



MUSTANGH
FOUNDATION

policy

2016 - 2017

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1. Introduction

Gaël Pennings and Noëmi Nijsten establish MUSTANGH Foundation in 2003 and since then MUSTANGH is connected to the institute of education of the Faculty of Health, Medicine and Life Sciences (FHML) and the University of Maastricht (UM). MUSTANGH aims are to improve the healthcare offered by the WGH and the surrounding facilities and to realize a good learning environment for students who would like to do an internship or research at the WGH. This policy describes the MUSTANGH's vision, mission and goals. This policy describes in a general sense, what MUSTANGH Foundation would like to achieve this upcoming year.

Our vision describes why we, as board of MUSTANGH Foundation, believe it has the right to exist. We hope to give a clear view of what our organization stands for.

Our mission describes in a more concrete sense what MUSTANGH Foundation does and what it wants to achieve.

Finally, this policy will describe the goals of MUSTANGH foundation for this upcoming year.

2. Vision

MUSTANGH Foundation aims at creating a 'win-win' situation for the West Gonja Hospital and for students from Maastricht University.

MUSTANGH Foundation has two main tasks, namely

EDUCATION AND SUPPORT

We support the WGH both financially as materially. In the future we want to focus or support on projects relating to the education of the staff of the WGH. We believe that this will be the most durable way to improve the health care in the north of Ghana.

With education we try to create a situation in which both parties involved have an advantage. We give medical students of the university of Maastricht the opportunity to do an internship in Ghana during the last year of their training. This will result in a good learning opportunity for the Dutch students and at the same time this will lead to an increase in manpower in the WGH.

Our ideal is that we won't be necessary to support the healthcare system in the West Gonja district in the future. However we would like to keep exchanging students with the WGH and we hope that the connection between the WGH and Maastricht university will keep existing. We hope that in the future the hospital will be independent from MUSTANGH and completely self-sufficient.

3. Mission

3.1 Education

MUSTANGH Foundation created the unique possibility to offer an 18 weeks during elective medical internship in the WGH for 6th year medical students of the Faculty of Health, Medicine and Life Sciences (FHML) in Maastricht, the Netherlands. Students will learn to work in a rural hospital and thus learn to take responsibility and to trust their own knowledge and skills.

Besides this unique experience for the students, the presence of these students will create the possibility of knowledge exchange between the students and the WGH staff. The brain drain in the West Gonja District causes a shortage of doctors in this region. The presence of these final year medical students may release some of the shortage in medical doctors.

Finally, we would like to train hospital staff members in order to take the provided health care to the next level. Also, by sponsoring education, we would like to bind staff members to the WGH. In this way we hope to reduce the braindrain in the West Gonja District.

3.2 Support

With the financial, material and human resources, the foundation aims to improve the healthcare offered at the WGH and the surrounding facilities. Our financial and material support will mostly be related to education. An example of this could be the sponsoring of medical equipment and the education that belongs with it. We want to stick to relatively smaller projects, since the MUSTANGH foundation has only limited resources and man power.

3.3 Personal development

MUSTANGH offers students the possibility to develop themselves by offering positions within the MUSTANGH board and the MUSTANGH committees. By joining MUSTANGH Foundation, students can grow on both a personal and intellectual level by for example learning to cooperate, communicate and organize.

4. Goals

4.1 Improve the professional appearance

In the schoolyear 2016-2017 MUSTANGH wants to create a more professional appearance for the foundation. We want to achieve this by the following means: introducing more professional clothing for both the board as the acquisition committee, organizing a more official board exchange and finding a better storage place for our documents.

Apart from that we also aim to get Dr. Jonathan to the Netherlands to learn about the public learning system. We think this is important because this will result in a better guidance of the Dutch students who do their internship in Ghana.

4.2 President

Communication with Ghana

The most important task of the president is to ensure good communication between MUSTANGH and the West Gonja Hospital. Our current contact person is Mr. Remy. We hope to preserve the good communication.

Sponsor projects

MUSTANGH will try to focus on sponsor projects related to education. This means that we will try to sponsor mainly schooling, training or courses. In the year 2016-2017 we will try to finish the sponsoring of the car. We will also continue to pay for the schooling of Julie and Francis.

During the annual trip to the WGH we'll also discuss possible new sponsor projects with the WGH.

Jane en Kassim

MUSTANGH would like for the WGH to become the employer of Jane and Kassim, while MUSTANGH Foundation will continue pay for their salaries. This will also be discussed on the next annual trip to Ghana.

Functioning and bonding of the board and the committees

By organizing activities, teambuilding and by evaluating regularly we hope to optimize the functioning of all the board and committee members.

