



KASH youth projects project plan 2023-2028

“ Sion in Kenia”



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

Kinderkliniek APDK Kenya Mombasa and Kadowinja Kisumu teaching aids



Protestantse Gemeente
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KASH Jongerenprojecten



Association for the Physically Disabled of Kenya

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ANBI Foundation Kadowinja

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Foreword and intro

How so "[Sion](#)¹ in Kenya" as subtitle? After all, Mount Zion isn't even in Kenya! Yet this subtitle was chosen because we believe in connecting people and worlds and traveling meaningfully from a religious perspective. "Nothing was possible until someone did it (Nelson Mandela). This also means having a drive that can move all kinds of mountains, like in a foreign country. That means making the impossible possible. It also means accepting to be helped yourself. Because helping In our opinion, this can only be done based on reciprocity and equality. The help we provide is exclusively for projects of the communities themselves, so we do not support "Sion in Kenya" where possible; We have proven that: the rainbow mountains in Peru do exist, but that is unbelievable!

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

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



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

Thank you to all the people involved who have supported and continue to support KASH. Including the parents, participants, family members, farmer Wim van Helvoort, the churches as a

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

whole and sponsors, Joris van Bommel from the Kenyan embassy, our friends from Kenya, all other volunteers and all other people.

Reading Guide

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

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



work for solar boilers (2022)



Providing bandages

First a summary, then we introduce ourselves

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

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

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



Opening with Commissioning of the therapy pool on August 31, 2022, at the same time as the delivery of solar boilers



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

2023: Replacement of 3 roofs and installation of solar collectors APDK Clinic in Kenya Mombasa. This makes the clinic almost self-sufficient with sustainable green energy.

The money saved annually on regular electricity costs is approximately €9,000 and directly benefits the care of the children and contributions for the 3 sub-projects 2025-2028, which are discussed later in this plan.

The KASH Foundation was founded on April 26, 2023 with the aim of continuing to carry out activities in Helmond and the surrounding area that support the religious communities and other partners involved. Plus, conversely, KASH can also continue its work program in Kenya with income and intangible/material involvement.

We have installed 76 solar panels through Our Energy Foundation Hardenberg by a local company for a total amount of €44,230. The clinic itself has contributed €5,000 to this, through its own local sponsorship. KASH paid €8,107 through proceeds from its own local activities and sponsorship. The Wilde Ganzen Foundation has contributed €14,833 and the Our Energy

Foundation has contributed €16,290. The clinic had 2 roofs replaced via KASH before the panels were installed. The costs for this were €8,584 and were advanced by Our Energy Foundation and half will be repaid by KASH in 2024.



2024-2025

Roll up your sleeves for schoolchildren

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

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

We are also going to build a sidewalk around the school. Less mud during the rainy season in the classrooms, better accessibility, also for the disabled and support for the entire building. The sidewalk is constructed with boulders and stones set in cement. We also plant a fruit tree on the school grounds as a souvenir.



On the roof, or...

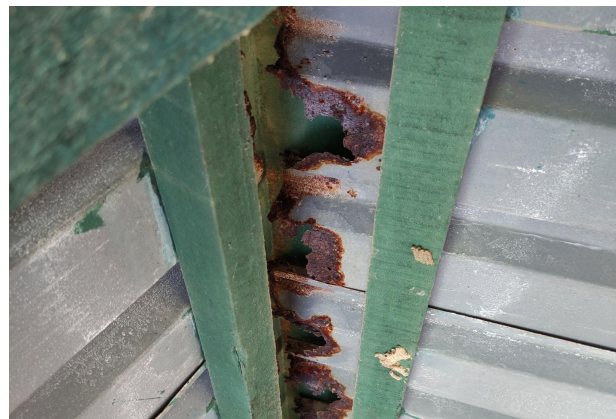
It leaks on the cots when it rains! This involves replacing the rusted and leaky roof of the APDK clinic in Kenya Mombasa.

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

During our stay, the finishing touches will be put to the roof of at least the children's sleeping areas. That is 963 m² together and each m² costs €25, rounded off, taking price fluctuations into account. Together that is € 24,075. By 2023, 360 m² will have already been replaced, or 2 roofs. We want to replace at least 500 m². The roofs are as leaky as a basket and old and worn out. They are sandwich panels that are more than 60 years old and rusted through. When it rains the mattresses get wet, it is noisy and not insulated against heat. A new roof will greatly improve the living environment for the children who have to stay there.

We will be 'pimping' a classroom during our stay in 2025. From old dark brown to colorful and equipped with modern materials.

Providing the clinic with a new modern roof means replacing 2825 m² x € 25 per m². This is rounded up to €70,000. This is divided over several modules³ to tackle. The municipality of Mombasa has made an estimate per usable space for the clinic and us, on the basis of which these calculations have been compiled to conduct a multiple private tender for local companies. Our expectation is that the local government will also participate in investments and that is what we can expect. .



³ See Chapter [3](#) for a complete overview of the finances.

2025 -2028

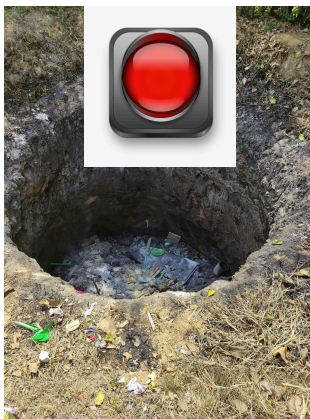
In the period 2025 to 2028, we will create other permanent sources of income for the APDK clinic, Kadowinja foundation, KASH and the churches involved.

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

In 2025, sub-projects will be started for which the 'KASH assistance team' will be deployed. These are 10 young people and other involved people who are not going on the trip, but are committed to KASH. The assistance team has been active since autumn 2022 with research for the three sub-projects below. Knowledge from literature and networks is used. The sub-projects deliver products that align with the Global Goals⁴ and are made by Bombolulu. The research will start earlier, including making an estimate for these sub-projects.

[bombolulu](#) is an APDK workshop in Mombasa for people with physical disabilities. New product lines have been devised together with APDK, which provide employment and equal opportunities for people from Bombolulu and for the other project partners mentioned. We 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:

- **Sub-project planting mangroves and plastic upcycling.** A lot of plastic waste is burned in Kenya. As seen below in a deep hole next to the clinic's vegetable garden! This ends up in the environment and is unhealthy. However, many different products can also be easily and safely made from this plastic and sold via an online trading system, also in the Netherlands. APDK is happy with this innovation and we are twice as happy!:



become bottle caps [cutting boards](#)

⁴ See project plan under Goals and results.

We also look in the mirror!: According to “The Plastic Soup [Foundation](#)” we have gone from 2 million tons of plastic waste in 1950 to over 390 million tons in 2021. Kenya is coming not in the list of the 10 most polluting countries. The Netherlands is the worst in the class in the EU, with 200 million tons [export](#). We are therefore working together on a plan to ensure that plastic collection precedes the planting of mangroves by people from the clinic and local community. We do this with the APDK clinic, Bombolulu, the scientific institute KMFRI, the local government of Mombasa and the P4G fund. The intention is that this will pay for itself financially and therefore be self-sustaining.



