**ESTABLISHMENT OF A HOME FOR THE AGED**

**PROJECT PROPOSAL**

**SUBMITTED BY:**

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**&**

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**DATE: JULY, 2019**

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                                      NYAHURURU, KENYA

**BANKERS:**    Kenya Commercial Bank, Nyahururu Branch

                          Name of Account – Pillars of Mercy Foundation

                          Account Number - 1259981193

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**PROJECT OVERVIEW**

This Project Proposal is Titled: **Establishment Of a Home For The Aged**.

The proposed Home shall be known as **Hebron Home For The Aged.** The mother organization, **Pillars of Mercy Foundation**, is already registered as such with the Ministry of Culture and Social Services in Kenya. It is a charitable, non-profit community-based organization (CBO).

The proposed Home desires to provide important and unique services for senior citizens to ensure they spend their twilight years with dignity, gracefully and peacefully in a home-away-from-home atmosphere .

So far, according to interim data gathered in the last two years from various rural and rural-urban villages in and around Nyahururu town in Laikipia and Nyandarua counties, there are more than 1,000 men and women aged above 70 years who are living in most pathetic conditions.

The targeted beneficiaries of this project are those living either alone in abject poverty, as well as those living with poor relatives who are barely able to provide the love, palliative care, nourishment and medical care to them. Those very sad living conditions mean that these senior citizens will die earlier than how they would if they were taken care of and spiritually prepared well enough to hope for a peaceful everlasting life with God after death.

Some of these aged folk are like libraries and their stories or biographies need to be captured in good time before they fly away from this world. They must be walked with in their last years with tender love and care, so that they can bless the prosterity.

It is unfortunate that the targeted beneficiaries of this project did so much for their families and the community in general, only for them to be neglected and to waste away with hunger and other conditions that are not fit for aged human beings who are prone to diverse old-age-related diseases.

Many have died at their homes especially because they lacked fast means to rush them to good health facilities, others deteriorate slowly over many years. Those who succumb to the diverse diseases particularly because their families are poor, are buried in total indignity. Medicine is also expensive, and more and more senior citizens default on doses completion due to poverty and lack of dedicated carers. Most of the families with very old parents are themselves under enormous emotional, physical and financial strain, and normal family activities become almost impossible.

This proposed Hebron Home For The Aged plans to bridge the gap by providing a free, comfortable premises with free expert care, emergency care, practical advice, counselling and information, and also terminal care and support into bereavement for as long as it is needed.

We also intend to reach out to homes in the villages with senior citizens who for various reasons may not want to be accommodated within the project, but will nevertheless require palliative care within their own homes.

We aim to raise people’s, awareness, through the media, of the needs of poor senior citizens and their families. We need to partner with County Governments in the counties of operation in creating awareness of the need to take group or individual medical insurance covers for senior citizens in order to ease medical expenses on the proposed Home.

With a strong Board of Directors, Trustees and Committed staff of professionals comprising of a senior Journalist, a doctor, a clinical officer, a nurse, a social worker, counsellor, a teacher, an accountant, a  human resource manager and backed by a team of volunteers, **Pillars of Mercy Foundation** hopes to implement the project in five Phases spread over a period of five years. The estimated total budget is **KSh 69,164,500**.

In the first year, only **Sh 26,413,000** will be needed to lay a strong foundation of the whole project - office rent, training of the first group of volunteers, collection and compilation of data base, purchase of house and land, house renovation, equipment, admission of the first lot of clients, purchase of a four-wheel utility double cabin pick up vehicle for general use including field visits for confidence-building with families, and staff emoluments.

**WHY THE NAME PILLARS OF MERCY:** The name was adopted from ***Pillars of Mercy Foundation***, the mother organization that initiated services to the needy senior citizens in the catchment region by supplying them with warm clothings and beddings in addition to foodstuffs that were donated by different people of good will. The proposed project is an upgrade of those services. It is necessary to note that the organization was inspired by the numerous Biblical stories of people who served God tirelessly.

It therefore captures the Project’s desire to provide care for senior citizens to the maximum age they can live, walk with them to the very last and beyond, and avail dignified last lap of their lives. The Home shall operate as an autonomous identity from the mother organization, which shall continue with its operations independently.

