

# GG ANNUAL REPORT 2022

STICHTING DIENSTENCENTRUM  
GERED GEREEDSCHAP







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# 40 YEARS GERED GEREEDSCHAP

2022 was a special year for our organisation, as it was 40 years since Gered Gereedschap was founded. What began as a small-scale initiative with a modest workshop in Amsterdam and shipping a few boxes of tools in the first year, has since grown into an organisation with 25 workshops, 450 collection points and 500 volunteers.

Our goal has not changed in those 40 years: we still support people in poor countries to become independent and stand on their own two feet. In all those years, we have been able to support hundreds of thousands of people and offer them a successful future as craftsmen or women. However, the way we do that has changed. Where the focus used to be only on supplying tools and machines for vocational education, our support has broadened, and we now support craftsmanship in its entirety.

In doing so, we focus on the three things a craftsman or woman needs to be able to work independently: the right theoretical knowledge, practical experience and quality tools and machines. This means in practice that we focus on high-quality vocational education, accessible to everyone. We ensure that students can find work after their vocational training and encourage entrepreneurship.

During the past year, we were again able to make considerable progress in this area, partly thanks to your support. We were able to support no fewer than 28 organisations in Ghana, Tanzania, Malawi and Uganda with knowledge, expertise and resources. In the Jinja region of Uganda, we

took the next steps in rolling out our EQUIP programme. We not only supplied tools and machines there in 2022, but also honed curricula at several vocational training centres. In addition, we trained teachers and mediated hundreds of internships so that young people can gain sufficient practical experience.

In this annual report, you can read which goals we achieved and how we spent our funds from our donors and sponsors. We are immensely proud of these results. We hope to be able to continue counting on your support in the next 40 years!

With enthusiastic greetings,

Bob de Koff  
Chairman Gered Gereedschap







# OUR VISION

## WHAT WE BELIEVE IN

Hundreds of millions of people in the world live in poverty and have to survive on less than \$1 per day. Gered Gereedschap believes that everyone has the right to an independent existence and is committed to increasing the self-reliance of people and organisations in developing countries.

## FOR THE PROFESSIONALS

Gered Gereedschap bases its approach on people's power and potential. We work from a practical point of view and believe that concrete solutions can bring about major changes. We enable people to build up a life of their own as craftsmen or women by providing access to good professional training, guidance with and to work and support with quality tools. We encourage those who have the capacity and ambition to do so to become self-employed. Equipped with the right knowledge, experience and tools, people can earn a good living. We believe that this is the key to success.

## STRENGTHENING SECONDARY SECTOR

With our goal of promoting the self-reliance of people in developing countries in Africa as our starting point, we are also looking at our approach in a broader perspective. We believe that strengthening vocational education and entrepreneurship (at regional or national level) is the solution for the development of an area. This concerns, in particular, the strengthening of the craft and construction sectors. Branches that can make an excellent contribution to the independence of large groups of people. Often the raw materials are present in developing countries to create a flourishing manufacturing industry. However, there is often a lack of sufficient professionals, knowledge, finances and resources such as tools and machines.



# OUR SUPPORT

Gered Gereedschap supports with its programmes - in Africa under the name EQUIP - technical craftsmanship in the broadest sense of the word: education, employment and entrepreneurship. The aim is to offer (starting) craftsmen opportunities to live a good life.

This involves tangible and practical support. We support vocational training with (refurbished) tools and machines. At the same time, we contribute to the knowledge and skills of teachers. We give poor young people the opportunity to actually go to school and learn a trade by means of scholarships. After the training, we support them in taking their first steps in the labour market. For example, by providing a starter toolkit, microcredits for the purchase of building materials and practical work guidance by an experienced craftsman or craftswoman.

To further promote entrepreneurship, we are setting up

tool rental and refurbishment workshops. Quality tools are scarce and not affordable for everyone. By setting up these workshops, more craftsmen will have access to good tools and machines.

To maximise our impact, we increasingly focus on selected regions where - depending on demand and need - together with local/regional partners, we support all aspects of technical craftsmanship with various 'building blocks' from our programmes.



## EDUCATION

### Tools and machines

Supporting vocational education in developing countries with tools, machines, accommodation and equipment.

### Scholarships

Supporting disadvantaged young people with scholarships to receive vocational training and to purchase study material and tools.

### Teachers programme

Providing training to teachers in the areas of technical and didactic skills.

### Curriculum development

Development of training programmes meeting the demand of the local labour market for an optimum balance between labour market and vocational training.



## EMPLOYMENT

### Master-Apprentice programmes

After their training, start-up craftsmen are supported by an experienced craftsman. Focus on transfer of (practical) vocational knowledge and training of life-skills and entrepreneurship.

### Tool starterkit

Set of tools for a craftsman to get started.

### Microcredit

Funding of building material and/or tools.



## ENTREPRENEURSHIP

### Rental workshops

Quality tools and machines are indispensable for a flourishing craft and construction sector. Gered Gereedschap makes these available to local craftsmen by setting up rental locations.

### Refurbishing workshops

Old used tools are refurbished and prepared for re-use in tool refurbishing workshops. These will be used at locale vocational centres or at tool rental locations.

