR year — and was 21% higher than in 2022, the year of the previous ICPR edition.

The financial result for 2024 was €49,314. This figure should be understood in the context of several important factors:

- A total of €42,767 in costs related to the PsyPal project has been carried forward to 2025 as work in progress (onderhanden werk), reflecting the multi-year nature of the project.
- Additionally, €20,000 in future liabilities has been provisioned for VAT and audit fees related to the 2023–2025 period.
- In line with Dutch accounting standards, €41,000 in costs related to the development of the ADEPT program was capitalised in 2024 as intangible fixed assets. These costs will be depreciated over a period of three years.

The foundation also made strategic use of its earmarked reserves:

- €35,000 was withdrawn from the designated reserve for staffing development.
- €35,000 was added to a new designated reserve specifically for the development of ADEPT.
- This leaves a remaining earmarked reserve balance of €115,000 at year-end.

Despite not reaching the full budgeted revenue—due to some ICPR income being realised already in 2023, lower digital ticket sales compared to 2022, and unmet goals for core funding—the foundation ended the year with a solid financial position. Total equity at the end of 2024 amounted to €406,331, with over 80% of this total represented by liquid assets.

In 2025, OPEN plans to utilise part of its available reserves to strengthen its team and to further develop and launch the ADEPT training program, helping lay the foundation for future impact and long-term sustainability.

Looking ahead, OPEN enters 2025 with strong momentum across its core activities. With a committed ADEPT cohort, growing community programs, and an important role in the EU-funded PsyPal trial, the foundation is well-positioned for continued impact. Forecasts indicate a positive cash flow in 2025, enabling OPEN to advance its mission in education, research, and public engagement with confidence. The next edition of ICPR is planned for June 2026.

# Financial Position

## Solvency

	31-12-2024	%	31-12-2023	%
Equity and reserves	€375.361	83,9	€326.047	97,9
Liabilities, after deduction of cash and cash equivalents	€71.970	16,1	€7.117	2,1
	€447.331	100,0	€333.164	100,0

The solvency ratio (equity and reserves in relation to total assets) at the end of 2024 is good.

## Liquidity

The development of the liquidity position of the Foundation is shown in the following overview:

	31-12-2024	31-12-2023
<b>Current assets</b>		
Receivables	€0	€16.565
Cash and cash equivalents	€406.331	€316.599
<b>Less: Current liabilities</b>		
Short-term debts	€71.970	€7.117
Liquidity surplus	€334.361	€326.047

The liquidity surplus is virtually unchanged compared to 31 December 2023.

# 1. Balance sheet as of 31 December 2024

<b>ASSETS</b>	<i>31-12-2024</i>	<i>31-12-2023</i>
FIXED ASSETS		
Intangible fixed assets	€41.000	€0
Tangible fixed assets	€0	€0
CURRENT ASSETS		
<i>Receivables</i>		
Receivable – project ICPR 24	€0	€0
Debtors	€0	€0
Other receivables and accrued income	€0	€16.565
	€0	€16.565
<i>Cash and cash equivalents</i>	€406.331	€316.599
Total assets	€447.331	€333.164
<b>LIABILITIES</b>		
EQUITY		
General reserve	€211.047	€204.424
Unprocessed operating result	€49.314	€6.623
	€260.361	€211.047
DESIGNATED RESERVES	€115.000	€115.000
PROVISIONS	€0	€0
CURRENT LIABILITIES		
Projects in progress (PsyPal)	€42.767	€0
Creditors	€0	€0
Taxes and social security contributions	€6.403	€2.117
Other liabilities and accrued expenses	€22.800	€5.000
	€71.970	€7.117
Total liabilities	€447.331	€333.164

## 2. Income statement 2024

	2024	Budget 2024	2023
<b>Project Result</b>			
Donations/events/projects	€696.034	€985.533	€183.735
Less: Direct costs	-€505.813	-€643.750	-€150.023
	€190.221	€341.783	€33.712
Other income	€0	€0	€2.689
	€190.221	€341.783	€36.401
<b>Operating Result</b>			
Personnel costs	€124.032	€56.250	€19.323
Housing costs	€4.309	€0	€0
Office costs	€672	€0	€1.940
Sales costs	€2.372	€0	€3.995
General costs	€9.280	€19.500	€3.938
Depreciation	€0	€0	€0
Financial income and expenses	€242	€500	€582
	€140.907	€76.250	€29.778
Recharged costs	€0	€0	€0
	€140.907	€76.250	€29.778
Operating result	€49.314	€265.533	€6.623
Allocation to designated reserves	€0	€0	€0
Going to free reserves	€49.314	€265.533	€6.623

