Policy plan 2014-2018
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**Colofon**

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AgriDynamic is registered at the ‘Kamer van Koophandel Utrecht’ no. 30236701 and is recognised by the Dutch government as a public welfare institution (ANBI)  
RSIN/Fiscal number: 8190 36 36 5

Donation are welcome in the account: NL13RABO 01437 04 060
1. Introduction and Background

1.1. Introduction
In 2008 the AgriDynamic Foundation recognized the importance of farm families entrepreneurship in fighting the global food crisis and has since then been working on addressing this challenge. This organisation statute’s purpose is to use improve integrated modern agricultural productions methodologies and tactics as a means to fight the crisis and promote rural people to spot opportunities in their area.
In order to continue to do what we do this policy plan provide useful guide on how we are working and will work in future.
It presents first some general information about our foundation in section one. In section two, the management is presented, section three focus on strategic program development, key results and future plans. The last section describes our financial policy.

1.2. Background Stichting AgriDynamic Foundation

1.2.1. Vision and Philosophy
The fundamental philosophy of the Stichting AgriDynamic Foundation (SAF) is that informal practical training on rural agriculture is the liberal art that represent the ideal preparation of sustainable entrepreneurial farmers, especially at this difficult time when we are suffering from the global food crisis. Poor farmers are the once suffering the most from all crises such as food crisis, financially crisis, safety crisis and so on, facing our world today.

The vision of the SAF is to promote that philosophy with a strong focus on sustainable food production which is the basic need for mankind.

1.2.2. Mission
SAF’s mission is to demonstrate in sustainability. In this mission, the foundation assists people living in extreme poverty to spot and maximize sustainable opportunities in order to achieve major improvements in their lives. The foundation is committed to identifying new and innovative approaches to meet food needs and shortages.

1.2.3. Objectives
The main goals of the foundation are to;
- Stimulate sustainable agriculture in developing countries
- Support subsistence farming and to help families to realise their ambitions in food production
- Stimulate just social structures in developing regions.

On February 12, 2008 Stichting AgriDynamic Foundation was incorporated by notarial deed and registered at the Chamber of Commerce under the number 30236701. The Foundation is yet to be recognized as an ‘Algemeen nut Beogende Instelling’ (ANBI) by the tax authorities.

1.2.4. Values and Approach
To realise this we believe in:
- demonstrating what we are doing with ‘joy’, and without hindering others from doing the same. This is a core principal value.
- being open with what we do,
- being the best and stick to our ourselves and our strengths,
- being accountable to all stakeholders,
- empowering rural people to contribute to change in their environment,
o a demonstrative and spirited approach as a trigger to sustainable development,
o the importance of creating understanding and co-operation between business, civil society organisations and government, whatever the political climate.
o Using the passion and abilities of rural people as drivers for economic development.

2. Organisations

2.1. Organigram
Each board member and volunteer has at least the primary task to do everything within his or her power to promote activities designed for the achievement of SAF objectives.

2.2. Function of management
The Board of Directors
The board consists of three members, a chairman, treasurer and secretary. Optionally, the board supplemented by two directors general, with or without a clearly defined function. Preferably, the directors has held small and crisp, thereby promoting effective decision making.

The chairman
The duties of the Chairman are:

- Leading the organization, meetings, board members, employees and volunteers;
- The outward act on behalf of the foundation, depending on the situation;
- Delegating and co-performing the work to be performed;
- The retention of balance in the organization of workload and cooperation;
- Working of projects proposals,
- Reporting on the above during the board meetings.
The Treasurer
The duties of the treasurer are:

- Monitoring of actual income and expenditure against the planned revenues and expenditures;
- Financial administration of the Foundation in general;
- Financial administration of the projects;
- Identifying the documentation that the bookkeeper at the end of the year takes to the independent report, including audit, to be established;
- About the above report during the board meetings;
- Working of projects proposals;
- During the board meetings to participate in the general opinion and decisions on all issues within the organization at issue.

The Secretary
The duties of the secretary are:

- Dealing with incoming and outgoing mail and e-mail;
- Archiving of incoming and outgoing mail and e-mail;
- The outward act on behalf of the organization, subject to statutory and regulatory responsibilities and the situation;
- Maintenance of the membership;
- About the above report at board meetings;
- Working of projects proposals
- Taking minutes of board meetings and submit reports.

