



**FIVE YEARS STRATEGIC PLAN  
(2022-2026)**



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## List of Abbreviations

IDYDC	Iringa Development of Youth Disabled and Children care
SWOT	Strength, Weakness, Opportunity and Treats
OVC	Orphan Vulnerable Children
MVC	Most Vulnerable Children
VTC	Vocational Educational Centre
PMTCT	Prevention Mother to Child Transmission
FFHC	Football for Hope Centre
CTC	Care and Treatment Clinic
PLHIV	People living with HIV
NGO	Non-Governmental Organisation
WASH	Water, Sanitation and Hygiene
COBET	Complementary Basic Education in Tanzania
HR	Human Resource
TRA	Tanzania Revenue Authority
TANGO	Tanzania Association of NGOs
CD	Communicable Diseases
NCD	Non-Communicable Diseases
IEC	Information, Education and Communication
CHW	Community Health Worker
CCHP	Comprehensive Counseling Health Plan
SBCC	Social Behavior Change Communication
HVI	Human Immunodeficiency Virus
AIDS	Acquired Immunodeficiency Syndrome
TB	Tuberculosis
FP	Family Planning
STI	Sexually Transmitted Infection
VCT	Voluntary Counseling and Testing
ART	Ant Retroviral Therapy
VL	Viral Load
M&E	Monitoring and Evaluation
HTC	HIV Testing and Counseling
BIA	Business in Agriculture
IGA	Income generating Activities
VICOBA	Village Community Banking
SWO	Social Welfare Officer
DSWO	District Social Welfare Officer
PGCD	Police Gender and Child Desk
CMT	Council Multisectoral and Technical
O&OD	Opportunity and Obstacle Development
LGA	Local Government Authority
PETS	Public Expenditure Tracking System
CBA	Community Based Approach
ICHF	Improved Community Health Find
CHF	Community Health Find
CDO	Community Development Officer
FCS	The Foundation for Civil Society
MOU	Memorandum of Understanding
ICT	Information, Communication and Technology
PA	Public Addressing
IT	Information Technology

## 1. Executive summary:

Iringa Development of Youth, Disabled and Children care (IDYDC) is a non-governmental organisation situated in Iringa, Tanzania established in 1994. The organisation primarily caters for vulnerable children, young people, people with disabilities, disadvantaged women and community, in order to bring about positive changes in their lives through the creation of a sound social life, good health, cultural and educational environment targeted to meet the needs of the local community, which consists on the preservation of their rights in order to enhance their sense of belonging, safety and self-confidence, enhance their ability to make integrated and right decisions through the many and varied programs that help them to physically, psychologically and intellectually grow and thrive.

The IDYDC endeavours to deepen the sense of patriotism and team-work spirit, support the most promising creators and innovators amongst the youth and promote their talents and creativity as a national resource that should be nurtured, as well as working actively on the positive integration of vulnerable children in the community.

Additionally, IDYDC also works on activating the role of members of the community and increases the degree of awareness of health, Child rights and societal issues. The Organisation's main interests are centred on topics related to health, Child rights and protection, social services, gender and environmental programs targeting children, youth and community in general.

## 2. Purpose of the strategic plan:

The IDYDC, relying on funding from own sources and International Development Programmes, has decided to adopt and develop a comprehensive strategy for the next five years, so as to be able to play its vanguard role in the Tanzanian society and face the inherent challenges. This plan has been accomplished in full cooperation between board members, staff, active members and volunteers. The planning process was conducted in consultation with target groups and staff members in order to identify needs and involve them to develop the IDYDC's aims and objectives, as well as sensitise the participants on the various steps involved in the strategic planning and its vital importance to the organisation.