### 3. Cash flow statement 2024

	2024	2023	
<b>Cash flow from operating activities</b>			
Receipts from customers	€696.034	€186.424	-€17.909
Payments to suppliers	-€688.238	-€179.801	
Cash flow from operations	€7.796	€6.623	
Interest received	€518	€0	
Net cash from operating activities	€8.314	€6.623	
<b>Cash flow from investing activities</b>			
Investment in tangible fixed assets	€0	€0	
Net cash from investing activities	€0	€0	€47.669
Increase / decrease in cash and cash equivalents	€8.314	€6.623	

## 4. Principles for valuation and determination of operating result

### General

All amounts are in euros unless stated otherwise. The valuation of assets and liabilities and the determination of the result are based on historical cost. Unless stated otherwise, assets and liabilities are recorded at nominal value.

The financial statements have been prepared in accordance with Guideline 640 for Annual Reporting 'Not-for-profit Organisations'.

### Valuation principles for assets and liabilities

#### Tangible fixed assets

Tangible fixed assets are valued at acquisition cost, less linear depreciation calculated based on the estimated economic life.

#### Advance and outstanding subsidy receivables

Advance and outstanding subsidies are valued at cost price, consisting of directly incurred costs and internally incurred hours, increased with a general overhead surcharge, and reduced by received subsidies. Expected losses are deducted as soon as they are foreseeable. Upon project closure, results are recognised.

Advance/outstanding subsidies for which received subsidies exceed incurred costs are recorded on the credit side of the balance sheet.

#### Receivables and accrued income

Receivables are valued at nominal value. A provision is made for doubtful accounts, determined based on an assessment of the individual receivables.

#### Cash and cash equivalents

Unless stated otherwise, cash and cash equivalents are freely available to the organisation.

#### Designated reserves

Designated reserves consist of reserves assigned a specific purpose by the board.

#### Provisions

Provisions are formed for specific risks and obligations whose scope and/or timing is uncertain, but which can be reasonably estimated.

## **Principles for the Determination of Results**

### **Revenue**

Revenue from donations/events/projects refers to the portion of receipts or expected receipts allocated to the reporting year. Other revenue includes income from the delivery of goods and services to third parties. Receipts and other income are recognised in the year in which the services are provided.

### **Operating expenses**

Operating expenses are determined in accordance with the aforementioned valuation principles and allocated to the reporting year to which they relate. Losses are recognised in the year in which they become foreseeable.

## **Principles of the Cash Flow Statement**

The cash flow statement is prepared using the direct method. The cash and cash equivalents in the statement consist of freely available funds and current account balances held at the bank. Cash flows in foreign currencies are converted using an estimated average exchange rate. Exchange rate differences, receipts, and payments related to interest and corporate income tax are included under cash flow from operating activities.

## 5. Notes to the balance sheet

### Fixed assets

#### Intangible fixed assets

As of 31-12-24, an amount of €41.000 has been capitalised for ADEPT (development costs).

#### Tangible fixed assets

The movements in tangible fixed assets in 2024 are as follows:

	<i>Hardware &amp; Software</i>	<i>Office Equipment</i>	<i>Other</i>	<i>Total</i>
<b>1 January 2024</b>				
Acquisition value	€0	€0	€0	€0
Less: Accum. depreciation	€0	€0	€0	€0
Book value	€0	€0	€0	€0
<b>Movements in 2024:</b>				
Investments	€0	€0	€0	€0
Divestments	-€0	-€0	€0	-€0
Depreciation in fiscal year	-€0	-€0	€0	-€0
Depreciation Divestments	€0	€0	€0	€0
	€0	-€0	€0	€0
<b>31 December 2024</b>				
Acquisition value	€0	€0	€0	€0
Less: Accum. depreciation	€0	€0	€0	€0
Book value	€0	€0	€0	€0

The applied depreciation rate is 33.3%.

