



KASH youth projects project plan 2023-2028

“ Sion in Kenia”



“Nothing was possible until someone did it” (Nelson Mandela)

Kinderkliniek APDK Kenya Mombasa and Kadowinja Kisumu teaching aids



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ANBI Foundation Kadowinja

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Foreword and introduction

How so "[Sion](#)¹ in Kenya" as a subtitle? After all, Mount Zion isn't even in Kenya! Yet this subtitle has been chosen, because we believe in connecting people and worlds with each other and meaningful travel from a religious perspective. "Nothing was possible until someone did it (Nelson Mandela). With that, also having a drive that can move all kinds of mountains, like in a foreign country. That means making the impossible possible. It also means accepting to be helped yourself. Because helping is only possible from reciprocity and equality in our opinion. The help we offer is exclusively helping with projects of the communities themselves. We are therefore not the owner, but support where possible. "Sion in Kenya"; it does not exist, but it is indeed possible We have proven that the rainbow mountains in Peru do exist, but that is just unbelievable!

KASH is a testing ground for personal development and is not about competition. Are you also someone who likes challenges and long-term commitment to [Global Goals](#) projects and especially with each other? Do you dare to commit yourself to our church communities and do you want to? Together with other connected communities, sponsors and other partners and independently of whether or not you are religious? In 2022 we had a successful trip to Kenya. We want to undertake such a journey again in 2025. Are you suitable for that?

Participating in KASH youth projects is an adventure in which you discover a lot about yourself, develop talents, grow personally and perhaps meet friendships for life. Do you dare and do you especially want to rise above yourself and do you dare to dream big and put dreams into practice? Then read on.



¹ ([Isaiah](#) 2:3) "Let us go up to the mountain of the Lord."

Are you an existing or new sponsor, church member or other existing relationship? Then we would like to include you in our new project plan for the period 2023 to 2028. We have made a project summary on the next page especially for you. We also refer to appendices to provide you with detailed information. An English version is also available for our relations abroad.

Many thanks to all involved people who have supported and continue to support KASH. Including the parents, participants, relatives, farmer Wim van Helvoort, the churches as a whole and sponsors, Joris van Bommel from the Kenyan embassy, our friends from Kenya, all other volunteers and all other people.

Reading Guide

First follows a summary of KASH so far and the future with various projects. This is followed by an explanation of KASH itself. Who we are, what we've learned and new lessons to put into practice. These new lessons are based on research outlined in the appendices. The mission and vision, with subsequent goals and results to be achieved. Subsequently, an explanation of available and to be collected resources, the organization, the available time, information/communication and quality to be achieved, related to risks. In this plan we work a lot with hyperlinks, such as to the appendices. This increases readability.

N.B.: clicking on the links only works properly if you first save the plan and then open it.



work for solar water heaters (2022)

Providing bandages

First a summary, then we introduce ourselves

2020-2022: *KASH has youth projects at the APDK Clinic² in Kenya Mombasa had a therapeutic bath installed by Poolshop EA from Mombasa. This shortens the treatment time for 40 children who stay at the clinic every year, and the same for 800 children from the coastal region.*

² APDK is a non-profit organization with multiple locations. An explanation of this can be found in appendix 3

During the summer of 2022, the young people of KASH helped to finish the bath and helped install 3 large solar boiler systems that provide the clinic with hot water. The whole is managed by local people and people from the clinic after training. The local companies also remain involved with questions and when extra help is needed. These activities are combined with a travel program to experience more of the country and its inhabitants. We stayed at APDK's social work center Bombolulu in Mombasa. This was very good, we were very welcome and it was very safe. More information about APDK and Bombolulu can be found in [attachment 3](#).



Opening with the therapy pool commissioned on August 31, 2022, at the same time as the solar water heaters are delivered

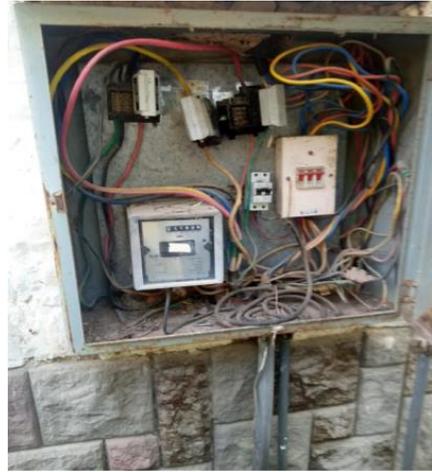


The clinic is supplied with hot water with 3 x 2 boiler systems via Our Energy Foundation NL

2023: installing a solar panel field behind the APDK Clinic in Kenya Mombasa, which will make the clinic completely self-sufficient with sustainable green electricity and make nuisance caused by power cuts a thing of the past.

The money that is saved every year goes directly to the care of the children.

The KASH Foundation will be established in 2023 with the aim of continuing to carry out activities in Helmond and the surrounding area, which support the denominations and other partners involved. Plus vice versa, that KASH can also continue its work program in Kenya with income and immaterial/material involvement.



field to be realized with solar panels behind the clinic and making electricity safer

2024-2025

Roll up your sleeves for school children

During our 2025 work trip, we will be working in Kisumu via the Kadowinja foundation, which is located in Helmond and with which KASH has been working intensively since 2020.

In recent years, a lot of work has been done on the [Onvinjo](#) primary school in Kisumu, Kenya. Classrooms have been refurbished, sanitary facilities have been installed. What we are going to do in the days we are there is refurbishing the kitchen. Every child has the right to a healthy meal and very often children come to school with an empty stomach. To ensure that the children can perform optimally, a healthy meal is prepared for them every day. We ensure that the kitchen meets the requirements when it comes to hygiene and the materials that ensure ease of work.

We will also build a sidewalk around the school. Less mud in the classrooms during the rainy season, better accessibility, also for the disabled and support for the entire building. The sidewalk is constructed with boulders and stones set in cement.

We will also plant a fruit tree on the school grounds as a souvenir.



repeat planting action 2022 in 2025 - construction of a school in Kisumu by local companies and volunteers

Up on the roof, or...

It leaks on the cots when it rains! It is about replacing the rusty and leaking roof of the APDK clinic in Kenya Mombasa.

We go alone, not literally on the roof, we let local companies do that. In this way we stimulate local employment. Something that is also desired by the Kenyan government. We don't like to go up on the roof ourselves, because we think about the safety of our participants with our work trips. The roof is therefore for professionals.

However, during our stay the finishing touches will be made to the roof of at least the sleeping areas of the children. That is 963 m² in all and each m² costs € 25 to realize. Together that is € 24,075. We want to replace at least half of these. The roofs are as leaky as a basket and old and worn. They are sandwich panels that are more than 60 years old and have rusted through. When it rains the mattresses get wet, it is noisy and not insulated against heat. With a new roof, the living and living environment is greatly improved for the children who have to stay there.

In 2025 we will 'pimp' a classroom during our stay. From old dark brown to colorful and equipped with modern materials.

Providing the clinic with a new modern roof means replacing 2825 m² x € 25 per m². This is rounded up to € 70,000. This is divided into several modules³ to tackle. The municipality of

³ See Chapter 3 for an overview of the finances.

Mombasa has made an estimate per user space for the clinic and us, on the basis of which these calculations have been compiled in order to make a multiple private tender for local companies. The local government will also participate in investments, is our expectation and we can expect that .



2025 -2028

In the period 2025 to 2028, we will realize other regular sources of income for the APDK clinic, the Kadowinja foundation, KASH and the churches involved.

The first permanent source of income will arise as early as 2023, when the clinic is disconnected from the power grid. This saves € 3,000 annually, which will then be used for healthcare from 2026. In 2024 and 2025, the saved electricity costs will first be paid in the form of a personal contribution to the solar panel installation to Our Energy Foundation from Hardenberg, which also installs and manages this installation through local companies in Kenya.

Sub-projects will be started in 2025 for which 'KASH auxiliaries' will be deployed. These are young people and other people involved, who do not go on a trip, but who are committed to KASH. The auxiliary forces will be active from autumn 2022 with research for the three sub-projects below. Knowledge from literature and networks is used. The sub-projects deliver products that are in line with the Global Goals⁴ and are made by Bombolulu. The research will start earlier, including making an estimate for these sub-projects.

[Bombolulu](#) is an APDK workshop in Mombasa for people with a physical disability. New product lines have been devised together with APDK, which provide employment and equal opportunities for people from Bombolulu and for the other project partners mentioned. We counter negative environmental impacts, serve educational goals, deliver sustainability through upcycling and recycling, and promote partnerships and health. Examples of product lines that meet the Global Goals and will be produced through Bombolulu:

- **Subproject plastic upcycling.** In Kenya, a lot of plastic waste is burned. As seen below in a deep pit next to the vegetable garden of the clinic! This ends up in the environment and is unhealthy. However, many different products can also be easily and safely made from this plastic and sold via an online trading system, including in the Netherlands. APDK is happy with this innovation and so are we!



become bottle caps [cutting boards](#)

We also look in the mirror!: According to “The Plastic Soup [Foundation](#)” we have gone from 2 million tons of plastic waste in 1950 to over 390 million tons in 2021. Kenya is coming not in the list for the 10 most polluting countries. The Netherlands is the worst in class in the EU, with 200 million tonnes [export](#).

- **Teaching aids subproject.**

The manufacture and repair of teaching materials such as school clothes, simple furniture, blackboards, etc. for children in Mombasa and Kisumu (where Kadwinja is

⁴ See project plan under Objectives and results.

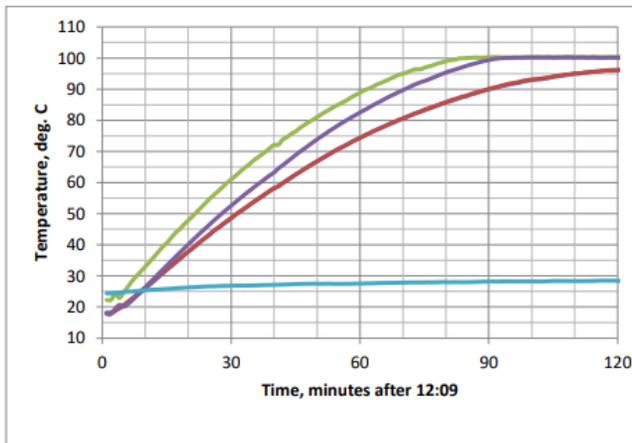
also active with the [Onyinjo](#) primary school). The production takes place from part of the € 3,000 that will be released annually from 2025 from savings on electricity through the solar panels. By letting Bombolulu make the learning materials, the costs will be lower than before. This results in savings on energy costs and savings on the cost of teaching materials.

- **Subproject cooking on sun reflection.**

Various sites on the internet provide detailed information including tests and test results about cooking on solar cookers, consisting of reflective aluminum or aluminum foil. The idea is to make solar cookers from old sandwich roofing sheets from the APDK clinic and to provide them with a layer of thick aluminum foil on the inside. This provides the following benefits:

- Reuse of parts of roof plates that are still to be used. After all, the roof is being renewed.
- Making it possible for people from Bombolu to manufacture solar cookers. This offers employment.
- Reduction of material costs. This increases the margin on the solar cookers and the ability to make them widely available.
- When the combustion of plastic and wood is reduced because plastic is reused, cooking on sun reflection also offers an alternative to this on most days of the year.

Apart from this, it is still being examined whether an oven on gas or electricity is one of the possibilities and wishes and what the best technical solution is. This will be a separate sub-project.



The graph above: Cooking on the sun with various good solar cookers: The water boils within 12 minutes. Below is the test setup used. <https://www.she-inc.org/wp-content/uploads/2018/05/TR-33-Thermal-Performance-of-Some-Mexican-Cooking-Pots.pdf>

Introduction

Who are we?

“KASH” is a connecting project group of and for young people and with 2 adult leaders and 1 young adult. We work from PKN churches of Asten, Someren, Helmond (KASH) and Damiaanparochie. We put the message of Jesus of Nazareth at the center with works of mercy. That means service and respectful behavior for people, plants and animals. We do this by contributing through projects and work trips. We realize this with people who believe and don't believe or doubt. We do not evangelize ourselves, but we are actively involved in church activities.

