Stichting TRH
Hart voor Malawi
Equipping leaders to transform the world, one person at a time.

STRATEGIC PLAN 2025/2026

Policy Plan Stichting TRH

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General information

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1. Objective, vision and working method TRH-Movement

Objective

The objective of TRH foundation is: to help people become sustainably free from poverty, by equipping leaders and addressing the underlying beliefs that keep people trapped in poverty to tackle.

Vision

The underlying vision behind these objectives is the fact that many people living in poverty, especially in Africa, have come to live with the conviction that they are not able to build a better life on their own, but will always be dependent on help from the West.

That is because in Malawi and other countries there is often a lack of awareness of the natural resources they have and of the knowledge needed to use those resources effectively.
As a result, people are unable to build up a secure livelihood, and they often no longer believe that this is possible. For example, in one of the villages we saw that even resources available in the immediate area, such as a pipeline and a sewing workshop where women could learn to sew, are not being used because people simply do not know how to go about it or how to work together with other organizations.

In addition, there is a strong group culture that can easily pull people who try to do things differently back into old patterns. Therefore, it is important to equip the leaders in the communities, such as chiefs and pastors, to equip in leadership and to enter into partnerships with them, so that the new beliefs and way of working are sustainably secured, and they inspire and help their people to grow.

Method

To achieve the objectives focuses TRH Foundation on:

- Providing both spiritual and financial support to its local partners and organizations to make training & development possible
- Offering training material in English, Chichewa or another local language, that can be used in the equipping of leaders
- Making mission trips and organizing live conferences on site
- Investing in necessary structures, such as an irrigation system or a microcredit for widows who want to start a business.
- Setting up a child sponsorship project, in cooperation with Nofam, intended especially for orphans who have no one else to rely on, so that they can finish school, get enough food, and build a future.
- Investing in new construction and renovation of buildings with a public function that community structure strengthen and support the objectives, such as a church or training room

2. Organization

a. Board

The board consists of three members, namely a chair, treasurer and secretary. Possible will the board in the long run be supplemented become with two general board members, with a clearly defined role.

The chairman

The tasks of the chairman are:

- Leading the organization, the meetings, managing of the board members and volunteers;
- Representing the foundation externally, depending on the situation;
- Delegating and co-executing the tasks to be performed;
- Maintaining balance in the organization regarding workload and collaboration;
- Reporting on the above during board meetings.

The treasurer

The tasks of the treasurer are:

- Tracking the actual income and expenses compared to the planned income and expenses;
- Maintaining the donor and sponsor database
- Financial administration of the foundation in general;
- Financial administration of the projects;
- Indicating the documentation that the accountant needs at the end of the year to prepare the independent annual report;
- Report on the above during boardsmeetings;
- Participate during board meetings in general opinion- and decision-making with regard to all items that arise within the organization.

The secretary

The tasks of the secretary are:

- Handling incoming and outgoing mail and email;
- Archiving incoming and outgoing mail and e-mail;
- Representing the organization externally, depending on the statutory and regulatory authority and the situation;
- Report on the above during board meetings;
- Taking minutes and reporting of the board meetings.
- Participate during board meetings in general opinion- and decision-making with regard to all items that arise within the organization.

c. Volunteers

The following additional tasks will be carried out by volunteers, whether or not in collaboration with board members:

- Communication (website, PR ,Information)
  The newsletters must be written and distributed among the donors. In addition, the website must be regularly updated in terms of text and visuals.

- Child sponsorship
  The project for child sponsorship has a specific character. Its success requires personal attention to sponsors and employees of the Hope Foundation. Communication between children and sponsors via the Nofam app must be initiated and supported. Therefore, the child sponsorship project has a volunteer appointed specifically for this purpose.

- Activities Committee
  The activities committee devises, in cooperation with the board activities that support the information campaign and recruit donors. The executive tasks then include, for example, organizing and staffing a stand, helping with the sale of goods whose proceeds go to foundation TRH.

Volunteers should be managed by the board. They do not need to always be present at the board meetings, but this is possible depending on the agenda items they are involved in.

3. Projects

Stichting TRH-Movement works out its objectives through 4 different projects. In the coming years, these will be implemented in the district of Phalombe Malawi. The lessons learned and results will then be further disseminated in Malawi, Mozambique and other countries.

A. Leadership Development

In Malawi, leaders have no access to leadership development. They often have not received appropriate training and not infrequently struggle themselves to make ends meet. As a result, they help maintain the beliefs that keep people trapped in poverty.
Therefore, we want to train a group of over 100 leaders from Malawi over 2 years to promote healthy leadership and a healthy culture. We do this by means of online and live conferences and supporting leadership support groups that meet weekly to continue growing.

