



KASH youth projects project plan 2023-2028

Local for Global



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

Children’s Clinic APDK Kenya Mombasa and Kadowinja Kisumu teaching materials



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Foreword and introduction

KASH is a testing ground for personal development and is not about competition. Are you also someone who enjoys challenges and long-term commitment? [Global Goals](#) Projects, and especially with each other? Do you dare to commit yourself to people outside your own "bubble," such as our church communities, and do you want to? Together with other connected communities, sponsors, and other partners, and regardless of your faith? In 2022 and 2025, we had a successful trip to Kenya. We want to undertake another such trip in 2028. Are you ready for this? Then read more about it below.

Preliminary schedule wKashjongerenprojecten.nl tour – Mombasa, Amboseli & Kisumu 2028

Date: July 22 - August 12, 2028

This Kashjongerenprojecten.nl work trip will take place from July 22nd to August 12th, 2028, with July 22nd and August 12th as travel days. The stay in Kenya will be from July 23rd to August 11th. The trip focuses on volunteering, sustainability, and cultural exchange, with regular activities in Mombasa (APDK clinic, Bombolulu, COMENSUM) and excursions to Amboseli National Park and the Kilimanjaro region.

Goal

This work trip focuses on volunteering, sustainability, and cultural exchange in collaboration with local organizations in Mombasa, Amboseli, and Kisumu. Participants work on projects related to rehabilitation, technology, nature management and education, and exploring Kenya's rich culture.

Main components of the program

- Work at APDK Clinic (Port Reitz, Mombasa)
- Stay and culture at Bombolulu Workshops & Cultural Centre
- Kwetu boardwalk center and work at COMENSUM (honey harvesting and mangrove planting)
- Duikdag in Mombasa Marine Park
- Safari via Tsavo East & Chyulu Hills to Amboseli National Park
- Homestay experiences in Amboseli and Mount Kilimanjaro
- Educational project at Oyiengo Primary School (Kisumu)

Important locations (with hyperlinks)

Bombolulu Workshops & Cultural Centre: <https://bomboluluworkshop.co.ke/>

APDK Rehabilitation Clinic: <https://apdk.org>

MEASUREMENT Mangrove & Honey Project: <https://maps.app.goo.gl/KtZJuGRhfGFRSnPQ7>

Mombasa Marine National Park: <https://www.kws.go.ke/our-work/tourism-and-enterprise>

Shimba Hills National Reserve: <https://www.kws.go.ke/shimba-hills-national-reserve>

Chyulu Hills National Park: <https://www.kws.go.ke/parks/chyulu-hills-national-park>

Amboseli National Park: <https://www.kws.go.ke/amboseli-national-park>
Kilimanjaro National Park: <https://www.kilimanjaroparktanzania.com/>
Oyiengo Primary School: <https://maps.app.goo.gl/2oHFOdUBBgdnxapr5>
Kozi Suites Hotel Nairobi: <https://maps.app.goo.gl/gNGEaaSucnTSpTJi6>
Kanyawegi Dala Resort Kisumu: <https://maps.app.goo.gl/tUQtvRA9TDP1n8k2A>

Day-to-day program

Saturday, July 22 – Departure day from the Netherlands.

Sunday, July 23 – Arrival in Mombasa, transfer to Bombolulu, welcome.

Welcome to the clinic on Monday, July 24th. From the afternoon onwards, you can visit the APDK clinic on weekdays.

- Health theme: Assist with inventory, availability and application of new rehabilitation materials,
- Theme: Technology: Assist with the design, installation, and application of solar kitchens, kitchen tools, and logistics.
- Culture and activities theme: Sports and games, including a 6-camp competition and the 14th beach day, followed by a farewell ceremony.

Friday, July 28 – Cultural morning program at Bombolulu, afternoon helping with JRFS work activities.

Saturday July 29 - Local exploration of old Mombasa center with spice market and Fort Jesus and or visit Haller Park

Sunday 30 – Rest day or optional dive day/beach day in Mombasa Marine Park and stay there at Kilua Beach Resort hotel.

Monday 31 COMENSUM. Dinner and overnight stay at nearby [Kilua](#) Beach Resort hotel

- 8 - 11 am Morning: Honey harvest + distribution chain in Kwetu [boardwalk](#) center, ecotour. Plus 11-12 via boat/kayak trip to the other side Comensum with 1 hour [canoeing](#) along mangroves with layout.
- Afternoon 12-13: Cultural promotion activities and networking with partners at Comensum. Lunch 1-2 p.m.
- 2:30-3:30 PM to Tudor Creek. 3:30-5:30 PM Tudor Creek, testing innovative techniques and planting. 6:00 PM return to Kilua Beach Resort hotel.

Tuesday August 1st departure to the [Elephant](#) Sanctuary eco-tourism center. Mombasa. Overnight stay in [Dig](#) Hills National Reserve.

Wednesday 2: 5-8 game drive Shimba Hills National Reserve. 8-9 breakfast and then to Mombasa. 9:30 am - 12:30 pm. Lunch and 2 pm train safari via Tsavo East to [Chyulu](#) Hills National park + [overnight stay](#) in Kibwezi of [here](#)

Thursday 3 from Kibwezi station 7 - 8.30 am to [Chyulu](#) Hills National Park and Amboseli region. Morning game drive. Lunch. Afternoon free or optional hot air balloon ride. Evening game drive and overnight stay in a homestay: Amboseli [ecocamp](#)

Friday 4 morning safari in Amboseli National Park. Then to Station [Lion](#) or preferably directly to Nairobi airport. Overnight stay in [Course](#) suites hotel.

Saturday 5 – Flight Nairobi - Kisumu - Kanyawegi Dala Resort

Sunday 6 Rest Day

Monday 7 a.m. Wednesday 9 a.m. – Oyiengo Primary school.

- Health theme: kitchen techniques, hygiene
- Theme: Technology: Application of JRFS plastics for school materials
- Theme culture and activities: singing, dancing and theatre.

9th farewell with women's soccer team

Thursday 10th - Kisumu sights with Masai market and boat trip on the [Victoriameer](#) ecotourism.

Friday 11th: Kisumu-Nairobi return flight and overnight stay at Kozi Suites Hotel

Saturday 12th - return flight Nairobi to Amsterdam

Budget

Total costs per participant: preliminary estimate rounded up to €3000.

Including flights, transfers, accommodation, meals, safaris and project contributions.

Excluding optional activities (diving, balloon flight).

Participating in KASH youth projects is an adventure where you'll discover a lot about yourself, develop talents, grow personally, and perhaps make lifelong friends. Do you have the courage and desire to surpass yourself, to dream big, and to put your dreams into practice? Then read on.



Are you an existing or new sponsor, a church member, or another existing partner? We'd be happy to share our updated project plan for the period 2023-2028. We've created a project summary on the following page, specifically for you. We also refer to appendices for more detailed information. An English version is also available for our partners abroad.

A heartfelt thank you to everyone involved who has supported and continues to support KASH. This includes the parents, participants, family members, farmer Wim van Helvoort, the churches as a whole and sponsors, Joris van Bommel from the Kenyan embassy, our friends from Kenya, all the other volunteers, and everyone else.

Reading guide

First, a summary of KASH to date and its future, including various projects, follows. This is followed by an explanation of KASH itself: who we are, what we've learned, and new lessons learned to put into practice. These new lessons are based on research outlined in the appendices. The mission and vision are presented, along with corresponding goals and results to be achieved. This is followed by an explanation of available and mobilized resources, the organization, the available time, information/communication, and the desired quality, related to risks. This plan uses extensive hyperlinks, such as to the appendices. This enhances readability.

N.B.: Clicking on the links will only work properly if you first save the plan and then open it.



work for solar boilers (2022)



Providing bandages

First a summary, then we introduce ourselves

2020-2022: KASH youth projects have been implemented at the APDK Clinic¹ In Mombasa, Kenya, Poolshop EA from Mombasa installed a therapeutic pool. This has shortened the treatment time for 40 children annually who stay at the clinic, as well as for 800 children from the coastal region.

During the summer of 2022, the young people from KASH helped complete the pool and install three large solar water heaters that provide the clinic with hot water. The entire project is managed by local people and clinic staff after training. Local businesses also remain involved when questions arise and additional support is needed. These activities are combined with a travel program to experience more of the country and its people. We stayed at the APDK social work center Bombolulu in Mombasa. We had a wonderful experience; we felt very welcome and it was very safe. More information about APDK and Bombolulu can be found in [link to more information]. [appendix 3](#).

¹APDK is a non-profit organization with multiple locations. More information can be found in Appendix 3.



Opening with commissioning of therapy pool on August 31, 2022, simultaneously with delivery of solar boilers



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

2023: Replacement of three roofs and installation of solar panels at the APDK Clinic in Mombasa, Kenya. This makes the clinic almost self-sufficient with sustainable green energy.

The annual savings on regular electricity costs amount to approximately €9,000 and will directly benefit childcare and contributions to the three sub-projects of the 'Joint Rehabilitation for Shore' project 2025-2028, which will be discussed later in this plan.

On April 26, 2023, the KASH Foundation was established with the goal of providing ongoing activities in Helmond and the surrounding area to support churches and other involved partners. Conversely, this will also allow KASH to continue its work program in Kenya through income and intangible/material contributions.

Through Our Energy Foundation Hardenberg, we installed 76 solar panels through a local company for a total cost of €44,230. The clinic itself contributed €5,000 through its own local sponsorship. KASH contributed €8,107 through proceeds from its own local activities and

sponsorship. The Wilde Ganzen Foundation contributed €14,833, and Our Energy Foundation €16,290. Through KASH, the clinic had two roofs replaced before the panels were installed. The costs, €8,584, were advanced by Our Energy Foundation, and half of the cost will be reimbursed by KASH in 2024. In total, we had three roofs replaced between 2023 and 2024.



2024-2025 Project Phase 2024-2025: Roofing & Renovation Kenya Rolling up our sleeves for schoolchildren

In 2024-2025, the collaboration with the Association for the Physically Disabled of Kenya (APDK) clinic in Mombasa and the Kadowinja Foundation for the Oyiengo Primary School in Kisumu took shape. This phase focused on sustainable renovation, collaboration with local professionals, and directly improving the living and learning conditions for children in Kenya.

- At the APDK clinic, a total of 2,825m² of roof was replaced, significantly improving the living environment: no more leaks, better insulation, and a safe learning environment for the children. In 2025, a German sponsor will reroof the rest of the clinic, making the saying "a good example is a good example."
- During the 2025 work trip, young people helped paint three dormitories and the kitchen at APDK. We did this in collaboration with about 10 therapists from the clinic, who did this in their free time. We also held a 6-camp with the children and sorted and distributed bandages they had brought along.
- We have worked together with APDK and their partners, [Bigship](#), [KMFRI](#), [Crabshack](#) in [Eaten](#) Mangroves planted. By 2025, the planting will be expanded to 10,000 mangroves on at least 1 hectare to help protect the coast and produce oxygen.

- At Oyiengo Primary School in Kisumu, three classroom floors were replaced through us and local contractors, and three classrooms were painted (with the women's soccer team's help). In addition, three mango trees were planted as a lasting symbol of the growth and development of the school community (approximately 250 children).

These renovations strengthen local employment by using local contractors and directly contribute to a better learning and living environment for children in Kenya.