We organize social sub-projects in and around the churches and the region. Once every few years we make a work trip abroad with the money we collect. Between August 17 and 31, 2022, we traveled with 16 people to the APDK children's rehabilitation clinic in Mombasa (Kenya).

The clinic is for children who cannot recover properly at home or for whom the distance is too great to come to the clinic. On site we helped to build a therapeutic swimming pool, financed by our sponsors. 3x2 solar boiler systems have also been installed so that there is hot water for the entire clinic. All in all, we can look back on a super successful project! You can read all about this trip under [Travel updates](#).

Why after a successful project, KASH 2 point zero?

During our preparations here and work at APDK and stay at Bombolulu, we spoke to many people. The need is far greater than we can meet. We have chosen to do 1 project well, rather than doing many things halfway. This means that we remain committed to the clinic, which collaborates with the foundation [gift](#). The cooperation with both is going very well, such as making good agreements and delivering results within the planning. This means that our efforts pay off and we can provide a lot of added value in labour, networking, thinking along, etc. In addition, the clinic covers the entire coastal region and the interior also benefits from it and APDK has several branches. So the whole organization benefits from it.

We have also proved to be of added value to our communities here. Precisely by organizing activities that connect people with each other and as such form a shell around religious activities in the churches. An example is technical support during corona times, such as with a presentation for the service in honor of the deceased. We have learned a lot, so we expect that our efforts will again lead to good results and even run a little smoother. We have proven our service, we meet multiple needs and that calls for more. Therefore KASH 2 point zero.

Because KASH originates from the churches and is connected to them, this project plan has also been discussed with the church boards. This project plan was adopted on March 27, 2023 by the church council of the PKN HAS and approved by the parish board of Damiaan de Veuster.

1 History

emergence of KASH and partnerships and matrix

The PKN k (churches) of **Asten**, **Someren Helmond** (KASH) are together as of January 1, 2021. In 2017, a group of 12 young people with 3 supervisors from the Bethlehemkerk and Luciakerk Mierlo-Hout went to Moldova Soroca for 2 weeks to help lay the foundations for a daycare center for orphaned children. We also helped with making a kitchen, toilet blocks and organized a children's camp. After that, this project came to a standstill in 2020. Time for a new project!

Cathy Erbrink, as one of the leaders, has been to the APDK clinic in Kenya several times. This resulted in cooperation from the church and a new project was started as a follow-up to Moldavia Soroca. The church council discussed and enthusiastically approved the KASH project plan for the APDK clinic on November 18, 2020. Allard Venema (1 of the young people of the Moldavia group) has been asked by Cathy and Bart Huckriede to join them as a leader in 2022. The trip was made through a contract with the Livingstone travel organization, but the organization was in the hands of these three leaders. This has been a success, as can be seen from the summary and is worth repeating in all respects.

We would therefore like to introduce ourselves to you. From left to right: Cathy Erbrink, Bart Huckriede and Allard Venema. Cathy is also referred to as the "everything mom" of the group. She has a HBO nursing education, supplemented with other courses. She is a real organizer of activities and a pacesetter.

Allard is a HBO student of applied mathematics and he is the great connector and networker. He also writes the blogs and is the 'antenna' of the trio and monitors the atmosphere. He is highly regarded by the young people.



Bart has an HBO education in nature, landscape and ecology and HBO management education and works in such a suitable position as a consultant and project leader at a municipality. He is more the dreamer/inventor and manager of the larger lines. The three form a good team (also called "ABC") and are active and confessing members of the Bethlehemkerk Helmond. Cathy and Bart went as leaders (Allard as a participant) to Moldova Soroca 2017 and Kenya Mombasa 2022.

All three of us are passionate about what we do and love the people and communities we work with.

Review of the application of the lessons learned from the trip to Moldova Soroca

The 1: Group bonding around sub-projects

Outcome: 100% successful. We managed to do all the preparations and activities in the middle of Corona time and to reach an involved group, who will continue to see each other and continue to do activities after Kenya 2022.

The trip was also used for the CVs. Everyone wants to stay involved in the continuation of KASH 2025. Almost everyone wants to make another trip to Kenya with KASH. We taught ourselves the following lesson with KASH 2022:

“The preparation time between the start of the Moldova project and collection campaigns ran from October 2016 to June 2017. So just under 9 months. In that short time a huge amount was raised with sponsored walks, baked goods for coffee after church services, Christmas market, rubber duck race, lottery sales, cooking for the elderly, car washes, etc. Then came the journey and afterwards it became... quiet.. Apparently the pressure was too much on raising money for the work trip and was partly at the expense of bonding in the group afterwards. However, there have been a few reunions afterwards and it remains 'slumbering'.

We will do this the other way around and we will use the Corona Era as an opportunity to offer connection as a partly digital stopping place right now. Also called "rethinking". The dot on the horizon is therefore further away, which means that a good group can be created that carries out sub-projects from the churches. This can be anything and can vary from construction of a church patio garden, garden maintenance for vulnerable elderly people to participation in joint projects with Rotaract youth and other foundations in Helmond and surroundings, making festive packages for the holidays and deploying the individual expertise from training courses of the youth. The latter, in collaboration with schools, may also yield credits.

In summary, this creates more peace and fertile ground for group bonding around (partial) projects and, therefore, together with a long preparation time up to the work trip. The road and the process become the goal!

Young people who do not go along can also be involved in some activities, under the same hat as others are involved, such as sponsors. Will often fit in with the supporting activities”.

Lesson 2: Young people are responsible for the travel sum

Outcome: 100% successful. During the preparation process for KASH 2022, the trip became more expensive due to unexpected costs from the travel organization. They have taken responsibility for this themselves. We taught ourselves the following lesson with KASH 2022:

“The church guaranteed the travel sum after deduction of the down payment of €250. This was a very generous gesture to give everything that the trip to Moldova could continue. During the preparations and the actions it became clear that this 'luxury' position has not always worked in favor of the individual's sense of responsibility for something. On the other hand, the target amount of the group was amply exceeded and the church therefore did not have to make up.

The lesson from this is that young people themselves must be made responsible for the travel sum. We do this by drawing up separate contracts and where the legal representatives sign in

advance in the case of minors. Individual restitution of sponsor resources, which are not covered by the cancellation insurance, is not possible. The sponsor actions and the like are then experienced with the same 'sense of urgency' for everyone, which strengthens group bonding. This journey is not for the doubters."

Lesson 3: Using talents

Outcome: 100% successful because we always worked with groups with activities. We taught ourselves the following lesson with KASH 2022:

"During the trip and travel preparations to Moldova, only limited use was made of the individual talents of the participants. You can focus even more on this by also mapping this out in advance and making an inventory of the possibilities and vice versa with the courses. This should therefore be an extra 'drive' to participate and is also a nice addition to the CV".

Lesson 4: More FUN!

Outcome: 100% success, because we received feedback that the project and the trip met all expectations. We taught ourselves the following lesson with KASH 2022:

"Moldova was under considerable time pressure during the preparations and during the stay was too focused on the heavy work of making the foundations for the Daycare center, kitchen and toilet blocks and not enough on fun activities with the group. There were, but too few. This has also caused the necessary stress.

We're going to do this differently. The work trip includes a 3-day safari led by the organization to see more of the country. Also, not all activities will be dedicated to work, but also to and especially to have a good time with each other, the people there and the bond after returning. This should also become a stronger argument to participate, to go along and to stay afterwards. That staying will also be tackled more actively, because the entire set-up will change".

Lesson 5: More from the church than from the church and more for young people

Outcome: 100% successful, because we have succeeded in broadening our network much further and also have a very good working relationship with, among others, the APDK clinic. Young people themselves have also made contact with local press, companies, schools and other relations. We taught ourselves the following lesson with KASH 2022:

"This is more a rule than a lesson, because when recruiting for the Moldova Project, it soon became clear that the connection with young people outside our church communities was also made for participation. Both Kenya Mombasa and Moldova Soroca are very Christian communities, but it is not expected that young people from outside our church will not get along with them. It is part of being a church in today's world to find a mode in that.

It is very legitimate for churches to first focus on young people from their own church community for participation, even when it comes to organizing activities. Yet the lesson is that it should also be possible to 'happen' when it comes to recruiting participants and the same applies to activities. But actually this 'happening' also goes wider with the recognition that De Geest cannot be forced. As an example, the non-church organizations contributed most to the Moldova project. Moldova in itself was already a lesson for 'project plan writers', that not everything can be forced. It is therefore an illusion to think that things will be different with project KASH and that is not necessary".

Lessons learned from Kenya 2022 project and trip

1. Continuing to apply the lessons learned from Moldova 2017

The application of those lessons has been 100% successful and is also of lasting use.

2. Respond even better to individual interests and goals of participating parties to increase the overall joint effect.

This point comes from the analysis(s) of chapter 2 with goals and results to be achieved.

3. Cost reduction for travel organization

It has been found that as a group we can make the organization of the trip more 'lean', which means that the costs for the participants can be reduced proportionally. This is described in detail in Chapter 2.

4. More manageable project costs in relation to the total travel and project costs

The estimate for the repair of the therapy pool was € 10,500 higher than budgeted, despite the fact that we had 2 quotations for each part in advance for both the therapy pool and solar water heaters, which were tested here in the Netherlands by specialized companies. The reason was that the therapy pool could not be repaired, but during the dismantling it turned out to be completely renewed. had to be. With the solar water heaters we succeeded in keeping it 100% within budget and with a written agreement.

With the help of 10 volunteers, APDK managed to keep the cost increase within the aforementioned increase of €10,500 for the therapy pool, including a 10% discount on the installation costs. This on a total of almost € 59,000 for travel and project costs together, including the increased travel costs.

We want to prevent an increase in unforeseen project costs for Kenya 2025 by:

- To work with 'fixed prices' that we ask for in a multiple private tender for the roof.
- To work in a modular way and to give orders, as we have done and do with the solar panel system. That is possible with a roof, but not with a therapy pool.
- Maintain a large buffer for deviations in travel costs, which are passed on to the customer.

Mission

Our mission follows from the lessons we have learned and from the strengths and weaknesses analysis in chapter 2:

Delivering added collective social value by utilizing the interests and goals of the individual participants and partners.

The sum therefore increases when separate interests and goals converge. This therefore applies to the churches involved, young people in the Netherlands and Kenya and other cooperation partners. This is based on equality.

In the short term, this means that with young people from Helmond and the surrounding area and involved churches, the APDK clinic and the Kadowinja foundation can help provide more and better care to children with a disorder of the arms or legs and provide sufficient learning

resources for education. to follow. This in accordance with the policy that they themselves apply and in line with the goals and results described in chapter 2.

In the longer term, it is our mission to sustainably maintain the changes that we bring about together with our partners and to provide lasting added value. It also means more prominent church activities with religious significance, for those who feel called to do so. This is in line with being more focused on the 'individuality' of the individual partners in order to increase the joint result. This is also in line with research into young people and religion in Appendix 1 on the [meaning](#) van KASH.

Vision

Our vision follows from our mission that we want to make ourselves superfluous for APDK as much as possible and remain relevant to our mission

That sounds strange, but it isn't. Basic ideas about this are derived from, among other things, the book "Children of Africa", which deals with the success factors of private aid projects⁵. We have thought about an exit strategy from this book. This will be discussed in the next chapter. Together with our partners, we set up a 'flywheel' with activities that will pay for itself in the long run and yield sufficient immaterial and material returns.

Making it redundant does not mean that the added value decreases, it actually increases when we can change our role. In other words: Once the 'flywheel' turns, the self-reinforcing effects increase in view of the goals to be achieved.

Meaning KASH for young people and church and vice versa

Focus on being church with young people and vice versa gets more attention in a structured form. We split this more emphatically into fringe-church and center-oriented activities. An inner and outer shell of activities.

The basis for this is the analysis included in appendix 1 that young people do not shy away from church activities, provided this suits their interests, [world of experience](#) and possibilities. KASH offers opportunities for personal development, building up all kinds of (social) skills, portfolio for Curriculum Vitae and getting acquainted with other cultures. The KASH young people and circle of family, friends and acquaintances around them show commitment to and continuation of KASH.