**STATEMENT OF THE PROBLEM**

By the time of submitting this proposal, there were more than 1,000 adults either living with different old-age-related kinds of diseases including terminal cases of cancer, stroke, severe diabetes, high/low blood pressure and even HIV/AIDS in Nyahururu region. Besides the sicknesses, they were severely malnourished and emaciated and without warm clothing leave alone decent beds.

Lack of clean water and well ventilated houses with electricity and heaters worsened the living conditions. A few of them were registered with the government to receive a monthly peanut stipend of KSh 2,000, but the money usually took up to four months before reaching them. Some of them were unable to travel to towns to collect their allowances, resulting in the cash reverting to the government Treasury.

The proposed Home For The Aged is determined to give hope and human dignity that they deserve. The community has promised to fully support the Home once it is operational: in form of labour, clothes and food stuffs. In actual fact, they say the idea is long over due.

The cries of the senior citizens particularly those in the low-income bracket have overwhelmed us, prompting a committed desire to initiate a true home, a reliable facility with all-round service that will restore smiles on the faces of our senior citizens and their families.

**PROJECT DETAILS**

**a. Goals and Objectives**

There are two major goals for the Home and specific objectives within each of the goals.

**Goal #1** - To purchase a piece of land preferably with a five-bedroom permanent house and construct a modern full boarding facility complex with a 24-hour-seven-days-a-week free care and service by qualified personnel.

**Objective #1.1** -.To ensure that as many as possible poor senior citizen within reasonable outreach of the project will be accommodated at the Home and access quality personalized care as well as health facilities speedily for treatment whenever bouts of illnesses may attack.

**Objective #1.2** - To equip members of families with aged citizens and volunteers with basic training on palliative care through workshops facilitated by qualified personnel.

**Objective #1.3** - To organize special arrangements with existing government and private health facilities to ensure that the occupants of the Home receive prompt treatment and any other required medical care.

**Objective #1.4** - To purchase and store medicine stocks, adult diapers and related requirements for common illness and uses on recommendation of qualified doctors for dispensation to clients by qualified medical team attached to the Home.

**Goal #2** -  To assist bereaved families accord decent burials for senior citizens who pass on while undergoing palliative care at the Home and to continue bereavement support and counselling to such families.

**Objective # 2.1** - To purchase a hearse for decent burial services for the Home clients.

**Objective # 2.2** - To purchase a 4-wheel double cab vehicle for the Home staff to reach out to homes in the rough terrains for monitoring and evaluation and for use by the administration for official journeys.

**Goal #3** –To generate income for the Home for self sustainance.

**Objective #3.1** - To develop a music/movie production studio and a printing press to promote singing, humor, acting and writing talents among elders so that they can leave a legacy for the society before their passing on.

**Objective #3.2** - To generate income from the sale of the music CDs, DVDs, biographies, autobiographies, story books and newsletters.

**Objective#3.3 -** To grow vegetables and fruits within the Home’s compound and also to lease land in the neighborhood to grow crops like potatoes, beans and maize to reduce costs.

**Clientele**: There are two different clientele groups for this project.

The first, and primary, clientele are the sickly senior citizens from poor family backgrounds and their families who live in Nyahururu slum villages and the adjoining counties. This clientele is represented in the project’s objectives for Goal #1.

The second clientele group are the staff and trained volunteers. This clientele is represented in the project objectives for Goals # 1, #2 and #3.

Both the clientele groups are important and essential components of this project. It is expected that the groups will interact well and enhance the awareness creation of the human rights of senior citizens and, after the completion of the fifth phase of the project, they will have created a self-sustaining financial base to carry on the programme should donor funding stop.

**Methods:** The primary methods for achieving the goals and objectives of the project will be the creation of an office in Nyahururu Town that will become a focal point for gathering information and data on all senior citizens, regardless of their ethnic backgrounds, religion or creed. This office shall be equipped with computers and internet connection among other office equipment.

Home News Agency - the firm that conducted this research, will offer initial office requirements and technical support for the first three months before funds are available. A recruitment/training programme and supervised practicum for volunteers by a qualified team of volunteer doctors and nurses will follow.