Part of the delta area in Kenya Mombasa, which requires further planting

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
P.O. Box 93959
80100
Port Reitz, Mombasa, Kenya
In collaboration with KASH Youthprojects of the Netherlands

- **Subproject learning resources.**

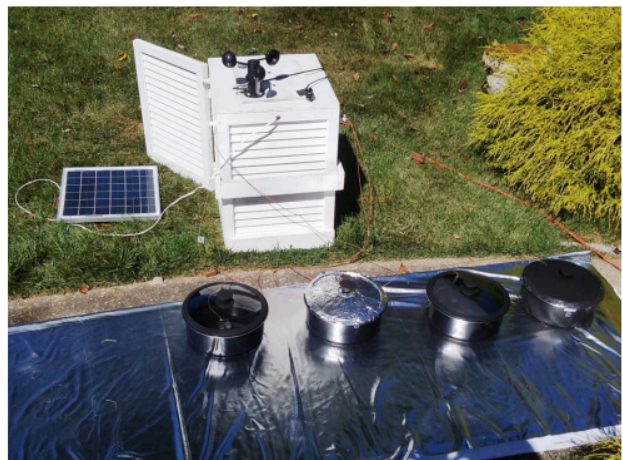
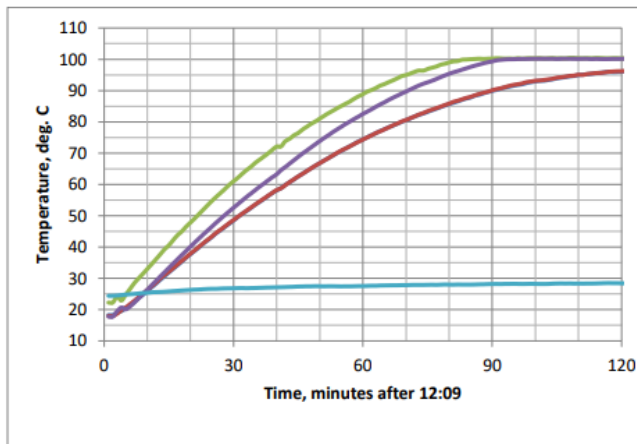
Manufacturing and repairing learning materials such as school clothes, simple furniture, blackboards, etc. for children in Mombasa and Kisumu (where Kadowinja is also active with the [Dancer](#) primary school). The production is done from part of the € 9,000 that will be released annually from 2025 from savings on electricity through the solar panels. By having Bombolulu produce the learning materials, the costs will be lower than before. This results in savings on energy costs and savings on the costs of learning materials.

- **Subproject cooking on sun reflection.**

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

- Reuse of parts of roof panels that are still usable. After all, the roof is being renovated.
- Enabling people from Bombolu to manufacture solar cookers. This provides employment.
- Reduction of 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 on solar reflection also offers an alternative to this on most days of the year.

Separately, it is still being examined whether a gas or electric oven is possible and desirable and what the best technical solution is. This will be a separate sub-project.



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

Introduction

Who are we?

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

We organize social sub-projects in and around the churches and the region. Every few years we take a work trip abroad with the money we raise. Between August 17 and 31, 2022, 16 people traveled to the APDK child rehabilitation clinic in Mombasa (Kenya).

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

Why after a successful project, KASH 2 point zero?

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

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

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

1 History

origin of KASH and partnerships and matrix

The PKN kacknowledge Astone, Sin Omer Helmond (KASH) will be together as of January 1, 2021. In 2017, a group of 12 young people with 3 supervisors from the Bethlehem Church and Lucia Church Mierlo-Hout went to Moldova Soroca for 2 weeks to help lay the foundations for a daycare center for parentless children. We also helped build a kitchen, toilet blocks and organized a children's camp. This project then came to a standstill in 2020. Time for a new project!

Cathy Erbrink, as one of the leaders, has been to the APDK clinic in Kenya several times. This led to cooperation within the church and the start of a new project 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 us as a leader in 2022. The trip was arranged through a contract with the travel organization Livingstone, but the organization was in the hands of these three leaders. This has been a success, as the summary also shows, and is worth repeating in every respect.

We would like to introduce ourselves to you. From Left to Right: Cathy Erbrink, Bart Huckriede and Allard Venema. Cathy is also called the 'everything mom' of the group. She has an HBO nursing education, supplemented with other education. She is a real organizer of activities and 'pace setter'.

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



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

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

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

The 1s: Group bonding around sub-projects

Result: 100% passed. We have managed to do all the preparations and activities in the middle of Corona time and reach a committed group that will continue to see each other and do activities even after Kenya 2022.

The trip was also used for the CVs. Everyone wants to remain involved in the follow-up to KASH 2025. Almost everyone wants to make another trip to Kenya with KASH. We asked ourselves the following lesson with KASH 2022:

“The preparation time between the start of the Moldova project and collection campaigns ran from October 2016 to June 2017. So just 9 months. In that short time, an enormous amount of money was raised with sponsored runs, baking for coffee after church services, Christmas market, rubber duck race, raffle ticket sales, cooking for the elderly, car washes, etc. Then came the trip and afterwards it became... quiet.. The pressure was apparently too much on raising money for the work trip and was partly at the expense of bonding within the group afterwards. However, there have been a few reunions since then and it remains 'dormant'.

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

In summary, this creates more peace and a breeding ground for group bonding around (part) projects and therefore a long preparation time until the work trip. The path and the process become the goal!

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

Lesson 2: Young people are responsible for the travel price

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

“The church guaranteed the travel price after deducting the deposit of €250. This was a very generous gesture to do everything to ensure that the trip to Moldova could continue. During the preparation and the actions it became clear that this 'luxury' position has not always worked to the advantage of the individual sense of responsibility for something. On the other hand, the group's target amount was far exceeded and the church therefore did not have to match.

The lesson from this is that young people must be made responsible for the travel price. We do this by drawing up separate contracts and in which, in the event of a minor, the legal

representatives sign in advance. Individual reimbursement of sponsor funds that are not covered by the cancellation insurance is not possible. The sponsorship campaigns, etc., are then experienced by everyone with the same 'sense of urgency', which strengthens group bonding. This journey is not for the doubters."

Lesson 3: Utilizing talents

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

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

Lesson 4: More FUN!

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

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

We are going to do this differently. The work trip includes a 3-day safari led by the organization to see more of the country. Also, not all activities will be about work, but also about having a good time with each other, the people there and the bonding remains after your return. This should also become a stronger argument for participating, going along and then staying. This will also be tackled more actively, because the entire design will change."

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

Result: 100% successful, because we have managed to broaden our network much further and also have a very good working relationship with, among others, the APDK clinic. Young people have also made contact with local press, companies, schools and other relations. We asked ourselves the following lesson with KASH 2022:

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

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

Lessons learned from project and trip Kenya 2022

1. Continue to apply the lessons learned from Moldova 2017

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

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

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

3. Cost reduction for travel organization

It has become apparent that as a group we can make the organization of the trip more 'lean', which can reduce the costs for the participants proportionately. This is described in detail in Chapter 2.

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

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

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

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

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

Mission

Our mission follows from the lessons we have learned and from the strength and weakness analysis from chapter 2:

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

The sum is therefore greater when separate interests and goals merge. 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, with young people from Helmond and the surrounding area and involved churches, the APDK clinic and Kadowinja foundation can help further by providing more and better care to children with a condition of the arms or legs and by providing sufficient learning

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

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

Vision

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

That sounds strange, but it isn't. Basic ideas about this are derived, among other things, from the book "Children of Africa", which is about success factors of private aid projects⁵. We have been thinking about an 'exit strategy' from this book. This will be discussed in the next chapter. Together with our partners, we initiate a 'flywheel' of activities that is self-sustaining in the long term and produces sufficient intangible and material returns.