Our support consists of:

- Tools and machines
- Accommodation and equipment
- Knowledge and guidance
- Finance





# OUR WORKING METHODS

## FIGHT POVERTY TOGETHER

The network of Gered Gereedschap consists of 25 workshops where about 500 volunteers are actively involved. Together they work towards one goal: to offer practical resources to craftsmen and women in developing countries to allow them to live a life without poverty.

Most of the volunteers are actively involved in refurbishing used tools for a second life in Africa. Tools that are handed in to the 450 collection points by private individuals as well as companies. The refurbished tools and machines are transported to project partners in Africa using sea containers. In this way, a total of 100,000 refurbished tools are used within our programmes each year. For instance, for support of vocational training, to equip rental workshops or starter kits for young entrepreneurs who are keen to start their own business.

In addition, our volunteers travel to Africa to support project partners with their knowledge and experience. They work as quartermasters in setting up a workshop, pass on technical knowledge or provide support to the local management in managing a workshop.

## TANGIBLE AND PRACTICAL SUPPORT

Gered Gereedschap has been supporting craftsmen and women with knowledge, skills and tools for over 40 years

We believe that simple solutions can bring about major changes. Our approach is therefore practical, pragmatic and tangible. We always work together with reliable partners in the region to support local initiatives: direct aid without the intermediation of other parties.

Thanks to the many volunteers, donated materials and little overhead we keep our costs low.

## SUPPORT OF LOCAL INITIATIVES

Every year, Gered Gereedschap receives more than 500 applications for support from schools and civil society organisations in developing countries. We use a simple but careful assessment procedure. Criteria for assessment are reliability, financial sustainability and, in the case of schools, educational quality, but above all the expected impact on people's lives and the local community. Based on this, it is also decided which support will be provided by Gered Gereedschap.

The organisations receiving our support are expected to provide regular feedback on the results they achieve.





# 2022 GERED GEREEDSCHAP CONTINUES

2022 was a special year for Gered Gereedschap For we celebrated our 40th anniversary. We did this together with everyone involved. For example, we visited all workshops in the country and went to see many of our donors. Besides cake, everyone received a candle holder specially designed for the occasion and made at the Music Crossroads workshop in Malawi. A special interview with GG founder Laura Dols appeared in the GG Message, and we also gave a lot of coverage to the 40th anniversary in other media outlets.

And of course, we wanted our partners in Africa to share in the celebrations. Special campaigns were organised throughout the year: for 40 scholarships, for 40 starter toolkits etc. The proceeds directly benefited the project partners.

Several years ago, we started the roll-out of our EQUIP programme in the Jinja region of Uganda. In this region, we started supporting vocational training in wood and metal-working at three vocational training centres.

The basis of good vocational education is a good learning environment. The first step has therefore been to set up good practical training rooms.

But what we wanted was to increase the quality impetus of the schools. To achieve this, we commissioned a market survey in the region to identify what skills are in demand in the labour market. This revealed, among other things, that there are great opportunities for pipeline welders and that every woodworker should also have the basic skills of a metal worker and vice versa because many products nowadays consist of a combination of steel and wood. The schools' curricula were then adapted to these outcomes. Teachers also attended various training courses to bring their technical and didactic knowledge up to date.

Another result of the EQUIP programme is the relationships that have been established between schools and apprenticeship providers. An important part of the metal and woodworking vocational training is an apprenticeship of several months. The three schools had virtually no contact with technical companies; the students arranged their own apprenticeship without the help of the schools. As part of the EQUIP programme, we brought companies and schools together. By talking to each other, the companies now have a better understanding of the learning objectives attached to the apprenticeships. The apprenticeship supervisors