Conversely, for the churches, KASH offers help with activities in the inner and outer shell of core tasks and activities around it. It also gives young people the opportunity to experience that low church participation in secular Western Europe is truly an exception in the world. With both items she establishes a connection with the younger generation for her own future survival and according to the Growing Young principle.

2 Objectives and results to be achieved⁶

⁵ Lee, Ton van der (2011), *Children of Africa*

⁶ A SMART elaboration of the goals and results is included in [appendix 6](#)

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- Church goals and interests that may overlap with those of KASH

The 'flywheel' figure on the next page is a circle of influence, activities and force field analysis. The outer layer is the activities of the churches, such as support beamer service, garden maintenance, cooking for the elderly, Christmas market, Easter lunch, serving coffee 10 times a year, soup can Damiaan. The inner shell of the churches is, for example, partly providing the content of church services 3x a year, musical support for services 5x a year, semi-annual children's side service / play morning and child on lap services. Diaconal projects also overlap aimed at Global Goals within and outside the Netherlands. Partly in Kenya and in terms of planning, this will come first in the period up to and including 2025.

- Church goals and interests that may overlap with those of Kadowinja

This is about Global goals like the ones below. This largely falls under diaconal goals within the church. Examples include campaigns with fair food products, collections for training and teaching materials, health and climate goals. Kadowinja is focused on Kenya in terms of foreign actions. € 2,000 per year is needed to provide 134 children with learning materials to guide them through the primary school phase.

- Goals and interests of KASH that overlap with those of Kadowinja.

[gift](#) supports learning resources for talented children. That is specific, but they also participate in other projects at the Kenya Oryingo primary school, such as providing good school meals.

The collaboration with Kadowinja is about the Global Goals as already indicated, plus joint goals abroad up to and including 2028 with the APDK clinic in Kenya Mombasa and learning resources and facilities for 134 children in Kisumu. In the Netherlands it concerns the aforementioned Global Goals goals and interests. Income from this is used for individual and joint projects. Joint goals and interests after 2028 will be analyzed in a subsequent project plan and policy plan for the KASH foundation and Kadowinja. KASH and Kadowinja also cooperate in providing a well-arranged work trip to Kenya in 2025. A visit to Kisumu and work experience for children's teaching materials, as well as the adjustments for the APDK children's clinic in Kenya Mombasa.

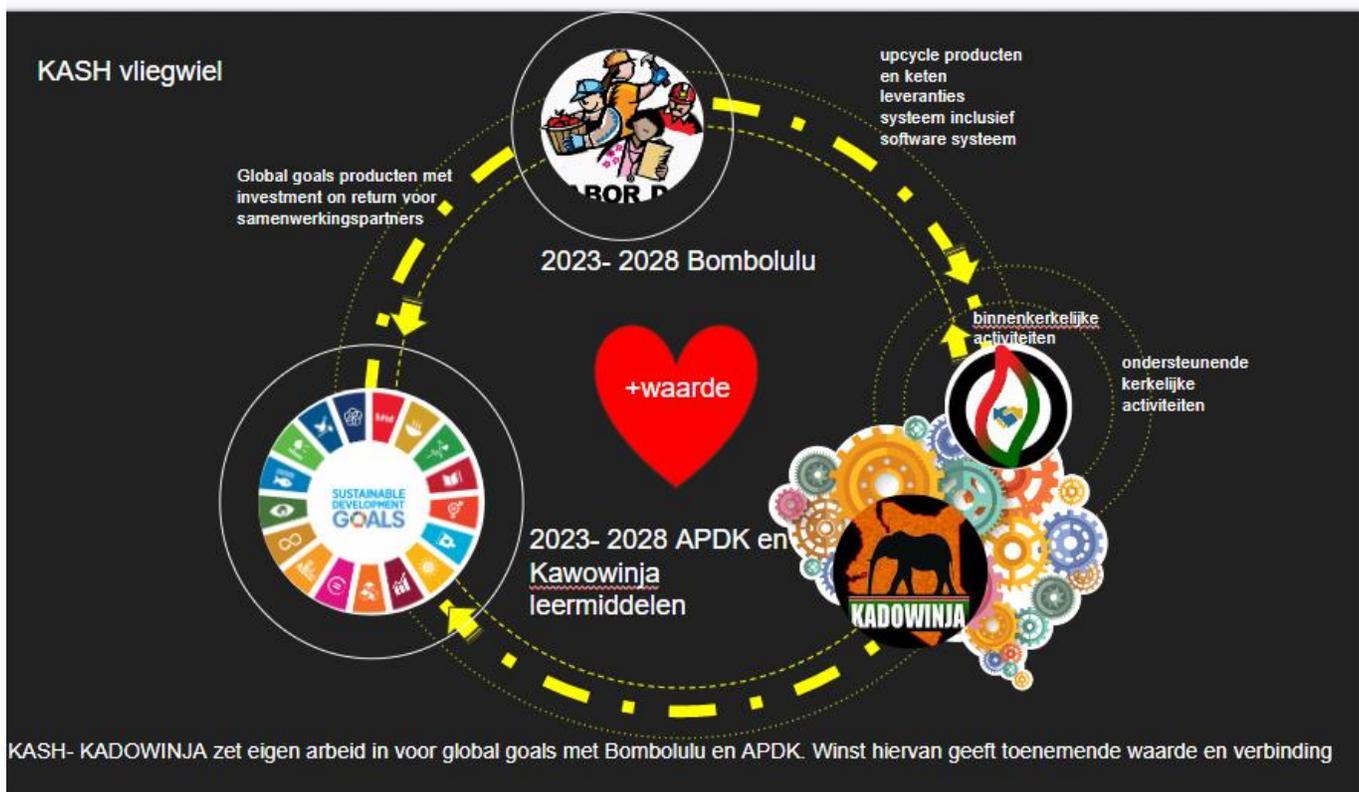
- The aim here is to realize a modular roof system that can be realized with local labour, which replaces the worn-out roof and at the same time provides a better indoor climate for the children.
- In addition, by offering KASH participants on-site support for the workshops, refurbishment of 1 classroom and possible adjustments in the kitchen to increase hygiene and to make burning wood and plastic a thing of the past.
- Collaboration with the work and living center Bombolulu in Mombasa. This is part of APDK and both purchasing and a sales system of products and product innovations will be part of the cooperation in the KASH-APDK-Kadowinja triangle.

Part of the profit then benefits a continuous flow of money for making learning materials and programs available for children in both Mombasa and Kisumu who are at a distance from the labor market. An example of product innovation is the reuse of plastic waste that is now often burned and can become part of cooperation with local companies and one-man businesses that become suppliers. As a result, the bottom of society in particular benefits.



Global Goals⁷

⁷ <https://www.globalgoals.org/>



Flywheel of mutually reinforcing cooperation KASH-Kadowinja-APDK and Bombolulu. Precisely by responding to the individuality of the individual parts, there is the power to deliver more added value than can be realized separately⁸.

Internal: Churches, youth and connections

The churches have gold in their hands to captivate and bind young people. The SCP sees where 'anchors' disappear due to individualistic secularization such as secularisation, depression among young people, for example, is increasing.

Moreover, the diminished bond with the church appears to be mainly a Northern European phenomenon. The reality that is experienced here in the west is therefore not the reality. The real reality is that faith and church show growth worldwide.

As research by the Social Planning Bureau (Appendix 1) and the Growing Young' principle is clear, is that young people have no problem with church activities, provided that this fits their own world of experience. From a sense of security and the feeling of mattering for who you are as a human being for yourself and others.

This also fits in with the church's own policy, to want to be a stopping place for everyone, away from the issues of the day. A place to catch your breath and where it is simply said that not everything in the world is makeable and perfect, as has been and is being pursued or imprinted

⁸ See strengths and weaknesses analysis chapter 2 and appendix 1: meaning of cash

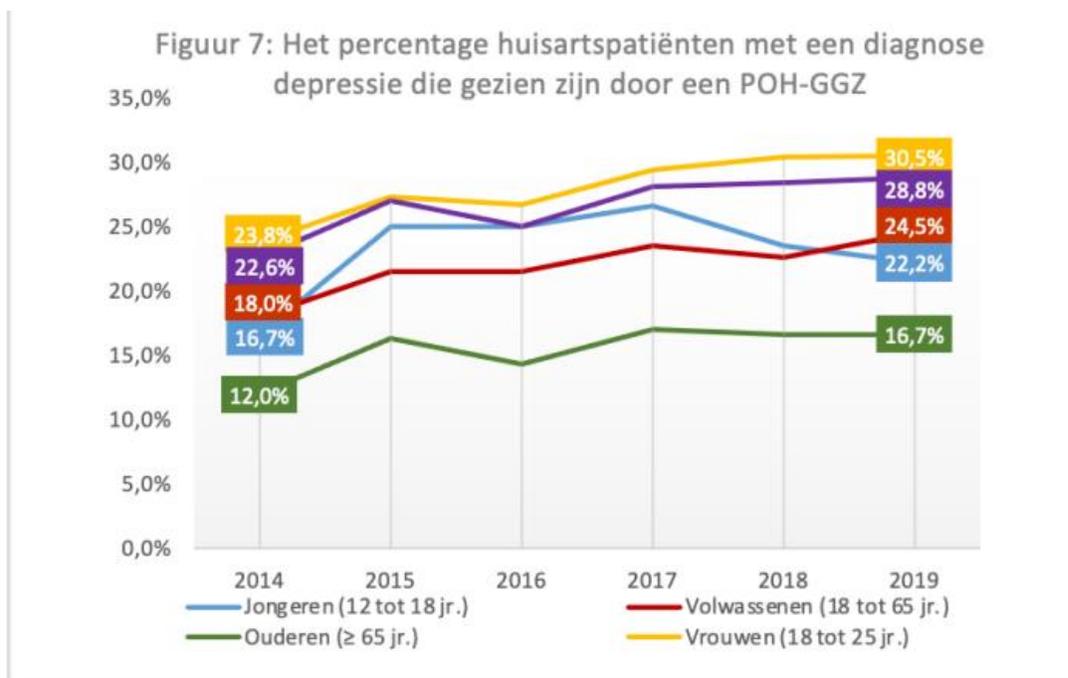
from school and from the 'Enlightenment philosophy'. Otherwise, sobering up will follow quickly in Kenya!

For young people, this plays an extra role, a place to not be judged for a while, such as at school and on social media. A place where it's about them as a person, feeling accepted and secure, personal contacts, plus personal and group activities on a deeper immaterial level than usually at school or sports club as an example. Such as in the form of moments of reflection and being able to be vulnerable in a familiar environment.

Dropout among young people has unfortunately increased enormously in a short period of time in our performance society, as the graph below also shows.

The churches here really have something to offer young people. Conversely, the young people have something to offer to the churches. A distinction must be made between the real intra-church activities around the worship services/mass and the more supportive services, which are somewhat further away from this, such as cooking for the elderly, soup can at Damiaan's, support for beamer and technology, etc., plus extra-church activities.

Precisely by customizing this, the churches and young people can retain their individuality, the separate partners reinforce each other and learn from each other. With KASH we meet an intrinsic need to use the best of being 'church' to bind and captivate young people inside and outside the church and vice versa.



Bron: Nivel Zorgregistraties Eerste Lijn; peiljaren 2014-2019.