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

Meaning of KASH for young people and church and vice versa

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

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

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

2 Objectives and results to be achieved⁶

- 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 shell consists of activities of the churches, such as projector service support, garden maintenance, cooking for the elderly, Christmas market, Easter lunch, serving

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

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

coffee 10 times a year, and Damiaan's soup can. The inner shell of the churches, for example, partly consists of providing church services 3 times a year, musical support for services 5 times a year, six-monthly children's side service/play morning and child on lap services. Diaconal projects also overlap aimed at Global Goals within and outside the Netherlands. Partly on Kenya and in terms of planning this will take priority in the period up to and including 2025.

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

This is about Global goals such as those below. This largely falls under diaconal goals within the church. This includes actions with fair food products, collections for education and teaching materials, health and climate goals. In terms of foreign actions, Kadowninja is focused on Kenya. €2,000 is needed per year to provide 134 children with learning materials to guide them through the 'primary' school phase.

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

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

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

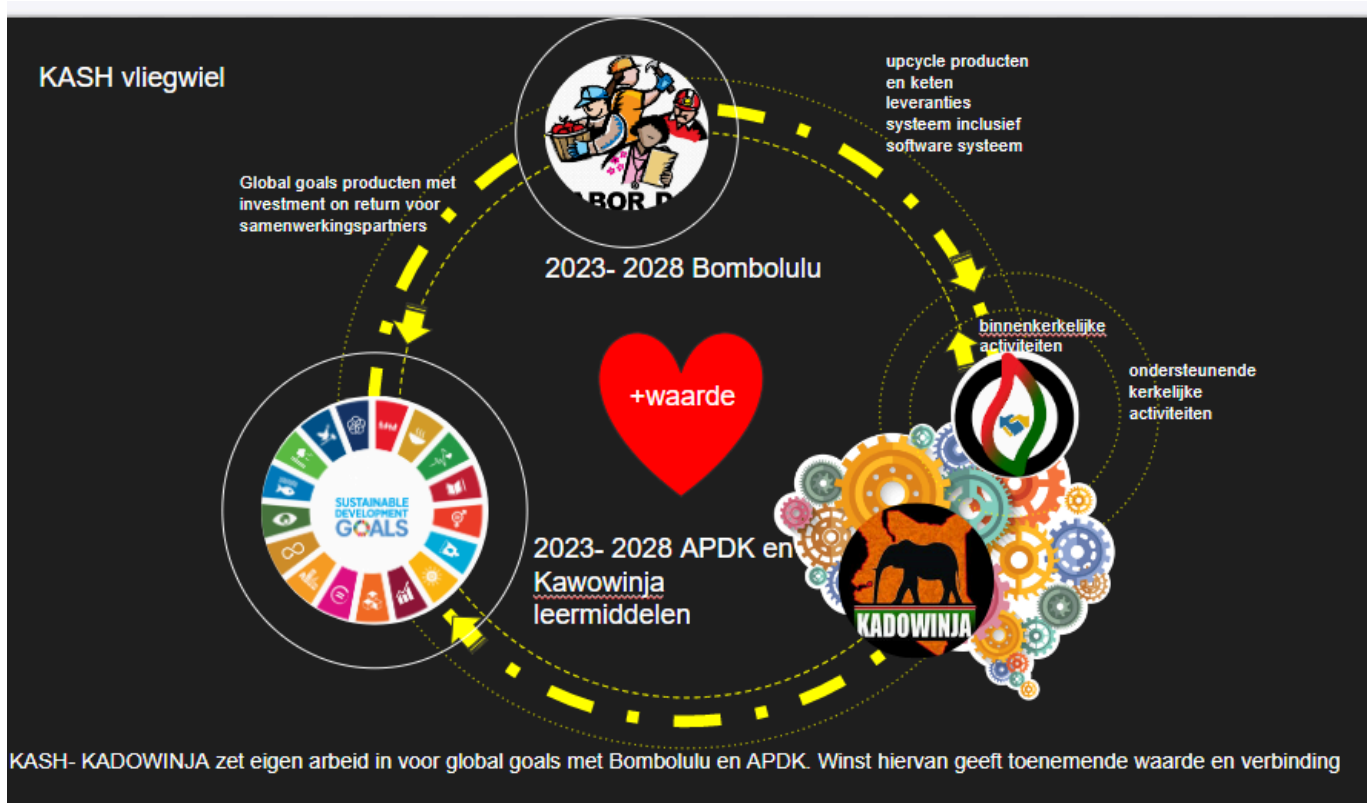
- The aim here is to realize a modular roof system that can be realized with local labor that replaces the worn-out roof and at the same time provides a better indoor climate for the children.
- In addition, by offering KASH participants on-site support for the workshops, refurbishing 1 classroom and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

Part of the profit will then benefit a continuous flow of money to make learning materials and programs available for children in both Mombasa and Kisumu who are at a distance from the labor market. An example of product innovation is the reuse of plastic waste, which is now often incinerated and can become part of collaboration with local companies and sole proprietorships that become suppliers. As a result, the bottom of society in particular benefits.



Global Goals⁷

⁷ <https://www.globalgoals.org/>



Flywheel of mutually reinforcing collaboration KASH-Kadowinja-APDK and Bombolulu. It is precisely through responding to the individuality of the individual parts that we have the power to deliver more added value than can be achieved separately.⁸

Internal: Churches, youth and connections

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

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

As shown in research by the Social Planning Office (appendix 1) and the 'Growing Young' principle is clear, is that young people have no difficulty with church activities, provided this fits with their own experience. From security and the feeling of mattering about who you are as a person to yourself and others.

This also fits in with the church's own policy of wanting to be a stopping place for everyone, away from the issues of the day. A place to catch your breath and where it is simply said that not everything in the world is feasible and perfect, as has been and is being strived for or inculcated from the school desks and from the 'Enlightenment philosophy'. Disillusionment will otherwise follow quickly in Kenya!