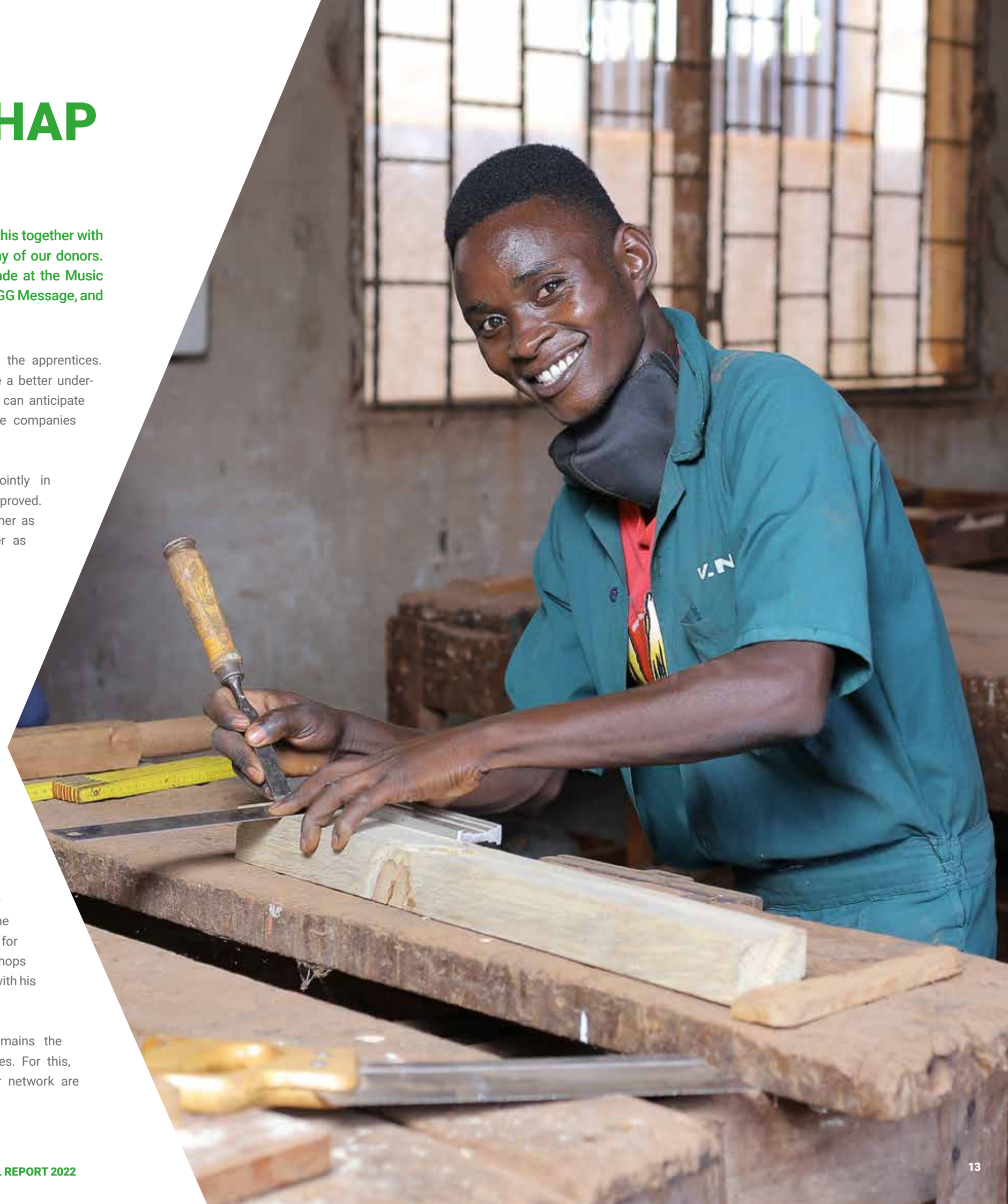
have been trained to better supervise the apprentices. Through this contact, the schools have a better understanding of the companies' needs and can anticipate them. Meanwhile, the schools and the companies meet periodically to catch up.

With the three schools operating jointly in the programme, cooperation has improved. Whereas in the past they saw each other as competitors, they now see each other as partners.

All the activities within the EQUIP education programme have resulted in a significant increase in the employment prospects of the graduates. In the coming years, we want to expand this further to more schools in the Jinja region and to launch the programme in other countries.

To carry out the activities in Uganda properly, we hired a local project manager in early 2022. He monitors the progress of the projects, coaches the partners and reports to our office in Amsterdam. To give him a better understanding of the work we do in the Netherlands, he came to the Netherlands for 10 days in December to visit GG workshops and discuss goals for the coming years with his Dutch colleagues.

At the heart of all our activities remains the provision of quality tools and machines. For this, the 25 independent workshops in our network are







crucial. However, the challenges for them are increasing. Affordable housing is hard to find as are new volunteers. Workshops in Franeker and Middelburg have had to close their doors as a result. We do all we can to prevent such situations. The workshops are supported by communication campaigns in finding new workplaces and recruiting volunteers. Fortunately, the workshops in The Hague and Waddinxveen were able to find a nice new location.

From the country head office, we support workshops wherever possible to realise new sources of income. For example, the workshop in The Hague has started a tool rental service. Local residents can take out a subscription with the workshop and use the available tools.

Fortunately, we also continue to be approached by enthusiastic people who want to start a workshop. Last year, for example, Gered Gereedschap Twente set up workshops in Hengelo and Almelo.

On the financial front, we are succeeding in establishing long-term partnerships with financiers. The trust these parties have in our work is gratifying. It gives Gered Gereedschap a structural basis for the coming years on which we can build.

The year 2023 is all about strengthening the implementation of our projects. In Uganda, we are setting up a sister organisation that can implement some projects on behalf of GG. In the future, this local GG organisation will also be able to raise its own funds from local financiers. In the Netherlands, we are strengthening our processes for implementing the projects and continue to support the workshops so that they can continue their important work. Allowing us to continue helping many people in Africa out of poverty in the next 40 years.



# "THE MOST ADDICTIVE ASPECT ABOUT GERED GEREEDSCHAP ARE THE PEOPLE"

## Volunteer Jetse Wijngaarden

Jetse Wijngaarden is one of the longest-serving volunteers at Gered Gereedschap at the country head office in Amsterdam. And perhaps also one of the most versatile. From workshop employee and coordinator to developer of teaching materials and now IT administrator, Jetse is a jack of all trades. He still thoroughly enjoys working for the development organisation: "For me, the most addictive aspect of Gered Gereedschap are the people. It's such a creative organisation and enthusiastic group, that's why I have never left."

Jetse came into contact with Gered Gereedschap in 1985, when his own business in engineering folded. At that time, he remembered a leaflet he kept from 1983, which held a mention about collecting tools. Contact with Gered Gereedschap was soon established and Jetse joined the workshop. At first for two days a week, but that soon became full-time. He worked there for four years while keeping his benefits, after which he retrained for a job in ICT.

