

# POLICY PLAN for 2025-2026

Public Organization "GOD'S RESOURCE"

Legal Entity Identification Code: 45601431

Address: Ukraine, Reia Village

Phone: +380674121141

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## 1. ABOUT THE ORGANIZATION

### Organization Name:

- Full name: PUBLIC ORGANIZATION "GOD'S RESOURCE"
- Short name: PO "GOD'S RESOURCE"
- English name: "GOD'S RESOURCE"

### Organizational Details:

- Registration date: October 11, 2024
- Unified State Register entry number: 1009511020000005766
- EDRPOU Code: 45601431

### Management:

As of the publication of this report, the governing bodies of PO "GOD'S RESOURCE" consist of:

### Chairman of the Organization:

- Hrushetskyi Valentyn Vasylovych

### Board Members:

- Kortleven Andreas Theodor
- Kovalov Valerii Vitaliiiovych

Public Organization "GOD'S RESOURCE" is a non-commercial organization and is recognized as an organization engaged in non-profit activities. The main purpose of the Organization is not to generate profit.

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## **2. PURPOSE AND ACTIVITIES**

### **Purpose of the Organization**

The main purpose of the Organization is to create conditions for education, employment, and rehabilitation of various social groups, particularly people with disabilities and youth, in order to achieve their independence and self-sufficiency, as well as to promote social integration through the spread of biblical values and principles.

### **Goals of the Organization**

2.1 Acquisition and arrangement of premises for creating social enterprises (hostel, cafe, workshops) that will provide jobs for various social groups.

2.2 Rehabilitation of people with disabilities and veterans through the creation of accessible jobs and adapted infrastructure based on the social enterprises "Old School" and "Bartimaeus".

2.3 Promoting social inclusion and integration of persons distant from the labor market through the creation of real paid jobs in the hostel, cafe, and other enterprises of the organization.

2.4 Development of social enterprises (catering, hotel services, workshops) to ensure sustainable financing of the organization's social initiatives without the purpose of generating profit.

2.5 Spreading biblical values and principles through creating a workplace community where people of different abilities work together in an atmosphere of mutual support.

### **Areas of Activity**

#### **Development of infrastructure for social centers "Old School" and "Bartimaeus":**

- Acquisition of premises for hostel, cafe, workshops
- Renovation and adaptation of premises to the needs of people with disabilities
- Arrangement of accessible infrastructure (ramps, elevators, special equipment)

#### **Acquisition of material resources and equipment:**

- Commercial equipment for cafe (kitchen, furniture, dishes, refrigeration equipment)
- Equipment for hostel (furniture, bedding, household appliances)
- Laundry equipment for providing laundry services
- Equipment for workshops and production facilities
- Office equipment and computers for administrative work

**Job creation:**

- In cafe: cooks, waiters, administrators, dishwashers (15-20 jobs)
- In hostel: administrators, housekeepers, managers (8-10 jobs)
- In laundry: laundry operators, logisticians
- In administration: accountants, project managers, social workers

**Other business activities without the purpose of generating profit:**

- All income from social enterprises is directed to the organization's development and creation of new jobs
  - Development of additional areas of social entrepreneurship as needed
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### **3. MAIN TYPES OF ECONOMIC ACTIVITY**

94.99 Activities of other membership organizations n.e.c. (primary)

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### **4. FUNDRAISING**

PO "GOD'S RESOURCE" raises funds through:

- Membership fees from organization members
  - Donations from individuals and legal entities
  - Grants from institutional donors (government agencies, private foundations, international organizations)
  - Income from socially oriented activities, conducted exclusively to provide financing for the organization's social programs
  - Charitable and humanitarian aid
  - Subsidies or grants from state or local budgets
  - State contracts
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### **5. FINANCIAL MANAGEMENT**

Fund management is carried out by the Organization's Board under the control of the General Assembly. The Organization is obliged to maintain accounting, statistical, tax, and financial reporting in accordance with current Ukrainian legislation.