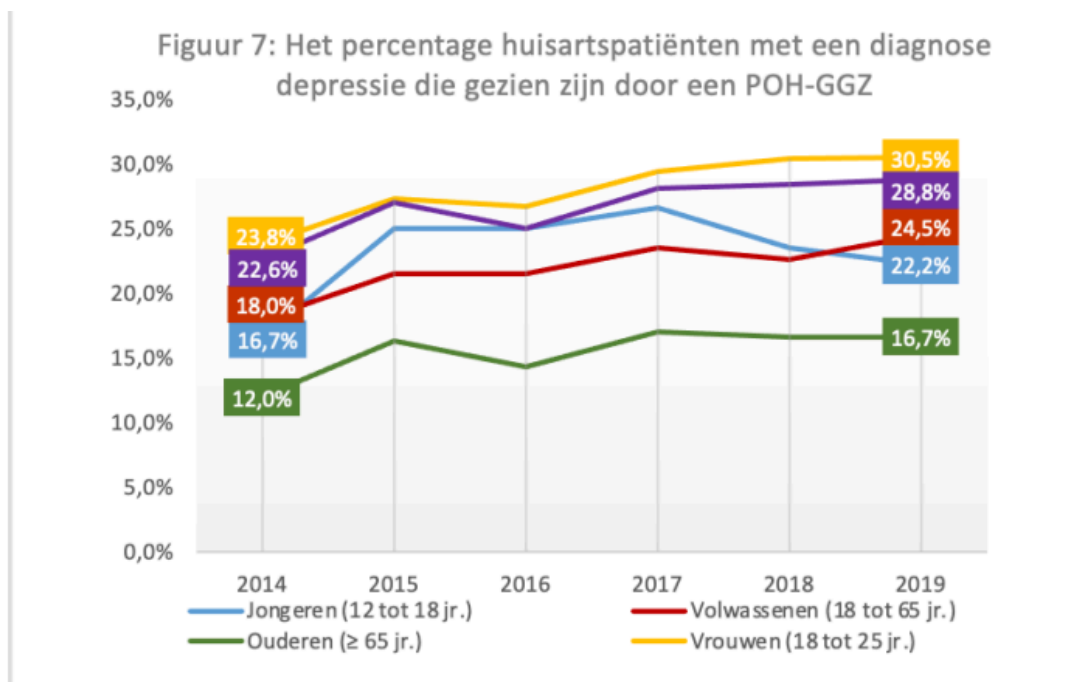
⁸ See strength and weakness analysis chapter 2 and appendix 1: meaning of cash

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

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

The churches here really have something to offer to young people. Conversely, the young people have something to offer to the churches. A distinction must be made between the real internal church activities surrounding the worship services/mass and the more supporting services, which are somewhat further away, such as cooking for the elderly, soup bus at Damiaan, support with projector and technology, etc., plus extra-church activities.

It is precisely by making this tailor-made that the churches and young people can retain their individuality, the individual partners strengthen each other and learn from each other. With KASH we meet an intrinsic need to use the best of being 'church' to bind and captivate young people within and outside the church and vice versa.



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

Tows analyse

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

TOWS	<p>Strengths (S)</p> <p>Intern:</p> <ul style="list-style-type: none"> - Strong networks and reliable -Sufficient enthusiasm from participants and motivation -Participants participate in church activities, if adapted⁹ <p>Extern:</p> <ul style="list-style-type: none"> - Most stakeholders are well organized and have strong communication to stakeholders. This also applies to companies and funds. 	<p>Weakness (W)</p> <p>Intern:</p> <ul style="list-style-type: none"> -KASH is not a legal entity. This hinders the ability to conclude contracts yourself and does not have your own account, which places an additional burden on the church. <p>Extern:</p> <ul style="list-style-type: none"> -Dependency means more costs for participants, because more travel costs 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 benefit from ANBI for external stakeholders. 	<p>S-O attack strategies</p> <ul style="list-style-type: none"> -Internal/external: Develop integral short- and long-term goals for several years with stakeholders. Incorporate the common social, intangible and material goals to maximize added value on individual goals. Apply innovations. -Use the individuality of both church and youth activities 	<p>W-O defense strategies</p> <p>Internal/external:</p> <ul style="list-style-type: none"> -Become a legal entity as ANBI Foundation - Relative cost reduction for travel costs by using your own organization. - Organize modular project costs, so that costs and benefits can be handled flexibly.
<p>Threats (T)</p> <ul style="list-style-type: none"> - Internal: Too little focus on your own long term and strategic choice would reduce added value. - Insufficient board members when vision and mission come under pressure -External: Too little sponsorship when too little added value is developed. -End of the project in Kenya in the long term. 	<p>S-T 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 find board members.</p> <p>External: The same, focusing on added value, strong results and being a reliable partner provides the best chances of sponsorship.</p> <p>Use networks to continue to find good project goals</p>	<p>W-T strengthen defense strategies</p> <p>Internal/external: Become a legal entity so that your own short and long-term goals can be achieved as much as possible and costs are reduced as much as possible.</p>

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

3 Money

Explanation: costs and income

KASH operates on a not-for-profit basis [mission](#) | [vision](#) to pursue through social actions and work trips. The costs are estimated in advance for each work trip, consisting of project costs, accommodation costs and travel costs. To finance this, KASH depends on donors, sponsors and proceeds from promotions (e.g. Christmas market or raffle ticket sales). By offering sponsors an attractive return, we hope to commit them to us for a longer period of time. For example, young people from the Kenya 2022 trip helped at a dairy farm, so that they could use the yard for a food market. We also try to bind donors to us by clearly substantiating our vision, making the work trip meaningful and attractive and organizing fun promotions.

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

Financial management

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

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

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

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

etc.

Tax benefits

When a participant chooses to commit to charity 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 compensation that is donated is then a gift to the ANBI. The tax deduction via ANBI also applies to donors.

We ask our participants to re-use any tax refund for the KASH foundation as a voluntary contribution.

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

- 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 as a profession.
- You don't do the work for a living. This means that compensation is so low that it is disproportionate to the scope and time required of the work. You will then receive one [volunteer allowance](#).

About the [volunteer allowance](#) the tax authorities say the following: ¹²

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

Due to the close collaboration between KASH and the Livingstone Foundation, both parties have agreed on a volunteer declaration. Given that the Livingstone Foundation has ANBI status,

¹¹ See full information:

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

¹² See full information:

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

this offers all participants of the work trip in 2022 the opportunity to include volunteer work in their tax return. These participants were informed about this by email, with written instructions and attached volunteer statement.

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

Costs of project 2025 with participants

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

Description	Costs per person	Total costs group (14 participants)
Project		
Personal contribution for roof repair ¹³	€500,-	€7.000,-
Personal contribution for classroom, kitchen and sidewalk ¹⁴	-	-
Travel & accommodation		
International trip, incl. domestic transport	€1.050,-	€14.700,-
Stay	€240,-	€3.360,-
Safari & tips	€850,-	€11.900,-
Diverse		

¹³ According to the quote, the roof repair will amount to approximately €24,075 (963 m2 for the children's dormitories), so KASH participants will contribute approximately 30%. The remainder is funded by APDK itself and major sponsors. Replacing the entire roof costs €70,000

¹⁴ For the classroom/kitchen/sidewalk project, it is currently assumed that you will supply your own labor. Margin on part of accommodation costs at Kadowinja in Kisumu and other estimated costs and Kenyan sponsors is invested in this for necessary materials.

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

Solar project costs 2023

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

Side	Inlay
Sponsor APDK	€16.290,-
Our Energy Foundation	€10.000,-
KASH and affiliated sponsors	€ 8.107,-
Wild wholes	€14.833,-
Total quote:	€44.230,-

The travel and project costs for 2022 were €58,456. A total of €58,981 has been raised, leaving €525, which is the initial contribution for the period 2023-2024 to realize solar panels. The ratio of project costs to the total of travel and project costs together was 43%. With the 2023 to 2028 plan, the same ratio increases to 55%. This percentage will increase even further with the development of the at least 3 sub-projects mentioned on pages 5 and 6 (plastic upcycling, educational materials and solar cookers).

The travel costs for the safari are part of a not yet existing trip, which is tailor-made and ends at Kadowinja in Kisumu. This makes the safari also a trial trip and advertising to increase income for the Kadowinja foundation for educational materials.