## 3. Importance of Strategic plan:

Strategic plan is one of the important and fundamental tools that ensure the continuity of the IDYDC in performing its developmental role; it allows the IDYDC to adapt its role to fit the diverse needs of the target groups. Strategic planning means a systematic process aimed at identifying and addressing specific issues in a participatory manner in order to attain the desired outcomes. Perhaps, IDYDC can have a clear strategy without having a strategic plan; however, making a strategic plan can;

- Contribute to identifying internal capabilities and what characterizes IDYDC in terms of strengths, weaknesses, opportunities and threats (**where we are now?**), and how to deal with each of them in a way to sustain the expectations of the target groups.
- Assist in achieving the desired results sought by IDYDC (**where we want to go?**);
- Lead to improved quality of decisions taken by IDYDC, by focusing on vital matters and challenges facing the organisation. It helps decision-makers to determine **how to get there?**
- Create IDYDC's identity and contribute to its grassroots development.
- Helps IDYDC to allocate and distribute available resources and identify ways to use them, strategic planning depends on precise considerations of the organisation capabilities and its environment, leading to the adoption of important decisions involving resources management.
- Increase the awareness and sensitivity of managers about winds of changes and the threats and opportunities that surrounds, it is planning by taking the change into account. And perhaps the only popular idea these days is change rather than resolving the current situation.

#### **4. Methodology:**

The process of preparing the strategic plan of the organization was based on a descriptive and analytical approach, through using SWOT analysis, for environmental scanning to identify internal strengths and weaknesses as a basis for self-assessment and perusing external opportunities and threats as a starting point for the development of the strategic plan, including the vision, mission and strategic objectives. Improving weaknesses and maintaining the internal points of strengths through their integration in the strategic planning agenda of IDYDC. In addition, benefiting from opportunities and managing external risks through mitigation measures to ensure the achievement of the desired results.

##### **INTERVIEWS**

Key face-to-face interviews have been conducted with:

- Chairman of the board and Deputy
- Administrative and Financial Officers
- Executive Director

##### **FOCUS GROUPS**

Two focus groups have been formed from:

- Department Managers
- Staff

##### **QUESTIONNAIRES**

Questionnaires have been established in order to investigate the views of all IDYDC employees and volunteers.

##### **DOCUMENTS AND REPORTS**

The following documentations have been used:

- The association files and records
- Available database of the organisation

##### **REAL-TIME OBSERVATION**

Real-time observation of methods of works and collaboration processes inside the organisation.

#### **5. Introduction/Background:**

IDYDC is a local non-profit Governmental Organization based in Iringa region southern part of Tanzania. The head-quarter is in Iringa Municipal. IDYDC was established and registered in 1994 with registration number SO. 7552 and acquired certificate of 'Compliance' No. 0843 under sec. 11(3) act No. 24 of 2002 in 2009. IDYDC has been implementing different programs in five regions which are Iringa, Njombe, Dodoma, Mbeya and Dar es Salaam; these programs are Health, Street Children Rehabilitation, OVC/MVC and Vocation Training Centres (VTC), Environmental program, entrepreneurship education and Micro-credit, Nuru FM Community Radio and Football for Hope Centre (FFHC).

IDYDC have implemented various projects especially health projects which aligns with IDYDC vision and mission. These projects are USAID Boresha Afya and USAID Tulonge Afya implemented in Iringa region, UNICEF Afya Yetu and PETS in Mufindi district, USAID Kizazi Kipya implemented in Iringa Municipality and Alcohol Abuse Prevention Program implemented in Iringa District. Services provided include Education, Counseling, Psychosocial, Legal, Spiritual and advocacy, Income generating and referrals. Approaches used to reach the targeted group is through sports especially football and netball, workshops and conferences, meetings, drama and public addressing system. IDYDC has more than 700 volunteers/peer educators working at ward level. Supporting most vulnerable children especially children in school, dropouts and street children by facilitating them with education support, shelter, food, health services and other basic needs, withdrawing children and youth living and working in streets and reunify with their families or employability to youth. Under the Environment program; education on Water sanitation in relation to COVID-19 youths were trained on the use of water for good health. Construction of

school toilets with different types of latrines, which use water and Covid-19 prevention – urgent sanitary service provision for primary schools in Iringa. Despite being funded and implemented differently but almost they addresses crosscutting issues of HIV/AIDS, gender issues, violence and human rights. Through these projects IDYDC contributes on solving chronic social and economic problems which includes HIV/AIDS, Alcohol abusing, and violence issues. Apart from solving community problems, IDYDC has continued to strengthening staffs capacities in financial and project management through our prime partners who have continued to support the organization staffs technically every time when the time and resources aligned with donors' priorities.