Apart from that Mustangh will strive to achieve a better contact with the university and to enlarge the board of advisers. In the year 2016-2017 a new financial adviser will be added to the board (mr. Peter Vilters). Apart from that we're also searching for a new lawyer to join the board of advisers.

4.3 Vice-president

Policy

Experience has taught us that in order to create a good, creative, innovative and clear policy it is important to start with a clean plate and later on compare the new policy with the previous ones. Also, from this year on, an external policy will be published and translated to English in order to publish this on our website and send our policy to the WGH.

Annual report

In order to guarantee continuity, an annual report will be written at the end of this academic year. This year we also want to evaluate our policy in the annual report in order to see how many of our goals we've achieved.

Transfer

The last couple of years the transfer protocol of the vice-president was equal to that of the president. Our goal for this year is to outline the tasks of the vice-president further and to write a separate transfer protocol for the vice-president.

4.4 Treasurer

We start as a financially healthy foundation. Our financial advisor, Mr. P. Vilters, will inspect our bookkeeping. This year our treasurer will be paying attention to the following:

Accurate report of our finances

For every transaction to Ghana a swift code and swift advice will be requested. Every transaction will be documented and every expense will be discussed. Important are the statements of MUSTANGH's Ghanaian bank account provided by the WGH, at the annual visit of two board members to the WGH.

Accountability and transparency for external and internal relations

Possibilities to increase incomes

We want to look for new allowance possibilities and more sponsors and decrease expenses. An example of this is to offer an ANBI-contract to possible new sponsors. In this way they'll be able to subtract to donation from their taxes, which makes it more interesting for individuals to sponsor MUSTANGH.

Bank Account and trip to Ghana

An important goal of the annual trip to Ghana this year will be to get access to the bank account in Ghana. At this moment nobody in Ghana has access to this bank account, which means they cannot withdraw money and thus our sponsoring won't reach them. The goal of this year's trip is to make sure there are two people authorized to access the bank account (Dr. Jonathan and Sr. Seraphine). To reduce the cost of the trip to Ghana, the two board members won't be taking a domestic flight in Ghana from Accra to Tamale but instead travel by bus. To prevent a time shortage the trip will be one day longer this year, to make up for the time lost by the bus trip.

Rent MUSTANGH-house

The rent of the MUSTANGH house will be increased to 40 euro per week from September 2016 onwards, to compensate for the higher salary of Jane and Kassim. The extra money will also be used to renovate the MUSTANGH-house

4.5 Secretary

This year the secretary will focus on the following points:

- Remaining to keep documents and information up to date.
- Last year a completely new website was made. The goal of this year is to improve the website even further and the keep it up-to-date. Also new photo's will be made during the Ghana trip which will be used on the website.
- Becoming more active on Facebook and LinkedIn, in order to attract more possible
- sponsors/students/volunteers.

4.6 Education commissioner

GEZP en promotion

GEZP (18 weeks during elective medical internship) and its promotion The GEZP internship has priority. It is MUSTANGH's responsibility to prepare students before their GEZP and to take care of their accommodation. The content of the GEZP is not a responsibility of MUSTANGH. The amount of registrations varies. A survey among students showed that a possible explanation could be that students see less career possibilities when going to Ghana, instead of staying among Dutch specialists in the Netherlands. In response, MUSTANGH has made a folder with quotations of specialists promoting a GEZP in Ghana. This year we want to renew this folder and start using this actively again. During interviews with students who would like to go to Ghana, it became clear that most students became enthusiastic because of the stories from other students who have been to the West Gonja Hospital. This year we would like to put more focus on promoting stories from previous year students. Also, we would like to promote the internship in newsletters from student associations and via Facebook.

Possibilities for internships besides GEZP

Since we do not consistently have enough GEZP applications to utilize all the rooms in the MUSTANGH house, we do offer other internships. For instance an elective medical internship for a shorter period and not per se at the final year of their medical education. The former experiences of the student determine the content of the internship. Also we would like to offer non-medicine students, who do their masters in Health Education and Promotion, Global Health and Health Policy, Innovation and Management internships. Since the West Gonja Hospital does not have specific questions concerning these subjects, these internships are not yet included in the fixed file location. When a student requests an internship not yet offered by MUSTANGH Foundation, the possibilities will be explored. However it's important that every internship fits with the needs of the WGH.

Furthermore, MUSTANGH Foundation offers the 'Leeuwenborgh college in Maastricht the possibility for nurse students to do an internship in the West Gonja Hospital. MUSTANGH Foundation cannot be held responsible for these internships, however the students will stay in the MUSTANGH house during their internship.