4 Organization and policy

Internal organisation:

The organizational structure is mainly based on situational leadership. Exceptions are situations in which safety and deadlines during activities and travel are at stake at the discretion of the management and established agreements from the individual agreements apply. The directive style is used for this purpose. This means that the structure (guidance) is as effective as possible when it comes to information, responsibilities, roles and tasks. The tour guides do have final decision-making authority. Participants sign for this. We distinguish a formal and daily organization, which is therefore mainly not hierarchically organized.

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

The church does not bear the risk for the travel costs of the participants, these are the participants themselves and this is outsourced to travel organizations for tickets, safari and accommodation. The stay is arranged by Cathy's local contacts and the daily organization for the entire duration of the project has 3 tour guides.

By establishing the KASH foundation and exploring the benefits of collaboration with the churches and the Kadowinja foundation, the disadvantages of other options can be limited.

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

ANBI foundation KASH Youth Projects

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

- KASH activities contribute to the Global Goals,
- Activities comply with working according to the 'do no harm' principle
- Activities serve both the individual interests of the partners with whom KASH does business, as well as the common social interest.
- The activities meet the objectives stated in the memorandum and articles of association.
- The activities comply with and fit the term "good governance" and work in accordance with Dutch legislation.
- The KASH youth projects foundation does not aim to make a profit.
- The directors do not receive any wages for the work they do for the Foundation.

In addition:

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

The board of ANBI foundation KASH is composed as follows:

Chairman: Allard Venema

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

Secretary: Cathy Erbrink, also secretary of the Kadownja Foundation

Other board members: Thomas Daniëls and Jinke Venema

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

5 Communication/Information

newsletters

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

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



[like us on facebook](#)

website: www.kashjongerenprojecten.nl

crowdfunding in more detail

advertisement

It sounds a bit strange, a church that does advertising. Yet we are not called to just put the lamp under a bushel. That is why the church itself regularly actively contacts the press and magazines to shed light beyond the bushel about the KASH project. The aforementioned supporting team prepares this for which the newsletter serves as a basis.

The supporting team also does a lot of website management with follower techniques, social media, activities agenda and other sources to effectively inspire and engage the young target group as well as others.

Accountability

The newsletters also include pages for internal use that also highlight the state of affairs regarding finances, progress and bottlenecks. At least twice a year in spring and autumn, the

leadership informs the church council online or live with a presentation about the state of affairs and input is taken into account.

6 Quality

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

The internal quality of the project is determined by:

- A minimum participation of 5 young people and a maximum of 12 for the trip and 25 total for the 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.
- Active involvement of at least 10% of church members in the aforementioned activities.
- Well-guaranteed safety, which is evident from, among other things, the evaluation of the trip based on the previously estimated measures from this action plan. We are in direct contact with the embassy of Kenya regarding, among other things, security matters. The travel and cancellation insurance offers 24-hour assistance and protocols on how to act,\
- 100% financial coverage, which is evident from the level of required resources in June 2022 and the obligation to fully fund the crowdfunding.
- Participants who commit to the project 100%. We measure this through an intake ([see appendix 4](#)).
- Young people themselves (in subgroups) undertake the activities that meet the goals and results to be achieved from this plan.
- Talents are fully utilized for personal growth as well as to contribute to the goals of the partners.



Utilizing talents with situational leadership based on skills

- The Do no harm principle: That means no volunturism¹⁷ and also adhere to the guidelines 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 compensate the CO2 with the group flight that we do.

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

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

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

Translated into our activities/contacts, this means, among other things, that we do not enter into relationships of dependency, are not the owner of the projects to be carried out, but are an equal partner. We work with a methodical 'exit strategy' to withdraw when the projects can be self-sustaining from 2028. We apply the Global Goals and have no political or religious influence and we also check 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 goals and results to be achieved, how we respond to this.

- Satisfaction

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

- Accessibility

KASH will have its own mobile number with the establishment of the Foundation. Until then, Cathy's number is our temporary number. This is 0622739389. The other accessibility options are listed on the cover page of this plan.

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

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

- The management of KASH

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

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

- Legally

Participating in the trip to Kenya is your own responsibility and liability, insofar as this is not covered by the travel and cancellation insurance. The KASH Foundation is not liable for making the individual payments for the collective trip to the travel agencies at the correct time. This applies to the ticket agency and the safari company, other travel and accommodation costs, any tips, required visa, valid passport and required vaccinations.

- VGA privacy

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

- Declaration of Good Conduct (VOG) declaration for leaders: The leaders have a valid Certificate of Conduct during the entire project.
- Minor permission to travel abroad without parents

Participants who are under 18 at the time of departure to Kenya must have a valid 'consent letter for minors abroad'¹⁸ have. This must be completed in advance by the parents, signed and submitted at least 1 month before departure.

18

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

6 Risks and insurance

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

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

Security in Kenya is guaranteed by:

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



clinic site and arrival with passenger vans



Guarded APDK

7 Planning

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

Calculated back from voyage July 5-6, 2025. The detailed planning with work planning is included as a separate file. KASH meetings are held on Sunday afternoons throughout the preparation period.

2025

- July 26 return flight to the Netherlands from Nairobi Airport and to the Netherlands
- July 19th to 23rd Activities for schoolchildren for Kadowinja with stay at Dala Resort Kisumu location.<https://www.kanyawegidala-resort.com/>
- July 15 to 18: Safari through 4 parks from Nairobi
- 5-6 until July 14: trip to APDK Mombasa, renovation of classroom and construction of roof on children's dormitories and stay at Bombolulu
- June 7 and 8: Team building with camping in Someren and helping out on the farm
- January to June: group activities and individual activities in the triangle Kadowinja, Church and KASH. May: SOKO 3.0 with Campina farm days.

2024

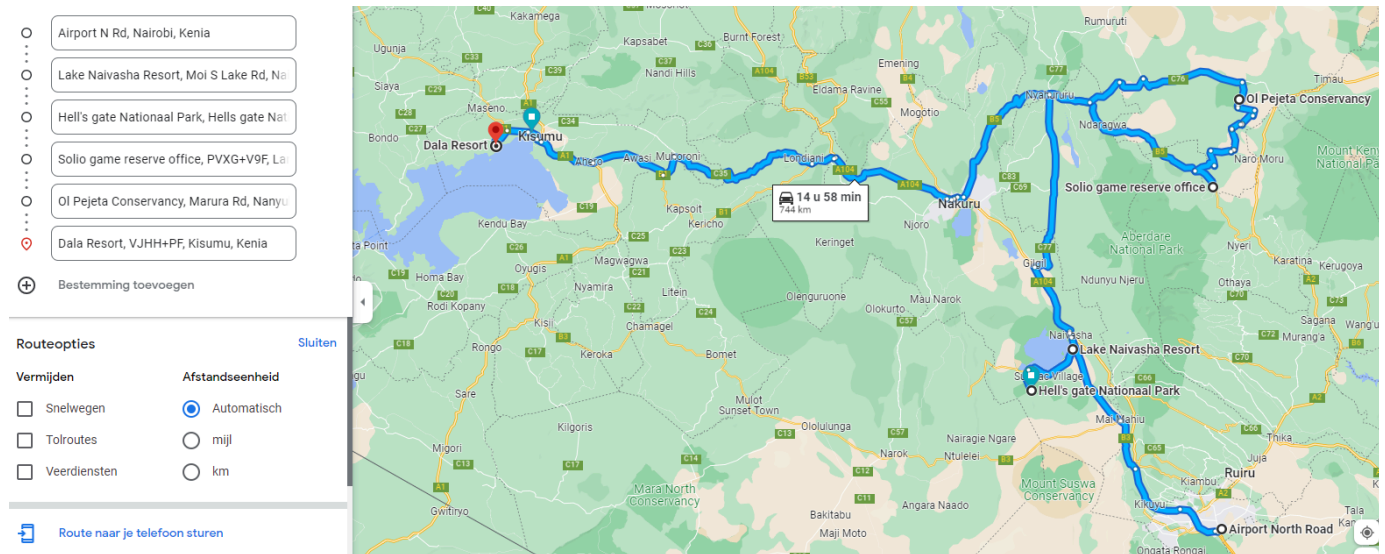
- January to December: sub-team and group projects²⁰ and monthly meeting on the last Sunday of the month, with preparation of interim balance of income and expenditure.
- March 2024: solar panel field behind the clinic completed by Our Energy Foundation.