## 6. Need and Priorities analysis:

IDYDC Stakeholders can be categorized into 2 groups namely, primary and secondary. Primary stakeholders are those who receive services from IDYDC while secondary stakeholders are those who capacitate IDYDC with the services. Secondary stakeholders are divided into donors, government and partners.

### a) Analysis of Target Groups

TARGET GROUP	CHARACTERISTICS OF TARGET		PRIORITIES
	ASPECT	DESCRIPTION	
Children	Children of both sexes	Aged 0 – 5 years	<ul style="list-style-type: none"> <li>• Safeguarding children rights</li> </ul>
		Aged 6 – 9 years	<ul style="list-style-type: none"> <li>• Safeguarding children rights</li> <li>• Provision of care and support</li> </ul>
		Aged 10 – 14 years	<ul style="list-style-type: none"> <li>• Safeguarding children rights</li> <li>• Provision of care and support</li> <li>• Education and life skills</li> </ul>
Youth	Young people of both sexes	Aged 15 – 17 years	<ul style="list-style-type: none"> <li>• Safeguarding children rights</li> <li>• Provision of care and support</li> <li>• Education and life skills</li> <li>• Empowerment</li> </ul>
		Aged 18 – 25 years	<ul style="list-style-type: none"> <li>• Provision of care and support</li> <li>• Education and life skills</li> <li>• Empowerment</li> </ul>
Young girls	Adolescent girls	Aged 13 – 17 years	<ul style="list-style-type: none"> <li>• Provision of care and support</li> <li>• Education and life skills</li> <li>• Empowerment</li> </ul>
	In and out of school	Aged 15 – 19 years	<ul style="list-style-type: none"> <li>• Education and life skills</li> <li>• Empowerment</li> <li>• Develop awareness, knowledge and culture</li> </ul>
Women	Un-married, single mothers and married	Aged 18 – 45 years	<ul style="list-style-type: none"> <li>• Improve and raise economic situation</li> <li>• Support on gender rights</li> </ul>
People with Disabilities	Social situation	Aged 6 – 50 years	<ul style="list-style-type: none"> <li>• Provision of care and support</li> <li>• Education and life skills</li> <li>• Empowerment</li> <li>• Support on rights and employability</li> </ul>
People living with HIV/AIDS (PLWHA)	Both attending VTC and CTC (Vulnerable population)	All ages	<ul style="list-style-type: none"> <li>• Provision of care and support</li> <li>• Education and life skills</li> <li>• Empowerment</li> <li>• Improve and raise economic situation</li> </ul>
Community	People of both sexes	Aged 18 and above	<ul style="list-style-type: none"> <li>• Develop awareness, knowledge and culture</li> <li>• Exchange information and express</li> </ul>

			their opinions
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**b) Stakeholders' analysis**