3 floors replaced, 3 classrooms painted, school materials delivered and 3 trees planted at Oyiengo

Q4 2025-2028 'Joint rehabilitation for shore' JRFS (3 subprojects)

Between Q4 2025 and 2028, we will generate additional fixed sources of income for the APDK clinic, the Kadowinja foundation, KASH, and the churches involved.

The first fixed source of income emerged in 2023, when the clinic was disconnected from the power grid. This results in annual savings of €9,000, which will then be used for healthcare starting in 2026. In 2024 and 2025, the saved electricity costs were first paid to Our Energy Foundation in Hardenberg, which also installs and manages this system through local companies in Kenya, as a personal contribution to the solar panel installation.

In 2025, the "Joint Rehabilitation for Shore" (JRFS) project was launched, for which we have an agreement with APDK. We also generate some income from our own project activities in Helmond and the surrounding area, for which the "KASH support team" is also deployed. This team consists of 10 young people and other stakeholders who are not participating in the trip but are committed to KASH. The support team has been active since the fall of 2022.

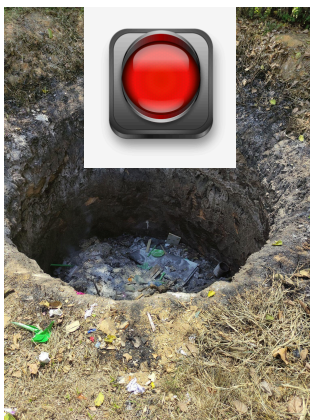
Knowledge from literature and networks is utilized. The subprojects deliver products that align with the Global Goals.²The plan is data generated by Bombolulu. We've started with an early-stage business case for the three JRFS subprojects mentioned below. This should lead to proven techniques, working methods, and income for the Bombolulu work center and local communities by 2026. After that, JRFS will be scaled up to a profitable social enterprise through a project plan, and KASH can withdraw. We are currently implementing the early stage with a budget of €20,000 and funding through the Wilde Ganzen foundation.

Bombolulu is an APDK workshop in Mombasa for people with physical disabilities. Together with APDK, new product lines have been developed that will create employment and equal opportunities for people in Bombolulu and the other project partners mentioned. We combat 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:

- **JRFS Subproject 1: Collecting and upcycling washed-up plastic**

The "Joint Rehabilitation for Shores" project consists of three intertwined subprojects. The first, which involves collecting plastic along the coast, is used to create useful local products. Collecting plastic is also necessary before mangroves can be planted. Planting mangroves subsequently creates local jobs and serves climate goals. However, this is only useful if mangrove wood is no longer used as cooking fuel, but as a steady source of income, while also offering an alternative cooking method: solar-reflecting stoves. Moreover, solar-reflecting stoves significantly reduce energy consumption for users, as an average Kenyan family spends 2/3 of their income on energy. This money can then be used for other basic necessities. Finally, environmental pollution caused by burning plastic and wood, and the associated health problems, can be reduced.

In Kenya, a lot of plastic waste is burned. As can be seen below, in a deep pit next to the clinic's vegetable garden! This waste ends up in the environment and is unhealthy. However, this plastic can also be easily and safely made into a wide variety of products and sold through an online trading system, including in the Netherlands. APDK is thrilled with this innovation, and we are doubly thrilled! The first goal is to produce seat and backrests for 100 broken chairs for the Oyiengo Primary School in Kisumu, using waste plastic.



²See project plan under Objectives and results.

bottle caps are [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 Among the 10 most polluting countries, the Netherlands is the worst performer in the EU, with 200 million tons [export](#) We are therefore working together to develop a plan to have plastic collection precede the planting of mangroves by clinic staff and the local community. We are collaborating with the APDK clinic, three to four Kenyan staff/students, Bombolulu, the KMFRI scientific institute, the local government of Mombasa, and possibly the P4G fund. The goal is for this to be financially self-sustaining.

project startup

“Joint rehabilitation for shores”



“Use of rehabilitation to rehabilitate Mangrove shores and upcycling plastics”
“Rehabilitation approach for rehabilitating mangrove forests and recycling plastic”

Initiator and client: APDK Rehabilitation clinic

- **JRFS Subproject 2: Growing and planting mangroves in Tudor Creek**

On July 10, 2025, we gathered with approximately 100 people from APDK /Bombolulu and their partners, [Bigship](#), [KMFR](#) , [Crabshack](#) in [Eaten](#) part of the first 1 hectare (10,000 mangroves) in [All](#) Mangroves have been planted in Mombasa Creek. Approximately 60% has disappeared due to human activity and is being restored through coastal restoration projects. Besides providing coastal defense against flooding, mangroves also provide food, such as crabs and honey, and play an important role in greenhouse gas reduction. This is because mangroves can capture approximately 20 times as much CO2 as regular trees.



planting of mangroves with local communities on July 10, 2025

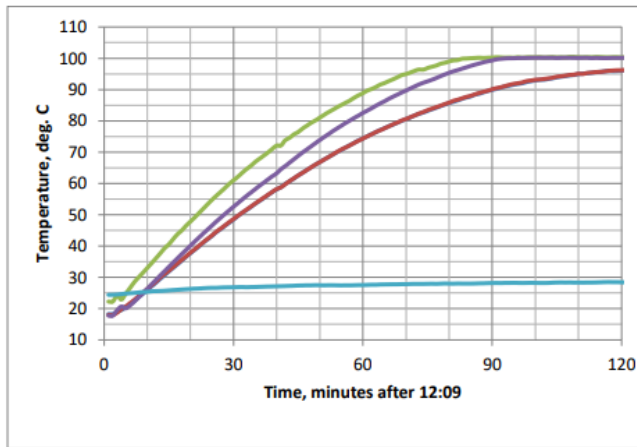
- **JRFS Subproject 3: cooking on sun reflection.**

Various websites provide detailed information, including experiments and test results, about cooking with solar cookers made of reflective aluminum or aluminum foil. We are collaborating with APDK to create five prototypes of solar reflective cookers. We brought two types back to Kenya during our work trip, and our local participant presented them to the community of Bombolulu, attracting great interest. In the coming period, we will be working on developing prototypes partially made from waste materials, thereby reducing production costs for Bombolulu and making them attractive for application. Our Kenyan students are gathering user experiences with the five prototypes, so that adjustments can be made as much as possible to the local market when scaling up to series production.

In short, this subproject involves the following:

- Enabling people at Bombolu to manufacture solar cookers. This creates employment.
- Reducing material costs. This increases the margin on solar cookers and makes them widely available.

- When the combustion of plastic and wood is reduced because plastic is reused, cooking based on solar reflection also offers an alternative for this on most days of the year.



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



Demonstration of solar cookers to people of the Bombolulu living and working community by our Kenyan student and clinic manager on July 11, 2025

Introduction

Who are we?

KASH is a youth foundation committed to connection, compassion, and sustainable social engagement. We are rooted in the Protestant Churches of Asten, Someren, and Helmond and collaborate with the Damiaan parish. This environment offers space for encounters and deepening our understanding, but we are not an evangelical organization. Everyone can participate—religious, non-religious, or simply searching. Our guiding principle is compassion: care for each other, for the earth, and for vulnerable communities. This aligns with the United Nations Global Goals. As a non-profit ANBI foundation, we organize projects in the Netherlands and Kenya that contribute to decent living and learning conditions. We encourage young people to actively take responsibility and learn by doing.

Mission:KASH empowers young people to work with local partners in the Netherlands and Kenya to achieve humane and sustainable social change. Connectedness and compassion form the foundation: learning by doing, taking responsibility together, and strengthening each other. Under the motto "Local for Global," we build impact that extends beyond a single moment or place.

Vision:A future in which communities can grow independently, even when our presence ends—that is the goal. Practical commitment, friendship, and, for those who desire it, space for faith and reflection, coexist there, never as an obligation. Accessibility is central: everyone is welcome, with or without a religious background. Investing in long-term relationships fosters reciprocity and growth on both sides.

What we do:We organize community projects in and around the churches and the region. Every three years, we take a work trip abroad with the money we raise. Between August 17 and 31, 2022, we traveled with 16 people to the APDK children's rehabilitation clinic in Mombasa, Kenya. In 2025, we returned to Kenya with nine people, two of whom were Kenyan participants.

Our main Kenyan partner:de 'Association of the physically disabled clinic' ([APDK](#)) This is the coastal region clinic for children who cannot rehabilitate properly at home or for whom the distance to the clinic is too great.

During our preparations here, our work at APDK, and our stay at Bombolulu, we spoke with many people. The need is far greater than we can meet. We've chosen to do one project well rather than many things halfway. This means we remain committed to the clinic, which collaborates with the foundation [Gift](#). The collaboration with both parties is going very well, particularly with making sound agreements and delivering results on schedule. This means our efforts are paying off, and we can provide significant added value in terms of work, networking, brainstorming, and so on. Moreover, the clinic covers the entire coastal region, and the inland region also benefits, and APDK has several locations. The entire organization benefits.

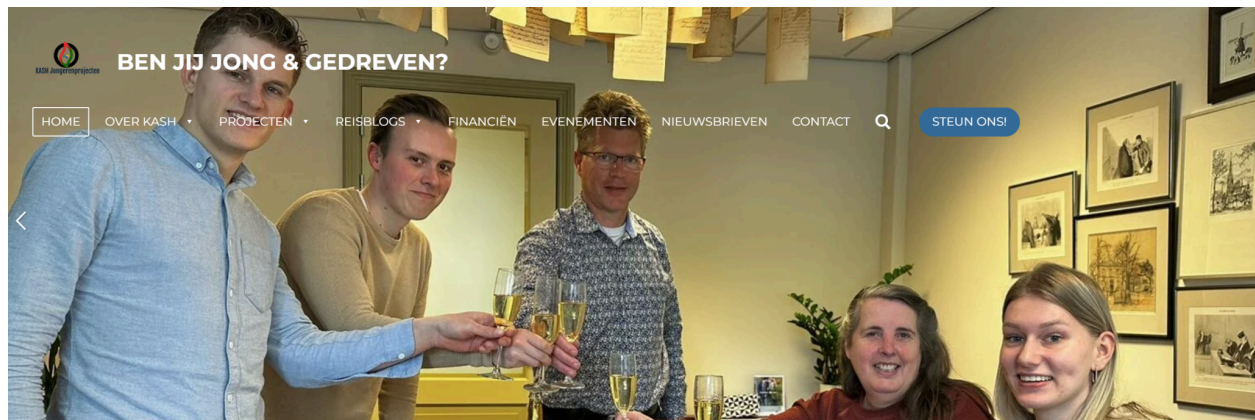
Because KASH originates from and is connected to the churches, this project plan was also discussed with the church boards. The project plan was adopted on March 27, 2023, by the church council of the Protestant Church in the Netherlands (PKN HAS) and approved by the parish board of Damiaan de Veuster. Updates were explained to the church community during presentations.

1 History

origin of KASH and partnerships and matrix

The PKNk recognize of **Astone, Somer'sHElmond (KASH)** have been together since January 1, 2021. In 2017, a group of 12 young people, accompanied by three supervisors from the Bethlehem Church and Lucia Church in Mierlo-Hout, spent two weeks in Moldova, Soroca, to help lay the foundations for a daycare center for orphaned children. We also helped build a kitchen and restrooms, and organized a children's camp. This project was then put on hold in 2020. Time for a new one!