2023

- December: Travel organization contracts with participants, Christmas market + oliebollen promotion
- November: ANBI foundation KASH founded
- October 7: providing high tea for the 70th anniversary of the Bethlehem Church
- September: Activity with Damiaan in Stiphout
- August: no activities
- June and July: Individual activities and group activities (except exam period)
- May 19 SOKO 2.0 with Campina farm day in Someren
- May 13 plant market "sowing for solar panels APDK Kenya" 1-5 pm in the Stiphout parsonage garden.
- April: Organize Easter lunch in the Bethlehem Church
- March; Final project plan adopted by church council.
- February: consultation with partners on draft project plan completed
- November 18, 2020 presentation to church council and decision on project

²⁰ See appendix 6 with possible activities that strengthen the partners' individual goals.

Travel planning



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

- Day 1 (5 or 6 July 2025): trip to APDK Mombasa and Bombolulu (stay)
- Day 2 and 3 Monday and Tuesday July 7 and 8: tackling the classroom
- Day 4 Wednesday July 9: Surprise day
- Day 5 to 7 Thursday 10 KMFR1, Friday 11th Classroom, Saturday 12th day off
- Day 8 Sunday 13th: church and day of rest
- Day 9 Monday 14th: finish the classroom and say goodbye in the evening
- Day 10 Tuesday morning 15th: via Mombasa airport to Nairobi
Arrival at Jomo Kenyatta Nairobi airport via Mombasa. We will be picked up there by bus. The suitcase luggage is sent forward separately to the Dala Resort in Kisumu from Mombasa.
Then travel to Lake Naivasha Resort, Moi S Lake Rd, Naivasha, Kenya.
<https://afrikasafari.nl/nationale-parken/lake-naivasha/> (1.45 hours and 91.5 km) evening and/or morning game drive depending on arrival time.
- Day 11 Wednesday 16th: safari park Hell's Gate National Park, Hells Gate National Park. Morning game drive Kenya <https://afrikasafari.nl/nationale-parken/hells-gate/> (37 minutes and 30 km). Then to Solio game reserve office, PVXG+V9F, Lamuria, Kenya (Rhinos) evening game drive <https://afrikasafari.nl/nationale-parken/solio-game-reserve/> (3.50 h and 213 km)
- Day 12 Thursday 17th: in the morning to safari park Hell's gate Ol Pejeta Conservancy, Marura Rd, Nanyuki, Kenya. (1.12 hours and 60 km). To rest. Evening game drive and overnight stay.
- Day 13 Friday 18th: game drive in the morning and after lunch to Nakuru. Dinner in a hotel there and overnight (3.5 hours and 147 km).
- Day 14 Saturday 19th: in the morning continue to Dala Resort Kisumu. <https://www.kanyawegidala.com/> (3.5 hours and 329 km) Rest of the day free.

-
- Day 15 Sunday 20th: Church, rest day and Kisumu Tour. With a visit to a tea plantation in Kirisho and in Kisumu a visit to a museum that consists of large rocks and is uphill: Kit-Mikay (bring good walking shoes).
 - Day 16 and 17 Monday 21st to Thursday 24th: work for schoolchildren in Kisumu for Kadowinja and together with the local female football team. Friday 25th football, game and also farewell
 - Day 18 Saturday 26th flight Kisumu - Nairobi and Nairobi - Amsterdam.

Attachments

1: Meaning CASH.

Of the 13 participants who attended in 2022, 8 were registered with a church in Helmond or the surrounding area. 7 of these are in the age category 17 - 30. All three of us as management are also registered. So 5 were not registered, but that says little and this is evident from the following in which being church is put into perspective globally and nationally.

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

1. Churchliness in the world as a whole is increasing.

The Netherlands, together with several Northern European countries, occupies an exceptional position with secularization. This can be seen in the table below in millions and percentages. The report indicates that secularization will leave craters in volunteer work.

Partly because of their studies and areas of interest, our young people stand out because of their orientation towards the world, rather than just the Netherlands. In Africa and therefore also Kenya, church faith is increasing enormously. It is therefore no problem for them to connect and experience this, such as visiting and participating in church services/church activities. This is largely regardless of familiarity with faith 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 probably also explains why KASH does not make any significant effort to engage young people and keep them interested in

²¹ Social 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. Young people with a social heart in the first place. More than half of the 2022 group had a religious upbringing.

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

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

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

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

Bron: scp (cv'08-'16)

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

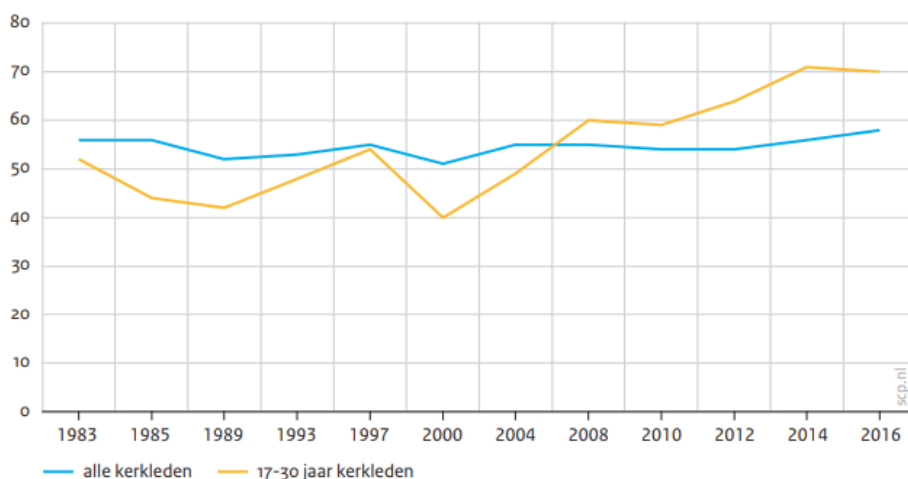
It is a misconception that (church) young people between 17 and 30 are not interested in being in church and believing.

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

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

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

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



Bron: SCP (cv'83-'16)

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

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

Bron: SCP (cv'14 en '16)

Learning effects for young people and the church

Finally, these three previous analyzes 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 receiving higher education. In the literature, a higher level of education is mentioned as one of the causes for secularization²³ and 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".