Program Coordinator
The program coordinator will be charged with program set-up, acquisition, implementation and reporting. He may be charged with monitoring and evaluations in that event, a specific terms of references will be made available by the board. The coordinator will also be charged to ensure project officers, assistants and volunteers functions are implemented according.

Volunteers
The following additional tasks are performed by volunteers:

Editor (website, PR, Information): Responsible for monthly or quarterly newsletters and circulate information to donors and partners. In addition, regularly adjust the textual and visual aspects of website. Support in writing projects plan. Maintain contacts with partners regarding projects via news letters and any or actions.

IT: This volunteer maintains the technical side of the site and supports including online communication and data base of supporters.

Activities Committee: The activities committee, in collaboration with the editors considers activities that support awareness and recruit donors. The executive functions are, for example arranging guest lectures or organizing a party or drink.

The volunteers need to be controlled by the board. They do not attend the board meetings.
3. Project development strategy, key achievement and further Plan

3.1. Project development Strategic approach

Every activity the organisation engage in is examined from perspective of People, Profit then Planet. In that way, People are most important, then comes Profit and finally the Planet. This strategy is chosen based on the fact that the target group live in extreme poverty and providing a sustainable solution must be in their favour first. In all solutions we try provide, we look at the role of the Government, Businesses and Civil societal organisation and try to seek ways to collaborate to avoid re-inventing the wheel.

Therefore the activities of the Government, Businesses and Civil societal organisation are very important for us at the onset of any project. We strategically focus all activities on the needs of our target and we only invest in project they request. We show potential business opportunities, translate them in a realistic investment project that will assist us stop dependency on donor/sponsors. Thus, our work is designed in a way to avoid dependency syndrome at all level. In the next two years, we will invest in training local educated farmers in Cameroon and support them to set up a sustainable safe water program for one community where we are currently active.

3.2. Key results

3.1.1. Sustainable poultry training centre Cameroon

We established the first sustainable practical training centre for low educated poultry farmers in Bamessing in Cameroon. This was realised in 2011 and since then, 60 farmers are trained each year. This program is offering practical trainings to 60 trainees per year in which not more theory is offer than is needed and trainees learn by doing. The training approach is enhance by the fact that we have a demonstration farm with capacity of 6000 birds. The demonstration farm assist us to generate income to cover training cost.
3.1.2. Sustainable water program in Bamessing
We have also realised a sustainable water project in 2010. In the Bamessing community where our centre is located, the locals now have access to safe and regular supply of drinking water. With an annual contribution of 1 euros each from the people living in the village, they are able to maintain the water via their community development association called NseiCUDA.

3.1.3. FairEducations (Community revolving library)
We are in the process of establishing the first community revolving library in Cameroon. We started with a pilot in 2012 in which over 500 children can now access basic text books in English, French and Mathematic. As December 2013, their performance had increase from an average of 41% to 49% in all end exams. We planned to expand the program to cover the entire community with over 1700 children.

For the above projects to be realised, we have adopted a financial sustainability strategy in which the beneficiaries are financially contributing. In cases where their contributions cannot fully cover the running cost, we will seek ways to establish an income generating activity that they can exploit in order to sustain the project.

3.2. Further plans

FairEducation:
In the next four years, AgriDynamic will focus on making FairEducation a network of institutions, in different countries that aim at unlocking children potentials. More community libraries will be established from where children can borrow basic text books.

The Practical training centre Cameroon: AgriDynamic will also seek ways to add course to the centre in order to make optimal use of the facility and continue creating a second generation agricultural workforce that see agriculture as a business not a means to survive. There are plans to add a course on soybean in the same light as the poultry course and integrate ICT into the program. With the ICT integration, the community will be welcome to learn basic computer skills not only trainees at the centre.

4. Financial policy

All our project are realised with income from the following sources
- Donation from the general public
- Donations from funds and companies
- Subsidies from Government agencies or independent agencies that receive funds from Government.

We will continue to request from financial support from the above sources for our future programs. But our key financial sustainability strategy (beneficiary must contribute and in case where their contribution is limited, we can seek ways to set up an income generation activities to ensure sustainability) for program will be maintained.

4.1. Communications and financial engagement
Communication activities can be broken down into:
- Information activities aimed at increasing support for development;
- Information activities aimed at recruiting donors and
- Information activities aimed at acquiring one-time donations
• Information activities aimed at large donors

**Information activities aimed at increasing support for Development.**
SAF as a social organization and has the task of providing information about the situation of disadvantaged farm families in Cameroon to Dutch people and how organizations can contribute to improving this situation. This type of information will focus on giving guest lectures, open events and providing and distributing informational materials.