### Current assets

#### Receivables

<i>Debtors</i>	<u>31-12-2024</u>	<u>31-12-2023</u>
Nominal value	€0	€0
Provision for doubtful debts	-€0	-€0
Balance as of 31 december	€0	€0
<b><i>Other receivables and accrued income</i></b>		
Amounts receivable	€0	€0
Deposits	€0	€0
Prepaid expenses and accrued income (ICPR 24)	€0	€16.565
	€0	€16.565

## Equity

### *Freely disposable equity*

	2024	2023
Balance as of 1 January	€211.047	€204.424
From designated reserves	€0	€0
From allocation of profit	€49.314	€6.623
Balance as of 31 December	€260.361	€211.047

## Designated reserves

	<i>Staffing</i>	<i>Conferences</i>	<i>Training development ADEPT</i>	<i>Total</i>
<b>1 January 2024</b>				
Opening balance	€75.000	€0	€40.000	€115.000
Movements	-€35.000	€0	€35.000	€0
31 December 2024	€40.000	€0	€75.000	€115.000

## Current liabilities

### *Advance received subsidies*

	31-12-2024	31-12-2023
Projects in progress (PsyPal)	€42.767	€0
Provision for expected loss	€0	€0
	€42.767	€0

### *Taxes and social security contributions*

	31-12-2024	31-12-2023
Payroll tax and social security contributions	€6.403	€2.117
	€6.403	€2.117

### *Other liabilities and accrued expenses*

Holiday allowance and vacation days payable	€2.800	€5.000
Accrued costs and other liabilities	€20.000	€0
	€22.800	€5.000

## 6. Notes to the statement of income

### Donations / Events / Projects

The (subsidy) income realised in 2024 is as follows:

	2024
Improbability Foundation (17,3 %)	€120.000
ICPR 2024 (66,7 %)	€464.393
Various projects (4,7%)	€32.696
Donations (11,3 %)	€78.945
	€696.034

Personnel costs	2024	<i>Budget</i> 2024	2023
Gross wages (incl. holiday pay/temp staff)	€79.226	€43.000	€13.354
Social security contributions	€36.127	€10.750	€3.455
Pension premiums	€2.450	€2.500	€2.513
Health insurance premiums (net)	€0	€0	€0
Occupational health service costs	€0	€0	€0
Travel and accommodation expenses	€0	€0	€0
Training, coaching and conferences	€0	€0	€0
Volunteer and internship reimbursements	€0	€0	€0
Other personnel costs	€6.229	€0	€1
	€124.032	€56.250	€19.323

\*In 2024, total personnel costs (including social charges) amounted to €230.706. However, €115.353 of this was recorded under direct costs for the ICPR 2024 project.

	31-12-2024	31-12-2023
Average number of personnel (in FTE)	4,50	2,50

## Directors and Board Members 2023

	<i>Remuneration</i>	<i>Taxable Expense Allowances</i>	<i>Pension Provision</i>
J. Breeksema, Director (entire 2023)	€33.296		€2.513
E. Krediet, Chair of the Board (1 March 2023 to 31 December 2023)			
E. Krediet, Treasurer of the Board (1 January 2023 to 28 February 2023)			
M. van Elk, Treasurer of the Board (1 March 2023 to 31 December 2023)			
M. van Elk, Board Member (1 January 2023 to 28 February 2023)			
P.P.R.W. Pisters, Secretary of the Board (1 March 2023 to 31 December 2023)			
P.P.R.W. Pisters, Board Member (1 January 2023 to 28 February 2023)			
P. Stokkink, Secretary of the Board (1 January 2023 to 28 February 2023)			
P. Stokkink, Chair of the Board (1 January 2023 to 28 February 2023)			

## Directors and Board Members 2024

	<i>Remuneration</i>	<i>Taxable Expense Allowances</i>	<i>Pension Provision</i>
J. Breeksema, Director (entire 2024)	€38.234		€2.450
W. van den Brink, Board Member (6 September 2024 to 30 November 2024), Chair of the Board (1 December 2024 to 31 December 2024)			
R. Blom - Nivard, Board Member (entire 2024)			
M. van Elk, Treasurer of the Board (entire 2024)			
P P. R.W. Pisters, Board Member (entire 2024)			
T. Spijkers, Director (entire 2024)	€33.604		
E. Krediet, Chair of the Board (1 January 2024 to 30 November 2024), Board Member (1 December 2024 to 31 December 2024)			