Cathy Erbrink, one of the leaders, has visited the APDK clinic in Kenya several times. This led to collaboration within the church and a new project launched as a follow-up to Moldova Soroca. The church council discussed the KASH project plan for the APDK clinic on November 18, 2020, and enthusiastically approved it. Allard Venema (one of the young people from the Moldova group) was asked by Cathy and Bart Huckriede to also join as a leader in 2022. The trip was arranged through a contract with the travel agency Livingstone, but the organization was handled by these three leaders. This was a success, as the summary shows, and is definitely worth repeating. After the 2022 trip, KASH became an ANBI foundation with five board members. You can find information about this on our website. [website](#).



From left to right: Allard Venema (chairman), Thomas Daniëls (board member), Bart Huckriede (treasurer), Cathy Erbrink (secretary) and Jinke Venema (board member)

Looking back at the application of the lessons learned from the trip to Moldova Soroca

The 1: Group bonding around sub-projects

The outcome: 100% success. We managed to complete all the preparations and activities during the coronavirus pandemic and reach a committed group that will continue to see each other and participate in activities even after Kenya 2022.

The trip was also used for CVs. Everyone wants to stay involved in the remainder of KASH 2025. Almost everyone wants to travel to Kenya with KASH again. We set ourselves the following lesson for KASH 2022:

The preparation period between the start of the Moldova project and the fundraising campaign ran from October 2016 to June 2017. So, just under nine months. In that short time, a huge amount of money was raised through sponsored walks, baked goods for coffee after church services, a Christmas market, a rubber duck race, raffle ticket sales, cooking for the elderly, car washes, and so on. Then came the trip, and afterward, it went... quiet. Apparently, the pressure was too much on raising money for the work trip, and it partly compromised the bond within the group afterward. There have been a few reunions since then, and it's still simmering.

We're going to do this the other way around, using the coronavirus era as an opportunity to offer connections as a partially digital hub. This is also called "rethinking." The horizon is therefore further away, allowing for the formation of a strong group that carries out subprojects from within the churches. This could involve anything from creating a church patio garden and maintaining gardens for vulnerable elderly people to participating in joint projects with Rotaract youth and other foundations in Helmond and the surrounding area, creating festive packages for the holidays, and utilizing the individual expertise from the youth programs. This last point, in collaboration with schools, could potentially even yield academic credits.

In short, this creates a more peaceful and supportive environment for group bonding around (sub)projects, thus reducing the preparation time until the actual work trip. The journey and the process become the goal!

Young people who don't participate can also be involved in some activities, under the same umbrella as others, such as sponsorship. This will often fit within the supporting activities.

Lesson 2: Young people are responsible for their own travel costs

The outcome: 100% success. During the KASH 2022 preparations, the trip became more expensive due to unexpected costs incurred by the travel organization. They took responsibility for resolving this themselves.

We set ourselves the following lesson for KASH 2022:

The church guaranteed the trip's cost, minus the €250 deposit. This was a very generous gesture, going above and beyond to ensure the trip to Moldova could go ahead. During the preparations and activities, it became clear that this "luxury" position didn't always benefit the individual's sense of responsibility. On the other hand, the group's target was significantly exceeded, so the church didn't have to contribute anything.

The lesson here is that young people should be made responsible for the travel costs themselves. We do this by drawing up separate contracts, with their legal representatives signing in advance in the case of minors. Individual refunds of sponsorship funds, which are not covered by cancellation insurance, are not possible. Sponsorship activities, etc., are then experienced with the same sense of urgency for everyone, which strengthens group cohesion. This trip is not for the faint of heart.

Lesson 3: Utilizing talents

The outcome: 100% success because we always worked in groups with activities. We set ourselves the following lesson for KASH 2022:

During the trip and travel preparations to Moldova, only limited use was made of the participants' individual talents. This could be further focused on by mapping them out in advance and identifying the opportunities available in conjunction with the training programs. This should provide an extra incentive to participate and is also a valuable addition to a resume.

Lesson 4: More FUN!

The outcome: 100% success, because we received feedback that the project and the trip met all expectations..We set ourselves the following lesson for KASH 2022:

Moldova was under considerable time pressure during the preparations and, during the stay, focused too much on the heavy lifting of building the foundations for the daycare center, kitchen, and restrooms, and not enough on fun activities with the group. There were some, but not enough. This also caused considerable stress.

We're going to do things differently. The work trip will include a three-day safari led by the organization to see more of the country. Not all activities will be focused on work, but rather on having a good time with each other, the people there, and maintaining a connection after returning. This should also be a stronger reason to participate, to go, and to stay. Staying will also be approached more actively, because the entire structure will be changed.

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

Result: 100% success, as we managed to significantly expand our network and establish a very good working relationship with the APDK clinic, among others. Young people also contacted local press, businesses, schools, and other stakeholders themselves..We set ourselves the following lesson for KASH 2022:

This is more of a rule than a lesson, because when recruiting for the Moldova Project, it quickly became clear that we were also connecting with young people outside our church communities to participate. Both Kenya Mombasa and Moldova Soroca are very Christian communities, but we don't expect young people from outside our church to be unable to connect with them. It's part of being church in today's world to find a way to do that.

It's perfectly legitimate for churches to focus first 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 this "happening" also extends more broadly, with the recognition that the Spirit cannot be forced. For example, non-church organizations contributed the most to the Moldova project. Moldova itself was a lesson for project plan writers that not everything can be forced. Therefore, it's an illusion to think that project KASH will be any different, and it doesn't have to be.

Lessons learned from the Kenya 2022 project and trip

1. Continue to apply the lessons learned from Moldova 2017

Applying those lessons has been 100% successful and continues to be useful.

-
2. Better respond to the individual interests and goals of participating parties to increase the overall collective impact.

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

3. Cost reduction for travel organization

It's become clear that as a group, we can make the trip organization leaner, which can reduce the costs for participants. This is described in detail in Chapter 2.

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

The repair estimate for the therapy pool was €10,500 higher than budgeted, despite receiving two quotes for each component, both for the therapy pool and the solar water heaters, which were reviewed by specialized companies here in the Netherlands. This was because the therapy pool could not be repaired, but during dismantling, it became clear that it needed to be completely replaced. With the solar water heaters, we managed to stay 100% within budget and with a written agreement.

For the therapy pool, APDK, with the help of 10 volunteers, managed to keep the cost increase within the stated €10,500, including a 10% discount on the construction costs. This brings our total to nearly €59,000 for travel and project expenses combined, including the increased travel costs.

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

- Working with 'fixed prices' that we request in a multiple private tender for the roof.
- Modular design and commissioning, as we did and still do with the solar panel system. That's possible with a roof, but simply not with a therapy pool.
- Maintain a sufficient buffer for deviations in travel costs, which will, after all, be 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 leveraging the interests and goals of individual participants and partners.

The sum becomes greater when individual interests and goals converge. This applies to the churches involved, young people in the Netherlands and Kenya, and other partners. This is based on equality.

In the short term, this involves working with young people from Helmond and the surrounding area and participating churches to further support the APDK clinic and the Kadowinja foundation by providing more and better care to children with arm or leg conditions, respectively, and by providing sufficient educational resources to enable them to attend school. This is in accordance with their own policy and in line with the goals and results described in Chapter 2.

In the longer term, our mission is to sustain the changes we achieve together with our partners and ensure they continue to add value. This also means more prominent church activities with

religious significance, for those who feel called to participate. This aligns with focusing more on the individuality of the individual partners to enhance the collective result. This also aligns with research on young people and religion from Appendix 1 on the [meaning](#) van KASH.

Vision

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

That sounds strange, but it isn't. Basic ideas on this topic are derived, among other things, from the book "Children of Africa," which discusses the success factors of private aid projects.³We've been considering an "exit strategy" from this book. This will be discussed in the next chapter. Together with our partners, we're creating a "flywheel" of activities that will ultimately be self-sustaining and deliver sufficient intangible and tangible returns.

Making things redundant doesn't mean that added value diminishes; it actually increases when we can change our role. In other words: Once the "flywheel" is spinning, the self-reinforcing effects increase with the goal of achieving it.

Meaning of KASH for youth and church and vice versa

Focusing on being church with young people and vice versa is receiving more attention in a structured format. We are clearly separating this into fringe and center-oriented activities. In other words, an inner and outer layer of activities.

The basis for this is the analysis included in Appendix 1 that shows that young people do not shy away from church activities, provided that this suits their interests, [world of experience](#) and opportunities. KASH offers opportunities for personal development, developing various (social) skills, creating a portfolio for your resume, and exploring other cultures. The KASH youth and their circle of family, friends, and acquaintances demonstrate commitment to and the continuation of KASH.

Conversely, KASH offers support to churches with activities within their inner and outer layers, addressing core missions and related activities. It also gives young people the opportunity to experience that low church participation in secular Western Europe is truly exceptional. With both initiatives, it connects with the younger generation for their future survival, following the Growing Young principle.

2 Goals and results to be achieved⁴

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

The "flywheel" figure on the next page is an analysis of a circle of influence, activities, and force field analysis. The outer layer consists of church activities, such as supporting the projector service, garden maintenance, cooking for the elderly, the Christmas market, Easter lunch, serving coffee 10 times a year, and the Damiaan soup bus. The inner layer of the churches, for example, partly comprises providing the content of church services 3 times a year, musical support for services 5 times a year, biannual children's church/game mornings, and lap-sitting services. Diaconal projects also overlap, focusing on Global Goals within and outside the

³Lee, Ton van der (2011), *Children of Africa*

⁴A SMART elaboration of the goals and results is included in [appendix 6](#)

Netherlands. Some of these projects are in Kenya, and in terms of planning, this will take precedence in the period up to and including 2025.

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

This concerns Global Goals, as listed below. These largely fall under diaconal goals within the church. Examples include campaigns with fair-trade food products, collections for education and teaching materials, health, and climate goals. Kadowinja's international activities focus on Kenya. €2,000 is needed annually to provide 134 children with learning materials to support their primary school years.

- KASH's goals and interests overlap with those of Kadowinja.

[Gift](#) Supports learning resources for talented children. This is a specific project, but they also contribute to other projects at the Kenya Oryingo Primary School, such as providing quality school meals.

The collaboration with Kadowinja focuses on the Global Goals as already indicated, plus joint international goals with the APDK clinic in Mombasa, Kenya, and educational materials and facilities for 134 children in Kisumu through 2028. In the Netherlands, the focus is on the aforementioned Global Goals and interests. Income from these will be used for individual and joint projects. Joint goals and interests beyond 2028 will be analyzed in a subsequent project plan and policy plan for the KASH foundation and Kadowinja. KASH and Kadowinja are also collaborating on a well-organized working trip to Kenya in 2025. This will include a visit to Kisumu and work experience with children's educational materials, as well as adaptations for the APDK children's clinic in Mombasa, Kenya.