**Information activities aimed at recruiting donors**
For long term thinking and to avoid dependence on occasional donations and grants we will pay special attention to recruiting donors. The specific plan that we will carry out to achieve this is:
The board members and volunteers will recruit donors from their networks, since we have already have ten volunteers and three board members. We will keep a data base of donors and every January of a new year, they will be informed about our new year program and find out if they are willing to support the program.

**Information activities aimed at acquiring one-time donations**
The activities committee will be responsible for organizing activities with increasing acceptance is achieved when recruiting donors. In addition, these same activities can be aimed at recruiting one-time donations. For example: organizing a sports day during school hours as part of our project can attract a large audience.

**Information activities aimed at large donors**
Large donor will be attracted with activities like presentations to their employees about the impact of the company’s activity on target groups. Other ways we will attract this group will be via project summaries which will be send to them for their appraisals. In this way, we hope to connect out activity to the donor and hopefully get some donations.

**4.2. Second hand Phone campaign**
In the Netherlands, it is estimated that 8 out of every 10 persons have two or more mobile phones. Every now and then, people's contract or subscriptions with network providers expire and when they want to extent the contract they usually get a new phone. The move toward smart phones is more or a life style then a necessity. This life style will make more people to put their simple or older mobile phones in cupboards or closets and a few people return them to providers for re-cycling.

We have started a campaign to collect old phones which is recycle and we are given funds for our school projects. We will continue this campaign in the next years to strive and collect 7500 old phones.

**4.3. Expanding AgriDynamic Network**
In 2013, we start off in Kenya stimulating youth farmers to engage in entrepreneurial farming. The move is based on the changing landscape of Dutch and International development policies and strategies, which the organisation needs to adapt quickly. In the next years, we will considered doing a pilot project in Kenya or any other developing where the Dutch policy allows us.

**4.4. Financial Administrative policy**
**Management information:** The President is authorized to manage the foundation assets, fees and any other costs. The administration will be checked monthly and recorded by the treasurer. Quarterly Treasurer will provide an explanation on the course of the income and expenses of the foundation or fundraising or the expenses should be
adjusted. The administration will be compared to the predetermined operating and project budgets, which states how much money is needed to implement the identified projects and also the organization costs.

Board members and volunteers are entitled to reimbursement of incurred expenses and hours according to the following schedule:
The fee you receive as a volunteer, in the following two cases are not charged for the wage and income:

- You get just compensation for the costs that you have created.
- You receive an allowance for volunteer work. That is, the fee is disproportionate to the size and the time involved in the work.

In these cases you will receive a voluntary fee:

- You will receive allowance only for actual costs, with a maximum of € 150 per month and € 1,500 per year.
- You are 23 years or older and you get an allowance of up to € 4.50 per hour, with a maximum of € 150 per month and € 1,500 per year. These maximum amounts apply to the total compensation for your work and any compensation for the actual costs incurred.
- You are younger than 23 years and receive an allowance of up to € 2.50 per hour, with a maximum of € 150 per month and € 1,500 per year. These maximum amounts apply to the total compensation for your work and any compensation for the actual costs incurred.

If you only get fees from our organization as your only income, such allowances will be tax free. We will keep clear working hour’s sheets of all volunteers to compare at the end of the year with the allowance they received.

If you receive social assistance and voluntary work

- Do you receive social assistance and an additional fee for volunteering? Then the amount of your benefit as compensation for volunteering more than € 95 per month and a maximum of € 764 per year.
- When it comes to volunteering that the municipality will need for your rehabilitation, it changes the amount of your benefit if the volunteer is not higher than € 150 per month and € 1,500 per year.

**Conditions for payment of voluntary fees**

Every month, each member and each volunteer record the time they invest in our projects and submit to the Treasurer. The treasurer keep the record and at the end of the year the board members and volunteers receive an allowance under the above scheme. However, obtaining sufficient funds to remunerate volunteers is not the primary purpose of the foundation. In the event that, not enough money is raised for both the projects and the voluntary fees to fund, priority will be given to funding of projects. If there are on a budget for volunteer expenses, but not enough for all submitted statements, there will be at a general meeting, attended by directors and volunteers decided to be the fairest possible distribution. However, the board has the final decision in this regards.

**External book keeping**
The entire administration will be send to a professional book keeper and an accounting company to administer and produce annual financial reports. Such report will be made available to external partners, supporters and the tax office by the external book keeper.