<b>S/N</b>	<b>Name of stakeholder</b>	<b>Stakeholder Description</b>	<b>Support expected to this SP</b>
1	Government	<ul style="list-style-type: none"> <li>• Supervise the implementation of the National Policy on NGOs</li> <li>• Supervise the coordination of the activities of NGOs</li> <li>• Build relationships between the Ministry responsible and NGOs</li> <li>• Ensuring NGO funding agreements are created, concept of transparency and accountability</li> <li>• Enabling NGOs to identify development opportunities and priorities</li> <li>• Strengthen the institutional framework for the exchange of information</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitation of conducive working environment</li> <li>• Partnership in delivery of service</li> <li>• Tax exemption</li> <li>• Provision of law, policies and guidelines development.</li> <li>• Promote efficiency and accountability</li> <li>• Streamline regulations</li> <li>• Internal sustainability management</li> </ul>
2	Donor agencies	<ul style="list-style-type: none"> <li>• Provision of support and improve the quality of humanitarian aid</li> <li>• Enhance the accountability and quality of humanitarian aid</li> <li>• Adherence to funding cycle, proposal appraisal, monitoring &amp; evaluation, financial and narrative reporting.</li> </ul>	<ul style="list-style-type: none"> <li>• Financial support/assistance</li> <li>• Program/project support</li> <li>• Technical assistance</li> <li>• Organizational capacity building</li> <li>• Sharing information and reports</li> <li>• Conduct monitoring and evaluation of their project</li> <li>• Promote transparency &amp; accountability</li> </ul>
3	Politicians	<ul style="list-style-type: none"> <li>• Influence on the lobbying and advocacy roles</li> <li>• Decisions within political, economic and social systems</li> <li>• Creating awareness, educating people, and directing citizens</li> <li>• Institutional arrangements including political atmosphere in terms of rules and regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct advocacy</li> <li>• Community mobilization</li> <li>• Decision making</li> </ul>
4	Project sponsors	<ul style="list-style-type: none"> <li>• Defining a vision for the change</li> <li>• Providing clear direction</li> <li>• Building consensus around the project's goals.</li> <li>• Helping to develop the overall plan</li> <li>• Identifying stakeholders</li> <li>• Supporting the drive change within the organization</li> </ul>	<ul style="list-style-type: none"> <li>• Make key business decision for the project</li> <li>• Approve the project budget</li> <li>• Ensure availability of resources</li> <li>• Communicate the project goals throughout the organization</li> </ul>
5	Media	<ul style="list-style-type: none"> <li>• Promote visibility and publicity</li> <li>• Attracting volunteers and donations</li> <li>• Encouraging civic engagement</li> <li>• Creating public trust</li> <li>• Reaching out potential institutional</li> </ul>	<ul style="list-style-type: none"> <li>• Increase organization engagement and presence</li> <li>• Increase number of listeners, readers and followers</li> <li>• Promote objectives and</li> </ul>

		<p>partners and stakeholders</p> <ul style="list-style-type: none"> <li>• Enhancing citizen participation by addressing public opinion</li> </ul>	<p>outcomes</p> <ul style="list-style-type: none"> <li>• Developing brand awareness and community participation</li> <li>• Increase public communications</li> <li>• Promote marketing and discussions</li> </ul>
6	Networks	<ul style="list-style-type: none"> <li>• Expand the information available to its constituent organizations.</li> <li>• Links organizations that share some common value and/or objective</li> <li>• Allows NGOs improve the working and do a better job with multilateral aid agencies.</li> </ul>	<ul style="list-style-type: none"> <li>• Sharing information</li> <li>• Facilitate linkages with other organization sectors and government agencies</li> <li>• Create joint voices and support</li> <li>• Support to members programs and networking activities</li> <li>• Provision of updates and information</li> <li>• Meeting with other partners and stakeholders</li> <li>• Enlarging collaboration with international agencies or organisations</li> </ul>
7	Private sector	<ul style="list-style-type: none"> <li>• Major contributor to organisation income</li> <li>• Develop and maintain infrastructure and services</li> <li>• Promote and expand existing businesses</li> <li>• Address inefficiencies in the local economy</li> <li>• Promote human capital development and labour market</li> <li>• Encourage community development by promoting community business</li> <li>• Promote small, micro and medium enterprises (SMME)</li> <li>• Attract investment</li> </ul>	<ul style="list-style-type: none"> <li>• Sharing knowledge, skills and technologies</li> <li>• Sustainable domestic financing</li> <li>• Support advocacy and awareness efforts</li> <li>• Support new product development</li> </ul>
8	Philanthropist	<ul style="list-style-type: none"> <li>• Effective tool to move forward social transformation</li> <li>• Procuring funding</li> <li>• Support social change</li> </ul>	<ul style="list-style-type: none"> <li>• Mobilize and channel funding</li> <li>• Support implementation of programs</li> <li>• Develop and disseminate knowledge</li> <li>• Support in lobbying and advocacy</li> </ul>
9	Volunteers	<ul style="list-style-type: none"> <li>• Provide freely and offer their time, labor, and expertise</li> <li>• Demonstrate active listening and problem-solving skills</li> </ul>	<ul style="list-style-type: none"> <li>• Provide opportunity for valuable experiences and access training</li> <li>• Contribute to achievement of organization objectives</li> <li>• Support on service works and communication</li> <li>• Encourage projects improvements and competencies</li> <li>• Support marketing and promotion through media</li> </ul>