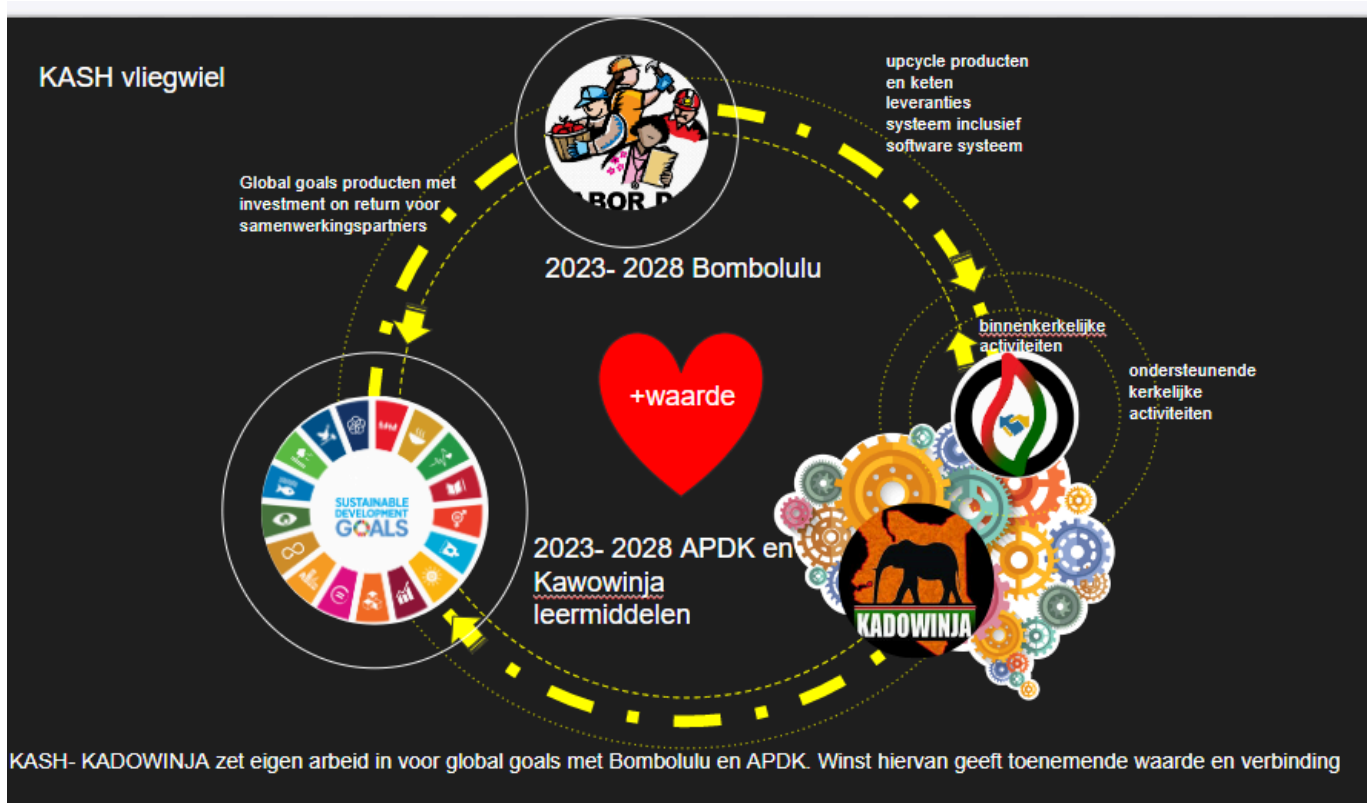
- The aim here is to realise a modular roof system that can be realised with local labour, replacing the worn-out roof and at the same time providing a better indoor climate for the children.
- In addition, KASH participants will be provided with on-site support for the workshops, the renovation of one classroom, and possible adjustments in the kitchen to improve hygiene and make heating with wood and plastic a thing of the past.
- Collaboration with the Bombolulu work and living center in Mombasa. This is part of APDK, and the KASH-APDK-Kadowinja partnership will include both purchasing and a sales system for products and product innovations.

A portion of the profits will then benefit a continuous flow of funds to provide educational materials and programs for children in both Mombasa and Kisumu who are distanced from the labor market. An example of product innovation is the reuse of plastic waste, which is currently often burned, and can be incorporated into collaborations with local businesses and small businesses that become suppliers. This primarily benefits the lower end of society.



Global Goals⁵

⁵ <https://www.globalgoals.org/>



Flywheel of the mutually reinforcing collaboration between KASH-Kadowinja-APDK and Bombolulu. By capitalizing on the unique characteristics of the individual components, the strength lies in delivering greater added value than could be achieved individually.⁶

Internal: Churches, youth and connections

Churches have a golden opportunity to engage and retain young people. The SCP observes that where individualistic secularization, such as secularization, leads to the disappearance of "anchors," depression, for example, is increasing among young people.

Moreover, the declining connection with church appears to be primarily a Northern European phenomenon. The reality experienced here in the West is therefore not the reality. The real reality is that faith and church are growing worldwide.

As shown in research by the Social Planning Office (Appendix 1) and the 'Growing Young' The principle is clear: young people have no problem with church activities, provided they fit their own worldview. This stems from a sense of security and a sense of belonging because of who you are as a person, both to yourself and to others.

This also aligns with the church's own policy of wanting to be a haven for everyone, a respite from the daily grind. A place to catch one's breath and simply acknowledge that not everything in the world is controllable and perfect, as has been and continues to be strived for, or instilled, in schools and by "Enlightenment philosophy." Disillusionment will otherwise quickly follow in Kenya!

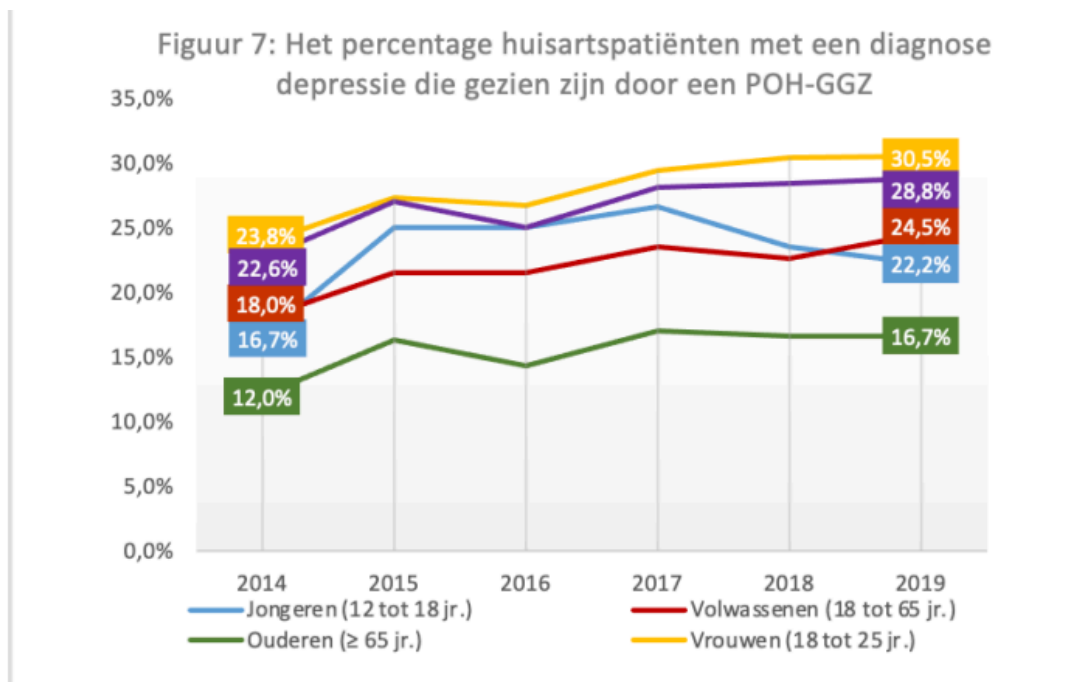
⁶See strengths and weaknesses analysis chapter 2 and appendix 1: meaning of kash

This plays an especially important role for young people: a place where they can escape being judged for a while, unlike at school and on social media. A place where it's about them as individuals, feeling accepted and secure, personal connections, and personal and group activities on a deeper, more intangible level than what's typically found at school or sports clubs, for example. This can take the form of moments of reflection and being able to be vulnerable in a familiar environment.

Unfortunately, dropout among young people has increased dramatically in a short period of time in our performance-based society, as the graph below shows.

The churches here truly have something to offer young people. Conversely, young people have something to offer the churches. A distinction must be made between the truly internal church activities surrounding worship services/Mass and the more supportive services, which are somewhat more remote, such as cooking for the elderly, running a soup bus at Damiaan's, supporting projectors and technology, etc., plus extra-church activities.

By tailoring this to the specific needs of both churches and young people, we can maintain their individual identity, empower the individual partners, and learn from one another. With KASH, we fulfill an intrinsic need to use the best of what it means to be a church to connect and engage young people, both inside and outside the church, and vice versa.



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

Tows analyse

A strengths and weaknesses analysis will be conducted, along with the internal/external strategy to be followed for the short and long term. This analysis will be based on the mission, goals, and interests of the individual partners (see [attachment 3](#))

TOWS	<p>Strengths (S)</p> <p>Intern:</p> <ul style="list-style-type: none"> - Strong networks and reliable -Sufficient interest from participants and motivation -Participants participate in church activities, provided they are adapted⁷ <p>Extern:</p> <p>Most stakeholders are well-organized and communicate effectively with stakeholders. This also applies to companies and funds.</p>	<p>Weakness (W)</p> <p>Intern:</p> <p>KASH is not a legal entity. This prevents it from entering into contracts independently and from having its own bank account, placing an additional burden on the church.</p> <p>Extern:</p> <ul style="list-style-type: none"> -Dependency means higher costs for participants, as more travel expenses have to be outsourced.
<p>Opportunities (O)</p> <ul style="list-style-type: none"> - Internal: develop your 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 travel costs and obtain ANBI benefits for external stakeholders. 	<p>S-O attack strategies</p> <p>Internal/external: Develop integrated short- and long-term goals with stakeholders, spanning several years. Incorporate shared social, intangible, and tangible goals to maximize added value for individual objectives. Apply innovations.</p> <ul style="list-style-type: none"> -Utilizing the uniqueness of both church and youth activities 	<p>W-O defense strategies</p> <p>Internal/external:</p> <ul style="list-style-type: none"> -Becoming a legal entity as an ANBI Foundation - Relative cost reduction for travel expenses by utilizing your own organization. - Organize modular project costs, allowing for flexible handling of costs and benefits.
<p>Threats (T)</p> <ul style="list-style-type: none"> - Internal: Too little focus on one's own long-term and strategic choices, which would reduce added value. - Insufficient board members when vision and mission are under pressure -External: Too little sponsorship when too little added value is developed. -End of the long-term project in Kenya. 	<p>S-T Strengthen 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 attract board members.</p> <p>External: The same applies to added value, strong results and being a reliable partner, which results in the best chances of sponsorship.</p> <p>Leveraging networks to continue finding good project targets</p>	<p>W-T strengthen defense strategies</p> <p>Internal/external: Become a legal entity so that your short- and long-term goals can be achieved as much as possible and costs can be reduced as much as possible.</p>

⁷See Appendix 1 with data from the Social Planning Office. This aligns with our own experiences.

3 Money

Explanation: costs and income

KASH operates on a non-profit basis to support our [mission](#) [me](#) [vision](#) through social initiatives and work trips. For each work trip, the costs are estimated in advance, consisting of project costs, accommodation, and travel expenses. To finance this, KASH relies on donors, sponsors, and proceeds from activities (e.g., Christmas markets or lottery tickets). By offering sponsors an attractive incentive, we hope to secure long-term commitment. For example, young people on the Kenya 2022 trip helped out at a dairy farm, allowing them to use the farm for a food market. We also try to retain donors by clearly explaining our vision, making the work trip meaningful and attractive, and organizing fun activities.