Tows analyse

Strengths and weaknesses analysis with the internal / external strategy to be followed for the short and long term. This is based on the mission, goals and interests of the individual partners (see [Appendix 3](#))

<p>TOWS</p>	<p>Strengths (S)</p> <p>Intern:</p> <ul style="list-style-type: none"> - Strong networks and reliable -Sufficient enthusiasm of participants and motivated -Participants do church activities, if adapted⁹ <p>Extern:</p> <ul style="list-style-type: none"> - Most stakeholders are well organized and strong communication to stakeholders. This also applies to companies and funds. 	<p>Weakness (W)</p> <p>Intern:</p> <ul style="list-style-type: none"> -KASH is not a legal entity. This hinders being able to conclude contracts yourself and no own account, which puts an extra burden on the church. <p>Extern:</p> <ul style="list-style-type: none"> -Dependence means more costs for participants, because more has to be outsourced with travel costs.
<p>Chances (O)</p> <ul style="list-style-type: none"> - Internal: develop own course and vision with balanced internal and external stakeholder interests with a focus on short and long term goals - External: Become less dependent on third parties to reduce costs for travel expenses and to obtain benefits for external stakeholders with ANBI. 	<p>S-O attack strategies</p> <ul style="list-style-type: none"> -Internal/external: Develop integral short- and long-term goals with stakeholders for several years. Incorporate the common social, immaterial and material goals in this to maximize added value on individual goals. Apply innovations. -Use the uniqueness of both church and youth activities 	<p>W-O defense strategies</p> <p>Internal/external:</p> <ul style="list-style-type: none"> -Become a legal entity as an ANBI Foundation - Relative cost reduction for travel costs to be used by own organization. - Organize modular project costs, so that costs and benefits can be handled flexibly.
<p>Threats (T)</p> <ul style="list-style-type: none"> - Internal: Too little focus on your own long term and strategic choice would reduce added value. - Insufficient board members when vision and mission come under pressure -External: Too little sponsorship when too little added value is developed. -End of the project in Kenya in the long term. 	<p>S-T boost attack power Strategies</p> <p>Internal: Use strong networks and strong enthusiasm to maximize focus and thus added value.</p> <p>Added value offers the best strategy to retain and find board members.</p> <p>External: Idem, commitment to added value, strong results and being a reliable partner provide the best opportunities for sponsorship.</p> <p>Using networks to keep finding good project goals</p>	<p>W-T strengthen defense strategies</p> <p>Internal/external: Becoming a legal entity so that short and long-term goals can be achieved as much as possible and costs are reduced as much as possible.</p>

⁹ See appendix 1 with data from the Social Planning Office. This is consistent with our own experiences.

3 Money

Explanation: costs and income

KASH operates on a non-profit basis to protect our [mission](#) [Ivision](#) through social actions and work trips. The costs are estimated in advance for each work trip, consisting of project costs, accommodation costs and travel costs. To fund this, KASH depends on donors, sponsors and proceeds from promotions (eg Christmas market or lottery sales). By offering sponsors an attractive return, we hope to bind them to us for a longer period of time. For example, young people from the Kenya-2022 trip helped with a dairy farm, so that they could use the property for a food market. We also try to bind donors to us by clearly substantiating our vision, making the work trip meaningful and attractive and organizing fun promotions.

By making connections like this, supported by promotions through our [social channel](#), we improve social relations, expand our network and generate income for the work trip.

Cash management

All income must of course be kept and temporarily in a bank account before it is invested in the work trip. For the Kenya trip in 2022 we used it for this [crowdfunding platform of the Livingstone Foundation](#), where each participant managed their own page that fell under the group page. All donations via that platform were deposited in a Livingstone bank account. In the future, we want to use a crowdfunding platform again, but at the same time have more control in order to save costs. We do this by setting up a fundraising campaign for each work trip via a site such as [Field](#)¹⁰, which we link to a business bank account. Such a platform offers useful analytics tools, the option to save in teams and integration in your own website.

After deduction of platform costs and/or transaction costs, the donation proceeds are periodically transferred to us. Because [Kadowinja Foundation](#) has an ANBI status, it is fiscally attractive for donors if we (temporarily) link the crowdfunding platform to Kadowinja. However, this is not a requirement, a Chamber of Commerce registration is already sufficient for platforms such as Kentaa. When KASH makes the final transition to its own foundation, the income and expenditure will be fully managed by an assigned treasurer. This increases the ownership of KASH and reduces dependence on other parties. You can read more about this transition under heading 4 "[Organization and policy](#)"

¹⁰ KASH will continue to investigate which platform best suits our needs. There are several platforms that offer more or less the same thing:

<https://www.kentaa.nl/>

<https://whydonate.nl/nl/>

etc.

Tax benefits

When a participant chooses to dedicate himself to charity through KASH Youth Projects, this opens new doors. You may call yourself a volunteer and this may in some cases be tax deductible when a volunteer fee is waived. The volunteer allowance that is handed over is then a gift to the ANBI. Incidentally, the tax deduction via ANBI also applies to donors.

We ask our participants to use any tax refunds again for the KASH foundation as a voluntary contribution.

According to the [tax authorities](#) Are you a volunteer if you meet the following conditions:¹¹

- You perform work for:
 - an organization that is not subject to or exempt from corporate income tax
 - a sports association or sports foundation
 - An [ANBI](#)
- You are not employed by the organisation, sports association or sports foundation.
- You do not do the work for your profession.
- You don't do the work for your profession. This means that the remuneration is so low that it is not in proportion to the scope and time involved in the work. You will then receive one [volunteer allowance](#).

About the [volunteer allowance](#) the tax office says:¹²

- You are 21 years or older. And you have agreed that you will receive compensation per hour for your efforts.
In 2023 you will receive a reimbursement of a maximum of € 5.00 per hour, up to a maximum of € 190 (in 2022 and 2021: € 180) per month and up to a maximum of € 1,900 (in 2022 and 2021: € 1,800) per year . Your remuneration per hour, per month and per year may not exceed the amounts stated.
- You are younger than 21 years old. And you have agreed that you will receive compensation per hour for your efforts.
In 2023 you will be reimbursed a maximum of €2.75 per hour, up to a maximum of €190 (in 2021 and 2020: €180) per month and up to a maximum of €1,900 (in 2021 and 2020: €1,800) per year . Your remuneration per hour, per month and per year may not exceed the amounts stated.
- You will receive a fee that is so low that it is not in proportion to the scope and time involved in the work.
You have not agreed that you will receive compensation per hour for your efforts. Then the reimbursement in 2023 may be a maximum of €190 (in 2022 and 2021: €180) per month and €1,900 (in 2022 and 2021: €1,800) per year. These maximum amounts apply to the total of the compensation for your effort.

¹¹ See full information:https://www.belastingdienst.nl/wps/wcm/connect/bldcontentnl/belastingdienst/privewerk_en_inkomen/werken/werken-als-vrijwilliger/wanneer_bent_u_vrijwilliger

¹² See full information:https://www.belastingdienst.nl/wps/wcm/connect/bldcontentnl/belastingdienst/privewerk_en_inkomen/werken/werken-als-vrijwilliger/vrijwilligersvergoedingen/

Due to the close cooperation between KASH and the Livingstone Foundation, both parties have agreed on a volunteer statement. Given that the Livingstone Foundation has an ANBI status, this offers all participants of the work trip in 2022 the opportunity to include volunteer work in their tax returns. These participants were informed about this by e-mail, with a written instruction and attached volunteer statement.

For future participants, we want to investigate the possibilities of providing the deductible volunteer allowance, in conjunction with our annual accounts of 2024. However, it is too early to make any statements about this because there are too many variables involved. During 2023, KASH Youth Projects will mainly focus on establishing its own foundation and forming a new, cozy group of participants.

Costs project 2025 with participants

For the project in 2025, the costs have already been estimated in an initial calculation. The estimated provisional costs can still change, for example airline tickets that can become cheaper or more expensive after the release of this project plan. In contrast to the project in 2022, we have already been able to better map the project costs thanks to a quote from the roof repair. As a result, we do not expect major outliers in the actual project costs as in the past. A group of 14 people, including the leadership, is now assumed. The group size may be a maximum of 16 people and we aim for a minimum of 12 people.

Description	Cost per person	Total cost group (14 participants)
Project		
Own contribution roof repair ¹³	€500,-	€7.000,-
Own contribution classroom, kitchen and sidewalk ¹⁴	-	-
Travel & stay		
International travel, incl. domestic transport	€1.050,-	€14.700,-
Stay	€240,-	€3.360,-
Safari & Tips	€850,-	€11.900,-
Diverse		

¹³ According to the quotation, the roof repair will amount to approximately €24075 (good for the children's dormitories 963 m2), so KASH participants contribute approximately 30%. The remainder is funded by APDK itself and major sponsors. Replacing the entire roof costs € 70,000.

¹⁴ For the classroom/kitchen/sidewalk project, it is still assumed that the work will be provided by oneself. Margin on part of accommodation costs at Kadwinja in Kisumu and other estimated costs and Kenyan sponsors are invested in this for necessary materials.

SGR	€5,-	€70,-
Travel insurance (collective)	€40,-	€560,-
Total:	€2.685,-	€37.590,-
Costs outside crowdfunding (group activities, groceries, expenses and cancellation insurance)	€300,-	€4.200,-

Solar project costs 2023

The solar project of 2023 is an extension of our work trip in 2022 and the collaboration with Our Energy Foundation. We have expressed to each other that we would like to provide the APDK clinic with solar panels, so that they become more self-sufficient and can save on energy costs. Our Energy Foundation has drawn up a quotation through a local company for this, which estimates the costs at € 44,250. This project is realized as much as possible without participating young people and is co-financed by partners and sponsors.

Side	Inlay
APDK sponsors	€4.000,-
APDK (energy saving first two years)	€5.500,-
Our Energy Foundation	€10.000,-
KASH and affiliate sponsors	€10.000,-
Wild Whole	€14.750,-
Total quotation:	€44.250,-

The travel and project costs of 2022 were € 58,456. A total of € 58,981 has been collected, leaving € 525, which is the first deposit for the period 2023-2024 to realize solar panels. The ratio of project costs to total travel and project costs together was 43%. With the plan 2023 to 2028, the same ratio rises to 55%. This percentage will increase even further with the elaboration of the minimum 3 sub-projects mentioned on pages 5 and 6 (plastic upcycling, teaching aids and solar cookers).

The travel costs for the safari are part of a tailor-made trip that does not yet exist and ends at Kadowinja in Kisumu. This makes the safari also a test trip and advertisement to increase income for the Kadowinja foundation for learning materials.

4 Organization and policy

Internal organisation:

The organizational structure mainly runs through situational leadership. Exceptions are situations in which safety and deadlines during activities and travel are at stake in the opinion of the management and established agreements from the individual agreements are in force. The directive style is used for this. This means that with regard to information, responsibilities, roles and tasks, as much effectiveness as possible is leading for the structure (guidance). The tour guides do have final decision-making power. Participants sign for this. We distinguish a formal and day-to-day organization, which is therefore mainly not organized hierarchically.

The formal organization is in the hands of Stichting KASH, under the auspices of the PKN municipalities of Asten, Someren and Helmond and together with Damiaan de Veuster parish. The church council decided in March 2023 that KASH can start with this project plan. This is the only hierarchical decision, as it involves the use of church facilities and the involvement of church members. That's what the church is about. The KASH Foundation manages the actual ANBI account of income and expenditure of the work trip and project costs.

The church does not bear the risk for the travel sum of the participants, that is the participants themselves and this is outsourced to travel organizations for tickets, safari and accommodation. Accommodation is arranged by Cathy's local contacts and the day-to-day organization for the entire duration of the project has 3 tour guides.

By setting up the KASH foundation and looking for the advantages of cooperation with the churches and the Kadwinja foundation, the disadvantages of other options can be limited.

That is why the KASH foundation will be established in 2023. She puts together a board and statutes, which shares overlapping tasks with the Kadwinja foundation. In fact, the board serves 2 foundations in this way, each of which retains its individuality and recognizability of goals to be achieved. They can also share purchasing costs and costs for joint activities, so that the costs for the separate 2 foundations decrease. On the other hand, they maintain and strengthen their own networks and income positions, making the sum greater than the denominator. In this way, the survival and continuation of both foundations is also strengthened.

ANBI foundation KASH Youth Projects

To organize activities that also match the ANBI status for current and future activities, the following applies:

- KASH activities contribute to the Global Goals,
- Activities comply with working according to the 'do no harm' principle
- Activities serve both the individual interests of the partners with whom KASH does business, as well as the common social general interest.
- The activities meet the goals stated in the deed of incorporation and articles of association.
- The activities correspond to and are in line with the term "good governance" and operate in accordance with Dutch law.
- The KASH Youth Projects Foundation does not aim to make a profit.
- The directors do not receive any remuneration for the work they perform for the Foundation.

In addition:

- Disadvantages of the cost allocation in the project plan KASH 2022 was provision via crowdfunding on project income and all travel costs. In the new project plan, this has been reduced to zero for project income and considerably reduced for travel costs.
- Compared to KASH 2022, travel costs will be higher in proportion to project costs, because the total amount for resources to be saved together is lower. This will be 3000 per participant instead of 3701. More about this in the previous chapter on money.