The Organization is obliged to keep all necessary accounting documents related to domestic and international operations for at least five years.

Annual activity reports and financial reports are prepared by the Board and approved by the General Assembly.

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## 6. ASSETS

The Organization's property and funds consist of funds or property received free of charge or as non-refundable financial assistance or voluntary donations, contributions from Organization members, income from socially oriented activities, subsidies or grants from state or local budgets, charitable assistance, and property acquired at the expense of own funds.

The Organization will not hold more funds in reserve than necessary to continue operations and ensure reasonable emergency coverage.

**Prohibition of Income Distribution:** Distribution of the Organization's received income (profits) or their part among founders, members of such organization, employees (except payment for their work), members of management bodies, and other related persons is prohibited.

The Organization's income (profits) and property are used exclusively to finance expenses for maintaining the Organization, implementing the purpose (goals, objectives) and areas of activity defined by the Charter.

In case of termination of the Organization's activities, any remaining funds after payment of debts will be transferred to another non-profit organization with similar goals or credited to budget revenue.

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## 7. REMUNERATION POLICY

**Board Members:** Board members do not receive remuneration for their work on the Board, except for reimbursement of expenses incurred by them in connection with the performance of their duties.

**Staff:** The Organization may engage employees or contractors to perform managerial and administrative functions. Remuneration of employees and contractors remains moderate and corresponds to market conditions.

When possible, managerial and administrative functions at all levels are performed by qualified volunteers.

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## 8. INTERNATIONAL COOPERATION

The Organization has the right to carry out international relations and activities in the manner provided by the Charter and current legislation of Ukraine.

The organization's international activities are carried out through:

- Participation in international projects
- Work with international organizations

- Exchange of delegations
  - Implementation of joint programs and projects with the participation of foreign partners
  - Cooperation with churches and religious organizations of other countries
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## **9. GOALS FOR 2025-2026**

For 2025–2026, PO "GOD'S RESOURCE" intends to implement the following capital projects and create sustainable infrastructure:

### **Acquisition and development of infrastructure:**

- Purchase or long-term lease of premises for cafe
- Major renovation and adaptation to the needs of people with disabilities
- Arrangement of commercial kitchen in accordance with sanitary standards
- Arrangement of dining area for 40-50 visitors
- Installation of ramps, handrails, accessible restrooms

### **Acquisition of equipment and material resources:**

#### **For cafe:**

- Professional kitchen equipment (stoves, ovens, refrigerators, freezers)
- Dishwasher and ventilation systems
- Furniture for dining area (tables, chairs)
- Dishes, inventory, initial supplies
- Cash register and accounting system

#### **For hostel:**

- Furniture for rooms (beds, wardrobes, tables, nightstands)
- Bedding and towels
- Household appliances (washing machines, dryers, irons)
- Kitchen equipment for shared kitchen
- Security systems and access control

#### **For laundry:**

- Industrial washing machines (2-3 units)
- Dryers
- Irons and ironing equipment
- Shelves and storage systems

#### **Office equipment:**

- Computers and office equipment for administration
- Furniture for office premises
- Software for accounting and management

**Financial sustainability:**

- Ensure 40-50% self-financing through income from social enterprises by the end of 2025
- Achieve 70-80% self-financing by the end of 2026
- Create a reserve fund to cover 3-6 months of operational expenses

**Partnerships and network:**

- Establish partnerships with local and international organizations to obtain equipment and material support
- Establish cooperation with suppliers for social enterprises
- Develop a network of corporate partners for catering and conference services

**Public awareness:**

- Raise public awareness about the social entrepreneurship model
- Demonstrate employment opportunities for people with disabilities through real examples
- Create inclusive spaces where people of different abilities work and interact together

**Spiritual mission:**

- Spread biblical values of dignity, service, and community through the work atmosphere
- Create space for spiritual support of employees and visitors
- Demonstrate principles of Christian service through practical help and creating opportunities

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**Contact Information:**

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