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

Management of funds

All income must, of course, be tracked and temporarily deposited in a bank account before being invested in the work trip. For the Kenya trip in 2022, we used the [crowdfunding platform of the Livingstone Foundation](#), where each participant managed their own page, which was linked to the group page. All donations made through that platform were deposited into a Livingstone bank account. In the future, we want to use a crowdfunding platform again, but at the same time, maintain more control ourselves to save costs. We will do this by setting up a fundraising campaign for each work trip via the website [Kenta](#)⁸, which we linked to our business bank account. Such a platform offers useful analytics tools, team savings options, and integration with our own website.

⁸KASH uses the Kenta platform that 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 volunteer for a good cause through KASH Youth Projects, this opens new doors. You can call yourself a volunteer, and in some cases, this can be tax-deductible if a volunteer allowance is waived. The volunteer allowance paid is then a donation to the ANBI (Public Benefit Organization). Incidentally, the tax deduction through ANBI also applies to donors.

We ask our participants to reuse any tax refunds they receive for the KASH foundation as a voluntary contribution.

According to the [tax authorities](#) You are a volunteer if you meet the following conditions:⁹

- You perform work for:
 - an organization that is not subject to corporate tax or is exempt from it
 - a sports club or sports foundation
 - An [ANBI](#)
- You are not employed by the organization, sports club, or sports foundation.
- You do not do the work for your profession.
- You are not doing the work professionally. This means that compensation is so low that it is not in proportion to the scope and time of the work. You will then receive a [volunteer allowance](#).

About the [volunteer allowance](#) the tax authorities say the following:¹⁰

- You are 21 years or older and have agreed to be compensated for your work per hour. In 2023, you will receive a maximum compensation 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 compensation per hour, per month, or per year may not exceed the amounts stated.
- You are under 21 years old and have agreed to be compensated hourly for your work. In 2023, you will receive compensation of up to €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 hourly, monthly, and annual compensation may not exceed the amounts stated.
- You receive compensation that is so low that it is disproportionate to the size and time required for the work.
You haven't agreed to receive hourly compensation for your work. In that case, the compensation may be a maximum of €190 per month in 2023 (€180 in 2022 and 2021) and €1,900 per year (€1,800 in 2022 and 2021). These maximum amounts apply to the total compensation for your work.

For future participants, we would like to explore the possibility of providing the deductible volunteer allowance in conjunction with our 2024 annual accounts.

⁹See

full **current** information: https://www.belastingdienst.nl/wps/wcm/connect/bldcontentnl/belastingdienst/prive/werk_en_inkomen/werken/werken-als-vrijwilliger/wanneer_bent_u_vrijwilliger

¹⁰See full

information: https://www.belastingdienst.nl/wps/wcm/connect/bldcontentnl/belastingdienst/prive/werk_en_inkomen/werken/werken-als-vrijwilliger/vrijwilligersvergoedingen/

Costs project 2028 with participants

The costs for the 2028 project have already been estimated in an initial calculation. These estimates are subject to change, for example, as airline tickets may become cheaper or more expensive after the release of this project plan. Currently, the assumption is for a group of up to 12 people, including management. The group size may increase to a maximum of 14 people.

Description	Cost per person	Total group costs (14 participants)
Project		
Own contribution to projects	€ 400,-	€ 5.600,-
Own contribution safari	€ 250,-	€ 3.500,-
Travel & accommodation		
International travel, incl. domestic transport	€1.300,-	€18.200,-
Stay	€ 240,-	€ 3.360,-
Safarideel Wildlife	€ 650,-	€ 9.100,-
Diverse		
Team activities Netherlands	€ 200,-	€ 2.800,-
Total:	€3.040,-	€ 42.560,-
Excludes: insurance, vaccinations, visa and personal expenses.		

In addition to these work trip expenses, other costs have also been budgeted and are accounted for through our annual accounts, which can be found on our website under the heading ['finances'](#).

4 Organization and policy

Internal organization:

The formal organization is in the hands of the KASH Foundation in collaboration with partners, however.

We operate according to our articles of association, which can be requested by email. The reason we don't have them on our website is because they contain GDPR-sensitive information.

ANBI foundation KASH Youth Projects

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

- KASH activities contribute to the Global Goals,
- Activities comply with 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 interest.
- The activities comply with the objectives stated in the deed of incorporation and articles of association.
- The activities correspond to and fit 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 do for the Foundation.

The board of the ANBI KASH foundation is composed as follows:

Chairman: Allard Venema

Treasurer: Bart Huckriede, also part treasurer of the ANBI Kadowinja foundation

Secretary: Cathy Erbrink, also secretary of the Kadowinja Foundation

Other board members: Thomas Daniëls and Jinke Venema

Further explanation about the organization can be found in Appendix 2, organizational research on the basis of which the above organization was selected.

5 Communication/Information

newsletters

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

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



[like us on Facebook](#)

website: www.kashjongerenprojecten.nl

advertisement

It sounds a bit odd, a church doing advertising. Yet, we're not called to hide our lamp under a bushel. Therefore, the church itself regularly and actively reaches out to the press and magazines to shed light on the KASH project. The aforementioned support team prepares this, and the newsletter serves as the foundation for it. The support team also handles a lot of website management, including followers, technology, social media, an activity calendar, and other resources, to effectively inspire and engage the youth target group and others.

Accountability

The newsletters also include internal pages that address the current state of affairs regarding finances, progress, and bottlenecks. At least once a year, the leadership briefs the church council online or live with a presentation about the current state of affairs, and input is incorporated.

6 Quality

Our preparations, travel and projects must meet a number of SMART¹¹ qualities and through Plan, Do, Act¹² and Evaluation of 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 to 14 for the trip and 25 in total for the entire 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 at the time of the trip.
- Active involvement of at least 10% of church members in the aforementioned activities.
- Well-guaranteed safety, as demonstrated by, among other things, the trip evaluation based on the pre-assessed measures outlined in this action plan. We are in direct contact with the Kenyan Embassy regarding safety matters, among other things. Our travel and cancellation insurance offers 24-hour assistance and protocols for handling the situation.
- 100% financial coverage, as evidenced by the required funds in June 2022 and the obligation to fully fund the crowdfunding.
- Participants who commit 100% to the project. We measure this through an intake ([see appendix 4](#)).
- Young people themselves (in subgroups) take on the activities that correspond to the goals and results to be achieved from this plan.
- Talents are fully utilized for both personal growth and to contribute to the goals of the partners.

¹¹SMART: Specific, Measurable, Result-based and Time-bound

¹²Deming Circle: <https://www.house-of-control.nl/alias-5/deming-cirkel.html>



Utilizing talents with situational leadership based on skills

- The Do no harm principle: That means no voluntarism¹³ and also adhere to the guidelines regarding this, as shown in the figure below.
- Sustainability: In addition to the goals mentioned in the summary and Chapter 2, which also focus on sustainability, we offset the CO2 with the group flight we do.

Translated into our work and contacts, this means, among other things, that we don't enter into dependency relationships, don't own the projects to be implemented, but are an equal partner. We employ a methodical "exit strategy" to withdraw when the projects are self-sustaining from 2028 onwards. We adhere to the Global Goals and don't exert political or religious influence, and we monitor this 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 objectives and results to be achieved, how we respond to these.

- Satisfaction

We measure the satisfaction of our partners and participants with our work to use this as an evaluation and to make adjustments where necessary. Our participants' satisfaction with KASH 2022 is summarized in Appendix 5.

- Accessibility

KASH has its own mobile number: 0622739389. Other reachability options are listed on the cover page of this plan.

- Intangible and tangible results: This is described in Chapter 2.
- Participant eligibility requirements: We measure this through the intake based on Appendix 4.
- Faith and KASH

Faith is given a slightly more prominent place in this project plan. This is explained in detail in the objectives and results section of Chapter 2.

- The management of KASH

All three have successfully completed the tour guide training with the Livingstone travel organization, which organized the 2017 and 2022 trips. As indicated, the three also have a Certificate of Good Conduct (VOG). [appendix 4](#) A questionnaire has been included to serve as a guideline for participating in KASH 2028. It is intended to raise awareness and reflect on what is needed, while also serving as a tool for utilizing one's own talents and developing new ones. Before registering for KASH 2028 participation, everyone will be invited to participate in a discussion about this. The results will also be used to fine-tune the project's content where necessary.

- Legal

Participation in the trip to Kenya is your own responsibility and liability, unless your travel and cancellation insurance covers this. The KASH Foundation is not liable for the timely payment of individual payments for the group trip to the travel agencies. This applies to the ticket agency and the safari company, other travel and accommodation expenses, any tips, required visas, a valid passport, and any necessary vaccinations.

- VGA privacy

Registering with KASH 2028 means you consent to the KASH foundation using your personal data for the project, the trip, and subsequent reporting. This also applies to photos and other visual material.

- Certificate of Good Conduct (VOG) declaration leaders: The leaders have a valid VOG declaration during the entire project.
- Minors are allowed to travel abroad without parents

Participants who are under 18 years of age at the time of departure to Kenya must have a valid 'consent letter for minors abroad'¹⁴ available. Completed and signed by parents in advance, and submitted at least one month before departure.

6 Risks and insurance

This is about safety and security. The participating volunteers are insured through the Municipality of Helmond's insurance policy. Helmond has arranged this insurance with Centraal Beheer through the Association of Dutch Municipalities. There are no additional costs for the volunteers. The Municipality of Helmond's terms and conditions are listed here: <https://www.helmond.nl/vrijwilligersverzekering> and the Centraal Beheer policy is here: <https://www.centraalbeheer.nl/zakelijk/bedrijfsverzekeringen/vrijwilligersverzekering/vrijwilligers>.

The above concerns insurance for activities in the Netherlands. Abroad, we use a group travel and cancellation insurance policy. As soon as the flight is booked, we take out this insurance for the group. This is mandatory for participation.

Safety in Kenya is guaranteed by:

- Stay at the day and night guarded Bombolulu.
- Agreements, which we make available to participants in a separate Reader.
- Contact the embassy via the Ministry of Foreign Affairs (Minbuza),¹⁵ The travel conditions of the safari company we do business with
- Collective transportation in Kenya using pre-arranged minibuses and tuk-tuks with reliable local drivers. Clinic drivers are also involved.
- Guarded centre at the Kayawegi Dala resort in Kisumu.
- Own compulsory insurance with worldwide coverage, including cancellation.
- Nurse with first aid kit containing tests and supplies for malaria and common diseases.
- Organised 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 session. The attached [Reader](#) discussed in which all regulations and protocols are described.



Guarded APDK clinic grounds and arrival by minibus

7 Planning

¹⁴ <https://www.government.nl/documents/forms/2016/06/17/consent-letter-for-minors-travelling-abroad>

¹⁵ <https://www.nederlandwereldwijd.nl/reisadvies/kenia>

This chapter will be revised between November 2025 and February 2026. A preliminary itinerary for Kenya 2028 is included in the preface of this version of the project plan. It will be added to this chapter once it has been further developed and agreed upon with a new group. This includes activities to be organized in the period before the trip begins.

Attachments

1: Meaning of KASH.

Of the 13 participants who attended in 2022, 8 were registered with a church in Helmond or the surrounding area. Seven of these are in the 17-30 age group. All three of us, the leaders, are also registered. So, 5 were not registered, but that doesn't tell us much, as is evident from the following, which puts church life in perspective, both globally and nationally.