The board of ANBI foundation KASH is composed as follows:

Chairman: Allard Venema

Treasurer Bart Huckriede, also part treasurer ANBI foundation Kadowinja

Secretary: Cathy Erbrink, also secretary of the Kadowinja Foundation

Other board members: Thomas Daniëls

Further explanation about the organization can be found in appendix 2 Organizational study on the basis of which the above organization was chosen.

5 Communication/Information

newsletters

The newsletters are synchronized with the 4 weekly meetings on Fridays when the information is shared by sub-team throughout the group. A newsletter will follow in the following week kashjongeren@gmail.com The newsletter is sent by e-mail to all participants, sponsors, church and other parties involved.

We are also active through social media and we give the sponsors who are open to it a stage on our website.



[like us on facebook](#)

website: www.kashjongerenprojecten.nl

crowdfunding in more detail

advertisement

It sounds a bit strange, a church that does advertising. Yet we are not called to put the lamp under a bushel. That is why the church itself regularly actively seeks contact with the press and magazines to let our light shine outside the bushel about the KASH project. The aforementioned support team prepares this and for which the newsletter serves as a basis.

The support team also does a lot of website management with follower techniques, social media, activity calendar and other resources to effectively inspire and bind the youth target group as well as others.

Accountability

The newsletters also include pages that can be used internally, in which the state of affairs regarding finances, progress and bottlenecks are also presented. At least twice a year in spring and autumn, the leadership informs the church council online or live with a presentation about the state of affairs and input is included.

6 Quality

Our preparations, travel and projects must meet a number of SMART¹⁵ qualities and via Plan, Do, Act¹⁶ and Evaluation properties to be measured:

The internal quality of the project is determined by:

- A minimum participation of 5 young people and a maximum of 12 for the trip and 25 total for the whole project (taking into account young people who participate but do not go along). This does not include 3 leaders who go along.
- minimum age 16 years.
- Active involvement of at least 10% church members in the aforementioned activities.
- Well-guaranteed safety, as evidenced by, among other things, the evaluation of the trip based on the measures estimated in advance from this action plan. We are in direct contact with the embassy of Kenya about, among other things, security matters. The travel and cancellation insurance offers 24 hour assistance and protocols on how to act,\
- A 100% financial cover, which is evidenced by the state of the necessary resources in June 2022 and the obligation to pay up the crowdfunding.
- Participants who are fully committed to the project. We measure this via an intake ([see appendix 4](#)).
- Young people themselves (in subgroups) take up the activities that meet the goals and results to be achieved from this plan.
- Talents are fully utilized for personal growth as well as to contribute to the goals of the partners.



Utilizing talents with situational leadership based on skills

- The Do no harm principle: That means no volunturism¹⁷ and also adhere to the guidelines on this, as reflected in the figure below.
- Sustainability: In addition to the goals mentioned in the summary and chapter 2, which also respond to sustainability, we compensate the CO2 with the group flight that we do.

¹⁵ SMART: Specific, Measurable, Result and Time-bound

¹⁶ Circle of Deming: <https://www.house-of-control.nl/alias-5/deming-circle.html>

¹⁷ <https://www.thinkvolunteer.com/wp-content/uploads/2020/11/ResultatenEnquete.pdf>

Translated into our activities / contacts, this means, among other things, that we do not enter into dependency relationships, are not the owner of the projects to be carried out, but are an equal partner. We work with a methodical 'exit strategy' to withdraw ourselves when the projects can be self-sustaining from 2028. We do not use the Global Goals and companies for political or religious influence and also check that with our partners.



Do no harm

Inappropriate humanitarian disaster responses can inadvertently do more harm than good.



Be climate sensitive

Failure to consider the links between disaster responses, environmental resources and climate change can increase the risk of conflict by damaging the natural resource base that communities rely on.



Conflict responses must be 'disaster smart'

Disaster-blind conflict interventions, such as poorly planned resettlement programmes, can reinforce disaster risks.



Distribute aid equitably and avoid exacerbating inequalities

Humanitarian responses can exacerbate pre-existing inequalities or create new ones by unequally distributing aid.



Don't assume responses are politically neutral in fragile situations

By assuming that humanitarian efforts are immune to political manipulation, aid workers may inadvertently cause harm, exacerbating grievances in places where state-citizen relations are already fragile.

-
- Global goals

This is described in chapter 2 under goals and results to be achieved, how we respond to this.

- Satisfaction

We measure the satisfaction of our partners and participants with our work and use this as an evaluation to make adjustments where necessary. The satisfaction of our participants with KASH 2022 is aggregated in appendix 5.

- Accessibility

KASH gets its own mobile number with the establishment of the Foundation. Until then, Cathy's number is our temporary number. This is 0622739389. The front page of this plan lists the other accessibility options.

- Intangible and material results: This is described in chapter 2.
- Suitability requirements of participants: We measure this via the intake based on Appendix 4.
- Faith and KASH

Faith is given a slightly more emphatic place in this project plan. This is described with reasons in the goals and results from chapter 2.

- The leadership of KASH

All three have successfully completed the tour guide training at the Livingstone travel organization, with which the trip of 2017 and 2022 was organized. As indicated, the 3 also have a Declaration on Behavior (VOG).

In [appendix 4](#) a questionnaire has been included, which is used as a guideline for participation in KASH 2025. On the one hand it is intended for awareness and to reflect what is needed, on the other hand it serves as a means to use one's own talents and to develop new talents. Prior to signing up for KASH participation 2025, everyone will receive an invitation to discuss this individually. The results of this are also used the other way around to fine-tune the content of the project where necessary.

- Legal

Participating in the trip to Kenya is your own responsibility and liability, insofar as the travel and cancellation insurance does not cover this. The KASH Foundation is not liable for the timely payment of individual payments for the group trip to the travel agencies. This therefore applies to the ticket office and the safari company, other travel and accommodation costs, any tips, required visa, valid passport and required vaccinations.

- VGA privacy

Registering with KASH 2025 means permission that personal data may be used by the KASH foundation for the project, the trip and afterwards for reporting. This also applies to photos and other visual material.

- Declaration on Behavior (VOG) statement leaders: The leaders have a valid VOG statement during the entire project.
- Minority permission to travel abroad without parents

Participants under the age of 18 at the time of departure to Kenya must have a valid 'consent letter for minors abroad'¹⁸ possess. Completed in advance by the parents, signed and handed in at least 1 month before departure.

6 Risks and insurance

This is about safety and security. The volunteers who participate in the KASH Foundation, which will be set up in 2023, are insured through the insurance of the municipality of Helmond. The Municipality of Helmond has placed this with Centraal Beheer through the Association of Dutch Municipalities. There are no additional costs for the volunteers. The conditions of the municipality of Helmond can be found here:<https://www.helmond.nl/vrijwilligersverzekering> and the policy of Centraal Beheer is here:<https://www.centraalbeheer.nl/zakelijk/bedrijfsverzekeringen/vrijwilligersverzekering/vrijwilligers>.

The above concerns the insurance of activities in the Netherlands. Abroad we use a collective travel and cancellation insurance. As soon as the flight is booked, we therefore take out that insurance for the group. This is mandatory when participating.

Security in Kenya is guaranteed by:

- Stay at the 24/7 Bombolulu Work Center.
- Guarded area of APDK in Mombasa.
- Safety protocols, travel arrangements and checklists, which we make available to participants in a separate Reader.
- Close contact with the embassy through the Ministry of Foreign Affairs (Minbuza),¹⁹ including compliance with current safety regulations and, if necessary, also through direct contacts we have.
- The travel conditions of the safari company with which we do business
- Collective transport in Kenya with pre-arranged passenger vans and tuktuks with reliable local drivers. Clinic drivers are also involved.
- Guarded center at the Dala resort in Kisumu.
- Safeguarding the suitcases at Nairobi airport.
- Own first aid bag with tests and resources against malaria and common diseases.
- Organized and pre-arranged collective transport to and from the airports.
- A meeting for parents and participants before the trip, with instructions to follow and covering all the above points, plus a training. Also, the attached [Reader](#) discusses in which all regulations and protocols are described.

¹⁸ <https://www.government.nl/documents/forms/2016/06/17/consent-letter-for-minors-travelling-abroad>

¹⁹ <https://www.nederlandwereldwijd.nl/reisadvies/kenia>



Guarded area
APDK clinic and

arrival with passenger vans

7 Planning

Calculated back from voyage July 9, 2025. The detailed planning with work schedule has been included as a separate file. Throughout the preparation time, meetings are KASH on Sunday afternoons.

2025

- July 24 or 25 return flight to the Netherlands from Nairobi Airport and to the Netherlands
- 19th to 23rd July Activities for school children for Kadowinja with accommodation at Dala Resort Kisumu. <https://www.kanyawegidalaresort.com/>
- July 15-18: Safari through 4 parks from Nairobi
- 9 to 17 July: trip to APDK Mombasa, renovating classroom and realization of roof on children's dormitories and stay at Bombolulu
- June 7 and 8: Team building with Camping in Someren and helping on the farm
- January to June: group activities and individual activities in triangle Kadowinja, Church and KASH. May: SOKO 3.0 with Campina farm days.

2024

- January to December: sub-team and group projects²⁰ and monthly meetings on the last Sunday of the month, with interim balance of income and expenditure.
- March 2024: solar panel field behind the clinic completed by Our Energy Foundation.

2023

- December: Travel organization contracts with participants, Christmas market + donut campaign
- November: ANBI foundation KASH established
- October 7: provide high tea for the 70th anniversary of the Bethlehemkerk
- September: Activity with Damiaan in Stiphout
- August: no activities
- June and July: Individual activities and group activities (except exam period)
- May 19 SOKO 2.0 with Campina farm day in Someren
- May 13 plant market "sowing for solar panels APDK Kenya" 13-17 h in the presbytery garden Stiphout.

²⁰ See appendix 6 for possible activities that reinforce the individual goals of the partners.

- April: Organize Easter lunch at the Bethlehem Church
- March; Adoption of project plan by church council final project plan.
- February: Consultation with partners on draft project plan completed
- November 18, 2020 presentation to church council and decision on project

Trip planning

The screenshot displays a Google Maps interface with a route planned from Nairobi to Kisumu and back. The route is shown in blue and includes several key stops: Nairobi (Airport N Rd), Lake Naivasha Resort (Moi S Lake Rd), Hell's Gate National Park, Solio game reserve office, Ol Pejeta Conservancy, and Nakuru. A pop-up box indicates a travel time of 14 hours and 58 minutes for a 744 km distance. The interface also shows route options and a 'Route naar je telefoon sturen' button.

What is attractive to this group is that it really is a different journey. You see even more of the country, because you travel on instead of returning to the same place. In the meantime you cover the distance to Nairobi-Kisumu.

- Day 1 (Wednesday, July 9, 2025): Trip to APDK Mombasa and Bombolulu (stay)
- Day 2 and 3 Thursday and Friday 10 and 11 July: tackling the classroom
- Day 4 Saturday July 12: Surprise day
- Day 5 Sunday 13th: church and day of rest
- Day 6 Monday 14th: finish classroom and say goodbye in the evening
- Day 7 Tuesday morning 15th: via Mombasa airport to Nairobi
- Arrival at Jomo Kenyatta Nairobi Airport. First luggage for safari tour from suitcases in hand luggage. Then store suitcases <https://vertoe.com/luggage-storage/nairobi> (4 dollars per day x 7 = 28.00. Most economical and efficient solution).
- Then travel to Lake Naivasha Resort, Moi S Lake Rd, Naivasha, Kenya. <https://afrikasafari.nl/nationale-parken/lake-naivasha/> (1h45 and 91.5 km) evening and/or morning game drive depending on arrival time.
- Day 8 Wednesday 16th : Hell's gate National Park safari park, Hells gate National Park. morning game drive Kenya <https://afrikasafari.nl/nationale-parken/hells-gate/> (37 minutes and 30 km). Then to Solio game reserve office, PVXG+V9F, Lamuria, Kenya (Rhinoceros) evening game drive <https://afrikasafari.nl/nationale-parken/solio-game-reserve/> (3.50 h and 213 km)
- Day 9 Thursday 17th: Morning to Hell's gate safari park Ol Pejeta Conservancy, Marura Rd, Nanyuki, Kenya. (1.12 h and 60 km). To rest. Evening game drive and overnight.
- Day 10 Friday 18th: morning and after lunch game drive to Nakuru. There dinner in hotel and overnight (3.5 hours and 147 km).