## Housing costs

	2024	Budget 2024	2023
Rent	€4.310	€0	€0
Facility services	€0	€0	€0
Energy and water	€0	€0	€0
Other housing costs	€0	€0	€0
	€0	€0	€0

## Office costs

	2024	Budget 2024	2023
IT costs	€422	€0	€189
Office supplies	€0	€0	€0
Telephone, fax and internet	€0	€0	€0
Postage and courier services	€0	€0	€0
Subscriptions, membership fees and literature	€250	€0	€0
Other office expenses	€0	€0	€1.750
	€672	€0	€1.939

## Sales costs

	2024	Budget 2024	2023
Representation, travel and accommodation expenses	€2.372	€0	€3.995
Other sales costs	€0	€0	€0
	€2.372	€0	€3.995

## General costs

	2024	Budget 2024	2023
Administrative and audit costs	€8.783	€12.000	€3.452
Consultancy and legal costs	€0	€7.000	€0
Transportation costs	€0	€0	€0
Insurance	€497	€500	€486
	€9.280	€19.500	€3.938

## Financial Income and Expenses

	2024	Budget 2024	2023
Interest received from bank	-€518	€0	€0
Bank charges and exchange rate differences	€760	€700	€582
	€242	€700	€582

## Approval of the Financial Statements

Amsterdam, 30 June 2025

Chair of the Board  
W. van den Brink

Treasurer  
M. van Elk

Secretary:  
P.P.R.W. Pisters

Board Member:  
E. Krediet

Board Member:  
R.E. Blom - Nivard

**Signed and approved by the board on 30/06/2025**

# Jaarrekening

Kopie van de Financial Report in het Nederlands

## Financiële positie

### Solvabiliteit

	31-12-2024	%	31-12-2023	%
Eigen vermogen en reserves	€375.361	83,9	€326.047	97,9
Vreemd vermogen, na aftrek van liquide middelen	€71.970	16,1	€7.117	2,1
	€447.331	100,0	€333.164	100,0

De solvabiliteitsratio (eigen vermogen en reserves ten opzichte van totaal vermogen) ultimo 2024 is goed.

### Liquiditeit

De ontwikkeling van de liquiditeitspositie van de Stichting blijkt uit de navolgende opstelling:

	31-12-2024	31-12-2023
<i>Vlottende activa</i>		
vorderingen	€0	€16.565
liquide middelen	€406.331	€316.599
<i>Af: Vlottende passiva</i>		
kortlopende schulden	€71.970	€7.117
Liquiditeitoverschot	€334.361	€326.047

Het liquiditeitoverschot is ten opzichte van 31 december 2023 vrijwel onveranderd goed.

# 1. Balans per 31 december 2024

<b>ACTIVA</b>	<b>31-12-2024</b>	<b>31-12-2023</b>
VASTE ACTIVA		
Imateriële vaste activa	€41.000	€0
Materiële vaste activa	€0	€0
VLOTTENDE ACTIVA		
<i>Vorderingen</i>		
Nog te ontvangen project ICPR 24	€0	€0
Debiteuren	€0	€0
Overige vorderingen en overlopende activa	€0	€16.565
	€0	€16.565
<i>Liquide middelen</i>	€406.331	€316.599
Totaal activa	€447.331	€333.164
<b>PASSIVA</b>		
EIGEN VERMOGEN		
Algemene reserve	€211.047	€204.424
Onverwerkt exploitatieresultaat	€49.314	€6.623
	€260.361	€211.047
BESTEMMINGSRESERVES	€115.000	€115.000
VOORZIENINGEN	€0	€0
KORTLOPENDE SCHULDEN		
Onderhanden projecten (PsyPal)	€42.767	€0
Crediteuren	€0	€0
Belastingen en premies sociale verzekeringen	€6.403	€2.117
Overige schulden en overlopende passiva	€22.800	€5.000
	€71.970	€7.117
Totaal passiva	€447.331	€333.164