Visits to the senior citizens’ homes will thereafter be conducted, and one-on-one counseling of the family members/carers/prospective clients done.  The staff shall, in addition, keep records of each client’s health problems and medicine prescriptions where necessary. Collection of information about the operations of the project and sharing of information with other like-minded projects will also continue. The confidential details of the clients will not be shared and will be treated with utmost confidentiality. Before being accepted in the Home, a form (to be generated) will be filled in detailing the terms and conditions for the concerned parties.

**Staff/Administration**

The Project will employ three full-time and three part-time staff. Casuals including cooks and grounds men will also be hired as need be.

**Project Director/Chief Executive Officer - Full time**) - Responsible for hiring project staff, overseeing project development and operation, establishing and maintaining links with County Governments and the National Government and private health facilities and other agencies and budget. He will also serve as the Secretary to the Board of Directors.

The Project Director will be **Mr. James Wanjohi Nderitu** (The Author of this Proposal and a Co-Vision Bearer).

**Project Deputy Director (Full time):** Responsible for tendering, constructions, identification of clients and will also be the Home Chaplain for spiritual strengthening of the clients.

The Project Deputy Director will be Mrs. Jane Nyokabi Wang’ombe with whom the Vision was extensively shared and whose initial Vision of helping the aged was embraced, incorporated and enhanced.

**Project Co-ordinator (Full time)** - Responsible for the Boarding and medical aspects of the Home, the general welfare of the clients, and advising the Management Board on the requirements, developing working relationships with health facilities and the medical fraternity. The Home Co-ordinator will have proven experience in caring for aged people and their dietary requirements. **Mr. Joseph Warui Muturi** is best suited for this task, having been a Senior Sales Executive with various international Food Supplements manufacturers.

**Volunteer Co-ordinator  (Full time)** - Responsible for recruitment and training of volunteers, establishing and maintaining a working relationship linkage with other Homes for the Aged and palliative care providers.

The Volunteer Co-ordinator will have at least a Diploma in Human Resource Management from a recognized institution.

**Project Evaluator (Part time)** -  Responsible for collecting entry level data regarding enlisted clients and family information and conducting periodic assessment of changes in their level of knowledge, comprehension and application of palliative care, improvement of their life in general and the impact of the Project in the region. The project Evaluator will be a brilliant person preferably a Certified Public Accountant (CPA) grade III or above.

**Home Assistant (Full-time)** - Responsible of maintaining the office, routine correspondence and other forms of communication  with local “Friends” of the Home, local donors/sponsors of fund-raising functions, production of the Home’s news letters and booklets and music recording and production. The Home Assistant will in addition have basic training on the operations of a Home for the Aged.

**Ms Beth Nyambura Thaiya**, who has a good rapport with the above officials is nominated for this noble task. Ms Thaiya has also positively responded to the ideals of the project, in addition to having been a Multi-level marketer with various international Food Supplements manufacturers. She has also served as a front office secretary.

**Home Driver (Part time)** - Responsible of transporting the sick to and from the Home, the staff to official functions and also other official duties as will be assigned.

**Board of Directors & Trustees** - Made up of both community leaders and selected Home senior staffers.

Responsible of sanctioning the operations of the Home and providing feedback to the Project Director on the Home’s policies and operations.

**Home Dietician:** Responsible for ensuring balanced diet for clients and supervision of kitchen and laundry staff. He/She shall have relevant training and experience.

**AVAILABLE RESOURCES**

Office, desktop computer, internet, desk, office chairs, office cabinet, and camera offered free for the first three months before funds are available.

Meeting/Training room and Trainers.

Man-power: Volunteers Social Workers to collect and compile data.

Affected families’ contributions where possible.

The good will from County Governments and political leaders in the region.

Subsidized labour from the community.

**NEEDED RESOURCES**

**Personnel** – Four full time staff at 100% salary, one full time staff at 50% salary, three part time persons at 50% salary and Casuals on standard local wages.