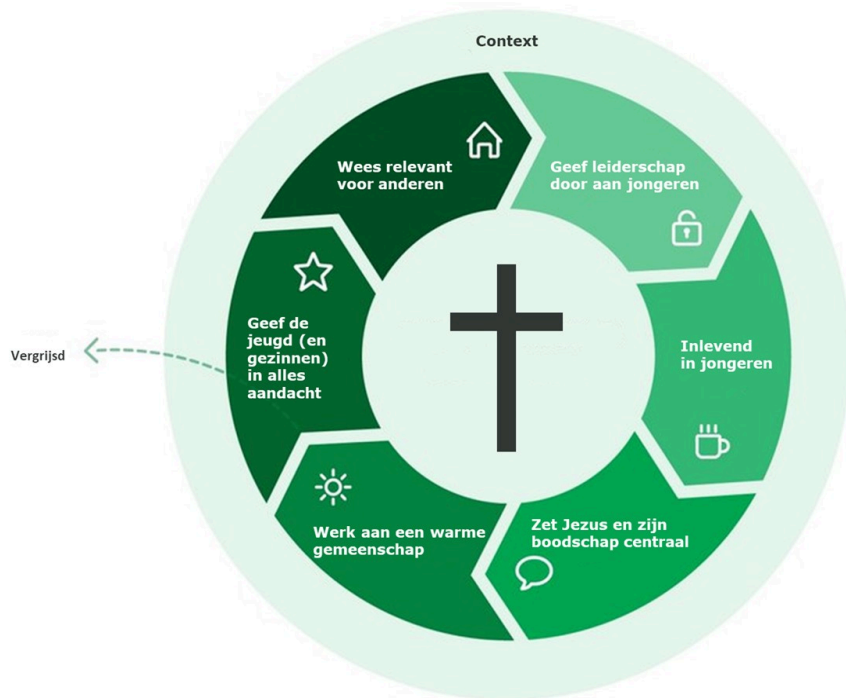
²³ HELMETS 2022: *Research center for religion and society*

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

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

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

It means passing on leadership in the activities to be organized. We also continue to organize activities that connect with the experiences of young people and focus on the message of unconditional love and humanity of Jesus. A warm community to be formed with each other on the basis of equality. To have interest and respect for each other, through a now close-knit group.



²⁴ Kerkpunt (2022): *comes further in being in church.*

<https://kerkpunt.nl/growing-young-aantrekkelijk-kerk-zijn-met-jongeren/>

2. KASH auxiliaries

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

3. Skills for the Curriculum Vitae

Many current employers take into account acquired social skills and 'skills' during selection, which go beyond the professional subject matter. The learning effect of participating in KASH is demonstrable and relevant to this and participants are aware of this.

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

Learning the cultural differences with a country like Kenya is enormous. If we live here in the West mainly from the idea of a feasible secular society, then getting to know and adapting to life among the people and circumstances in Kenya is quite a challenge. This principle also applies to all travel preparations and the activities to be organised. From the evaluation we also hear that this aspect yields a lot in terms of personal development.

Appendix 2: Organizational research

KASH 2022 was contractually arranged through travel organization Livingstone from Amersfoort. This applied to travel and project costs. Commissions in the travel industry are average²⁵ 10%. The commission with Livingstone was 6.9% for travel and project costs.

In our goal to reduce the commission, an analysis has been made below with the advantages and disadvantages when it is arranged differently. The commission can be reduced to 2.4% for the most affordable option.

1. Splitting into 1 travel organization for travel costs and project costs on behalf of the church.

Advantages: (1) Reduction of commission to travel costs only means halving the total = 3.5% and 0% for project costs only. (2) ANBI for tax refunds on project costs

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

2. Subdivision of travel organization costs and project costs on behalf of the Kadowinja Foundation.

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

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

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

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

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

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

²⁵ Sources: Homepage (2022),

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

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

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

ANBI Foundation Kadowinja

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

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

The story of Kadogo

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

Community-based collaboration

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

What we do

Kadowinja provides school fees and school supplies such as uniforms, books and bags. This requires €60 per student annually. In Kenya we work together with NGOs (non-governmental organizations). Kadowinja has an agreement with APDK and she is also connected to KASH Youth Projects. Kadogo was a participant in KASH 2022 and also went to Kenya with us.

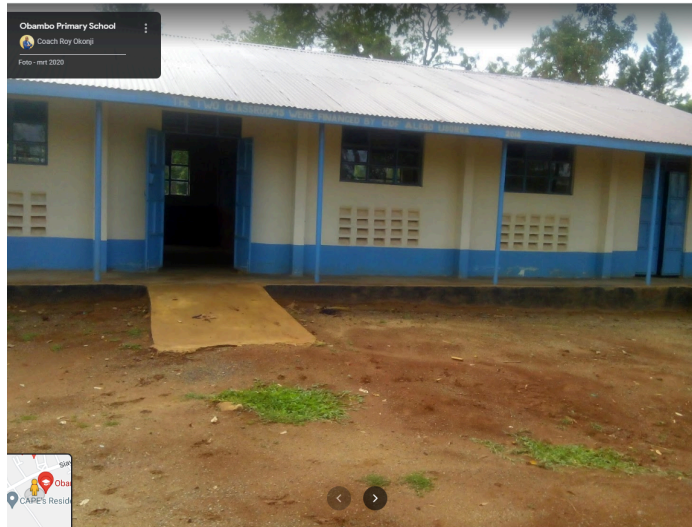
We are open to ideas, information and possible help. Sanitary: The Kadowinja Foundation from Helmond has raised money to build a sanitary building [Dancer](#) Primary school in a village [Obambo](#) in Kisumu Kenya.

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

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

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

Health and wellness with personal and mental health: Periods and pregnancy “To ensure that schoolgirls do not have to miss school due to their menstruation and to prevent them from becoming pregnant, we will provide information during the opening ceremony and distribute washable sanitary towels.”



APDK (Association for the Disabled of Kenya) Rehabilitation Clinic

Official name: APDK REHABILITATION CLINIC

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

Postcode: 80100

Location: 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. O-Secretary
4. Ms.Bright Onywaya-Member
5. Dr. Osore – Chairman, APDK Coast Branch
6. Mr.Hubert Seifert-Member
7. Ms.Celestine Omondi-Member
8. Mr.Peter Kathambara-Member
9. Ms. 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 among the 5 year age group, other disabilities still occur in children, most of which are either congenital or influenced by childhood diseases resulting from poverty.

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

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

Mission: Strengthening rehabilitation services and mainstream disabilities for empowerment of persons with different abilities.

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

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

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

Challenges:

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

1. The high energy costs will be drastically reduced and the amount saved will meet other crucial needs.

2. Rampant blackouts and fluctuations being resolved will help ensure efficiency and consistency in service delivery and PWDs devices will be delivered promptly.

3. Security will be enhanced 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 by facilitating corrective surgeries, therapeutic services, e.g. physiotherapy, occupational therapy, manufacturing of orthopedic aids for children with disabilities along the coastal region and supply of mobility aids i.e. tricycles and wheelchairs. The project will facilitate the mentioned services.

bombolulu

Address: KISAUNI DISTRICT Mombasa North KE, Kenya

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

Phone: +254 20 2399716

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

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

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

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

What are we doing

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

We follow our values and ethos:

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

Products line:

- Jewellery

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

- Wood carving

Highly skilled artisans creating woodwork ranging from curiosities, art sculptures, wood art hangings for walls and much more.