-
- Day 11 Saturday 19th: In the morning continue to Dala Resort Kisumu.<https://www.kanyawegidalaresort.com/> (3.5 hours and 329 km) Rest of the day at leisure.
 - Day 12 Sunday 20th: Church, rest day and Kisumu Tour. With a visit to a tea plantation in Kirisho and in Kisumu a visit to a museum consisting of large rocks and walking uphill: Kit-Mikay (bring good walking shoes).
 - Day 13 and 14 Monday 21 and Tuesday 22 and Wednesday 23: activities for school children in Kisumu for Kadowinja. Wednesday 23rd also goodbye
 - Day 16 Thursday 24th or 25th flight Kisumu - Nairobi (collect bags).

Attachments

1: Meaning KASH.

Of the 13 participants who came along in 2022, 8 were registered at a church in Helmond or the surrounding area. 7 of these are in the age category 17 - 30. All three of us as leadership are also registered. 5 were therefore not registered, but that says little and that is apparent from the following, in which being a church, globally and nationally, is put in perspective.

Research by the Social Cultural Planning Office (SCP²¹) from 2018, strong secularisation in the Netherlands and other Northern European countries is described, but 3 typical phenomena appear to occur that explain the connection of our young people with church and church projects:

1. Churches in the world as a whole are on the rise.

The Netherlands, in particular, occupies an exceptional position with a number of Northern European countries in terms of secularisation. This is shown in the table below in millions and percentages. The report indicates that secularization will leave craters in volunteer work.

Partly due to their studies and areas of interest, our young people stand out because of their orientation to the world, instead of just the Netherlands. In Africa and therefore also in Kenya, religious faith is increasing enormously. It therefore takes them no effort to find and experience this connection, such as with visits and participating in church services/church activities. This is largely regardless of familiarity with faith tradition.

	populatie% wereld- 2015	bevolking	populatie 2060 (verwacht)	% populatie 2060	groei populatie 2015-2060
christenen	2276	31,2	3054	31,8	778
moslims	1753	24,1	2987	31,1	1235
seculieren	1165	16,0	1202	12,5	37
hindoes	1099	15,1	1393	14,5	294
boeddhisten	499	6,9	462	4,8	-37
volksgeloof	418	5,7	441	4,6	23
overige geloven	60	0,8	59	0,6	-0
joden	14	0,2	16	0,2	2
totaal	7285	100	9616	100	2331

2. People who are connected to the church in some way are on average 1.71 X more active in voluntary work. ***This probably also explains why it takes no significant effort for KASH to bind young people and to continue to fascinate them with***

²¹ Social Cultural Planning Office (December 2018) *Christians in the Netherlands*, https://www.google.com/search?q=scp+ontkerkelijkking&rlz=1C1VDKB_nINL944NL944&oq=scp+ontkerkelijkking&aqs=chrome..69i57.5718j0j15&sourceid=chrome&ie=UTF-8

volunteer work. Young people with a social heart in the first place. More than half of the 2022 group was raised in the church.

It should be noted that volunteer work in Kenya should not be at the expense of unskilled, but paid work by local people. Partly for this reason, we work with professional companies in Kenya that hire local employees. We only lend a hand, but most of the work is done with activities in and around Helmond. As a result, the knife cuts on both sides.

It is also nice for the church(s) that activities that do not necessarily belong to the church's core activities, turn out to be very suitable for young people and also contribute to KASH's income for travel and project costs.

Percentage Nederlanders dat vrijwilligerswerk doet, naar kerkelijkheidstype en frequentie van kerkgang, 2008-2016

	2008	2010	2012	2014	2016
hele bevolking	28	28	30	28	28
van huis uit buitenkerkelijk	22	22	24	20	22
ex-kerklid	25	25	26	27	26
nominaal kerklid	23	29	31	26	28
kerks kerklid	49	45	50	48	48
gaat nooit naar de kerk	21	21	25	22	23
gaat eens per maand of minder	30	36	32	33	33
gaat minstens eens per twee weken	49	46	52	47	48

Bron: scp (cv'08-'16)

3. (Church) young people are more positive about the meaning of being church and believing.

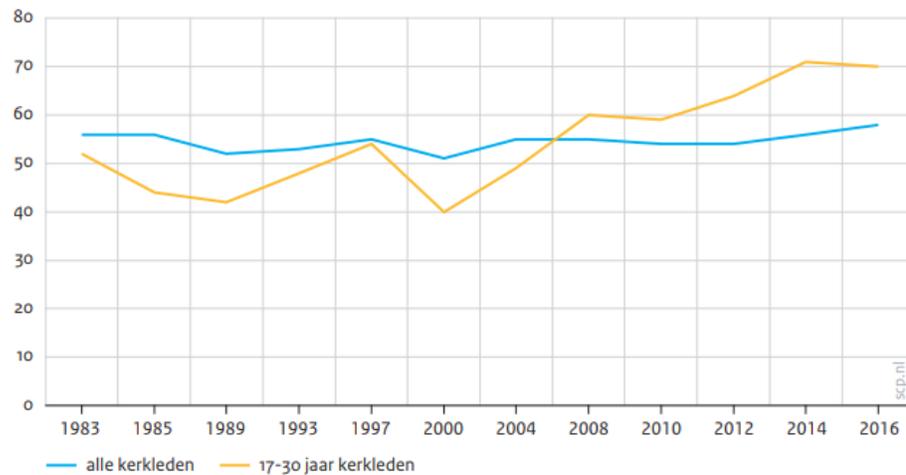
It is a misconception that (church) young people between 17 and 30 would not be interested in being church and believing.

It is precisely the previous generations that, from the period of Western Enlightenment from the Renaissance with, among others, the philosopher Voltaire (1694-1778) and Kant, have increasingly failed for various reasons. Especially from the 1960s. The latter can be seen in the graph and table below. So it seems that the Enlightenment of previous generations is not the Enlightenment that the millennial generation is striving for. Under the influence of a secularised, individualistic society, loneliness and dropout are lurking. Expectations that are too high, based on the misconception that just about everything can be made and if that doesn't work out, then it's your own fault²² loosely translated.

This partly explains why we see it as an opportunity to continue carrying out projects in and around the church with young people. Social involvement is increased and the negative effects of secularization are mitigated.

²² Among others: Movie (2022) [reconnaissance](#) loneliness among young people.

Percentage kerkleden dat in het voorgaande half jaar minstens een keer per maand naar een kerk ging, voor alle kerkleden en voor 17-30-jarige kerkleden, 1983-2016 (in procenten)



Bron: SCP (cv'83-'16)

Relevantie van kerken voor het eigen (spirituele) leven, alle kerkleden en 17-30-jarige kerkleden, in 2014 en 2016 (in procenten)

	alle kerkleden		kerkleden 17-30 jaar	
	2014	2016	2014	2016
Sluiten kerken aan bij eigen visie?				
ja, in hoge mate	24	25	38	32
ja, gedeeltelijk	47	46	42	41
nee, weinig	20	21	13	22
nee, totaal niet	9	8	7	5
Zijn kerken in staat tot antwoord op spirituele vragen?				
ja, zeker	19	21	30	31
ja, gedeeltelijk	41	39	50	42
nee, weinig	26	27	11	21
nee, zeker niet	15	13	11	6

Bron: SCP (cv'14 en '16)

Learning effects for young people and church

These 3 previous analyzes finally bring us to the learning effects for young people. The introduction to this is that the majority of the young people who participated in the 2022 project are receiving higher education. In the literature, a higher level of education is mentioned as one of the causes of secularisation²³ and economic growth. This is, incidentally, refuted by British researchers in Science Advances (2018), among others: “a higher level of education is a good predictor of economic growth, but not of secularisation”.

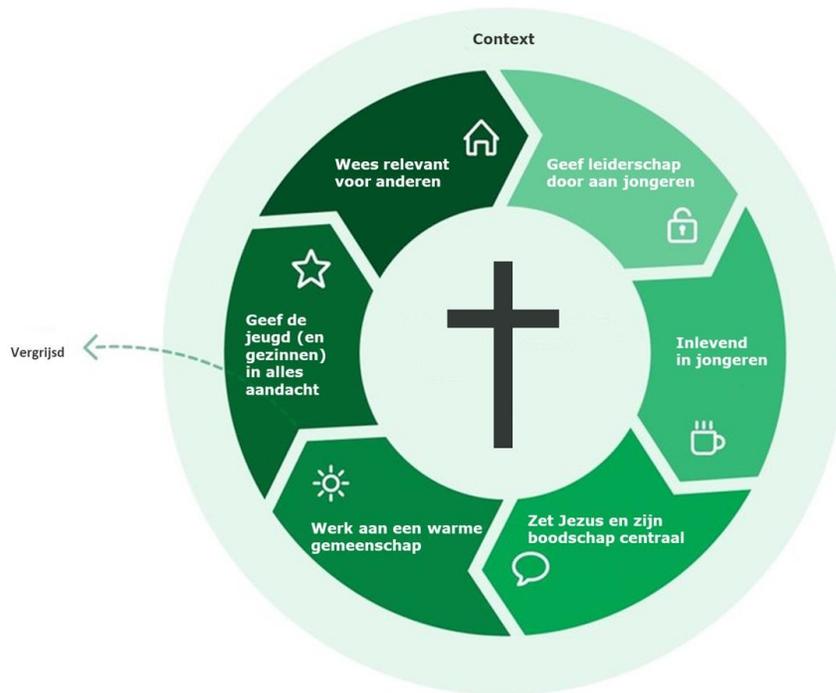
²³ HELMETS 2022: *Research center religion and society*

This last insight fits best with the 3 summaries given by the Social Cultural Planning Office. In summary, this paints a positive image of young people involved in society and the world. Not necessarily rejecting church values, principles and expressions of faith, no secularization related to level of education and positive towards doing voluntary work. This paves the way for a range of learning effects, some of which are listed here:

1. Growing Young²⁴, educational for the church(s)

The context of Growing Young from the project plan 2022 remains relevant for the continuation of KASH. It provides concisely some basic principles, with which the churches can remain relevant to young people and vice versa. Good experiences have been gained with these principles with KASH 2022. This gives us confidence that KASH can continue with short and long term goals.

It means passing on leadership when organizing activities. We will also continue to organize activities that are in line with the experience of young people and focus on Jesus' message of unconditional love and humanity. A warm community that can be formed on the basis of equality. Show interest and respect for each other, through a close-knit group.



²⁴ Kerkpunt (2022): *continues to be in church*. <https://kerkpunt.nl/growing-young-aantrekkelijk-kerk-zijn-met-jongeren/>

2. KASH auxiliaries

This idea originated from a participant and is in line with the Growing Young principle, in which a shell of people from inside and outside the church offers help with activities such as baking donuts, holding Christmas markets and Easter lunch, cooking for the elderly, supporting church broadcasts, musical performances, and so on. This provides huge interactions and practice in various social and practical skills. It also stimulates the activities themselves because the work can be more divided and people who are unknown and who do not go along with the work trip can still be involved.

3. Skills for the Curriculum Vitae

Many employers today take social skills and skills acquired into account when making their selection, which go beyond the subject-matter. The learning effect of participating in KASH is demonstrable and relevant to this and participants are aware of this.

4. Exercise in flexibility, dealing with other cultures and personal development

Learning the cultural differences with a country like Kenya is huge. If we live here in the west mainly from the idea of a makeable secular society, then getting acquainted with and adjusting to life among the people and circumstances in Kenya is quite a challenge. This principle also applies to all travel preparations and the activities to be organized. We also hear from the evaluation that this aspect yields a lot for personal development.

Appendix 2: Organizational research

KASH 2022 was contractually arranged through travel organization Livingstone from Amersfoort. This applied to travel and project costs. Commission in the travel industry is average²⁵ 10%. The commission with Livingstone was 6.9% for travel and project costs. In our aim to reduce the commission, an analysis has been made below with the advantages and disadvantages when it is arranged differently. The commission can be reduced to 2.4% on the most advantageous option.