**Facilities**: Offices, Training Room –

**Equipment** - Chairs and desks for three offices.

                       3 Lap top computer and accessories for office and training programmes

                       Projector for Power-point presentations

Standby power generator

Stationery, Digital Copy Printer for News Letters, book-lets, etc

**Motor Vehicles** - One ambulance

                           - One 4-wheel double cab Pick up

**House with at least 3-acre compound land** – Furnishing, renovation of the house, construction of perimeter fence, and installation of necessary amenities.

**NOTE:** (i) Some of the items for the equipment may be donated as second-hand-good-as-new, and this will be most welcome.

(ii) Purchase of a 4-bedroom residential house with at least 3-acre compound will significantly safe kick off time. The house so purchased would have space for an office hence no office rent will be needed. The total figures will therefore go down by far.

(iii)The income from the Home’s Fundraising activities will also be higher than projected owing to vigorous publicity and marketing of the Home.

**BUDGET (In Kenya Shillings)**

**NOTE: AT THE TIME OF SUBMISSION OF THIS PROPOSAL, THE EXCHANGE RATE WAS USD 101.29, EUR 124.79**

**Year 1 -  Establishment and equipping of Home offices, recruitment of staff/ volunteers, purchase of house with ample land, fencing and minor renovations of the facility, purchase of one motor vehicle, identifying first group of clients.**

Office Rent for 6 Months @ 10,000 per month …………………………………60,000

Purchase of desks and chairs …………………………………………….…… 150,000

Advertising/Promotion in local vernacular Radio/ newspapers …………………50,000

Purchase of 3 lap top computers ……………………………………………… 135,000

Purchase of a Projector for Power point presentation……………………………35,000

Purchase of a standby power generator ……………………………………… 100,000

Purchase of a digital movie camera with accessories…………………………..150,000

Stationery/Internet/Telephone ………………………………………………….50,000

Training of 10 volunteers……………………………………………………....100,000

Purchase of a multi-purpose Copy Printer …………………………………… 300,000

Purchase of house on 3-acre piece of land  **……………………………… 15,000,000**

Construction of a 3-room Administration block, kitchen, dining room…… 4,000,000

Purchase of a laundry machine and accessories …………………………….500,000

Construction of a chain-link perimeter fence with gate ……………………. 100,000

Food/beverages for 20 clients for 6 months @ 250 per day per person……….900,000

Purchase of 20 beds with beddings …………………………………………… 60,000

Purchase of plates, cups, spoons, soaps, detergents, diapers, heaters,

showers, medicines, firewood, cooking gas, cookers, sufurias,

vaccum flasks, hot water bottles, TV sets …………………………………..200,000

Purchase of a 4-wheel double cab Pick-up ………………………………..1,500,000

Pick up vehicle comprehensive insurance cover (5%)………………………175,000

Fuel & maintenance for one vehicle for 12 months ………………………..200,000

Electricity and water for 12 months ……………………………………… …90,000

**Personnel**

Salary for Project Director @ 50,000 per month for 12 months ………………..600,000

Salary for Home Deputy Director @ 45,000 per month for 12 months ……….540,000

Salary for Home Co-ordinator @ 45,000 per month for 12 months ………… 540,000

Salary for Volunteer Co-ordinator @ 18,000 per month for 12 months …… 216,000

Salary for Project Evaluator at 15,000 per month for 12 months …………… 180,000

Salary for Home Assistant @ 15,000 per month for 12 months………….........180, 000

Salary for  Home Driver @ 12,000 per month for 12 months …………………144,000

Salary for 3 Cooks and 3 care takers for 12 months @ 12,000 per month…….288.000

Annual General Meeting Expenses………………………………………….. 30,000

Audit ………………………………………………………………………… 20,000

**YEAR ONE TOTAL ……………………………………………………26,413,000**

Projected Income from monthly cash transfers from government …..….. **40,000**

Projected income from other activities ……………………………………….**00.000**

**NOTE: At the time of submitting this Proposal, a nice 4-bedroom house with a three-acre compound was readily available near Ol Jabet Township in Laikipia County at a throw-away price of Sh 15,000,000.**

**YEAR 2 -       Operation/Maintenance of the Home**

Preparing and planting vegetables in unused area ………………………………………..20,000

Food and beverages for 30 clients for 12 months @ 250 per day per person……2,700,500