10	Community	<ul style="list-style-type: none"> <li>• Positive approach participation to rural development.</li> <li>• Engage and relate basic services to those in most need</li> <li>• Ensuring that governments and utilities remain honest, focused on serving the people</li> </ul>	<ul style="list-style-type: none"> <li>• Participate in planning</li> <li>• Implement project activities</li> <li>• Community engagement (time &amp; resources)</li> <li>• Contribution of knowledge and skills</li> <li>• Collaborations and linkages</li> </ul>
11	Beneficiaries	<ul style="list-style-type: none"> <li>• Involved in planning, monitoring and reviewing NGO's activities</li> <li>• Helps them to feel a sense of ownership over projects</li> <li>• Key project stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Participation and project effectiveness</li> <li>• Project performance and outcomes</li> <li>• Internal and external factors</li> <li>• Environmental benefits and quality access</li> </ul>

## 7. Identity of Organisation (Vision, Mission and Values)

### 7.1 Vision Statement:

IDYDC wants to see a community free from disease, poverty, ill healthy and socially developed communities where human rights are respected.

### 7.2 Mission Statement

IDYDC exists to improve the living standard of the beneficiaries of Iringa region and other parts of Tanzania mainland by establishing rehabilitation and vocational training centers, Football for Hope centre, Health education, care and support, Radio FM, Entrepreneurship and support, gender, child labour, environmental protection, water and sanitation and any other activities incidental to the organization's objectives.