1. Split into 1 travel organization for travel costs and project costs on account of the church.

Benefits: (1) Reduction of commission to travel costs only means halving on total = 3.5% and 0% for project costs only. (2) Anbi for tax refund project costs

Disadvantages: (1) no crowdfunding and too much administration for the church. (2) contractual obligation for project costs cannot be organized in this way.

2. Subdivision of travel organization costs and project costs on account of the Kadwinja foundation.

Advantages: (1) further reduction in commission to 2.4% when split into collective purchase of tickets via a travel agency, but accommodation costs, domestic travel costs and trips are charged via collection on Kadwinja's account. In this way, only commission on the tickets applies. (2) compliance with the contractual obligation for project costs and part of the travel costs can be organized this way because a foundation is a legal entity.

Disadvantages: (1) Recognizability of KASH for church sponsors unclear. (2) Too much administration for Kadwinja for activities that don't fit their goals.

3. Subdivision of travel organization costs and project costs on account of the KASH foundation.

Advantages: (1) further reduction in commission to 2.4% when split into collective purchase of tickets via a travel agency, but accommodation costs, domestic travel costs and trips are collected via KASH. In this way, only commission on the tickets applies. (2) compliance with the contractual obligation for project costs and part of the travel costs can be organized this way because a foundation is a legal entity with its own account number(s). (3) Recognizability and clarity for funds because KASH pursues as a church-related objective in collaboration with partners.

(4) better alignment with required funds because both foundations can raise funds separately for their own goals, but also jointly for common goals.

Disadvantages: (1) Board members required and one-off costs for starting up the Foundation. However, by sharing tasks of board members, synergy is created again (1+1=3).

²⁵ Sources: Homepage (2022), <https://www.startpagina.nl/v/werk-onderwijs/ondernemers/vraag/599954/verdiend-reisbureau/#:-:text=Al%20met%20al%20zal%20en,zak%20kunnen%20stoppen%20als%20inkomen> on Radar (2022) <https://radar.avrotros.nl/forum/touroperators-vliegmaatschappijen-f19/winstmarge-reisbureau-t37726.html>

Appendix 3: Background information about Kadowinja, APDK/ Bombolulu, HAS and Damiaan.

ANBI Foundation Kadowinja

Moerdonksvoort 25 5706HL , HELMOND info@kadowinja.org <https://www.kadowinja.org/>

Kadowinja Foundation is registered at the Chamber of Commerce with Chamber of Commerce number 17242696

The story of Kadogo

The Kadowinja Foundation is named after two sisters from Kenya who lived in Helmond. Kadogo Nyawade and Margaret Awinja. Both sisters have supported the family in Kenya financially for many years. Later they also wanted to support villagers. Awinja had a car accident in 1996, since then she suffered from epilepsy. On September 22, 2008 she suddenly died of an epileptic attack. Kadogo, who has lived in Helmond since 1991, worked as a neighborhood carer at the Zorgboog and is now self-employed. She is also active in the [diaspora](#) met als titel “Maximizing the Value of the Kenyan Diaspora” (2016).

Community-based collaboration

The Kadowinja Foundation also has a Kadowinja community Based Organization in Kenya with its own board. The Kadowinja Foundation works on the Sustainable Development Goals, see www.sdgnederland.nl

What we do

Kadowinja provides school fees and school supplies such as uniforms, books and bags. An annual amount of € 60 per pupil is required for this. In Kenya we work together with NGOs (non-governmental organisations). Kadowinja has an agreement with APDK and she is also connected to KASH Youth Projects. Kadogo was a participant in KASH 2022 and also went to Kenya with us.

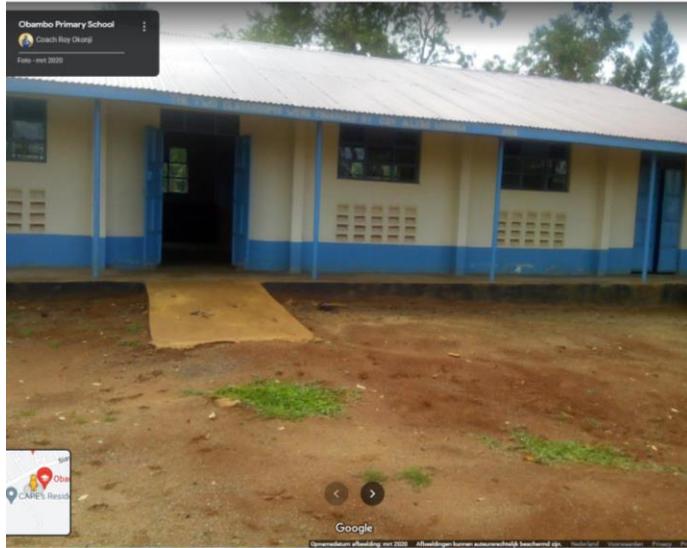
We are open to ideas, information and possible help. Sanitary: The Kadowinja Foundation from Helmond has collected money to build a sanitary building on [Onyinjo](#) Primary school in a village [Ribs](#) in Kisumu Kenya.

Education with classrooms: The goal for KASH 2025 is to renovate and paint classrooms at the Onyinjo Primary School. In 2019, two classrooms were renovated and painted together with the volunteers. Continuation of the renovation is necessary for another 6 of the 8 classrooms. This concerns a total of 284 children, who are taught at this school.

No hunger with healthy food and a healthier environment. We want those children there to get healthy food. These children contribute to climate improvement by collecting plastic and bringing it to the collection point at school. We want to offer free school meals on Wednesdays in return

and also to encourage people not to throw plastic everywhere, but this is not always possible due to a lack of finances.” This can be achieved for 135 children within the available budget.

Health and Wellness with Personal and Mental Health: Menstruation and pregnancy "To ensure that the schoolgirls do not have to miss school due to their menstruation and to prevent them from getting pregnant, we will provide information during the opening ceremony and hand out washable sanitary towels."





APDK (Association for the Disabled of Kenya) Rehabilitation Clinic

Official name: APDK REHABILITATION CLINIC

Street: "P.O. Box' P. O. Box 93959

Postcode: 80100

Location: Chagamwe, Port Reitz, Mombasa

Country: Kenya

Phone: +254 20-2058034

Website: www.apdk.org



Location: The [location](#) near Mombasa airport

Management:

1. Mr Simon Gitonga-Board Chairman
2. Mr Edward Udundo-Treasurer
3. Anthony Nzuki-C.E. O-Secretary
4. Ms.Bright Onywaya-Member
5. Dr. Osore – Chairman, APDK Coast Branch
6. Mr.Hubert Seifert-Member
7. Ms.Celestine Omondi-Member
8. Mr.Peter Kathambara-Member
9. Ms. Mwendu-Member
10. Mr.Mohamed Khan-Member

Number of staff members: 20

Number of volunteers: 10

APDK (Association for the Physically Disabled of Kenya) Rehabilitation Clinic formally APDK Polio Clinic is a project established in 1964 by the Mombasa Roundtable No.3, a community service organization, to rehabilitate children affected by polio.

APDK took over the clinic's operations in 1971 and although polio is now a thing of the past below the age group of 5 years, other disabilities still occur in children, most of which are either congenital or affected by childhood illnesses due to poverty.

The Clinic services are unique, earned and targeted to vulnerable populations that are more often than not very poor, marginalized, remote and underserved. The Rehabilitation Clinic exists to ensure that children and adults with various forms of disabilities receive services that give them access to affordable quality rehabilitation services so that they can become self-reliant as per the strategic goals of APDK Headquarters.

Relying solely on donor funds to run its programs, the clinic has a bed capacity of 60 and facilitates corrective surgery of children with disabilities from poor communities along the coast and beyond (aged 0-18). We also have an outpatient program.

Mission: Strengthening Rehabilitation Services and Regular Disabilities for the Empowerment of Persons of Different Capabilities.

Vision: An inclusive society where people with different capacities are empowered.

The project takes place at the APDK Rehabilitation Clinic in Portrietz along the old airport road with its structure at the Portrietz sub county hospital.

The. Population distribution and settlement patterns in the facility's coverage area are affected by proximity to vital social and physical infrastructure networks such as roads, housing, water and electricity. Also, the existing structures do not have backup electricity to the wards, nor equipment needed to provide services to children with disabilities.

Challenges:

1. The clinic suffers from high energy costs
2. Rampant blackouts
3. Fluctuations leading to machine damage and malfunctions
4. Uncertainty
5. Vulnerable children prone to various disabilities.

1. High energy costs will be dramatically reduced and the amount saved will meet other critical needs.

2. Rampant blackouts and fluctuations resolved will contribute to efficiency and consistency in service and PWDs devices will be delivered quickly.

3. Security will be enhanced for the betterment of our hospital patients and employees who mainly work at night as there will be lighting everywhere.

APDK Rehabilitation Clinic is one of the projects that has been commissioned to provide essential services in line with the mission of the organization to both inpatients and outpatients through the facilitation of corrective surgeries, therapeutic services e.g. physiotherapy, occupational therapy, manufacture of orthopedic devices for children with disabilities along the coastal region and supply of mobility aids, i.e. tricycles and wheelchairs. The project will facilitate the mentioned services.

Bombolulu

Address: KISAUNI DISTRICT Mombasa North KE, Kenya

Website: <https://bomboluluworkshop.co.ke/>

Phone: +254 20 2399716

Bombolulu Workshops and Cultural Center is a program of the Association for the Physically Disabled of Kenya (APDK), Coast Branch, which operates several workshops and a cultural center that promotes social and economic rehabilitation and empowerment of people with disabilities.

Our mission is to empower people with disabilities socially and economically through training and employment relationships by engaging them in the financially sustainable provision of competitive products and services.

Bombolulu Workshops and Cultural Center was established to empower people with disabilities socially and economically and empower them to realize their full potential in their lives.

The vision van Bombolulu Workshops and Cultural Center is a Kenyan community where people with disabilities become economically and socially empowered and fully integrated into society.

What are we doing

Bombolulu is a self-sustaining, non-profit and Fair Trade Organization.

We follow our values and ethos:

1. Honesty – We conduct business without fear or favor and in a way that is fair to everyone.
2. Excellence – We conduct business in a professional and competent manner. Client confidentiality and excellence in our work are core aspects of our professionalism.
3. Empowerment – As the organization aims to empower people with disabilities, we truly believe that all processes of our involvement should be empowering. We believe in driving engagement, both with our employees and with other stakeholders.
4. Integrity – We conduct business with the utmost honesty, integrity, transparency and in a responsible manner. We believe in mutual respect for each individual.
5. Learning organization – We learn from our experience and are always looking for innovative ways to improve our work.
6. Teamwork – We perform our work as a team.

Products Line:

- Jewellery

Handmade jewelry made by our in-house artisans ranging from necklaces, rings, bracelets and bangles made from recycled brass, copper, wood, cow bone, semi-precious stones and even metal soda cans.

- Woodcarving

Highly skilled craftsmen who create woodwork ranging from curios, art sculptures, wood art hangings for walls and much more.

- Bags

Our craftsmen make bags by hand from leather, canvas, imitation leather and cotton. They make handbags, travel bags, laptop bags & more.

- Textile

Our artisans create designs inspired by African cultures and use traditional screen printing methods to create unique textile designs.

- Clothing

We make clothes, t-shirts, shirts, masks and much more.

- Housing

We support our craftsmen with housing. Our craftsmen are grateful for this because it frees them from traveling long distances.

- School

We have a kindergarten on our property for the children of the artisans, who are located in our facility.

- Cultural Center

We also run a culture center where we host events that help support our organization. The culture center is also an educational facility where people can get acquainted with the indigenous communities of Kenya.

- Wheelchairs

We produce wheelchairs in-house where kind people and organizations can donate wheelchairs to other physically challenged people across Kenya

PKN HAS church (Helmond, Asten-Someren)

Spear Street 2

5702 PJ Helmond

0492-539470

info@bethlehemkerk-helmond.nl

https://helmond.protestantsekerk.net/welkom_in_onze_bethlehemkerk_uw_pleisterplaats

Name ANBI: Deacon of the Protestant Church in Helmond

Phone number: 0492-539470
RSIN/Tax Number:824278070

The Protestant congregation in Helmond is a religious community that belongs to the Protestant Church in the Netherlands. In the statute (church order) of the Protestant Church, this is described in ordinance 2 article 1 as follows "a congregation is the community, which, called to unity, witness and service, comes together around Word and sacraments" (ordinance 1 article 1 paragraph 1 church order).

