

Will&Do

Policy 2014-2016

Introduction

Below you will find the policy 2014-2016 of the Will&Do Foundation.

Nearly seven years after launching the foundation, we are pleased with the results we have achieved, the valuable cooperation in South Africa and the trust of our sponsors. In 2007 we started and Wil Groot (the founder) left for nine months to do research in South Africa. In these 9 months his dream has become reality, which you can see on the website.

We realize that the strong growth in the past few years calls for reflection: What size do we want to achieve?

What must we do for that? And how can we perpetuate what has been achieved? What can be done better or differently?

This policy lists the activities and the objectives for the coming years.

This policy has been written for all those involved with "Will&Do" and in particular for our (potential) donors. At the same time it is a framework for the foundation in which it will continue to shape the policy for the coming years.

Amsterdam, February 2014

Will&Do Foundation

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Old Day-care Center – New Day-care Center

Introduction

South Africa, October 2007.

After a three-day stay in "Hospice Our Place" at Bloemfontein Mr. Mulder takes Wil Groot to the Transkei, home of Nelson Mandela. A fantastic journey during which a fairy-tale setting of pastel colored thatched cottages unfolds itself.

It is a fine picture on its own.

Yet, behind the doors of these rondavels HIV and Aids have struck; parentless families, orphans, children who grow up with Grandma and Grandpa or great-grandmother or great-grandfather is a normal thing in South Africa, October 2007.

Anno 2014.

The problems in South Africa are large: HIV, poverty, insecurity, hunger. Many people have died through AIDS. Care and education are of great importance; necessities, for the children and youths. We cannot give them their parents back. But we can give them a roof over their heads, good food, medical care or just an arm around their shoulders.

The Will&Do Foundation offers these children and youths a chance of a better life through care and education.

"A matter of WILL&DO"

Our mission is to offer children and youths a place where we can guide them to a better future.

1. Objective and approach

1.1. The **Mission and Goals** of the Will&Do Foundation grew from a passion for travel and a shared vision of a better world. The founders have put into effect the mission of "Change the world, a matter of 'Wanting to Do so (=Will&Do)".

The foundation was founded in July 2007 and is based in Amsterdam.

The foundation is (currently) working in the Transkei, South Africa, and pursues the following goals: The way in which Will&Do does this is laid down by statute and is achieved by:

- * Organizing, providing support and finance for small-scale projects aiming at the improvement of the medical and living conditions of the disadvantaged population in Africa, focusing on South Africa.
- * encouraging and creating opportunities for education and care, partly with the help of the local population;
- * Contributing to existing projects aimed at disadvantaged children;
- * raising money through presentations, promotions, sponsorships and donations.

1.2. Approach

The approach of the Will&Do Foundation is continually tested against the following conditions:

- * Concrete and practical;
- * Immediate but lasting results;
- * Low overhead costs;
- * Intensive cooperation with local people or parties;
- * Balance between idealism and realism.

1.3 Why choose Will&Do Foundation?

- sustainable results

Will&Do focuses on its own strength and the ability of disadvantaged people. Loyalty and maximum dedication of the local population is decisive for achieving a lasting result. The focus is on working towards self-reliance.

- down-to-earth

Despite the poor conditions, Will&Do works from the philosophy that children should grow up in their own environment, with their own family, as much as possible. For that reason, the choice is made, in principle, to take care of the children in the community and to get the environment and the surviving relatives intensively involved in the programs of Will&Do Children have a right to a future.

The chance of getting an education breaks the vicious circle of the poorest people in South Africa: no money no education, no education (almost) no work. Education offers opportunities, not only for the children but also for their family and their country.

- Being able to account for every penny

A careful and responsible financial policy means that every euro should be accounted for, whether it comes to school uniforms, paying for an operation, or building a project. Will&Do provides resources benefiting education and health, but never gives cash. To guarantee equality individual sponsoring of one child is also possible.

Will&Do shows how small steps can be taken with limited resources that have positive effects. Thanks to a small-scale and personal approach that can be achieved.

Overcrowded classrooms, no school benches, because there is no room for that. . . .

2. Organization

2.1. The Board

The board is responsible for directing the foundation, formulating its policy, implementing the financial management and maintaining internal and external communication. The foundation has a board consisting of seven board members; a chairman, a secretary, a treasurer, a web designer, two members with general administrative duties and a quartermaster. The board members receive no payment for their work. The directors are appointed by the board for an indefinite period of time. The following directors have been appointed:

Martin Lont, Chairman

Joyce Roemer, Secretary

Arnold Vlaar, Treasurer

Mike van Duuren, Web designer

Ronald Vonk, Board member

Wil Groot, Founder and Quartermaster

The board takes care of the daily affairs regarding the functioning of the Foundation and ensures the implementation of administrative decisions. The tasks are distributed among the seven members.