Research by the Social and Cultural Planning Office (SCP)¹⁶ from 2018 describes strong secularization in the Netherlands and other Northern European countries, but three typical phenomena appear to explain the connection of our young people with the church and church projects:

1. Church attendance in the world as a whole is increasing.

The Netherlands, along with several Northern European countries, occupies an exceptional position in terms of secularization. This is shown in the table below, expressed in millions and percentages. The report indicates that secularization will have a detrimental effect on volunteer work.

Our young people, partly due to their studies and areas of interest, stand out because of their focus on the world, rather than just the Netherlands. In Africa, and therefore also in Kenya, religious faith is growing rapidly. Therefore, they have no difficulty connecting with this and experiencing it, for example, by attending and participating in church services and activities. This is largely regardless of familiarity with religious tradition.

	populatie 2015	% wereld- 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 times more active in volunteer work. *This likely also explains why KASH has no significant difficulty engaging young people and keeping them engaged in*

¹⁶ Social and Cultural Planning Office (December 2018) *Christians in the Netherlands*, https://www.google.com/search?q=scp+ontkerkelijking&rlz=1C1VDKB_nINL944NL944&oq=scp+ontkerkelijking&aqs=chrome..69i57.5718j0j15&sourceid=chrome&ie=UTF-8

volunteer work. These are primarily young people with a social heart. More than half of the 2022 cohort was raised in the church.

It should be noted that volunteer work in Kenya shouldn't come at the expense of unskilled workers, but rather at the expense of paid work by local people. That's partly why we work with professional companies in Kenya that hire local employees. We only lend a helping hand, but most of the work is done through activities in and around Helmond. This makes it a win-win situation.

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

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) youth are more positive about the meaning of being a church and believing.

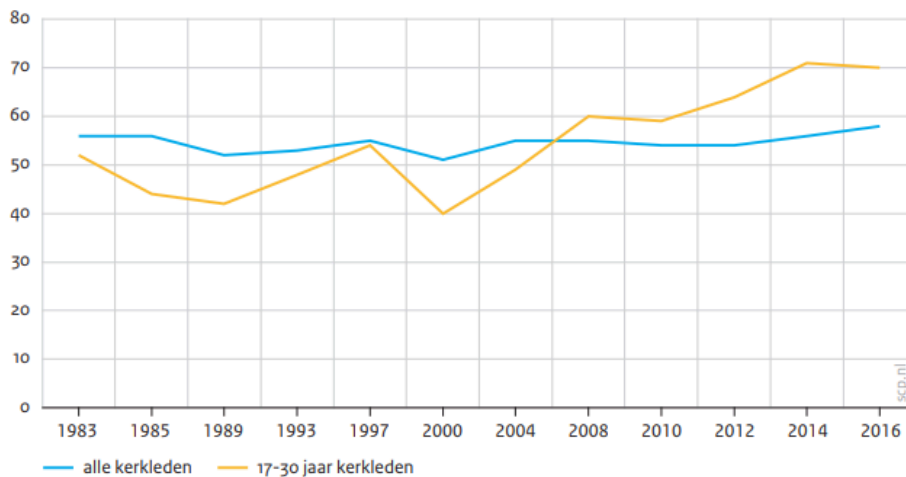
It is a misconception that (church) youth between the ages of 17 and 30 are not interested in being a church and believing.

It is precisely the previous generations that, from the period of the Western Enlightenment of the Renaissance, with philosophers like Voltaire (1694-1778) and Kant, have increasingly failed to do so for various reasons. This was especially true from the 1960s onwards. This latter point is illustrated in the graph and table below. It therefore appears that the Enlightenment of previous generations is not the Enlightenment that the millennial generation aspires to. Under the influence of a secularized, individualistic society, loneliness and failure lurk. Overly high expectations, based on the misconception that almost everything is feasible, are the root cause. If that doesn't work, it's your own fault.¹⁷freely translated.

This partly explains why we see it as an opportunity to continue carrying out projects with young people in and around the church. This increases social engagement and mitigates the negative effects of secularization.

¹⁷ Including: Movisie (2022) [exploration](#) *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 the church

These three previous analyses finally bring us to the learning effects for young people. The introduction to this is that the majority of young people who participated in the 2022 project are pursuing higher education. In the literature, a higher level of education is cited as one of the causes of secularization.¹⁸and economic growth. This is 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 secularization."

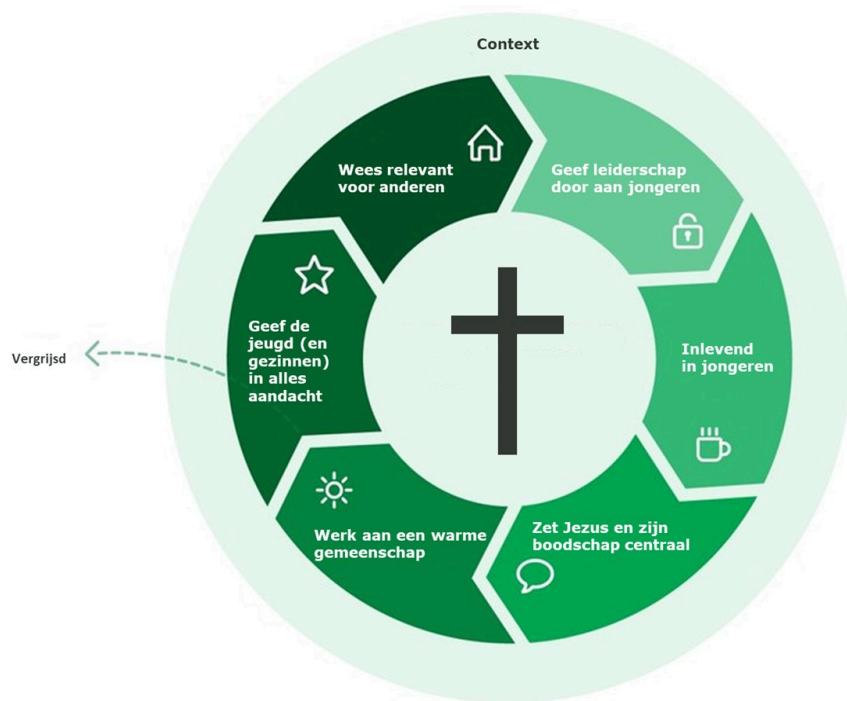
¹⁸ HELMETS 2022: *Research Center for Religion and Society*

This last insight best aligns with the three summaries provided by the Social and Cultural Planning Office. In short, this paints a positive picture of young people engaged with society and the world. They are not necessarily opposed to church values, principles, and expressions of faith, do not exhibit secularization related to educational level, and are positive about volunteering. This paves the way for a range of learning outcomes, some of which are mentioned here:

1. Growing Young¹⁹, instructive for the church(es)

The context of Growing Young from the 2022 project plan remains relevant for KASH's future. It succinctly outlines several basic principles that churches can use to remain relevant to young people, and vice versa. KASH 2022 has gained positive experience with these principles. This gives us confidence that KASH can continue with its short-term and long-term goals.

This means passing on leadership in organized activities. We also continue to organize activities that connect with the experiences of young people and center them on Jesus' message of unconditional love and humanity. We build a warm community based on equality. We show interest and respect for one another through a now close-knit group.



¹⁹ Church point (2022): *comes further in being in church*. <https://kerkpunt.nl/growing-young-aantrekkelijk-kerk-zijn-met-jongeren/>

2. KASH auxiliary troops

This idea originated with a participant and aligns with the Growing Young principle, in which a group of people from both inside and outside the church offer help with activities such as baking oliebollen (Dutch doughnuts), hosting Christmas markets and Easter lunches, cooking for the elderly, supporting church broadcasts, musical performances, and so on. This creates tremendous interaction and practice in various social and practical skills. It also stimulates the activities themselves because the work can be more shared, and people who are unfamiliar and not participating in the work trip can still be involved.

3. Skills for the Curriculum Vitae

Many employers today consider acquired social skills and competencies, which go beyond the specific job content, when selecting candidates. The learning impact of participating in KASH is demonstrably relevant in this regard, and participants are aware of this.

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

Learning about the cultural differences in a country like Kenya is enormous. While we in the West primarily live by the idea of a manageable secular society, getting to know and adjusting to life among the people and circumstances in Kenya is a significant challenge. This principle also applies to all travel preparations and the activities to be organized. The evaluation also reveals that this aspect significantly contributes to personal development.

Appendix 2: Organizational research

KASH 2022 was contractually arranged through the Amersfoort-based travel agency Livingstone. This applied to travel and project expenses. Commission in the travel industry is on average²⁰10%. The commission with Livingstone was 6.9% for travel and project expenses. In our effort to lower the commission, we've analyzed the pros and cons of a different arrangement below. The commission can be reduced to 2.4% with the most advantageous option.

1. Splitting into one travel organization for travel expenses and project costs on the church's account.

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

Disadvantages: (1) No crowdfunding and too much administration for the church. (2) Contractual obligations for project costs are impossible to organize this way.

2. Distribution of travel organization costs and project costs to the account of the Kadowinja foundation.

Advantages: (1) Further reduction of the commission to 2.4% when splitting the group purchase of tickets through a travel agency, but accommodation, domestic travel, and excursions are collected through a Kadowinja account. In this way, only the commission applies to the tickets. (2) Compliance with contractual obligations for project costs and a portion of travel expenses can be organized this way because a foundation is a legal entity.

Disadvantages: (1) Unclear recognition of KASH for church sponsors. (2) Too much administration for Kadowinja for activities that do not fit their objectives.

3. Distribution of travel organization costs and project costs to the account of the KASH foundation.

Advantages: (1) Further reduction of the commission to 2.4% when splitting the costs for collective purchase of tickets through a travel agency, but accommodation costs, domestic travel expenses, and excursions are collected and deposited into KASH's account. In this way, only the commission applies to the tickets themselves. (2) Compliance with contractual obligations for project costs and a portion of travel expenses is easy to organize because a foundation is a legal entity with its own account number(s). (3) Recognizability and clarity for funds because KASH, as a church-affiliated organization, pursues its objectives in collaboration with partners.

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

Disadvantages: (1) Board members are required and the foundation requires one-time costs. However, by sharing board member responsibilities, synergy is created (1+1=3).

²⁰ Sources: Home page

(2022), <https://www.startpagina.nl/v/werk-onderwijs/ondernemers/vraag/599954/verdiend-reisbureau/#:~:text=A%20met%20al%20zal%20en,zak%20kunnen%20stoppen%20als%20inkomen> on Radar (2022)

<https://radar.avrotros.nl/forum/touroperators-vliegmaatschappijen-f19/winstmarge-reisburau-t37726.html>

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

ANBI Foundation Kadowinja

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

The Kadowinja Foundation is registered with the Chamber of Commerce under 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 financially supported their family in Kenya for years. They later also wanted to support villagers. Awinja had a car accident in 1996, and since then she suffered from epilepsy. On September 22, 2008, she died suddenly from a seizure. Kadogo, who has lived in Helmond since 1991, worked as a community nurse at Zorgboog and is now self-employed. She is also active in [diaspora](#) met als titel “Maximizing the Value of the Kenyan Diaspora” (2016).