## POSITIVE IMPACT

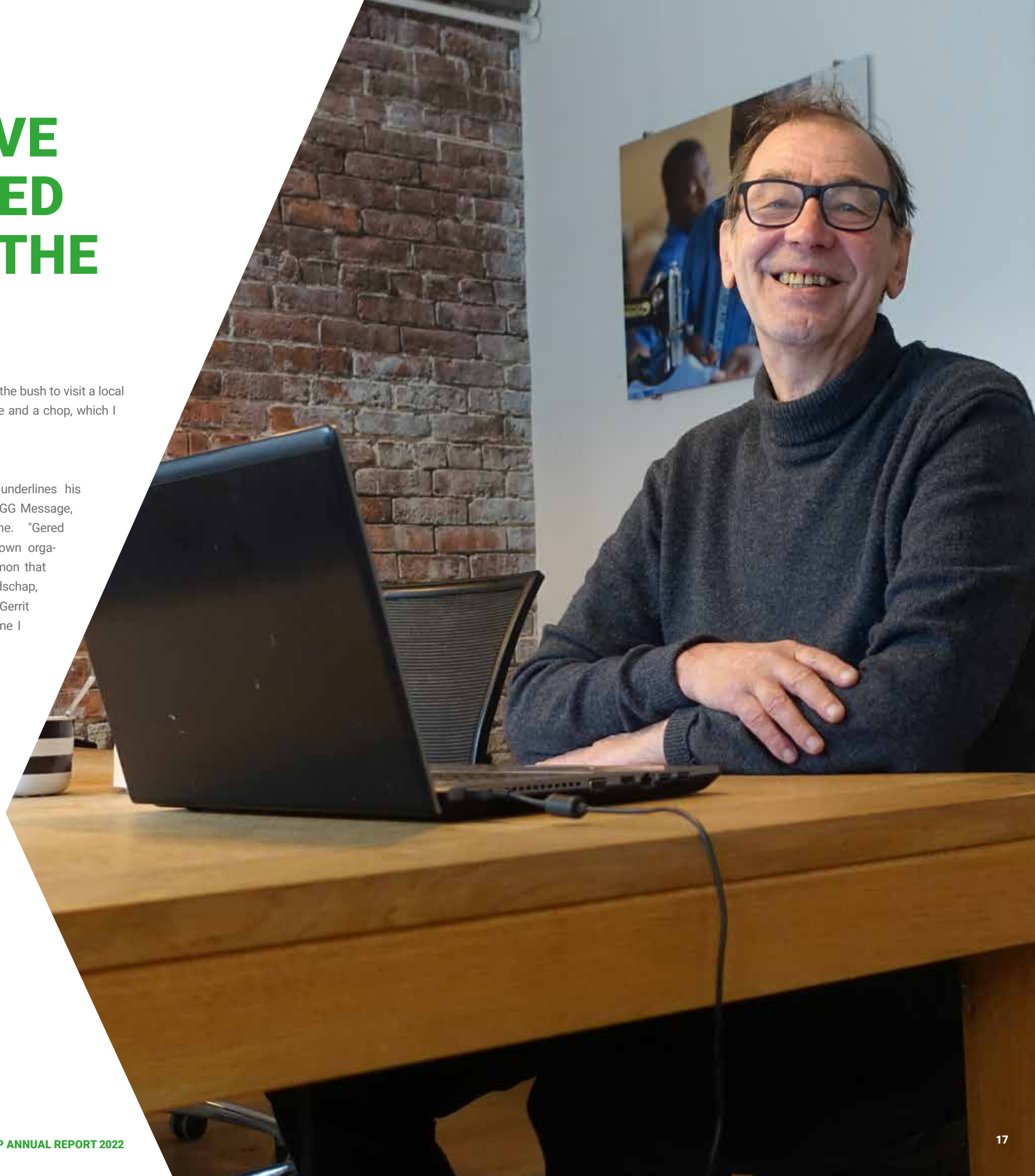
Even after his move to ICT, Jetse remained involved with Gered Gereedschap as a volunteer. This included coordinating the workshop in Amsterdam and working on creating teaching materials. Several times he also visited projects in Africa. Jetse: "I saw with my own eyes there that the tools end up in a good place." He has fond memories of a project in Zimbabwe. "We visited 4 young men there who had set up their own business with tools from Gered Gereedschap.

Together with them, we went into the bush to visit a local blacksmith. There I bought an axe and a chop, which I still have today."

## CONTINUED INVOLVEMENT

Another (former) position that underlines his versatility is that of columnist in GG Message, Gered Gereedschap's magazine. "Gered Gereedschap is not the best-known organisation, so it was/is quite common that when you talk about Gered Gereedschap, you get the question: Who, Gerrit Gereedschap? So, under that name I wrote a column for a while."

Jetse is now retired and is working on Gered Gereedschap's meanwhile digital card index system, which he started improving earlier. He is currently busy digitising all old GG Messages and documents. He also advises the organisation in other ICT areas, such as the Google workspace environment and the e-mail system.





# "FINALLY THE PROSPECT OF A BRIGHT FUTURE THANKS TO QUALITY TOOLS!"

## Tom Kakaire, carpenter

Tom Kakaire is a 35-year-old carpenter, from Iganga district in Uganda. When he lost his father at a young age, he had to leave school early because they could not afford the school fees.

