
Compensation and Benefits Policy

ROMPRO Foundation is active since February 2016 through the remarkable dedication of our team. During these last 3,5 years of activity ROMPRO Foundation brought together or helped thousands of Romanians in the Netherlands and their families.

We collaborated with government organisations and other nonprofit organisations to bring us one step closer to create a strong community.

We brought Romanians closer to the dutch society and we promoted Romanians and their initiatives to the public in The Netherlands.

And, we continued to make important progress alongside raising awareness for the problem of seasonal workers together with other partner organisations towards improved state policies and regulations.

The number of Romanians in The Netherlands has grown substantially since the start of our activities and so is the number of projects we are currently running with extremely limited sources of financing.

Our efforts go to:

- Ensuring more Romanians in the Netherlands strive and find success
- Preserving our roots, language, celebrating our traditions while embracing and belonging to the dutch society while living here.
- Inspiring people to contribute to society, do more volunteer work and help each other
- Raising awareness and combating illegal practices affecting the lives of Romanian workers

Financing sources ROMPRO:

Donations, events, contributions for courses, projects financed partially by Ministry for Romanians Abroad(ex.Romanian School Amsterdam)

Team and Volunteers

ROMPRO Foundation Board has the legal responsibility for all the activity of the Foundation, and takes the necessary decisions for aligning all activities to the Foundation Objectives and complying to the rules and regulations.

The President (Executive Director) ensures the daily management of the team and aligns with the board where decisions have to be taken regarding the legal responsibility.

Executive Team includes the Board and all team and project coordinators and takes care of all the common aspects or interdependencies , takes decisions regarding the joint projects or events.

Team and Project Coordinators decide together with their teams the planning and responsibilities.

In all our communication we discuss respectfully, openly and constructively , we back-up each other and we act for realising the Foundation Objectives.

All ROMPRO team is on volunteer basis, working without any expectations of financial compensations or benefits. All expenses made are for own account except for the ones mentioned below:

The following exceptions apply:

- a. Volunteers who are required to benefit from the annual volunteer compensation due to the nature of their work .Their compensation is agreed with the Executive and respective Project Manager and should not exceed the total annual compensation for volunteers according to the rules in the Netherlands.
- b. Professionals hired to provide consultancy, lessons or other services on a case-by case basis for the activities of the Foundation with Board approval only.

b. Expenses required for an activity and or event and agreed as eligible for refund with the Project Manager and Finance Manager.

c. Exceptional cases approved by the Board.

All financial reports of the Foundation are made public every year, within max. of 6 months from the end of the previous financial exercise.

Board ROMPRO