Purchase of, soaps, detergents, diapers, medicines, firewood, cooking gas……..100,000

Purchase of 10 beds with beddings ………………………………………………. 30,000

Pick up vehicle comprehensive insurance cover (5%)……………………………175,000

Fuel & maintenance for one vehicle for 12 months ……………………………..200,000

Stationery/Internet/Telephone …………………………………………………….50,000

Electricity and water for 12 months ……………………………………………….90,000

**Personnel**

Salary for Project Director @ 50,000 per month for 12 months ……………600,000

Salary for Deputy Director @ 45,000 per month for 12 months …. 540,000

Salary for Home Co-ordinator @ 45,000 per month for 12 months …………540,000

Salary for Volunteer Co-ordinator @ 18,000 per month for 12 months ……216,000

Salary for Project Evaluator at 15,000 per month for 12 months ………….. 180,000

Salary for Home Assistant @ 15,000 per month for 12 months……………..180, 000

Salary for  Hospice Driver @ 12,000 per month for 12 months ……………144,000

Salary for 3 Cooks and 3 care takers for 12 months @ 12,000 per month…..288,000

Personnel (Assume 3% yearly increment)………………………………….1,800,000

Annual general meeting expenses …………………………………………..30,000

Evaluation/ Audit ……………………………………………………………20,000

Incentives for 10 volunteers @ 3,000 per person per month for 12 months 360,000

**TOTAL FOR YEAR ………………………………………………………..8,263,500**

Projected income from monthly government cash transfers………………….**80,000**

Projected income from other activities …………………………………… **200,000**

**YEAR 3 - Operation/Maintenance/Purchase of an ambulance**

Purchase of Ambulance ………………………………………………………..4,000,000

Insurance cover for Pick-up & Ambulance……………………………………… 350,000

Fuel and maintenance for two vehicles …………………………………………..460,000

Food and beverages for 40 clients for 12 months @ 250 per day per person …3,600,000

Purchase of, soaps, detergents, diapers, medicines, firewood, cooking gas ……..100,000

Stationery/ Internet/Telephone …………………………………………………….. 50,000

Purchase of 10 beds with beddings ………………………………………………. 30,000

**Personnel**

Salary for Project Director @ 50,000 per month for 12 months………………600,000

Salary for Deputy Director @ 45,000 per month for 12 months ……………..540,000

Salary for Home Co-ordinator @ 45,000 per month for 12 months …………..540,000

Salary for Volunteer Co-ordinator @ 18,000 per month for 12 months ………216,000

Salary for Project Evaluator at 15,000 per month for 12 months……………….180,000

Salary for Home Assistant @ 15,000 per month for 12 months……………….180, 000

Salary for  2 Home Driver @ 12,000 per month for 12 months ………………. 288,000

Salary for 3 Cooks and 3 care takers for 12 months @ 12,000 per month……..432,000

Electricity and water for 12 months ………………………………………….. ….90,000

Personnel (Assume 3% yearly increment) ……………………………………1,800,000

Annual general meeting Expense ………………………………………………..30,000

Audit………………………………………………………………………………20,000

Incentives for 15 volunteers @ 3,000 per person per month for 12 months …..540,000

Development of Recording Studio ………………………………………….......500,000

**TOTAL FOR YEAR 3 ………………………………………………. 11,456,000**

Projected income from government cash transfers …………………………..**120,000**

Projected income from other activities ………………………………………..**200,000**

**YEAR 4 - Operation/maintenance**

Purchase of a multi-purpose van ……………………………………………..1,000,000

Insurance cover for Pick-up, Ambulance & Van ……………….………………525,000

Fuel and maintenance for the 3 vehicles ……………………………………….960,000

Food/beverages for 50 clients for 12 months @ 150 per day per person……2,700,000

Purchase of, soaps, detergents, diapers, medicines, firewood, cooking gas….100,000