2.2. Code of behaviour

Integrity in the broadest sense is of paramount importance for the board . That means that conflicts between personal (financial) interests and Board membership are avoided. Costs incurred for meetings by board members, etc. are not borne by the foundation. Traveling to South Africa is paid for by the board members themselves.

2.3. Frequency of meetings

The board meets at least four times a year and furthermore as often as two directors consider desirable. During the meeting the policy should serve as a basis to review progress. Each board member can also bring points of debate to the meeting.

2.4. Cooperation

To ensure viability and quality Will&Do consults and seeks support from a number of organizations (eg Obonto Foundation), volunteers and (professional) advisors, among other things, in the areas of:

- * financial policy;
- * communication (e.g. website);
- * recruiting sponsors and donors;
- * implementation of projects.

2.5. Advisory Board

The Advisory Board was formed in 2013 from the need for feedback, inspiration, ideas, etc. from a different perspective, expertise or vision. The Advisory Board is not a formal body and does not act from consultation. Each member of the Advisory Board takes part in the meetings with the board on a personal basis. Advice is not binding. The Board and the Advisory Board meet, in principle, twice a year. The Advisory Board consists (in 2013) of the following persons:

Martin Spee, Creativity, Management and Coaching
Peter van Delft, HIV Association Amsterdam
Frank Rietveld, styling
Jacob van Meegen, Amsterdam High School College
The Ambassador of South Africa

2.6. **ANBI** (Public Benefit Organization)

The Will&Do Foundation has the so-called ANBI status. That is to say that the Foundation is identified by the tax authorities as a public benefit organization (ANBI). The advantage of this is that gifts are wholly or partially deductible from taxable income.

2.7. **Label of Approval**

The Will&Do Foundation has deliberately chosen not to apply for a (CBF) Quality Mark. The reason for this is that the application and periodic reassessment is a very costly affair. Will&Do wants the funds it has raised to benefit the children in South Africa as much as possible .

2.8. **Financial statements**

The board is accountable for the policy implemented in a calendar year through financial statements. The financial statements are published annually before April 1st. They are completely public and available on the website.

2.9. **Local Organization in South Africa**

The Will&Do Foundation works closely together with a team of local staff and thereby offers employment. The team is headed by Mr. Riff Micho, our South African cooperation partner, who has been working for the foundation since 2013. The employees receive a locally related salary. The employees are supported by a number of national and international volunteers. There is a monthly report to the board from South Africa. This report contains a financial overview, the development of the projects, reports on the cooperation and progress of workshops. The board and cooperation partner maintain weekly e-mail contact. Twice a year, the quartermaster, or a co-operation partner of Obonto Foundation, travels to South Africa , to maintain personal relations and provide support in the execution of the projects. During these visits the policy, the state of affairs and plans for the future are discussed in detail with the partner and local employees.

- visiting the children's day-care centers
- visiting schools in the area
- visiting clinics
- visiting local Chiefs and Headmen
- visiting the ministry of social development
- visiting the ministry of education
- Setting up new projects
- Testing of financial policy
- etc

Community helps build new children's day-care center.

Nursery School opened in 2013. Partly financed by Oscar Romero Comprehensive School from Hoorn (the Netherlands).

3. Implementation

3.1. Introduction

The Transkei is one of the poorest, least developed areas in South Africa, where it is not a matter of course that every child goes to school. 60% of the children get no more than one meat or fish meal per month. 40% of the children gain 1 meat or fish dinner per week from nature by themselves. In the country there are water spots, where one can pick up water, but these places are often defective. People are then dependent on rain water or water from the streams, which are largely contaminated. Electricity is not available in the rural areas. The culture lives in the NOW. Adults generally have received no education. Food is scarce and one lives from corn, sugar beans, rice and sweet potatoes, when available. From the age of 4 children can go to school, when a day-care center is present in the community. In addition to the study materials and the school fees that have to be paid for, children are required to wear a school uniform in elementary schools.

At the day-care centers financed and built by us we see to it that the little ones get two meals a day. A perma culture vegetable garden is laid out in the children's day-care centers, maintained by the locals.

3.2. Education and development programs

Will&Do cooperates with several organizations in the Transkei:

Subtainable Coffee Bay: Education program is Montessori.

In cooperation with this organization we help children who do not have time and money to go to school. After all, from all family members, including children, a contribution is expected for the daily meal. When the children go to school, they cannot work on the land. This means loss of revenue. Will&Do Foundation compensates for this loss of income by allowing the adults to help out in the vegetable gardens, so that there is also food on the shelf for the family.