## 2. Exploitatier rekening over 2024

	2024	Begroting 2024	2023
<b>Resultaat op projecten</b>			
Donaties/evenementen/projecten	€696.034	€985.533	€183.735
Af: Directe lasten	-€505.813	-€643.750	-€150.023
	€190.221	€341.783	€33.712
Overige opbrengsten	€0	€0	€2.689
	€190.221	€341.783	€36.401
<b>Resultaat op exploitatie</b>			
Personeelskosten	€124.032	€56.250	€19.323
Huisvestingskosten	€4.309	€0	€0
Kantoorkosten	€672	€0	€1.940
Verkoopkosten	€2.372	€0	€3.995
Algemene kosten	€9.280	€19.500	€3.938
Afschrijvingskosten	€0	€0	€0
Financiële baten en lasten	€242	€500	€582
	€140.907	€76.250	€29.778
Doorbelaste kosten	€0	€0	€0
	€140.907	€76.250	€29.778
Exploitatieresultaat	€49.314	€265.533	€6.623
Dotatie aan bestemmingsreserves	€0	€0	€0
Naar vrije reserves	€49.314	€265.533	€6.623

### 3. Kasstroomoverzicht over 2024

	2024	2023	
<b>Kasstroom uit operationele activiteiten</b>			
Ontvangsten van afnemers	€696.034	€186.424	-€17.909
Betalingen aan leveranciers	-€688.238	-€179.801	
Kasstroom uit bedrijfsoperaties	€7.796	€6.623	
Ontvangen interest	€518	€0	
Kasstroom uit operationele activiteiten	€8.314	€6.623	
<b>Kasstroom uit investeringsactiviteiten</b>			
Investerings in materiële vaste activa	€0	€0	
Kasstroom uit investeringsactiviteiten	€0	€0	€47.669
Toename / afname geldmiddelen	€8.314	€6.623	

## 4. Grondslagen voor waardering en exploitatiebepaling

### Algemeen

Alle bedragen zijn in euro's, tenzij anders vermeld. De waardering van de activa en passiva en de bepaling van het resultaat is geschied op basis van historische kosten. Voor zover niet anders vermeld, worden activa en passiva opgenomen voor de nominale waarde. De jaarrekening is opgesteld in overeenstemming met Richtlijn voor de jaarverslaggeving 640 'Organisaties zonder winststreven'.

### Grondslagen voor de waardering van activa en passiva

#### Materiële vaste activa

De materiële vaste activa worden gewaardeerd tegen verkrijgingsprijs, verminderd met de hierover berekende lineaire afschrijvingen, welke worden gebaseerd op de geschatte economische levensduur.

#### Vooruitontvangen / nog te ontvangen subsidies

De vooruitontvangen / nog te ontvangen subsidies worden gewaardeerd tegen direct bestede kosten en intern bestede uren tegen kostprijs, verhoogd met een algemene opslag voor overhead, verminderd met de ontvangen subsidies. Te verwachten verliezen worden in mindering gebracht zodra zij worden voorzien. Bij afsluiting van het project wordt het resultaat genomen. Vooruitontvangen / nog te ontvangen subsidies waarbij de ontvangen subsidies de bestede kosten overtreffen, worden opgenomen aan de creditzijde van de balans.

#### Vorderingen en overlopende activa

De vorderingen zijn gewaardeerd tegen de nominale waarde. Voor eventuele oninbaarheid wordt een voorziening getroffen, welke wordt bepaald door een beoordeling van de individuele vorderingen.

#### Liquide middelen

De liquide middelen staan, voorzover niet anders vermeld, ter vrije beschikking van de huishouding.

#### Bestemmingsreserve

De bestemmingsreserve bestaat uit reserves waaraan door het bestuur een concrete bestemming is verbonden.

#### Voorzieningen

Voorzieningen worden gevormd tegen concrete of specifieke risico's en verplichtingen waarvan de omvang en/of het moment van afwikkeling onzeker is, maar wel redelijkerwijs kan worden ingeschat.

## **Grondslagen voor de resultaatbepaling**

### **Opbrengsten**

Onder donaties/evenementen/projecten wordt verstaan het aan het verslagjaar toe te rekenen deel van ontvangsten of toekomstige ontvangsten. Onder overige opbrengsten wordt verstaan de opbrengsten uit levering van goederen en diensten aan derden. Ontvangsten en overige opbrengsten worden verantwoord in het jaar waarin de diensten zijn verricht.

### **Bedrijfskosten**

De bedrijfskosten worden bepaald met inachtneming van de hiervoor reeds vermelde grondslagen van waardering en toegerekend aan het verslagjaar waarop zij betrekking hebben. Verliezen worden in aanmerking genomen in het jaar waarin deze voorzienbaar zijn.