Stationery/Internet/Telephone …………………………………………………50,000

Purchase of 10 beds with beddings ……………………………………………30,000

Electricity and water for 12 months ………………………………………… 90,000

Facelift (Painting, landscaping ……………………………………………… 50,000

**Personnel**

Salary for Project Director @ 50,000 per month for 12 months………………...600,000

Salary for Hospice Deputy Director @ 45,000 per month for 12 months     ….540,000

Salary for Home Co-ordinator @ 45,000 per month for 12 months …………..540,000

Salary for Volunteer Co-ordinator @ 18,000 per month for 12 months ………216,000

Salary for Project Evaluator at 15,000 per month for 12 months………………180,000

Salary for Home Assistant @ 15,000 per month for 12 months ………………180, 000

Salary for  2 Home Driver @ 12,000 per month for 12 months ……………… 288,000

Salary for 3 Cooks and 3 care takers for 12 months @ 12,000 per months …..432,000

Personnel (Assume 3% yearly increment) …………………………………..1,800,000

Annual general meeting Expense ……………………………………………….30,000

Audit…………………………………………………………………………….20,000

Incentives for 10 volunteers @ 3,000 per person per month for 12 mths ….360,000

**TOTAL FOR THE YEAR** …………………………………………………………. **10,691,000**

Projected income from government cash transfers -----------------------------------------**140,000**

Projected income from other activities ……………………………………………….**250,000**

**YEAR 5 - Operation/Maintenance/**

Insurance cover for Pick-up & Ambulance & Hearse …………………………….525,000

Fuel and maintenance for 3 vehicles ……………………………………………..960,000

Food and beverages for 60 clients for 12 months @ 250 per day per persons…. 5,400,000

Purchase of, soaps, detergents, diapers, medicines, firewood, cooking gas …… 100,000

Stationery/Internet/Telephone ……………………………………………………..50,000

Purchase of 10 beds with beddings ………………………………………………. 30,000

Electricity and water for 12 months ………………………………………………..90,000

**Personnel**

Salary for Project Director @ 50,000 per month for 12 months …………………600,000

Salary for Home Deputy Director @ 45,000 per month for 12 months ……...540,000

Salary for Home Co-ordinator @ 45,000 per month for 12 months ……………540,000

Salary for Volunteer Co-ordinator @ 18,000 per month for 12 months ……….216,000

Salary for Project Evaluator at 15,000 per month for 12 months ……………….180,000

Salary for Home Assistant @ 15,000 per month for 12 months……………….180,000

Salary for  2 Home Driver @ 12,000 per month for 12 months ……………….288,000

Salary for 3 Cooks and 3 care takers for 12 months @ 12,000 per month…..432,000

Personnel (Assume 3% yearly increment) ………………………………1,800,000

Annual general meeting Expense ………………………………………… 30,000

Audit………………………………………………………………………….20,000

Incentives for 10 volunteers @ 3,000 per person per month for 12 months 360,000

**TOTAL FOR THE YEAR** …………………………………………………………12,341,000

Projected income from government cash transfers …………………………………..**170,000**

Projected income from other activities ………………………………………………..**300,000**

**TOTALS YEAR ONE - YEAR FIVE**

**Year 1 ……………………26,413,000**

**Year 2 ……………………. 8,263,500**

**Year 3 ……………………11,456,000**

**Year 4 ……………………10,691,000**

**Year 5 ……………...........12,341,000**

**Total …………………69,164,500**

**EVALUATION PLAN**

Project evaluation will be the responsibility of the Project Evaluator and consist of two different evaluation strategies - formative and summative.

**Formative Evaluation** - Primarily qualitative in nature, the formative evaluation will be conducted through interviews and open-ended questionnaires. Families, the elderly and members of the community and volunteers will be asked about the day-to-day operations of the Home, the topics covered in the volunteer training programme, and the questions to provide feedback for the ongoing improvement of the operation of the Project. The Project Evaluator will meet regularly with the project staff and the Board of Directors to share findings from the formative evaluation effort. Periodic reports will be prepared that identify the major findings of the formative evaluation and how they have been used to improve Project operation.

**Summative Evaluation** - Primarily quantitative in nature, the summative evaluation will begin with the establishment of base-line data at the beginning of the project (using a random sample of families of the elderly to assess their knowledge of keeping the senior citizens in the community as happy and comfortable as possible as well as their food and nutrition knowledge, and then be conducted at 6 months intervals.