The Protestant Church in Helmond functions as a stopping place where meeting each other is central. We implement this by:

- Being there for everyone
- Low-threshold social in the immediate vicinity
- Stimulating other forms of being church

Communicate the foregoing both within and outside of our church community

We are increasingly coming out as a church. Examples of this are an inviting winter program including various guest speakers, a church building with beautiful quiet and meeting rooms and making church services accessible via the internet.

The congregation fulfills its diaconal vocation in the church and in the world by sharing in the service of mercy and justice what has been given to it, by helping where there is no helper and by bearing witness to the justice of God where injustice is done (Church Order Article X paragraph 3).

Mission and vision and background information can be found in it [policy plan](#)

Interests that overlap: KASH (Kerken Asten Someren en Helmond) originated from this church and remains actively associated with it. KASH serves the interests of the churches by providing support services in the outer shell of being a church, such as cooking for the elderly and chores that need to be done. We are also involved in religious activities, such as child-on-lap services. KASH helps the churches with human connections such as with young people and the relationship from outside church to inside church.

Conversely, the churches literally and figuratively provide shelter to KASH, we use facilities and various activities to generate income for KASH's goals.

Damiaan de Veuster Parish
regarding (publication obligation) ANBI
Parish of Saint Damien de Veuster
RSIN number: 8221.91.362
Postal address: Hoofdstraat 157, 5706 AL Helmond
Telephone: 0492 522930
Email: parochiebestuur@damiaanhelmond.nl

see also <https://anbi.rkc.ni/publicaties/DBO9688>

Objective/vision

The Code of Canon Law (Codex Juris Canonici) defines the parish as “a definite community of the faithful of Christ, permanently established in a particular Church, whose pastoral care is entrusted, under the authority of the diocesan Bishop, to a parish priest as its own pastor. ”.

The parish is the smallest legal entity in the Roman Catholic Church and therefore the face of the church within a certain territory or within a certain group. The parish traditionally has three tasks: liturgy, diaconate and catechesis, or celebrating, serving and learning. In practice, the following is added: community building, after all, where there is no community, a parish cannot function.

Policy plan

With regard to the policy of the Parish of Saint Damiaan de Veuster, reference is made to the [policy plan](#) of the Diocese of 's-Hertogenbosch.

KASH youth projects has been involved with Damiaan de Veuster since 2017 and vice versa, with the trip to Moldova Soroca and in 2022 with the trip to Kenya. We are partners, also for the future.

Appendix 4: Awareness questions and criteria for participants before participation

Before you register for the trip to Kenya in 2025, you can first answer the questions below and send an accompanying letter about your motivation to KASH.

1. You are 16 years or older at the time of departure to Kenya.
2. If you want to go to Kenya 2025 as an existing participant in 2022, you will also be fully involved in activities that will take place in 2023.

-
3. You are in good enough health to be able to handle a trip to Kenya, including preparation time.
 4. what activity will you set up and supervise in order to raise money for the project and your own travel expenses?
 5. How many hours per week do you want to commit to the project?
 6. Are you available for a full day at the weekend once a month?
 7. Are you a thinker or a doer and how does this show.
 8. In what area is your personal growth or what would you like to develop?
 9. What are your talents
 10. What are your properties
 11. For how long would you like to commit (up to and including 2025-2028 or longer)\
 12. Are you prepared to use any tax benefit from a volunteer allowance for the project?
 13. Are you willing to give presentations about this project
 14. Would you like to think along and / or want a board position within the KASH foundation
 15. Do you have your own additions and motivation to the above questions?

Appendix 5: satisfaction monitor KASH participants and partners

Summary anonymized evaluation survey participants²⁶

1. Why did you want to be part of KASH?

The trip to Kenya - volunteering experience - traveling - getting to know new people

2. Has organizing sub-projects in preparation for the trip helped you improve certain skills? If so, which skills and how? Organizing - collaborating - taking the lead - language and writing skills

3. What did you like most about the preparation?

²⁶ The full survey is known to management, but anonymised for privacy reasons.

Teambuilding activities - subprojects - getting to know each other better - the versatility - the cooperation

4. What did you like least about the preparation?

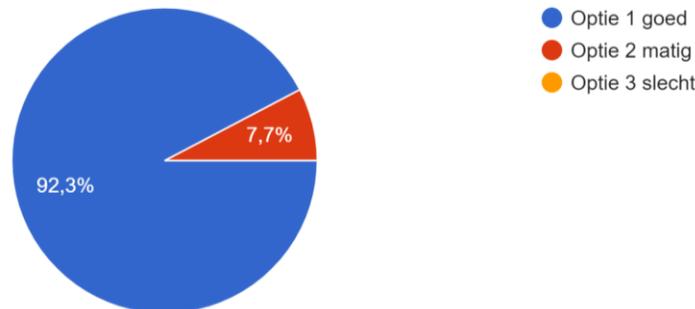
Obligations - ambiguities - difference in efforts - finances

5. What grade do you give the preparation? 7.4 average

6. What did you think of your role during the preparation? Explain.

Answers vary too much and are too individual to properly summarize here²⁷.

7. What did you think of the guidance provided by Allard, Bart and Cathy in organizing sub-projects? 1 moderate and 12 good



8. Why did you find the guidance good, moderate or bad?

Well organized - clear explanation - good division of work between participants and supervisors - clear leadership - But sometimes more guidance was needed when organizing activities.

9. Did you feel that KASH has done useful work at the APDK clinic in Mombasa, Kenya? Explain.

Yes! : The care for the children has improved - gratitude - hospitality - the money saved by KASH's projects can be spent on the care of the children - photos and videos prove that they use it a lot.

10. What did you like most about the Kenya trip?

The culture - the people - the country - the children of the clinic - the safari - the KASH group - the Kenya experience - the successful projects - the opening ceremony - "beach-day"

11. What did you like least about the Kenya trip?

What has been mentioned more than once: The departure from Kenya - Kenyan corruption - sometimes nagging between 'girls' - ambiguities -

12. What grade do you give the Kenya trip?

Grade 9.1 average

13. What did you think of the guidance by Allard, Bart and Cathy during the Kenya trip?

The facilitators complemented each other well - not perfect, but that was also because the trip was challenging - there were uncertainties, but they were handled well.

14. What did you think of your role during the Kenya trip?

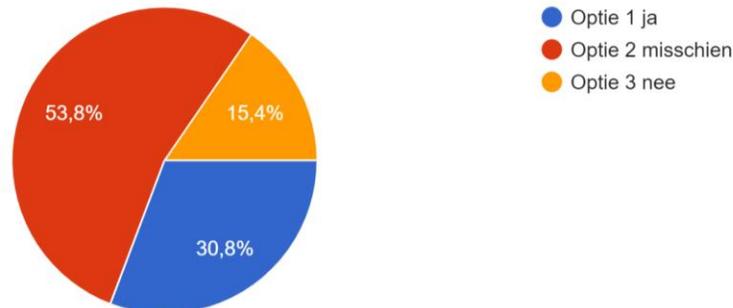
Answers vary too much and are too individual to properly summarize here.

15. What has the Kenya trip taught you in terms of personal development?

²⁷ In view of the nature, type and difference of the reflection capacity of the different participants.

It has changed the view of the world - love of neighbor - increased own capacity - further discovered one's own personality - self-confidence - indicate one's own limits

16. Are you again willing to spend the same amount of time on a next KASH project?so including (the preparation for) activities and a monthly meeting in the weekend?



17. How many hours per week do you want to commit to KASH?

Answers vary from (0) no, yes but don't know how many yet and depends on factors (7) to 2 hours (2), 3 to 4 hours (2) to more than 4 hours per week (2).

18. Are you available for KASH 1 full weekend day per month?

Answers range from no (1) to partly/don't know yet (9) to yes (3)

19. What skills do you think you can develop further at KASH? Explain. Organize - plan - collaborate - communicate - take the lead - present

20. What do you think of a next project of KASH putting more emphasis on mutual connection between KASH with the church and church with KASH activities?

1 person is negative about it, 3 do not think it is necessary, 4 have no problems with it and 1 indicates that they would like to.

21. For how long do you think you want to commit yourself to KASH? What factors might this depend on? Explain.

Answers vary from 1 no, to basically yes, depending on study and future and other factors: 12

Evaluation survey APDK²⁸

To what extent do you agree or disagree with the following statements? Strongly agree – somewhat agree – neither agree nor disagree – somewhat disagree – strongly disagree

1. My privacy was infringed on by KASH during their visit to APDK.

Strongly disagree

2. The privacy of the children at APDK was infringed on by KASH during their visit.

Strongly disagree

²⁸ Stamped copy of APDK is in the possession of KASH for proof.

3. The visit of KASH to APDK negatively affected the security situation inside the compound.

Strongly disagree

4. The projects of KASH were intended with the idea of reciprocity.

Somewhat agree, because both parties benefited in some way or another.

5. KASH behaved according to the principle of equality.

Strongly agree

6. How would you describe the cooperation between APDK and KASH?

The cooperation between the 2 was of mutual understanding with each side accomplishing its tasks by giving a helping hand to its partner.

7. Do you think that the cooperation with KASH made an impact on APDK?

Please explain your answer.

Yes, APDK benefited by getting the therapeutic bath repaired, solar collectors fixed and exchange of knowledge from the visiting partners (KASH).

8. Do you think that the projects of KASH made an impact on the treatment of the children at APDK? Please explain your answer.

A small impact because the program was short and treatment of children is a process.

9. How did staff of APDK Bombolulu experience the stay of KASH at Bombolulu?

The stay of KASH in Bombolulu was of revenue value because KASH paid for their stay and friendship relationships were built.

10. Would you be in favour of a new project of KASH at APDK in the future?

Yes

11. What would you advise KASH to do for a future project at APDK?

The Rehabilitation clinic:

- Repair of the old roof
- Energy sustainability-Solar energy for the whole clinic
- Movement accessibility by repairing the cabro road from the gate to the Administration block.

Bombolulu:

- KASH can help by finding market for different products produced in Bombolulu and help in marketing Bombolulu as a touristic destination in Europe.
- Medical assistance to the elderly and sickly employees of Bombolulu.
- Help in restocking the showroom in Bombolulu for more returns on sales.

Appendix 6: activities that reinforce partners' goals

Various actions overlap the goals of the individual partners and are therefore mentioned more often. This elaboration is based on those mentioned in the project plan [goals](#) and results

KASH (kerk)

Internal activities

- Retreat activity (to be specified)
- Movie night
- Group meetings without leadership
- Part of content providing church services 3x a year (sermon from my generation)
- Musical support at services 5x a year.

-
- Bi-annual children's side service / play morning and child on lap services
 - Beam service
 - Youth service with Ukrainian youth from the 'Knip'.

Outside Activities

- Easter lunch, SOKO market,
- garden maintenance
- cooking for the elderly
- Christmas market
- Pouring coffee 10 times a year
- Soup bus Damian
- Sponsor run
- Garagesale
- High tea with 70th anniversary of Bethlehem Church October 7, 2023
- Global goals action with Kadowinja
- Other activities that are not yet known for which this project plan must provide dynamics to organize during the course of the project.
- plant market
- Services auction
- pub quiz

gift

- To work out [subproject](#) learning resources with APDK and Bombolulu
- Sharing (promoting) safari pilot trip and experiences as part of future income social activities for Dala Resort

APDK

Solar panel field, Roof, sub-projects: plastic upcycling, teaching aids and cooking on sun reflection, plus baking.

Bombolulu

upcycling plastic, learning materials and cooking on sun reflection, making products with waste clothing from the West, including the Netherlands

Sponsors

- Generating publicity for them, keeping them informed every quarter with newsletters, social return on investment.

Appendix 7: Journey Reader (added separately)

This Reader discusses all aspects and protocols that have to do with the journey itself. It also contains rules of conduct that participants commit to, with the signing of an agreement with Kadowinja- later in 2023 Stichting KASH- .

The Reader is part of a mandatory afternoon where explanation and training will take place about the trip, the Reader and regulations.