Apart from that we want to look into the possibility to offer an internship for midwifery. Whether this internship fits with the needs of the WGH will be discussed during the Ghana trip. When the WGH is enthusiastic we'll contact Hogeschool Zuyd and look at the possibilities.

Preparation

It is MUSTANGH's responsibility to prepare the students for their internship. We organize a preparation conversation before every student leaves. Also, we have an up-to-date course book, which explains visa, pick-up, safety, accompaniment etc. The content of the internship is not MUSTANGH's responsibility. During the internship, the students have to be supervised. When the students are not

supervised, they are not allowed to work. During their stay in Ghana the supervision will be done mainly by dr. Jonathan. We would like to ensure that the accompaniment stays sufficient.

Communication

MUSTANGH is not as well known by students as we would like MUSTANGH to be. Promotion and thus cooperation with the PR-commissioner is therefore important.

Also, it is important that information about MUSTANGH and its internships is correct, complete and easy to find.

Changed review GEZP

From the academic year 2016-2017 onwards a lot has changed in the review of the GEZP. Before 2016 the responsibility was more or less with Laury de Jongh. He would approve the start document of the students and he would also grade the CAT's after the students would return. From 2016-2017 onwards all the grading should be done in Ghana, dr. Jonathan is responsible for this. Only the start document and the learning goals will be approved in the Netherlands by Emmaline Brouwer and the mentor of the students. It's the responsibility of the students to get all the grades needed before returning to the Netherlands.

4.7 PR-commissioner

The most important goal of the PR-commissioner is to expand MUSTANGH's brand awareness.

Brand awareness

The awareness of MUSTANGH will be enlarged by organizing activities and promotion between students and the general population of Maastricht and its vicinities. We will use flyers, presentations before lectures and activities. Also we would like to organize activities together with student associations. We want to focus on joint activities between MUSTANGH and other student and study associations. We also want to increase the brand awareness by promoting MUSTANGH to the employees of Maastricht University and the hospital of Maastricht.

Recruiting new members:

We would like to recruit new student members at the beginning and at the end of this academic year.

Activities:

During this academic year, the PR-committee will organize several activities.

- Africa week: Will take place in February. We will try to organize amongst others a lottery and an UM Sport activity. Depending on the collections done by the acquisition committee, the income during the Africa Week will be spent on a new car for the WGH.
- Small activities: Activities to promote brand awareness, such as handing out special MUSTANGH pencils during tests.
- Member's activity: Team building is important to attract and keep members. We will organize amongst others a teambuilding activity to get to know each other and a diner to celebrate Christmas. We'll also organize a brainstorm activity with the whole association.

4.8 Acquisition commissioner

Friends of MUSTANGH Foundation

Friends of MUSTANGH Foundation are people (friends) who care about MUSTANGH Foundation and are therefore willing to sponsor a monthly amount. We would like to increase our amount of friends.

Creating fixed incomes

We would like to create fixed incomes by looking at possibilities that MUSTANGH can offer to companies. For instance a logo on our website for a certain amount of money per month. This way they promote their companies and we receive a monthly income.

Expanding our network

We would like to expand our network by for example contacting the Rotary Club or other organizations that might sponsor our foundation.

Sponsoring a car

We will look for a second hand car, 4x4 wheel drive, qualified for the West Gonja Hospital. Also the transport of the car has to be taken care of. The goal is to get all the sponsoring of the car together this year.

National level and activities

This year we want to search for sponsors throughout the whole of the Netherlands. Apart from that the acquisition committee will focus more on the finding sponsors and less on organizing activities. Only big and profitable activities will be organized by the acquisition committee.

General members

This year a start must be made with finding general members. These people will receive the newsletter through the mail and will be informed about all our activities. This will increase our PR and hopefully lead to attendance to our activities.

Collaboration PR and Acquisition

The goal is to increase the collaboration between the PR and acquisition committee this year.

Appendix 1: Contact information

Adres

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Bankaccount

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BIC: RABONL2U

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Appendix 2: Members

The board of 2016-2017 will exist of:

- **President:** Lieke Weterings
- **Vice-president:** Celine Vilters
- **Treasurer:** Marieke Ravensbergen
- **Secretaris:** Maartje Weterings
- **Education commissioner:** Moniek van Raak
- **PR commissioner:** Yvonne Koolen
- **Acquisition commissioner:** Robyn Jansen

De acquisition commission of 2016-2017 will exist of:

- President: Robyn Jansen
- Lieneke Timmerman
- Denise de Bock
- Marieke Rutjens
- Anniko Snoeren

De PR-commission of 2016-2017 will exist of:

- President: Yvonne Koolen
- Maxime Laugs
- Saskia van de Goor
- Marleen Ghijssens
- Sven Revenberg
- Kiki de Jong