Data for the summative evaluation will focus on the three primary goals and the objectives of each.

**APPENDIX A - TIME LINE**

**FIRST YEAR**

**Month One - Month 3**

Home offices located at Home News Agency offices - No rent or salaries required for the first three months.

Collection and verification of data on elderly people selected to join the Home. Visiting the villages and meeting with Provincial Administration officials and leaders of Mau Mau War Veterans Association, hospitals, health centres and homes including those of former clients of Pillars of Mercy Foundation to confirm the physical addresses of clients.

Scrutinizing prescriptions and other requirements for each clients.

Feeding the data on computer.

Creating of awareness of the commencement of a Home For The Aged in the region

**Month Four**

Renting and equipping office

Advertising in local Fm radio stations and print media for families with target senior citizens to register with the Home

Recruitment of staff

**Month Five**

First Training for volunteers

**Month Six** - **Month 12**

Purchase of House and land, advertise for tenders to renovate the complex and erect perimeter fence.

Do land scaping

Equip the Home

Admit the first lot of clients

Final summative evaluation at end of 12 months

Hold 1st annual general meeting

**2ND YEAR**: Continue serving the clients and improving on the service

Lobby for community support, local leaders and the affected families for support

Continue with counseling families with elderly parents to show them love and accord them maximum love in their twilight years

Ensure every distress call from families on illness of their elderly parents who are not accommodated at the Home is answered promptly and ambulance dispatched to rush them to health facilities.

On the sixth month - produce a newsletter on the activities of the Home

On the seventh month, conduct a fund-raising half marathon in aid of the Home.

Proceeds from the marathon and sale of the newsletter to boost the Home’s kitty.

**3RD YEAR**

The normal Home activities and calendar continues including half marathon

Develop recording studio

On month 6 - Record the first music. Real Life Happy Years stories CD from gifted clients

On the 7th - 8 th month - Shoot the first DVD video/audio from the clients

**4TH YEAR:**  Normal Home activities.

**5TH YEAR**: The normal Home activities continue.

**Note:** Savings and proceeds from locally organized fund-raising activities will boost the continous service delivery.

**APPENDIX B - Resume of Wanjohi Nderitu  (Project Director)**

- Education: East African Advanced Certificate  of Education (EAACE - “A” Levels)

Experience: - English/Kiswahili CRE teacher in various secondary schools

                        Deputy Principal

                        Principal

                        Diploma in Modern Journalism

  Bureau Chief - Mt. Kenya Region (The Kenya Times - national newspaper)

                       Senior Correspondent - The East African Standard

                        Senior Reporter - Nation Newspapers

                        Managing Editor - The Home News Group of Newspapers

                        Diploma in Palliative Care

                         Secretary - Nyahururu Hospice

Active member, Kenya Palliative Care and Hospices Association

                        Member – Parish Council, Nyahururu Catholic Diocese

Founder Director, Home News Agency

Chairman – Nyandarua Media CBO

**APPENDIX C - PERSONAL PERSPECTIVE**

For more than 10 years, I have very closely been in touch with terminally ill people and their families. I stayed with my own aged parents in my home at separate periods, nursing each of them and enjoying the experience despite the challenge until each passed on at separate times. I thus got to learn, first hand, the plight of the aged.

As the secretary to the Nyahururu Hospice at one time, I had the opportunity to undergo a series of courses on the provision of palliative services to adults. I have visited many homes to give counselling and spiritual support to the sick and their families, stressing that every such a person should, when their times come, die in dignity and in peace, and painlessly because modern medicine guarantees it. From those direct encounters, I developed a personal desire to be a shoulder for the aged and dying to lean on, a hand they can hold onto, a smile that can bid them good-bye as they breathe their last to be with their Maker.

Investigations established that many elderly people live miserably in rural and rural urban areas after their grown up children migrate to look for employment in towns. We established that there are hundreds of elders who die in pathetic states without anyone to feed them.