- Bags

Our artisans handcraft bags from leather, canvas, artificial leather and cotton. They make handbags, travel bags, laptop bags & more.

- Textile

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

- Clothing

We make clothing, 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 kindergarten on our premises for the children of the artisans, who are located in our facility.

- Cultural Center

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

- Wheelchairs

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

PKN HAS church (Helmond, Asten-Someren)

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 Community in Helmond

Phone number: 0492-539470

RSIN/Tax Number: 824278070

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

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

- There for everyone
- Accessible social in the immediate area
- Encouraging other forms of being church

Communicate about the foregoing both within and outside our church community

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

The congregation fulfills its diaconal calling in the church and in the world by sharing what gifts it has been given in the service of mercy and justice, helping where there is no helper and 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 it [policy plan](#)

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

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

Damiaan de Veuster Parish

regarding (publication obligation) ANBI

Parish of Saint Damien de Veuster

RSIN number: 8221.91.362

Postal address: Hoofdstraat 157, 5706 AL Helmond

Telephone: 0492 522930

Email: parochiebestuur@damiaanhelmond.nl

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

Objective/vision

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

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

Policy plan

With regard to the policy of the Parish of Saint Damiaan de Veuster, reference is made to it [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 an accompanying letter about your **motivation** send to KASH.

Our slogan is: 'Yes, we can'. We think in solutions

1. You are 16 years or older at the time of departure to Kenya.

-
2. You are in sufficiently good health to be able to travel to Kenya, including preparation time.
 3. If you, as an existing 2022 participant, want to go to Kenya 2025, you will also be fully involved in activities that will take place in 2023.
 4. You are responsible for your own travel expenses and project costs. Keep a close eye on this to ensure that you are on schedule. We don't feel sorry for ourselves and share in the profits at the end of the day. This means that someone has already exceeded the amount and is saving for extra meters of roof.
 5. How many hours per week would you like to dedicate to the project and how do you see this working? Preparatory work and attendance at activities. Sharing in the proceeds is pro rata.
 6. Which social activity, that fits the goals of the project plan, would you like to set up and supervise in order to raise money for the project and your own travel costs? What support do you need from the board?
 7. Are you available for an activity once a month for a whole day at the weekend? And if the answer is "no", how else are you going to commit to that activity?
 8. Are you a thinker or a doer and how does this show?
 9. In what area is your personal growth or what would you like to develop at KASH?
 10. What are your talents and what are your qualities? How can you use it for the project?
 11. As you know, we have made long-term planning. For how long would you like to commit (until 2025-2028 or longer) and at what level?
 12. Give an example of how you think in terms of solutions, when something is not possible, but is still possible.
 13. Do you have your own additions to the above questions?

Appendix 5: satisfaction monitor KASH participants and partners

Summary of anonymized evaluation survey participants²⁶

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

The trip to Kenya - experience with volunteer work - traveling - meeting new people

²⁶ The complete survey is known to management, but anonymized for privacy reasons.

2. Did organizing sub-projects in preparation for the trip help you improve certain skills? If so, which skills and how? Organizing - working together - taking charge - language and writing skills

3. What did you like most about the preparation?

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

4. What did you like least about the preparation?

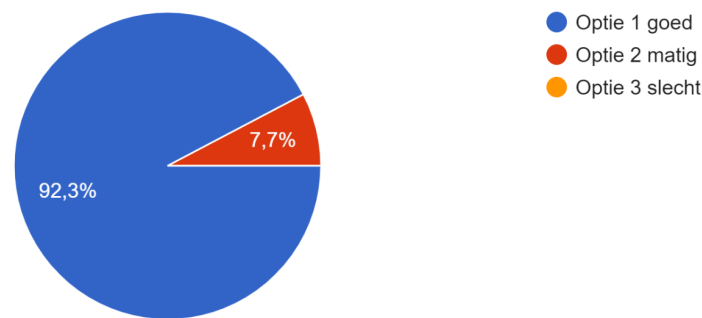
Obligations - ambiguities - difference in efforts - finances

5. How do you rate the preparation? 7.4 average

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

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

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



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

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

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

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

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

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

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

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

12. How would you rate the Kenya trip?

Grade 9.1 average

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

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

²⁷ Considering the nature, type and difference of reflective capacity, different participants' own actions.

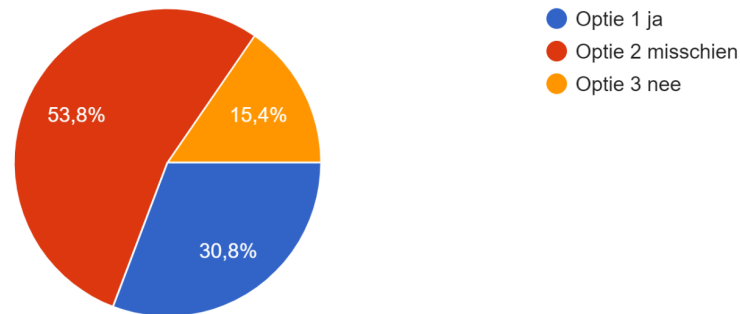
14. What did you think of your role during the Kenya trip?

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

15. What has the Kenya trip taught you in the field of 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 again in a next KASH project? to put in place, including (the preparation for) activities and a monthly meeting during the weekend?



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

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

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

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

19. What skills do you think you can further develop at KASH? Explain. Organizing - planning - collaborating - communicating - taking charge - presenting

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

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

21. How long do you think you want to continue working for KASH? On what factors does this possibly depend? Explain.

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

Evaluation survey APDK²⁸

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

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

Strongly disagree

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

Strongly disagree

²⁸ A copy with APDK stamp is in the possession of KASH for proof.

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

Strongly disagree

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

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

5. KASH behaved according to the principle of equality.

Strongly agree

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

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

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

Please explain your answer.

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

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

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

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

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

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

Yes

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

The Rehabilitation clinic:

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

Bombolulu:

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

Appendix 6: activities that strengthen partners' goals

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

KASH (kerk)

Internal activities

- Retreat activity (to be completed)
- Movie night
- Group meetings without leadership
- Provide 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/play morning and child on lap services
 - Projector service
 - Youth service with Ukrainian young people from the 'Knip'.

External activities

- Paaslunch, SOKO markt,
- garden maintenance
- cooking for the elderly
- Christmas market
- Serve coffee 10 times a year
- Soup can Damien
- Sponsored run
- Garagesale
- High tea with 70th anniversary of Bethlehem Church October 7, 2023
- Global goals action with Kadowinja
- Other, not yet known, activities for which this project plan must provide dynamics to organize during the process.
- plant market
- Services auction
- pub quiz

gift

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

APDK

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

bombolulu

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

Sponsors

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

Appendix 7: Travel Reader (added separately)

This Reader discusses all aspects and protocols related to the trip itself. It also contains rules of conduct that participants commit to, by signing an agreement with Kadowinja - KASH Foundation - later in 2023.

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

Appendix 8 research into collaboration partners is included [attachment 3](#)

	Belangen	daaruit volgende doelen intern	daaruit volgende doelen extern	overeenkomsten			analyse					
				KASH	kerken	Kadowinja						
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				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	
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												