B. Increasing ownership and stewardship

In Malawi there is a major shortage of basic knowledge needed for well-functioning agriculture, while agriculture is the largest source of income. There is also a lack of the ability to properly manage available resources and they do not have the conviction that they themselves have opportunities to improve their living conditions. Therefore, each year we want to train 20 people, so 80 people over 4 years, in sustainable agriculture and financial stewardship, and in the meantime and during our visits motivate and encourage them to keep taking steps themselves. People will then have been trained in all 39 villages of Phalombe . We also want to make it possible for widows to gain access to sewing lessons and/or have access to microcredit so that they can provide for themselves.

C. Increasing the number of children who at least complete secondary school

Most children in the district Phalombe do not complete secondary school due to the high school costs. As a result, the overall development level of the region also lags behind. TRH-Movement therefore wants, with its child sponsorship project, to make it possible for 10 children per year to attend secondary school, and 2 children per year to attend college or university. This concerns (orphan) children who cannot turn anywhere else for support.

D. Strengthening and building physical systems that support these objectives, such as community buildings, water pumps and pipelines.

Villages in Phalombe, Malawi, thrive on their sense of community. This is generally organized around churches and community buildings. But many villages do not have a communitybuilding, but a ramshackle enclosure (poorly maintained shelter). To strengthen not only ownership but also shared responsibility, development and community building , we want every village to have a (stone) church or community building. In addition, the infrastructure for proper agriculture is often lacking. That is why we want to invest in water pumps and pipelines.

4. Administration and remuneration policy

The chairperson shall be authorized to manage the foundation's assets and to transfer board-approved donations, volunteer reimbursements, and any other costs.
The administration will be checked and recorded monthly by the treasurer. Quarterly, the treasurer will provide an explanation provide of the development of the foundation's income and expenses and whether fundraising or expenditures need to be adjusted. The administration will be compared with the previously established operating and project budgets, which specify how much money is needed to carry out the established projects and, in addition, cover the organization's costs.

Board members and volunteers are entitled to reimbursement of the expenses incurred. They do not receive any compensation for their hours.

5. Finance

a. Project costs
The project costs for for projects A, B and C are already in progress and covered in terms of costs for 2025. For 2026, there is already a good foundation and there are already commitments from companies once we have obtained ANBI status

b. costs and revenues organization
The costs and revenues for the first year are specified as follows:

Costs 2025/2026	2025	2026	
Notary fees	€ 550,-		
Chamber of Commerce Fees	€ 85,-		
Printing costs (flyers, cards, workbooks etc)	€ 250,-	€ 250,-	
Mission trip 1x per year	€ 5.000,-	€ 5.000,-	
Project A (leadership developm.) Project B (agricultural school) Project C (orphan kids to school)	€ 2.000,- € 1.800,- € 4.980,-	€ 2.000,- € 1.800,- € 4.980,-	(online started) (20 people 2025) (13 children succeeded)
Basic leadership development	€14.665,-	€14.030,-	
Project D *D.1 Water well* *D.2 Irrigation system* *D.3 Church/multifunctional center)*		*€ 7.500,-* *€ 15.000,-* *€ 15.000,-*	*Starting in phases after covered finances*
Total budget	€14.665,-	€ 51.530,-	
2025/2026	2025	2026	
Donors	€ 245,-	€ 560,-	
One-time donations	€ 1000,-	€ 6.000	
Own contribution J&R	€ 5.000,-		
Child sponsors	€ 2.190,-	€ 5.295,-	
Expected proceeds (for ANBI)		€ 10.000,-	
Donations specifically for Project D	€ 5.000,-	€ 5.000,-	
Christmas tree campaign	€ 2.250,-	€ 2.500	
Total	€15.685,-	€ 29.355,-	
Total to be actioned/to be acquired		€ 22.175,-	

c. Coverage plan
total required budget in 2026 is:

Project budget	€ 51.530,-
Budget deficit	€ 22.175,-

From the current sponsor file, we expect to be able to raise an amount of € 14.000,- consisting of in-kind sponsors, monthly donors and 3 large, fixed donors.
This means that the projects A,B and C are covered. For project D1 through D3, additional actions will need to be taken to be able to achieve this.

<u>Actions to be addressed in the board meeting:</u>
Make SMART into monthly goals and action owner)
*expansion of regular donors from 15 to 30 in 2026
*one-time donations and donations (press releases/word of mouth/ collections
*Christmas tree campaign in November
*events: Easter campaign, benefit evening, raffle etc
*subsidy

The surplus of operating result will be reserved for the next financial year.

Policy plan will be brought up every six months for the agenda at the board meeting.

End of policy plan (version 2025.2)