After ten years of struggling with life, a headman from his village suggested a carpentry course at Pioneer Technical Institute to him. Tom grabbed the opportunity with both hands. After his training, he struggled to find a decent job. That's why he decided to start a carpentry workshop with two friends. That too proved to be no easy task. Due to a shortage of both sufficient and quality tools, they were unable to generate enough income to support their families from. There was no money to buy new tools. And with the few tools they had, they could not provide the quality expected of them. They were losing customers and attracting new ones was difficult.

Until, as a former student at Pioneer Technical Institute, Tom was selected by Gered Gereedschap for a set of refurbished tools. It radically changed their work and life. Tom: "Before, life was hard because we didn't have adequate and quality tools. With the new tools, we can make good carpentry products like beds, tables and chairs. We used to have to go to other places to finish and enhance our products. Now we do everything from here."

In addition, the tools give Tom more pleasure and appreciation in his work. "Because of these tools, I appreciate the carpentry work for which I was trained. I enjoy being a carpenter now because these tools allow me to make products that are first and foremost pleasing to me, but also to my customers. Our customer base has grown, as has our revenue. This has not only made us value ourselves as carpenters, but it also enables us to support our families. Customers are increasingly satisfied with our products; the future looks bright!"

Also watch the video with an interview with Tom: [www.geredgereedschap.nl/tom](http://www.geredgereedschap.nl/tom) or scan the QR code below





# SUSTAINABLE RECYCLING

Ever since its foundation, Gered Gereedschap has been committed to promoting the reuse of tools and related goods in order to reduce the burden on the environment. By doing so, Gered Gereedschap wants to contribute to a sustainable society in the Netherlands.

## TOOLS

The emphasis of collection is on hand tools, sewing machines and small power tools such as drills or grinders. For equipping workshops at training centres or rental locations, Gered Gereedschap is also increasingly looking for larger machines such as wood lathes, pillar drill machines and generators.



## COLLECTION POINTS

Gered Gereedschap currently has a network of around 450 collection points in the Netherlands. A large number of them are located in Jongeneel, Bouwmaat and Praxis DIY stores. The remainder consists of a mix of private individuals, Fair Trade shops and local hardware shops. The management of this collection network is largely in the hands of the individual workshops.



## QUANTITIES COLLECTED

The supply of used tools through private individuals is still growing. Gered Gereedschap also receives ongoing offers from companies that want to support the foundation by means of temporary (exchange) campaigns. Every year, some 300,000 to 400,000 tools are offered to Gered Gereedschap.



## RECYCLING

The quality of the handed-in tools varies considerably; on average 1 in 3 is good enough for a second life. What cannot be refurbished is dismantled and recycled as optimally as possible. The proceeds will go to the local workshops for the purchase of maintenance materials, wood for shipping, etc.







# SOCIAL PARTICIPATION AND ACTIVE VOLUNTEERING

## GENERAL

Gered Gereedschap is committed to promoting the social participation of volunteers, young and old, experienced and inexperienced. Gered Gereedschap also contributes to the (re-)integration and participation in the labour market of people with a social, psychological or physical disadvantage.

More than half of all the workshops of Gered Gereedschap are entirely organised by and through volunteers. The volunteers who refurbish the tools and make them ready for shipment are often pensioners or people who want to do something useful in addition to their professional work. The other workshops are part of welfare institutions, (re-)integration projects or day centres in, for example, psychiatry or addiction care.

At the country head office in Amsterdam, volunteers work in the Projects team, where they assess and evaluate

projects, in the Marketing Communication team, where the means of communication with public groups and also the donor administration are taken care of, and in the Operations team, which is responsible for shipment of the tools and machines. Several volunteers successfully follow a reintegration project at the country head office and after some time go back to paid work elsewhere.

## SOCIAL INSTITUTIONS

Some of our workshops have been set up as part of welfare institutions, (re-)integration projects or day centres. The low-threshold nature of Gered Gereedschap makes it particularly suitable as a daytime activity or a good first step in a vocational rehabilitation programme. In particular, restoring or regaining of skills, getting used to a work rhythm and interacting with others in a work situation are important elements. In 2022 we worked together with a.o. Reclasering Nederland; (Dutch Probation Service), WIJ3.0 Altrecht (Den Dolder), Reinaerde Arbeidscentrum (Veenendaal), Ons Welzijn (Oss), de Skûle (Franeker), Stichting 2switch (Arnhem) and Stichting Buitengewoon (Velserbroek).



# PARTNERS & PROJECTS

Making people in developing countries self-reliant through craftsmanship, that is the goal of Gered Gereedschap. To achieve this, we work together with local partners. They know the local situation like no other and therefore know best what is needed. These are organisations which have been active for many years and are financially independent. This experience is important as we want craftspeople to benefit for years to come from the projects we support and implement.

We concluded that support in the form of tools alone is not enough. That is why we started our EQUIP programme several years ago through which we support local partner organisations with knowledge, skills and resources aimed at strengthening vocational education and promoting entrepreneurship.