## **Grondslagen van het kasstroomoverzicht**

Het kasstroomoverzicht is opgesteld volgens de directe methode. De geldmiddelen in het kasstroomoverzicht bestaan uit de liquide middelen en de rekening-courant bij de bankier. Mogelijke kasstromen in vreemde valuta zijn omgerekend tegen een geschatte gemiddelde koers. Koersverschillen, ontvangsten en uitgaven uit hoofde van interest en winstbelastingen zijn opgenomen onder de kasstroom uit operationele activiteiten.

## 5. Toelichting op de balans

### Vaste activa

#### Immateriële vaste activa

Per 31-12-24 is inzake ADEPT (ontwikkelingskosten) € 41.000 geactiveerd

#### Materiële vaste activa

Het verloop van de materiële vaste activa in 2024 luidt als volgt:

	<i>Hard- en software</i>	<i>Kantoor-Inventaris</i>	<i>Overig</i>	<i>Totaal</i>
<b>1 januari 2024</b>				
Aanschafwaarde	€0	€0	€0	€0
Af: cum. afschrijvingen	€0	€0	€0	€0
Boekwaarde	€0	€0	€0	€0
<b>Mutaties 2024:</b>				
Investerings	€0	€0	€0	€0
Desinvesteringen	-€0	-€0	€0	-€0
Afschrijving boekjaar	-€0	-€0	€0	-€0
Afschrijvingen desinvesteringen	€0	€0	€0	€0
	€0	-€0	€0	€0
<b>31 december 2024</b>				
Aanschafwaarde	€0	€0	€0	€0
Af: cum. afschrijvingen	€0	€0	€0	€0
Boekwaarde	€0	€0	€0	€0

De gehanteerde afschrijvingspercentages bedragen 33,3.

### Vlottende activa

#### Vorderingen

<i>Debiteuren</i>	<i>31-12-2024</i>	<i>31-12-2023</i>
Nominale waarde	€0	€0
Voorziening dubieuze debiteuren	-€0	-€0
Balans per 31 december	€0	€0
<b>Overige vorderingen en overlopende activa</b>		
Nog te ontvangen bedragen	€0	€0
Waarborgsommen	€0	€0
Vooruitbetaalde kosten en overlopende activa (ICPR 24)	€0	€16.565
	€0	€16.565

## Eigen vermogen

### Vrij besteedbaar vermogen

	2024	2023
Stand per 1 januari	€211.047	€204.424
Uit bestemmingsreserves	€0	€0
Uit resultaatbestemming	€49.314	€6.623
Stand per 31 december	€260.361	€211.047

## Bestemmingsreserves

	Bezetting	Congressen	Opleiding ontwikkeling ADEPT	Totaal
<b>1 januari 2024</b>				
Stand per 1 januari 2024	€75.000	€0	€40.000	€115.000
Mutaties bestemmingreserves	-€35.000	€0	€35.000	€0
Stand per 31 december 2024	€40.000	€0	€75.000	€115.000

## Kortlopende schulden

### Vooruitontvangen subsidies

	31-12-2024	31-12-2023
Onderhanden projecten (PsyPal)	€42.767	€0
Voorziening voor verwacht verlies	€0	€0
	€42.767	€0

### Belastingen en premies sociale verzekeringen

	31-12-2024	31-12-2023
Loonbelasting en premies sociale verzekeringen	€6.403	€2.117
	€6.403	€2.117

### Overige schulden en overlopende passiva

Te betalen vakantiegeld en -dagen	€2.800	€5.000
Te betalen kosten en overlopende passiva	€20.000	€0
	€22.800	€5.000

## 6. Toelichting op de exploitatierekening

### Donaties / evenementen / projecten

De in 2024 gerealiseerde (subsidie) baten zijn als volgt:

	2024
Improbability Foundation (17,3 %)	€120.000
ICPR 2024 (66,7 %)	€464.393
Diverse projecten (4,7%)	€32.696
Donaties (11,3 %)	€78.945
	€696.034

<b>Personeelskosten</b>	2024	Begroting 2024	2023
Bruto salarissen (incl vakantietoeslag/uitzendkrachten)	€79.226	€43.000	€13.354
Sociale lasten	€36.127	€10.750	€3.455
Pensioenpremie	€2.450	€2.500	€2.513
Premie ziektekostenverzekering minus ontvangen vergoedingen	€0	€0	€0
Kosten arbodienst	€0	€0	€0
Reis- en verblijfkosten	€0	€0	€0
Opleidingen, coaching en conferenties	€0	€0	€0
Vrijwilligers-en stagevergoeding	€0	€0	€0
Overige personeelskosten	€6.229	€0	€1
	€124.032	€56.250	€19.323