Philani Mentor Mothers: This organization especially guides pregnant women and operates in the rural areas of South Africa. HIV infected pregnant women are guided by women who have experienced the same, as a result of which their first child came into the world HIV positive. Now there are possibilities to avoid this.

JAM Foundation: this is the organization which ensures that healthy porridge is brought there. This is in powder form and rich in minerals and vitamins which the children lack. This is scientifically based.

The following activities are carried out by the team:

- making daily contact with the children at the preschool, to monitor progress and detect problems at an early stage.
- Being present on a weekly basis at community meetings, which is led by the chief of the village.
- Contacts are made and maintained with organizations active in the environment. These focus on medical care, agriculture, social development, education and self-reliance.

- Planning workshops. These are organized for people from the community.
- Assisting and supervising volunteers who come to work at the project or nearby or who come and give workshops.
- Visiting the parents / guardians of the children to discuss progress and inform them, among other things, about the importance of education and hygiene

3.3 Key Issues

Priority 1: care for AIDS orphans

In the rural (remote) areas, care for AIDS orphans by family is preferred; certainly as compared to care in large homes in the cities. From children's homes in the biggest city children are often transferred to other parts of the country. Wil Groot has frequently met children from the Transkei who eventually came to live on the city streets of Cape Town. If care by 'family' is no longer possible, a small hostel offers a solution, in which children stay in touch with their own culture.

Priority 2: MEDICAL SUPPORT

It is obvious that HIV-infected persons are in need of medical care. Distances to the hospitals are often too large. There is also lack of knowledge about AIDS. For example, what to do with pregnancy and HIV? Support and information must therefore go hand in hand. Mobile clinics bring care closer to the people. Perhaps a new clinic will provide a solution. We encourage research in this direction.

Priority 3: AGRICULTURE AND SELF-RELIANCE

Good nutrition is very important for growing children. Good nutrition is also essential for people who use drugs. For us no project is imaginable without a vegetable garden. To make a project financially independent, more forms of self-reliance are needed, for example a small shop. A project also provides income for the Xhosa population, for example through construction work, work as a teacher or caretaker, or through activities such as sewing or bead work.

Priority 4: EDUCATION

Through education we can offer children opportunities for their future. Toddlers lack the most basic features to cope in elementary school. This requires setting up preschools. Many institutions for primary and secondary education need a good kitchen for school meals. But also the creation of a 'resource'-center with a library, afterschool programs, health education and adult education can further improve teaching.

3.4 Workshops- adult education

The Mawotsheni project in the Transkei has a community center which, among other things, has been financed by Will&Do. Workshops are given here. These are broadly oriented workshops that focus on the priorities.

Adults are taught and trained. This is to enhance their self-reliance. In the field of agriculture, they learn why it is good to grow different vegetables, how to do this and how to earn money by it. Thus self-reliance is promoted.

Volunteers are involved in the workshops and we use the help of the appropriate organizations we work with. Students have an opportunity to complete their work placement at the projects and schools in the area. Agreements on this have been made with elementary schools and there is guidance at the project.

Presentations at schools. Among other things, in cooperation with Amsterdam High School College. Development on both sides.

Cooperation, sharing and being prepared to go for it.

Communication

4.1. Introduction

Will&Do Foundation attaches great importance to providing donors and other interested people with attractive and clear information and involving everyone in its work. This means that, consequently, we only work with volunteers.

Openness and transparency are key words in communication. Not only about the method of working and the financial position of Will&Do, but also about new plans, successes or disappointments.

4.2. Website

The website www.willenendoen.org is an important communication channel for (potential) donors and volunteers. On the website information can be found about the projects, backgrounds and employees at the projects. It is possible to become a donor online. The website is constantly being improved and updated.

4.3. Newsletter

At least once every six months the digital newsletter will be published and sent to all those interested.

When the quartermaster is active in the field, a weekly report will appear on www.wilhemus.waarbenjij.nu. This can also be followed via the website.

4.4. Information materials

Will&Do wants to invest in overhead costs as little as possible. This means that virtually no physical brochures are developed. Communication is largely digital. For certain projects or annually returning activities directly-oriented material is developed.

New children's day-care center under construction, in 2012, at the Mawotsheni project. Education is communication.

"Learned when young, is done when old"

5. Finance

5.1. Revenues

The activities of Will&Do are funded by grants, sponsorships, promotions, benefit parties and donations. Cooperation partners support a number of projects carried out in South Africa. Will&Do works with individuals and organizations that occasionally or periodically deposit a sum of money. In this event, emphatically, no minimum amount applies. 'Every little bit helps' is the argument which applies to recruit donors. In addition, we establish regular contact with schools, institutions and companies to carry out projects of which the proceeds will go to Will&Do.

