

Beleidsplan



AGAG, STICHTING ADOM GIVE AND GAIN is an NGO with the objective to support underprivileged African youth and women through various activities. Our motto — “Each one reach one” — reflects the belief that anyone can be a philanthropist and give back to their community, regardless of means. AGAG is executing diverse projects that is transforming lives in Ghana. We do this with the help of our wonderful volunteer teams in Ghana and The Netherlands.

Volunteering Teams

Within our organization we have diverse masteries that helps with execute different activities within the NGO in Netherlands:

- Logistics volunteers: This team is responsible for the collecting of the hardware, repairs, data cleaning, packing and shipping of the hardware to Ghana for the executing of the IT related projects.
- Communication and social media: Our communication and social media volunteers are responsible for the social media communication, website, external communication with our team in Ghana, and media, such as radio.
- Fundraising volunteers: This team is responsible for finding charity partners to support the activities that need support.
- Board members: These volunteers help with the mission of the NGO.
- IT Volunteers: These are volunteers who help with drafting the plans for the IT projects.
- Others: Besides these volunteers, we have other volunteers who help in difference areas in The Netherlands and in Ghana.

Our NGO holds integrity and excellent in high esteem and because of that we have set the following policy rules in place:

- Our team is made out of only volunteers in The Netherlands
- Our team in Ghana is made out of volunteers, but they will receive compensation for the executing of the projects. We do this to show then appreciation and to support their hard work.
- Our board meets via different platforms such as zoom, because of safety and the global situation.
- The secretary of the board will be available when there are meetings. The secretary of the board will be available 1 day in the week, if needed.
- The president of the board is 2 days in the week available to work for the NGO. If needed, the president will donate more time to the NGO.

- The volunteers in The Netherlands will be working together with the volunteers in Ghana via video conferencing. The major communication between the two teams will be done online.
- We ask volunteers via clear job descriptions to secure a well-rounded and focused assignment for execution.
- Our volunteers will be asked to commit to a certain tasks or assignment for a period of time. Volunteers will then partake of specific meetings and gatherings for that specific assignment or tasks.
- We have compensations for students, volunteers who are less fortunate, but willing to volunteer for the NGO.
- We organize a casual and fun get together 2 times in a year to have the group get to know each other more.
- Because we work with valuable goods, morals and confidential information all volunteers are requested to have a VOG (Verklaring omtrent gedrag) if needed.
- We have high standards and a zero-tolerance policy towards any form of discrimination, intimidation, fraud, corruption or conflict of interest. Volunteers who – after proper factfinding - do not follow these standards will be requested to leave our organization immediately.

We value the time, resources and efforts our volunteers put in the NGO. Because of this, we try as much as possible to make the workload equal, fun and light for everyone.

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Mission

Empower women entrepreneurs and youthful Africans and instilling in them Godly values and integrity.

It is our purpose to empower women to excel in their area of gifting with the help of Information Technology. We believe that the young Africans are the future of Africa and do not want their talents to be wasted after graduation because of their social background or economic status. Our desire is to equip these students with the right knowledge and network to increase their chances on the job market. Our desire is for the students to reach a level of professionalism that satisfies international standards. AGAG actively supports high schools in Africa by providing them with much-needed donated IT equipment and the needed software.

Our core values:

1. **EMPOWERMENT:** We believe in empowering the young Africans and the women through knowledge transfer.
2. **HOPE:** We believe we can effectively equip young Africans to become outstanding professionals, even if they

3. come from an underprivileged background. To bring hope to their families and contribute to the community.
4. GIVE AND GAIN: We believe in helping the young Africans gain more knowledge, network and opportunities to excel in their gifting and receive the deserved reward. After gaining, we believe it is their responsibility to give back to others who are also in need to create a flow of giving and gaining in the communities.
5. PRACTICALITY: We believe in creating a platform for young Africans to execute what they have been thought to gain more experience.
6. INTERGRITY: We believe in integrity and not compromising on your values and beliefs in reaching your goals in life. We teach our students to remain humble and hold them to their values and a good character.
7. COLLABORATE: We believe in collaboration between the young and the older generation, between the fortunate and less fortunate to create a harmony that will benefit the community.
8. Organizing seminars where women are empowered.