With the corona pandemic coming to an end in 2022 and schools reopening in Uganda, we were able to fully implement our EQUIP programme in this focus country. In the Jinja region, we worked with Prime Vocational Institute, Pioneer Vocational Training Centre and Nile Vocational Training Centre. We helped them strengthen their wood and metalwork training programmes. At all three schools, practical classrooms have been equipped with hand tools and workshop machines. Within the programme, 35 scholarships have also been provided to underprivileged students, enabling them to complete a two-year wood or metalworking course. In 2023, we will also start an improvement programme with these schools for other training courses.

The EQUIP programme focuses not only on education, but also on employment and entrepreneurship. Last year, we completed a project in Kampala, Uganda, in partnership with Kimuna Technical Services and Mekanika Dot Com. Mekanika Dot Com connects car owners with mechanics through an

app. They wanted to improve the quality of mechanics to improve confidence in the app. To achieve this, Makinia's connected mechanics now undergo a skills test and are being retrained by Kimuna. Gered Gereedschap provided Kimuna with a complete set-up of a garage. In collaboration with the partners, the skills test was set up and the trainings were developed and provided.

Another major project in 2022 involves the realisation of a production workshop to support self-employed tailors in Uganda. Gered Gereedschap set up the workshop in cooperation with Bugembe Womens Resource Centre and equipped it with professional sewing machines. Self-employed tailors can now rent a workspace in a beautiful, bright building to carry out an assignment. From 2023, the workshop will start offering opportunities for training in entrepreneurship, bookkeeping and other skills important for self-employment.

In addition to the above projects, we still support a lot of organisations with tools only. Quality tools are the basis for every craftsman. Without tools, it is impossible to learn a trade and earn money.

In total, we were able to support 28 organisations in Uganda, Malawi, Ghana and Tanzania in 2022.





# PARTNERS & PROJECTEN

## PROJECTEN ONDERSTEUND IN 2022

Project #	Omschrijving
20-005	Save A Victim Foundation
20-021	Major Alliance Education Centre
20-025	VAN MERODE COLLEGE OF APPLIED SCIENCES & TECHNOLOGIES BWERA
20-030	Bwesumbu CECA Women Association
20-040	Igambilo youth organisation
20-045	ALLIANCE FOR COMMUNITY TRANSFORMATION UGANDA
20-046	Ignite Change
20-071	Women Arises Association
20-079	Divine Action Rural Development Foundation
20-081	Maariba Limited (On behalf of the IQAWG Consortium)
20-084	Youth Training Organization (TYO)
20-090	Society of African Missions (SMA)
20-091	PRESBYTERIAN ICCES VOCATIONAL TECHNICAL INSTITUTE
20-097	Deaf's Sustenance and Development Organization
20-110	Nyebinombe Community Project
20-115	Center for Advancement of Sustainable Development
20-115	Kashozi Vacation Training Centre / St. Maria Goreth Organisation
20-132	Wise initiatives society empowerment
20-148	CHRISTIAN YOUTH TAILORING CENTRC
20-160	Together For Development
20-179	Golden Anvil Restoration Centre
20-186	Every Child Count
20-405	SUUBI TEENMOPS UGANDA
20-801	Pioneer Vocational Training Center
20-802	Prime Vocational Institute
20-803	Nile Vocational Training Center
21-012	EFFORT FORSOCIAL-ECONOMIC DEVELOPMENT IN TANZANIA
21-401	Keeping Families Together Vocational Training Institute
21-801	Bugembe Women's Group
22-001	Music Crossroads Malawi







# RESULTS

With our EQUIP programme, we support education, employment and entrepreneurship in technical craftsmanship. As part of the programme, we helped three vocational schools in Jinja improve their vocational education in 2022. The technical skills needed in the labour market were examined. Based on these findings, the schools' curriculum was adjusted. Twenty-one teachers were trained to improve their teaching skills. Both technically and didactically.

By providing scholarships, we have given 197 underprivileged young people the opportunity to complete a vocational training.

By setting up 'rental workshops', we have given 1240 craftspeople working as entrepreneurs access to tools and machines. This allows them to work faster and with better quality, thus increasing their income.

In total, we were able to support 28 organisations in three countries in 2022, namely Uganda, Malawi, Ghana and Tanzania. In addition to the above-mentioned support, we were able to provide 125,805 refurbished tools. These tools were used to provide 5,961 young people with practical apprenticeships. We provided 357 graduates with starter toolkits. This significantly increased their chances on the labour market, because as a craftsman you have to bring your own tools.

FIGURES		TOOLS SUPPLIED	
			NUM-BER
Number of projects	28	Classroom set for 10 students	113
Number of tools supplied	125.805	Individual starter toolkits	357
Craftsmen supported/vocational training places created	5.961	Sewing machines	1053
Number of containers shipped	6	Other machines	622
Number of countries	3		
Scholarships provided	197		
Vocational teachers trained	21		
Curricula adjusted	7		
Apprenticeships realised	740		
Tools and machines refurbished in Uganda	4408		
Craftsmen who made use of renting tools or workplace in Uganda	1240		
Number of machines and tools rented out in Uganda	1922		
Workshop build	1		



# "WITH THESE WELDING MACHINES, WE NEVER HAVE ANY PROBLEMS"

"I have always wanted to do something with technology," says Ambrose Omuu. "I used to want to be an engineer." Ambrose is twenty-two. He comes from a poor family with eight children. Being poor in Uganda often means leaving school early, and for Ambrose it was no different. "I only did primary school. After that, I started working. I had all kinds of jobs. Then this and then that. As long as I was able to earn something."