Community-based collaboration

The Kadowinja Foundation also has a community-based organization in Kenya with its own board. The Kadowinja Foundation works towards the Sustainable Development Goals (SDGs). See www.sdgnerland.nl.

What we do

Kadowinja provides school fees and supplies such as uniforms, books, and bags. This requires €60 per student annually. In Kenya, we collaborate with NGOs (nongovernmental organizations). Kadowinja has an agreement with APDK and is also affiliated with KASH Youth Projects. Kadowinja participated in KASH 2022 and also traveled to Kenya with us.

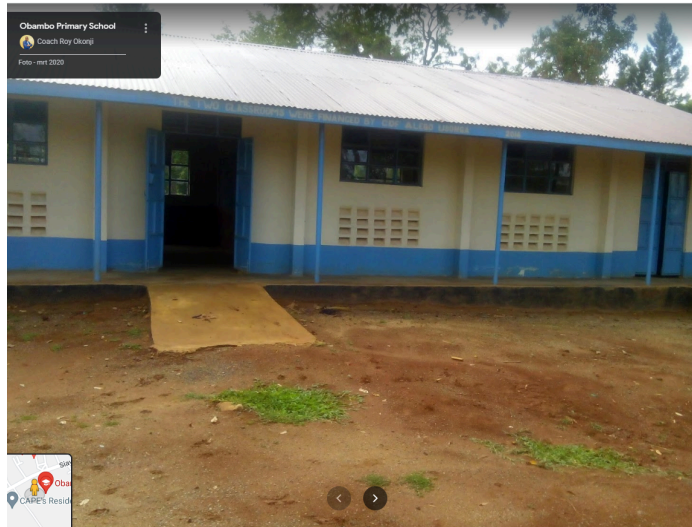
We are open to ideas, information and any assistance you may need. Sanitary: The Kadowinja Foundation from Helmond has raised money to build a sanitary building on [Dancer](#) Primary school in a village [Ribs](#) in Kisumu Kenya.

Education with classrooms: The goal for KASH 2025 is to renovate and paint classrooms at Onyinjo Primary School. In 2019, two classrooms were renovated and painted with the help of volunteers. Renovations are still needed for six of the eight classrooms. This affects a total of 284 children who attend this school.

No hunger with healthy food and a healthier environment. We want those children there to have healthy food. These children contribute to climate improvement by collecting plastic and bringing it to the school's collection point. We want to offer free school meals on Wednesdays as a reward and also to encourage people to stop throwing plastic everywhere, but this isn't always

possible due to a lack of funding. This can be achieved for 135 children within the available budget.

Health and well-being with personal and mental health: Menstruation and pregnancy “To ensure that the schoolgirls don't miss school because of their period and to prevent them from becoming pregnant, we will provide information during the opening ceremony and distribute washable sanitary pads.”



APDK (Association for the Disabled of Kenya) Rehabilitation Clinic

Official name: APDK REHABILITATION CLINIC

Street: P.O. Box P. O. Box 93959

Postcode: 80100

Place: Changamwe, 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. 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. Mwende-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 for children under 5, other disabilities still occur in children, most of which are either congenital or affected by childhood illnesses resulting from poverty.

The Clinic's services are unique, well-deserved, and targeted at vulnerable populations who are often very poor, marginalized, remote, and underserved. The rehabilitation clinic exists to ensure that children and adults with various disabilities receive services that provide them with access to affordable, high-quality rehabilitation services, enabling them to become self-reliant in accordance with the strategic goals of APDK headquarters.

The clinic relies solely on donor funding to carry out its programs. It has a bed capacity of 60 and provides corrective surgery for children with disabilities from poor backgrounds along the coast and beyond (ages 0-18). We also have an outpatient program.

Mission: Strengthening rehabilitation services and mainstream disability education for the empowerment of persons with diverse abilities.

Vision: An inclusive society where people with different abilities 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.

Population distribution and settlement patterns within the facility's service area are influenced by the proximity of vital social and physical infrastructure networks such as roads, housing, water, and electricity. Furthermore, existing facilities lack backup electricity to the units, nor the equipment needed to provide services to children with disabilities.

Challenges:

1. The clinic is struggling with high energy costs
2. Rampant blackouts
3. Fluctuations leading to machine damage and malfunctions
4. Uncertainty
5. Vulnerable children who are prone to various disabilities.

1. High energy costs will be drastically reduced and the amount saved will meet other crucial needs.
2. Uncontrolled blackouts and fluctuations that are resolved will contribute to efficiency and consistency in service delivery and PWDs devices will be provided promptly.
3. Security will be improved for the betterment of our hospital patients and employees who work especially at night, as there will be lighting everywhere.

APDK Rehabilitation Clinic is one of the projects mandated to provide essential services in line with the organization's mission to both inpatients and outpatients. This includes providing corrective surgeries, therapeutic services such as physiotherapy and occupational therapy, manufacturing orthopedic aids for children with disabilities along the coastal region, and supplying mobility aids such as tricycles and wheelchairs. The project will facilitate these services.

Bombolulu

Address: KISAUNI DISTRICT Mombasa North KE, Kenya

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

Phone: +254 20 2399716

Bombolulu Workshops and Cultural Centre is a programme of the Association for the Physically Disabled of Kenya (APDK), Coast Branch, which operates several workshops and a cultural centre through which it promotes the 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 involving them in the financially sustainable delivery of competitive products and services.

Bombolulu Workshops and Cultural Centre was established to empower people with disabilities socially and economically and enable them to realise their full potential in life.

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

What do we do

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

We follow our values and ethos:

1. Honesty – We conduct business without fear or favor and in a manner that is fair to all.
2. Excellence – We conduct business professionally and competently. Client confidentiality and excellence in our work are core aspects of our professionalism.
3. Empowerment – Since the organization aims to empower people with disabilities, we strongly believe that all our engagement processes should be empowering. We believe in encouraging engagement, both with our employees and with other stakeholders.
4. Integrity – We conduct business with the utmost honesty, integrity, transparency, and responsibility. We believe in mutual respect for every individual.
5. Learning organization – We learn from our experience and are always looking for innovative ways to improve our work.
6. Teamwork – We carry out our work as a team.

Product line:

- Jewellery

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

- Wood carving

Highly skilled craftsmen who create woodwork ranging from curiosities, art sculptures, wooden art wall hangings and much more.

- Bags

Our artisans handcraft bags from leather, canvas, faux leather, and cotton. They create handbags, travel bags, laptop bags, and 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 artisans with housing. Our artisans are grateful for this because it frees them from having to travel long distances.

- School

We have a nursery school on our premises for the children of the artisans who reside in our facility.

- Cultural Center

We also run a cultural center where we organize events that help support our organization. The cultural center also serves as an educational facility where people can learn about Kenya's indigenous communities.

- Wheelchairs

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

PKN HAS church (Helmond, Asten-Someren)

Sperwerstraat 2

5702 PJ Helmond

0492-539470

info@bethlehemkerk-helmond.nl

https://helmond.protestantsekerk.net/welkom_in_onze_bethlehemkerk_uw_pleisterplaats

Name ANBI: Diaconate of the Protestant Church in Helmond

Phone number: 0492-539470

RSIN/Tax number: 824278070

The Protestant community of Helmond is a religious community belonging to the Protestant Church in the Netherlands. In the statute (church order) of the Protestant Church, this is defined in Ordinance 2, Article 1, as follows: "A congregation is the community called to unity, witness, and service, which gathers around Word and sacraments" (Ordinance 1, Article 1, paragraph 1, Church Order).

The Protestant Community of Helmond functions as a meeting place where encounters are central. We fulfill this role by:

- There are for everyone
- Low-threshold social activities in the immediate area
- Stimulating other forms of church life

Communicate about the foregoing both within and outside our church community

As a church, we are increasingly reaching out to others. Examples include an inviting winter program featuring various guest speakers, a church building with beautiful quiet and meeting rooms, and making church services accessible online.

The congregation fulfils its diaconal calling in the church and in the world by sharing the gifts it has been given in the service of mercy and justice, by helping where there is no helper and by testifying to the justice of God where injustice occurs (Church Order, Article X, paragraph 3).

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

Overlapping interests: KASH (Churches of Asten, Someren, and Helmond) originated from this church and remains actively involved with it. KASH serves the interests of the churches by offering support services within the outer sphere of church life, such as cooking for the elderly and assisting with chores. We are also involved in religious activities, such as lap-sitting services. KASH helps churches with human connections, such as with young people and the relationship between non-church and churchgoers.

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

Damien 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.nl/publicaties/DBO9688>

Objective/vision

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

The parish is the smallest legal entity in the Roman Catholic Church and thus the face of the church within a given territory or group. Traditionally, the parish has three tasks: liturgy, diaconate, and catechesis—celebration, service, and learning. In practice, this is supplemented by community building, because without community, a parish cannot function.

Policy plan

With regard to the policy of the Parish of Saint Damien 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 prior to participation

Before you register for the trip to Kenya in 2025, you can first answer the questions below and write a cover letter about your **motivations** send to KASH.

Also consider which profile suits you best, as we have three:

1. projectid:

Your Role:

-
- You'll help with our local, connecting activities and events, such as our Christmas market, Easter lunch, or the tandem bike campaigns and beach day for seniors.
 - You contribute ideas and provide suggestions for new actions and events that will help KASH achieve its (social) goals.
 - You contribute to the foundation's operations, for example, through communication via our social media, website, and newsletter.

What drives you?

- You like to be socially involved and want to make an impact in your own environment.
- You enjoy working in a young team and creating something tangible.
- You are eager to learn and want to develop yourself further.

What does KASH offer?

- A learning experience in organizing, collaboration and social impact.
- Low-threshold involvement without long-term commitments. You can also commit to us for short periods or individual projects.
- A network of young people, social organizations and churches in Helmond.
- 'Open days' to get to know each other.
- Space for your own ideas and creativity.

What does KASH expect?

- Enthusiasm and commitment before and during projects.
- Reliability in the agreed tasks.
- Openness to collaboration, other (sub)cultures, and personal growth.

2. Student member:

Your Role:

- You contribute your knowledge and creativity from your studies (e.g. communication, marketing, social issues, sustainability).
- For example, you will conduct research, create a communications plan, conduct a social media campaign or write evaluations.
- You help to professionalize KASH and yourself and make them more visible.

What drives you?

- You want to gain practical experience and submit a specific project as part of your studies or portfolio.
- You are curious about social themes and international cooperation.
- You want to combine social impact with your own study assignment.

What does KASH offer?

- Guidance from our board and access to national and international networks.
- Space for your own ideas and creativity.
- Experience with social projects that have visible results.

What does KASH expect?

- Serious commitment in the context of study or internship.
- Concrete result that KASH can use (report, campaign, script).
- Willingness to work together with young people, people from other (sub)cultures and partners.

3. Project member and participant of the 2028 work trip

Your Role:

- You are actively preparing for the working trip to Kenya in 2028 by organizing local activities and raising funds.

-
- You'd like to contribute to the foundation's operations, for example, through our communication via social media, website, and newsletter.
 - You want to commit to KASH for several years (minimum 3–5 years).
 - You will join the 2028 working trip and physically contribute to the projects in Kenya.

What drives you?

- You are motivated to gain international experience and make a real difference here and there.
- You are willing to invest time and energy in the long term for both personal benefit and for KASH
- You combine adventure (work trip) with social involvement.
- You are curious about other people, cultures and countries and you are open to this.

What does KASH offer?