\*De totale salariskosten (incl sociale lasten) bedroegen in 2024: 230.706. Echter voor 115.353 opgenomen onder directe lasten project ICPR 2024

	31-12-2024	31-12-2023
Gemiddeld aantal personeelsleden (in FTE)	4,50	2,50

## Topfunctionarissen 2023

	<i>Beloning</i>	<i>Belastbare kostenvergoe- dingen</i>	<i>Pensioenvoor- ziening</i>
J. Breeksema, directeur (geheel 2023)	€33.296		€2.513
E. Krediet, voorzitter bestuur ( 1 maart 2023 tm 31 december 2023)			
E. Krediet, penningmeester bestuur (1 januari 2023 tm 28 februari 2023)			
M. van Elk, penningmeester bestuur (1 maart 2023 tm 31 december 2023)			
M. van Elk, algemeen bestuurslid (1 januari 2023 tm 28 februari 2023)			
P.P.R.W. Pisters, secretaris bestuur (1 maart 2023 tm 31 december 2023)			
P.P.R.W. Pisters, algemeen bestuurslid (1 januari 2023 tm 28 februari 2023)			
P. Stokkink, secretaris bestuur (1 januari 2023 tm 28 februari 2023)			
P. Stokkink, voorzitter bestuur (1 januari 2023 tm 28 februari 2023)			

## Topfunctionarissen 2024

	<i>Beloning</i>	<i>Belastbare kostenvergoe- dingen</i>	<i>Pensioenvoor- ziening</i>
J. Breeksema, directeur (geheel 2024)	€38.234		€2.450
W. van den Brink, algemeen bestuurslid (6 september 2024 tm 30 november 2024), voorzitter bestuur (1 december 2024 tm 31 december 2024)			
R. Blom - Nivard, algemeen bestuurslid (geheel 2024)			
M. van Elk, penningmeester bestuur (geheel 2024)			
P P. R.W. Pisters, algemeen bestuurslid (geheel 2024)			
T. Spijkers, directeur (geheel 2024)	€33.604		
E. Krediet , voorzitter bestuur (1 januari 2024 tm 30 november 2024), algemeen bestuurslid (1 december 2024 tm 31 december 2024)			

## Huisvestingskosten

	2024	Begroting 2024	2023
Huur	€4.310	€0	€0
Facilitaire diensten	€0	€0	€0
Energie en water	€0	€0	€0
Overige huisvestingskosten	€0	€0	€0
	€0	€0	€0

## Kantoorkosten

	2024	Begroting 2024	2023
IT-kosten	€422	€0	€189
Kantoorbenodigdheden	€0	€0	€0
Telefoon, fax en internet	€0	€0	€0
Portikosten en koeriersdiensten	€0	€0	€0
Abonnementen, contributies en vakliteratuur	€250	€0	€0
Overige kantoorkosten	€0	€0	€1.750
	€672	€0	€1.939

## Verkoopkosten

	2024	Begroting 2024	2023
Representatie, reis- en verblijfkosten	€2.372	€0	€3.995
Overige verkoopkosten	€0	€0	€0
	€2.372	€0	€3.995

## Algemene kosten

	2024	Begroting 2024	2023
Administratie- en accountantskosten	€8.783	€12.000	€3.452
Advies- en advocaatkosten	€0	€7.000	€0
Vervoerskosten	€0	€0	€0
Verzekeringen	€497	€500	€486
	€9.280	€19.500	€3.938

## Financiële baten en lasten

	2024	Begroting 2024	2023
Ontvangen bankinterest	-€518	€0	€0
Bankkosten en koersverschillen	€760	€700	€582
	€242	€700	€582

## Ondertekening van de jaarrekening

Amsterdam, 30 juni 2025

Bestuursvoorzitter  
W. van den Brink

Penningmeester  
M. van Elk

Secretaris:  
P.P.R.W. Pisters

Algemeen bestuurslid:  
E. Krediet

Algemeen bestuurslid:  
R.E. Blom - Nivard

**Ondertekend en goedgekeurd door het bestuur op  
30/06/2025**