Ambrose is silent for a moment. He takes off his welding goggles and points to the welding machine lying on the workbench in front of him. "That one is from Gered Gereedschap. A fine piece of equipment. The welding machines from Gered Gereedschap have been used here for two years and not one has broken down yet. Friends of mine bought their welding machines at the market here. There is always something wrong with them. With these devices, we never have any problems."

Ambrose picks up the welding machine from the workbench. "A friend gave me the tip to take the welding course here at FIDRA. That seemed like a good idea to me. I like working with my hands and here I have the chance to do something with technology after all. After this course I want to continue learning. I want to become a really good welder. My dream is to start my own company. Maybe I won't become an engineer, but owning the best welding company in this region should be possible, right?" Smiling, Ambrose puts the welding machine on the workbench and puts his welding goggles back on.





# TOGETHER

Gered Gereedschap is able to do its job thanks to the commitment of many people involved. With lots of enthusiasm we work together towards one shared purpose: improve chances to a better life for (trainee) craftsmen and women in Africa.

Everyone is committed in its own way, depending on each person's possibilities and interests. By donating tools, volunteering, providing financial support as a private donor or equity fund, or by helping as a company to provide people or resources.

## DONORS

Gered Gereedschap can pride itself on a - also in 2022 - stable group of very loyal donors. They form our constituency and are essential to the continued existence of Gered Gereedschap. Thanks to their support and trust, we can continue our work and provide the organisation with a stable foundation.

## COUNTRY HEAD OFFICE VOLUNTEERS

Volunteers are the driving force behind Gered Gereedschap. In 2022, some twenty volunteers worked at the country head office of Gered Gereedschap in Amsterdam, supported by a small number of paid staff and an unremunerated board. The country head office supports the 25 workshops. The staff of the country head office handle all requests from Africa for support, arrange the national logistics and shipping and are responsible for the national PR policy and donor and fund-raising.



## FUNDS

Equity funds are an important source of income for Gered Gereedschap. Collaborating with equity funds is all about finding shared interests and putting them into practice. Gered Gereedschap liaises closely with various equity funds. In 2022, Gered Gereedschap benefited from the support of a.o. Addax & Oryx Foundation, AFAS Foundation, ASML Foundation, Stichting de Chocolonely Foundation, Stichting de Lichtboei, Stichting CCHO, Stichting Wees een Kans, Stichting Bon Coeur and Stichting The Elba Charitable Foundation.



## WORKSHOP VOLUNTEERS

About 500 volunteers are actively involved in the 25 workshops of Gered Gereedschap in the Netherlands. They are the backbone of Gered Gereedschap and actively contribute in a way that suits their own needs, qualities and aspirations. For example, as a tool refurbisher, technical specialist, PR employee or board member.



## COMPANIES

Companies also see GG as a good partner for achieving their objectives regarding Corporate Social Responsibility (CSR). The way in which companies and organisations interpret this is very varied. In 2022, in addition to its long-standing collaboration with a.o. Bouwmaat, IFS Ultimo, Praxis, PON, Hilti, Koninklijke Jongeneel, DKG Groep, Volker Rail and Groenhart, GG succeeded in entering into new partnerships with a.o. NVDO and Ideo.





# ORGANISATION

Gered Gereedschap is a network organisation consisting of 25 workshops and a country head office, Stichting Dienstencentrum Gered Gereedschap. The country head office is responsible for developing, funding, and implementing the projects.

The staff handle requests for support from Africa, then distribute these to the workshops, arrange national logistics and international shipments by container. Furthermore, the country head office is responsible for fund-raising, corporate sponsorship, donor recruitment and national PR policy. An enthusiastic team in Amsterdam takes care of these tasks. Since this year, we also have a permanent employee for project implementation in Uganda.

We get our knowledge, resources and (refurbished) tools from our network of workshops, collection points, partner organisations both in Africa and in the Netherlands, companies, volunteers and donors. Together, we are committed to Gered Gereedschap's goal: increasing the self-reliance of people in developing countries in Africa. The 25 associated workshops and the country head office are each legally independent entities.

## BOARD

In January 2022, the board of Stichting Dienstencentrum Gered Gereedschap consists of four members. We work with a small board. Besides setting out policy and establishing frameworks within which the various teams operate, the board members also carry out some executive tasks, such as financial administration.

In 2022, the board consists of the following members:

- B. (Bob) de Koff – Chairman
- L.T. (Laurens) Conijn, Secretary
- J.T.G. (Jan) Galesloot - Treasurer
- A.M.H. (Mieke) Schulte - Workshops

## PROJECTS AND FUNDRAISING TEAM

The Projects & Fund-raising Team manages relationships with project partners in the focus countries. It assesses applications from these countries against a wide range of criteria including effectiveness and reliability of the applicant organisation. The staff selects which projects to support, develops project plans on this basis and raises funds for them. After a project is funded, the project partner is assisted in its implementation. In Uganda, the Projects team is supported by a local employee. There are discussions with the project partners about the progress of the projects and a thorough evaluation takes place after completion.

