

Constitution and by-laws of the Foundation Small Steps 2 Success

Objective:

The aim is to integrate people with disabilities in The Gambia into the labour market so that they can function as independently as possible.

This can be done by:

1. Encourage employers to employ people with a (work) disability;
2. To guide people with a (work) disability and their employers during the work process;
3. To offer people with a (work) disability the opportunity to start their own business;
4. To support people with a disability in education, training and learning new skills.

Re 1: When offering work, skills and talents of a person with a disability must be taken into account. In addition, someone can discover various work areas through training and internships. It's about the right match between employer and employee.

Re 2: The Foundation supports the employer and the employee through intensive guidance. This is done through regular working visits and evaluative interviews.

Re 3: By means of microcredits, we want to offer young adults with a disability the opportunity to build their own business with guidance from the Foundation. Step by step, on their way to a real job!

Method of acquisition of income

- Grant applications
- Personal sponsors for the potential employees
- Raising funds
- Financial contribution from a Gambian company that wants to be active in the field of charity

Management and use of assets

Funds are transferred by sponsors and donors to the bank account in the Gambia or the bank account in the Netherlands. The assets are managed by the joint board members.

1. At the start of an employment contract, the Foundation will financially support the employer for a period set by the Foundation. After a period of financial support from the Foundation, the employer will gradually take over the employee's salary. As a result, both employer and employee become financially independent of the Foundation.

In this way, the Foundation strives for sustainability and self-reliance.

2. Reimbursement of transport costs for those who are unable to travel independently.
3. Costs for training and/or education.
4. Providing microcredits to young adults who are able to build their own business.
5. The costs for training Gambian workplace supervisors who can eventually take over the work of the Foundation.

Remuneration policy

The board members do not receive any remuneration for their work within the Foundation.