

Policy Plan for the Ubuntu Leadership Program Foundation (ULP)

1. Information

- **Registered Name:** Ubuntu Leadership Program Foundation
- **Date of Establishment:** 13-03-2024
- **RSIN:** 866326212
- **Registered Office:** Municipality of Utrecht
- **Visiting Address:** Oudegracht 417, 3511 PJ Utrecht
- **Phone Number:** 06-22475658
- **Bank Account:** NL56 RABO 0323 7422 70
- **Board Composition:**
 - **Chairperson:** Valkenburg, Johannes Cornelis (14-06-1972)
 - **Secretary:** Huibers, Cornelis (09-07-1973)
 - **Treasurer:** Reedeker, Janne Elisabeth (13-01-2002)

2. Introduction

The Ubuntu Leadership Program (ULP) is a one-year training and coaching program focused on the development of young people from the Usambara region, Tanzania. The goal of the program is to enable young people to operate professionally and independently in the local hospitality and tourism sector and thus contribute to the economic development of their community. This policy plan outlines the mission, vision, objectives, activities, and governance of the foundation.

3. Objectives of the Foundation

The foundation aims to contribute to the improvement of the quality of life in the Usambara region through education and employment. It does so by providing young people with practical skills, coaching, and training to enable them to work professionally in the hospitality and related industries. Our mission is to promote sustainable economic development in the region by training local talent and stimulating entrepreneurship.

4. Mission and Vision

- **Mission:**

The Ubuntu Leadership Program will train young people in the Usambara region to become

qualified professionals and/or entrepreneurs in the local hospitality and tourism sector. This is achieved through practical workplace training, personal coaching, and the development of leadership skills.

- **Vision:**

We aim to contribute to sustainable economic development in the Usambara region through education and employment opportunities. By providing young people with the skills they need to succeed in the local industry, we help limit migration to cities and ensure sustainable prosperity for the community.

5. Activities of the Foundation

The main activities of the Ubuntu Leadership Program are:

- **Training and Education:**

Offering a practical training program for young people aged 18 to 28 years over a period of one year. This includes training in various departments of participating hotels, such as front office, housekeeping, kitchen & bar, and guiding (cultural, historical, and natural). The first two months focus on broad basic knowledge, followed by six months of specialization in a specific field within hospitality.

- **Coaching and Leadership Development:**

In addition to technical training, participants receive personal guidance in leadership development, professionalism, and entrepreneurship. This is done through weekly coaching, where the progress of each participant is monitored through logbooks and personal feedback.

- **Collaboration with Local Partners:**

ULP works with Mabughai Technical College in Lushoto to ensure the quality of the program and integrate it into the local education landscape. This allows participants to obtain a labor market-recognized certificate upon completion of the program.

- **English Language Skills:**

Given the importance of English in the hospitality industry, improving participants' English language skills is an integral part of the program. This is achieved through role-playing, practical experience, and theoretical lessons.

6. Expenditure and Cost Structure

The foundation strives to carry out its activities as efficiently as possible at minimal cost. The funds received by the foundation are mainly spent on:

- Training and coaching of participants
- Compensation for the involved mentors and teachers
- Materials and resources for the training
- Facilities and accommodation for the participants
- Collaboration with partners such as Mabughai Technical College

ULP ensures that participant costs remain as low as possible through close collaboration with local partners and the involvement of volunteers in coaching and guidance.

7. Fundraising

The foundation raises funds through donations, subsidies, and partnerships with companies and institutions that believe in ULP's mission. Additionally, actions are organized to increase the program's visibility and actively involve the community in achieving the objectives.

8. Asset Management

The foundation is non-profit and manages its assets to ensure the continuity of its activities. Any financial surpluses are reserved for future projects and the continuity of the foundation. The foundation does not speculate with its assets.

9. Governance

The foundation's board consists of at least three members. The board members do not receive compensation for their work. They are responsible for managing the resources and implementing the policy plan. Board tasks are divided based on expertise and involvement in achieving the foundation's objectives.

10. Reporting

The foundation will annually issue a financial report and an activity report, in which the progress of the program, the results achieved, and the use of resources will be reported. These reports are made public as required for ANBI status.

11. Evaluation and Adjustment

The policy plan will be evaluated at least twice a year and, if necessary, adjusted to remain aligned with the current situation and needs of the foundation and its target group.

Appendix: Budget ULP Cohort 1 from October 2024 – June 2025

Income	Amount (€)
Sponsorship Income	15000
Other Gifts (e.g., from hotels)	2000
Student Participation Contribution	850
Hotel Contributions for Certification	2000
Subsidies for the Program	0
Total	19850
Expenses	Amount (€)
Staff:	
Mentor Salary	1800
Mentor Travel Expenses	500
Training Costs via Mabughai & Certification	2500
Students:	
(International) Travel, Visa/Development Costs	1500
Student Accommodation and Maintenance	10000
Student Travel Expenses (including hotel visits)	1500
Educational Material, T-shirts, etc.	500
Other:	
Website, Marketing, Communication, Fundraising	750
Unforeseen	800

Total	19850
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