- A unique opportunity to help build social projects in the Netherlands and Kenya.
- A close group experience and personal growth.
- Long-term involvement with visible impact, both locally and internationally.

What does KASH expect?

- Active involvement in the preparation and fundraising for the work trip.
- Participation in activities, training sessions and meetings beforehand.
- Long-term commitment, even after the work trip.
- Average of 2 hours of effort per week.

Our slogan is: "Local for Global." Building a better world together.

1. You are 16 years or older at the time of departure to Kenya.
2. You are in good enough health to cope with a trip to Kenya, including preparation time.
3. If you, as an existing participant, wish to participate in Kenya 2028 in 2025, you will also be fully involved in activities taking place in 2026-2028.
4. You are responsible for your own travel and project expenses. Keep a close eye on this to ensure you stay on schedule.
5. How many hours per week would you like to dedicate to the project, and what would you envision? This includes preparatory work and attendance at activities. Proceeds will be shared pro rata.
6. Which social activity, aligned with the project plan's goals, would you like to organize and supervise to raise funds for the project and cover your own travel expenses? What support do you need from the board?
7. Are you available for an activity once a month, a whole weekend day? And if your answer is "no," how else will you contribute to that activity?
8. Are you a thinker or a doer and how is this evident?
9. What is your area of personal growth or what would you like to develop at KASH?
10. What are your talents and qualities? How can you use them for the project?
11. As you know, we've created a long-term plan. How long would you like to commit (until 2025-2028 or longer) and at what level?
12. Give an example of yourself thinking in solutions, when something is not possible, but is still possible.
13. Do you have any additions to the above questions?

Appendix 5: KASH participants and partners satisfaction monitor

Summary of anonymized evaluation survey participants²¹

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

The journey to Kenya - volunteer experience - travel - meeting new people

2. Did organizing subprojects in preparation for the trip help you improve any skills? If so, which skills and how? Organizing - collaborating - taking charge - language and writing skills

3. What did you enjoy most about the preparation?

Team building activities - sub-projects - getting to know each other better - versatility - working together

4. What did you enjoy least about the preparation?

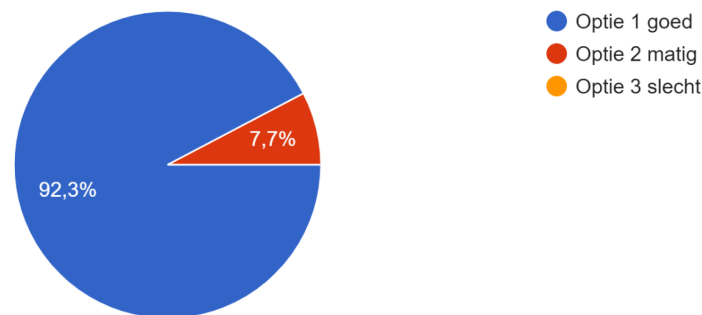
Obligations - ambiguities - difference in efforts - finances

5. What grade would 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 summarize well here²².

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



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

Well organised - clear explanation - good division of labour between participants and supervisors - clear leadership - But sometimes more guidance in organising activities was required.

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

Yes!: Childcare has improved – gratitude – hospitality – the money saved by KASH projects can be spent on childcare – photos and videos prove they make extensive use of it.

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

The culture - the people - the country - the clinic children - 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 - the Kenyan corruption - sometimes nagging among the 'girls' - ambiguities -

²¹The full survey is known to management, but has been anonymised for privacy reasons.

²²Considering the nature, type and difference in the reflective capacity of different participants' own actions.

12. What rating would you give the Kenya trip?

Average rating: 9.1

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

The guides complemented each other well - not perfectly, but that was also because the trip was challenging - there were uncertainties, but these were handled well.

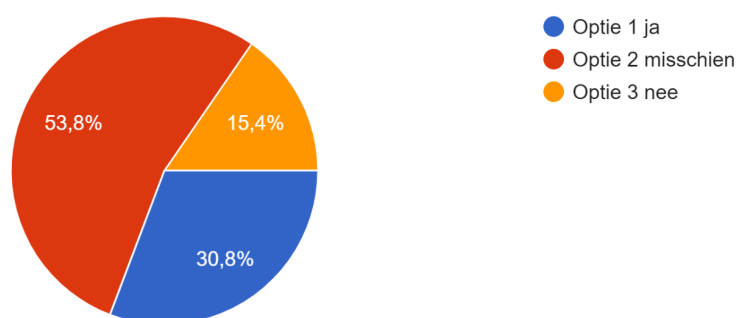
14. What did you think of your role during the Kenya trip?

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

15. What did the Kenya trip teach you about personal development?

It has changed the view of the world - charity - increased one's own capacity - further discovered one's own personality - self-confidence - indicating one's own boundaries

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



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

Answers range from (0) no, yes but don't know how much 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 further develop at KASH? Please explain. Organizing - planning - collaborating - communicating - taking charge - presenting

20. What do you think about a future KASH project emphasizing the mutual connection between KASH and the church, and between the church and KASH activities?

1 person is negative about it, 3 do not think it is necessary, 4 have no problem with it and 1 says they would like it.

21. How long do you think you'll continue to dedicate yourself to KASH? What factors, if any, influence this? Please explain.

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

APDK Evaluation Survey²³

²³A copy with the APDK stamp is in KASH's possession for evidence.

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

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 strengthen partners' goals

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

KASH (kerk)

Internal activities

- Retreat activity (to be completed)

-
- Movie night
 - Group meetings without a leader
 - Part of the content of church services 3 times a year (sermon from my generation)
 - Musical support at services 5x per year.
 - Semi-annual children's service/game morning and child-on-lap services
 - Projector service
 - Youth service with Ukrainian youth from the 'Knip'.

External activities

- Passlunch, SOKO Market,
- garden maintenance
- cooking for the elderly
- Christmas market
- Serving coffee 10 times a year
- Soup bus Damien
- Sponsored walk
- Garage sales
- High tea with the 70th anniversary of Bethlehem Church October 7, 2023
- Global goals action with Kadowinja
- Other, as yet unknown activities for which this project plan must provide dynamism to organize during the process.
- plant market
- Service auction
- pub quiz

Gift

- To work out [subproject](#) learning materials with APDK and Bombolulu
- Safari pilot trip and experience sharing (promotion) as part of future income social activities for Dala Resort

APDK

Solar panel field, roof, subprojects: plastic upcycling, educational materials and cooking with sun reflection, plus baking.

Bombolulu

Upcycling plastic, educational materials and cooking with sun reflection, Making products with waste clothing from the West, including the Netherlands

Sponsors

- Generate publicity for them, keep them informed quarterly with newsletters, social return on investment.

Appendix 7: Travel Reader (attached separately)

This Reader covers all aspects and protocols related to the trip itself. It also includes rules of conduct that participants must adhere to. The Reader is part of a mandatory afternoon session where explanations and training will be provided about the trip, the Reader, and the regulations.



Appendix 8 research into collaboration partners belongs to [appendix 3](#)

	Belangen	daaruit volgende doelen intern	daaruit volgende doelen extern	overeenkomsten			
				KASH	kerken	Kadowinja	analyse
KASH	Verbinding Kerken intern en extern	koken voor ouderen		1	1	0	geen doelstelling Kadowinja
		kerstmarkt		1	1	0	geen doelstelling Kadowinja
		paaslunch		1	1	0	geen doelstelling Kadowinja
		ondersteuning dienst		1	1	0	geen doelstelling Kadowinja
		ondersteuning overig kerk		1	1	0	geen doelstelling Kadowinja
			diaconale projecten. Kenia APDK t/m 2025	1	1	1	KASH nadenken over exit strategie APDK na 2025 en andere diaconale projecten
		jongeren en kerk verbinden		1	1	0	geen doelstelling Kadowinja
			jongeren en wereld	1	1	1	benutten kans voor kerk, KASH en Kadowinja
		jongeren en studie (CV)		1	1	0	Kans voor Kadowinja
			Jongeren en familie/ Helmond e.o	1	1	0	Kans voor Kadowinja
		Jongeren met elkaar verbinden		1	1	0	Kans voor Kadowinja
		Voldoende financiële middelen		1	1	1	gezamenlijk doel
		voldoende organisatorische middelen		1	1	1	gezamenlijk doel
		voldoende mensen voor organisatie		1	1	1	gezamenlijk doel
			communicatie (incl. middelen)	1	1	1	gezamenlijk doel
			Global Goals	0	1	1	gezamenlijk doel
	verbinding met externe andere externe partners	1	1	1	gezamenlijk doel		
Kerken	Verbinding kerken intern en extern	Kerndiensten organiseren		0	1	0	kans voor KASH (jongerendienst, preek van de leek bijv.)
			bijzondere diensten (uitvaarten o.a.)	1	1	0	
		Jaarprogramma (o.a. Leerhuis)		0	1	0	
			diaconale projecten (incl. global goals)	1	1	1	gezamenlijk doel
		voldoende financiële middelen		1	1	1	gezamenlijk doel
			communicatie (inclusief middelen)	1	1	1	gezamenlijk doel
		voldoende organisatorische middelen		1	1	1	gezamenlijk doel
		voldoende mensen voor organisatie		1	1	1	gezamenlijk doel
			Global Goals	1	1	1	gezamenlijk doel
			verbinding met externe partners	1	1	1	gezamenlijk doel
Kadowinja	Verbinding Kadowinja intern en extern		Global goals	1	1	1	gezamenlijk doel
			Leermiddelen en onderwijs voor Kenia Kisumu	0	1	1	kans om doelstelling KASH te verruimen
			andere voorzieningen voor kinderen Kenia Kisumu	0	1	1	kans om doelstelling KASH te verruimen
			Kenia APDK ondersteunen (overeenkomst)	1	1	1	gezamenlijk doel
		voldoende financiële middelen		1	1	1	gezamenlijk doel
		voldoende organisatorische middelen		1	1	1	gezamenlijk doel
		voldoende mensen voor organisatie		1	1	1	gezamenlijk doel
totaal			overeenkomsten en verschillen	29	34	22	
totaal	correctie op terugkerende zelfde overeenkomsten en verschillen		verschil tussen kerk (28) en KASH en Kadowinja	23	28	16	Verschil KASH is 4 en Kadowinja 12
totaal	wanneer KASH de kansen benut binnen de kerkelijke activiteiten		verschil tussen kerk (28) en KASH	24			4
totaal	wanneer Kadowinja de kansen benut binnen de kerkelijke + KASH activiteiten		verschil tussen kerk (28) en Kadowinja			19	9
totaal	wanneer KASH de kansen benut binnen de kerkelijke activiteiten en Kadowinja		verschil tussen kerk (28) en Kadowinja+KASH	27			
1e	Samenvatting: Wanneer KASH alleen haar eigen doelen nastreeft komt dit met de kerk overeen met						82,14%
2e	Samenvatting: Wanneer Kadowinja alleen haar eigen doelen nastreeft komt dit met de kerk overeen met						57,14%
3e	Samenvatting: Wanneer Kadowinja haar eigen doelen nastreeft en die van kerk en KASH						67,86%
4e	Samenvatting: Wanneer KASH activiteiten van kerk+Kadowinja weet te verenigen is het gezamenlijk belang						96,43%
	Conclusie: Wanneer KASH de activiteiten en van Kerk en Kadowinja optimaal benut is het gezamenlijke belang en doel het grootst						