The situation is aggravated by poverty and adverse weather effects that expose the poor elderly to diseases and loneliness. Some of them have been diagnosed with terminal illness, specifically those from poor family backgrounds, including those with various life-threatening conditions. They are sidelined when it comes to the provision of high standards of palliative care and attention. Weighed down by poverty and the conditions of their parents, such families have had to bear the heavy burdens of having to watch helpless as their aged parents get worn out and eventually die at home, where they are hurriedly buried in shallow graves and often without a funeral ceremony. Others die because they lack fast transport to hospitals, or their families cannot afford the cost of medicine from the chemists. There are more than 1,000 such old men and women, most of them widows, widowers or senior bachelors and spinsters.

In my career as a Journalist, I have had to highlight the plights of many old people in need, hoping that somebody somewhere will be touched and help. Often, help is inadequate, is not forthcoming, or comes too late. I know the terrain of the region very well, know most of the proprietors of private health facilities in person, and have a working rapport with all of them as well as those in government health facilities, an added advantage of arranging for personalized treatment of the target clients. The elderly have different God-given talents, which also need to be tapped before they die. Their death is, like someone once said, like the burning down of a well stocked library.

  Experience and research suggest that in addition to the provision of rapid response to the target wazee’s (the aged) health needs, there is need to have a well equipped home away from home with all amenities to provide warmth and love for them, a complex in the long run where they can be looked after especially in the terminal stages of their old-age-related illnesses.

The choice of the name **Hebron Home For The Aged** was well thought of and strikes a memory cord in all religious communities. It is also easy to pronounce. As a veteran practicing and highly respected Journalist, I am very confident that I shall be able to garner community support for the project even when the community will be called upon to chip in financially to support it.

Mr. Nderitu is married with children.

**APPENDIX D: Registration as a Charitable Community Based Organization**

Pillars Of Mercy Foundation is registered with the Ministry of Gender, Children and Social Services as a Charitable, Community Based Organization (CBO).

(Copy of Registration Certificate attached)

**APPENDIX E:**

**The Deputy Director - Mrs Jane Nyokabi Wang’ombe**

As the founder of **Pillars of Mercy Foundation**, Mrs Wang’ombe’s vision and determination for the success of the Home are unquestionable. She knows the beneficiaries almost by name, having been very close to them. She knows all the homes of the beneficiaries and understands the unique problems of each individual.

As a mother, businesswoman, wife, church Elder, Evangelist and a vocal women’s and children’s rights activist, Mrs. Wang’ombe’s huge experience is an added advantage to the Home.

While operating a hotel business in Nyahururu town back in the year 2002, Mrs. Wang’ombe’s discovered that most of her employees were orphans. Not only did she feed them for free at the hotel, but also accommodated some of them at her home since they had neither homes nor supportive relatives. The news of the rare kindness spread fast, and aged women and men started flocking to the hotel for free meals until the business could not break even any more.

Mrs. Wang’ombe closed it down, but the plight of the aged who had become like her family compelled her to reach out to friends and relatives for assistance to keep giving them food, clothes and shoes. The task became overwhelming, so she co-opted some friends with who she registered Pillars of Mercy Foundation as a community based organization in the year 2018 with the view of providing better services to the aged.

Working with the community through chiefs and other government officials, the team continued to serve hundreds of needy aged people and their families in 12 slums, until the need to start a Home for the Aged arose.

In order to achieve the new vision, more new like-minded partners were incorporated. They include Mr Wanjohi Nderitu and Joseph Warui Muturi.

**APPENDIX F: The Home Co-ordinator - Joseph Warui Muturi**

Mr Muturi is a respected Senior Elder with the Church of Christ in the region, and is credited with the mobilization of followers. He is an amazing mobilizer and is good at fund raising.

As a Teacher of the Bible, he will offer wonderful chaplaincy to the Home.

He is also a successful businessman and farmer.

Mr Muturi has long experience of staying with the elderly in various circumstances. He has a wide network of friends in the country and outside, who, it is expected, will certainly respond to his appeal for donations towards the Home.

He is married with children. He is also conversant with building technology, well travelled with good inter-personal talents, hence the Home will have an added advantage.

His personal friendship with Mr. Nderitu is also a further aspect towards the success of the Project.