## OPERATIONS TEAM

The Operations team is responsible for collecting, refurbishing and shipping of tool sets and machines to the projects. After approval of a project request by the Projects team, the workshops start assembling the requested tool sets. The staff of Operations then arrange transport within the Netherlands and international shipping, including all necessary documentation for import and customs. Our logistics partner, the Baanderij in Gouda, supports them in this process.

## FINANCIAL TEAM

The Financial Team is responsible for the financial and the project administration. The team is managed by the treasurer.







#### MARKETING AND COMMUNICATIONS TEAM

The Marketing and Communications team is tasked with communicating with our community about Gered Gereedschap's activities. Our main communication channels are our website and the GG Message, published four times a year, our social media channels and the regularly sent e-mail newsletter. The team is committed to recruiting individual donors.

In addition, corporate sponsorship is also the responsibility of this team. In 2022, several companies including Bouwmaat, Praxis, Van Wijnen, Jongeneel, DKG Groep, VolkerRail, INDI and Hilti, expressed their support for Gered Gereedschap's work.

#### PAID EMPLOYEES

Three project managers are in charge of the Projects and Fund-raising, Marketing and Communication and Operations teams. There is also a fund-raising project manager within the Projects and Fund-raising team. And in Uganda, an additional project manager works on the implementation of the projects.

Each project manager is paid for one or more days a week and has specific project objectives. All of them are self-employed persons (ZZP) connected to the organisation by means of an assignment agreement. The ZZP structure was chosen in order to allow the organisation to be flexible and to exclude risks as much as possible

Department	Number of volunteers	Number of paid employees
Board	4	
Coordination Office	1	8 h
Projects and Fund-raising	2	48 h
Operations	2	12 h
Marketing and Communication	11	24 h
Uganda team		40 H



# FINANCIAL ANNUAL REPORT

Gered Gereedschap's ambition is to help as many young people as possible become socio-economically self-reliant through craftsmanship. To achieve this, we try to spend our financial resources as efficiently as possible and use as little as possible for organisational matters that do not directly contribute to the goal. We are therefore pleased that we were able to grow our target spending from € 397,839.00 in 2021 to € 600,123.00 in 2022. 80.8% of our spending has thus benefited our objectives.

For the year 2022, we recorded a negative result of € 22,292, caused by additional investments in our EQUIP projects. We are carrying out many of the activities within these projects for the first time, which justifies an

additional investment. Our goal for 2023 is to close the year with a positive result again.

Our major projects, where we do more than just provide tools, are fully funded by equity and corporate funds. These projects are not started until financial coverage is 100%. In this way, we limit our financial risk.

Gered Gereedschap's policy is to maintain a continuity reserve equal to the annual costs with a margin of +/- 25%. This continuity reserve is completely separate from the designated funds to be kept for EQUIP projects. We receive these funds specifically for multi-year projects and cannot be used for general operations.

## BALANCE SHEET\*

ASSETS	31-12-2022	31-12-2021
Other receivables	534.00	528.00
Cash and cash equivalents	555,941.00	559,687.00
<b>TOTAL ASSETS</b>	<b>556,475.00</b>	<b>560,215.00</b>

LIABILITIES	31-12-2022	31-12-2021
Continuity reserve	223,106.00	244,437.00
Appropriated reserve	10,000.00	25,000.00
Designated funds	273,324.00	259,286.00
Current liabilities	50,045.00	31,492.00
<b>TOTAL LIABILITIES</b>	<b>556,475.00</b>	<b>560,215.00</b>

BREAKDOWN DESIGNATED FUNDS	31-12-2022	31-12-2021
Makanika project		3,075.00
Prime-1 project	27,628.00	44,331.00
Pioneer-1 project	22,145.00	40,924.00
Nile-1 project	22,919.00	61,511.00
Bugembe Women's Resource Center project	111,530.00	109,445.00
Prime-2 project	52,318.00	
Pioneer-2 project	15,000.00	
Asunafo project	21,784.00	
<b>TOTAL DESIGNATED FUNDS</b>	<b>273,324.00</b>	<b>259,286.00</b>

\*Amounts in €

## PROFIT AND LOSS ACCOUNT

INCOME	2022	2021
Private individuals income	107,701.00	95,674.00
Companies income	102,223.00	74,018.00
Equity funds income	248,805.00	252,177.00
Workshops income	238,948.00	227,212.00
Charitable trusts & foundations income	22,759.00	31,017.00
<b>TOTAL INCOME</b>	<b>720,436.00</b>	<b>680,098.00</b>
<b>EXPENSES</b>		
Project expenses	600,123.00	397,839.00
Fundraising costs	51,678.00	61,160.00
Management and administration costs	90,928.00	78,649.00
<b>TOTAL EXPENSES</b>	<b>742,729.00</b>	<b>537,648.00</b>
<b>Profit/loss</b>	<b>(22,293.00)</b>	<b>142,450.00</b>
<b>PROFIT APPROPRIATION</b>		
Continuity reserve	(21,331.00)	1,194.00
Appropriated reserve	(15,000.00)	(15,000.00)
Designated funds	14,038.00	156,256.00



# Sewing & Shoemaking



**CRAFTMANSHIP  
AS A BASIS FOR  
SELF-RELIANCE**

*Algemeen Nut  
Beogende Instelling*

**ANBI**

**Gered Gereedschap is making is work!**