5.2. Costs

Allowing a child to go to school costs, of course depending on the Euro Currency, on an average about € 30.00 per month, assuming an exchange rate of 300 rand.

Currently a process is underway with Social Development, which is the ministry that finances this. This is a lengthy process and there is always lack of money in these ministries.

The costs of building the preschools comes at 32,500.00 Euros. This includes the construction of the vegetable gardens there. Also the masons are paid according to South African standards. The preschool houses 70 children. Many people from the community work voluntarily then.

The creation of a complete project, which consists of a preschool, a children's home, a community center, small shop and vegetable garden comes, with the decoration, at 180,000.00 Euros.

Will&Do devotes its financial resources almost entirely to its project. Therefore the other costs are almost negligible and remain limited to the costs of webhosting, the costs for the Chamber of Commerce, Rabobank and so forth.

5.3. Financial policy

Will&Do spends the bulk of the money on direct support and performs a careful and well-advised financial policy from the consciousness that promises to the population are kept and dreams should be realized.

Concretely, this means a financial policy that assumes that the current available capital and the commitments are at least sufficient to meet obligations for the coming two years.

The financial situation of Will&Do is completely public. The financial statements are published annually before 1st April. These can be found on the website.

A future in which culture and development go together in education. We can do that together.

***'Change the world',
'A matter of Will&Do'***

Opening Mawotsheni project in the Transkei, 2012

6. Future

Will&Do is convinced of the simplicity and value of small steps in the big picture. Nevertheless, the foundation is ambitious; this is translated into concrete objectives for the next three years:

The number of children and young people

The prognosis is that the growth in the number of children and young people participating in the programs will increase. In 2013, the foundation opened a preschool which was immediately successful. There are 76 children who attend it. Will&Do intends to open a preschool annually, if possible, with a vegetable garden. It improves employment in rural areas. For young people a gym was set up in 2013. This combines with learning how to live a healthy life. Twenty young people from the community take part here. In 2014 we are working on setting up in a bigger gym near Coffee Bay, located in the Transkei.

Currently we are working on setting up a carpenter trade school. We are working together with South African craftsmen. This type of training is normally not available in the countryside. This project prevents young people from moving to the urban areas. All this, of course, depends on the financial resources and the available capacity of manpower. The policy, with respect to participation and development, is re-determined by the board annually because choices ought to be made regarding the criteria of the result attained.

An official organization in South Africa

Establishing of a recognized foundation in South Africa offers opportunities for further professionalization, providing opportunities for :
receiving subsidies (depending on being a legal person South Africa), the ability to hire local staff and general expansion of the local activities. In April 2013 the application was accepted and the Will&Do Foundation became a reality in South Africa. As a result, the possibility has been created of cooperating with South African authorities. This is another lengthy process.

Recruiting sponsors

- Individuals: the message lies in the name of the foundation: "change the world, a matter of Will&Do". The bond with donors is of great importance. (target: continuity in the flow of funds).
 - Companies: responding to corporate social responsibility. It is not a trend, but a new form of entrepreneurship. Will&Do wants to build long-term relations and maintain relationships with companies and use its network.
 - Schools: the idea behind this is to increase awareness of the contrasts in the world among young children in the Netherlands. At the presentations all key issues are discussed, after which an action to raise money is set up by children and young people who have become more aware of the living conditions in the Netherlands and South Africa. In recent years, different schools have worked with us in this respect. Oscar Romero comprehensive school in Hoorn have funded a preschool in this way. This preschool is named "Oscar Romero".
- Will&DO works together with Amsterdam High School College. For the past two years Will&Do has supported trainees who do research into improving actions such as closing school years with benefit parties or presentations and other actions in schools.

Binding of volunteers and ambassadors

It should be noted that the current size of the team of volunteers is insufficient. Will&Do has a solid group of volunteers who are active at festivals and benefit parties. Will&Do is looking for a solid team of volunteers who can carry out tasks in the field of fundraising and sponsorship activities.

7. Self-reliance

Self-reliance is a priority for Will&Do. Handing tools, teaching how to use these tools and apply them in everyday life, is a weapon in the banner of Will&Do.

The projects Will&Do has committed itself to and has built and funded are largely self-reliant. There are two orphanages, two preschools active on their own.

The Mawotsheni project is on its way to self-reliance. From this project workshops are given and volunteers and students are being supervised. Cooperation is good. In their own strength they work towards self-sufficiency.

The Mawotsheni project started as a pilot project. It would be nice if in the future a similar project could be set up in several other locations. This is really badly needed.

We think of companies that could finance such projects. Research has shown that the culture is open to it. However, the culture, the homeland of Nelson Mandela needs tools.

"Sisonke"

"Together we are Strong"

Nelson Mandela

Colophon:

Policy Will&Do Foundation 2014- 2016

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