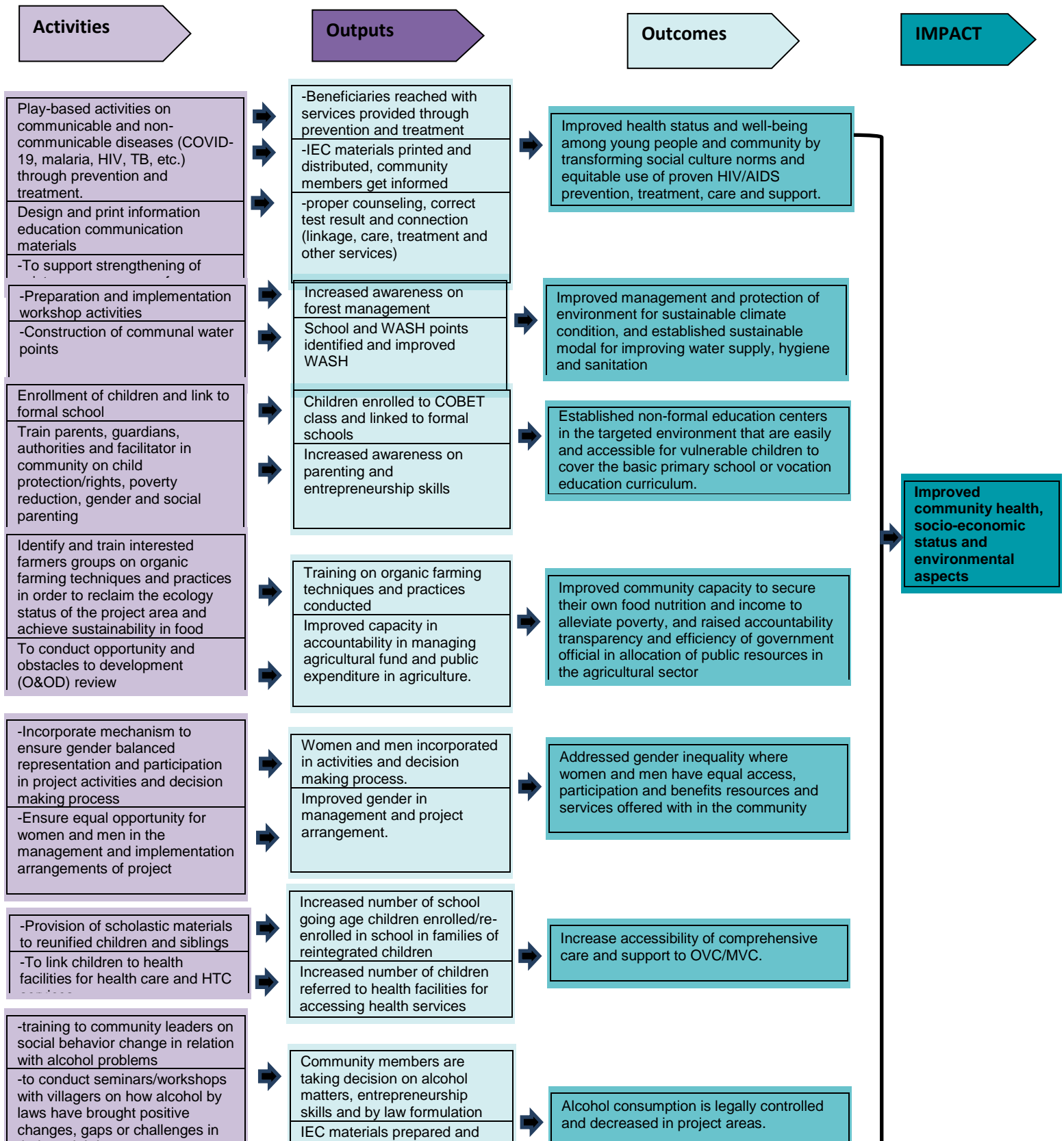
### 7.3 IDYDC Core Values

IDYDC work is guided by the following values and principles:

- Respect for personal dignity**-We believe in a non-judgmental approach that respects the dignity and rights of those whom we engage with staff, volunteers, members, partners and targeted groups.
- Integrity and honesty**-We believe that our work should be undertaken with integrity, openness, honesty and professionalism.
- Openness to learning**-We believe in remaining open minded, continuing to learn from stakeholders and partners, while continuing to remain passionate and enthusiastic about our work.
- Empowerment**-We believe in independence and long-term solutions to problems through sustainable projects.
- Solidarity and partnership**-We believe in the strength of networks, based particularly on the experiences of internal and the global partnership.
- Accountability and transparency**-We believe we should be responsible to each other and to the people and organisations with whom we engage and strive to make our work transparent and accountable.
- Equality, justice and human rights**-We believe in an equal and just society where people live in peace and dignity and have access to the necessary resources and opportunities for sustainable growth.
- Participation**-We endeavour to ground our policy and advocacy work in the experiences of those work towards building sustainable long-term solutions.
- Volunteerism** – We believe in the practice of providing time and skills for the benefit of other people and causes rather than for financial benefit.

## 8. DYDC Theory of Change

**IMPACT: IMPROVED COMMUNITY HEALTH, SOCIO-ECONOMIC STATUS AND ENVIRONMENTAL ASPECTS.**



## 9. Environmental Assessment – SWOT Analysis:

INTERNAL ENVIRONMENT ANALYSIS (STRENGTHS AND WEAKNESSES) - *who we are?*

The team along with the development committee has conducted an internal scanning of point of strengths and weaknesses. The results were as follows:

### Strength and Weakness

STRENGTH	WEAKNESS
Organisation performance	
<ul style="list-style-type: none"> <li>Number of projects and activities carried out match with Organisation goals.</li> <li>Coverage areas where activities are implemented.</li> <li>Projects follow changes and different requirements of the targeted groups.</li> <li>Availability of volunteers.</li> <li>Ability to identify the needs of the targeted groups and easy to communicate with them.</li> <li>Ability to communicate with media.</li> <li>There is a room to work on the strategic plan.</li> </ul>	<ul style="list-style-type: none"> <li>Limited capabilities in targeting children aged between 0 to 9 years.</li> <li>Inadequate skills of the importance of media coverage for the organisation important activities.</li> <li>The Organisation specializes in multiple fields, thus weakening its control and diluting its efforts.</li> </ul>
Organisation reputation	
<ul style="list-style-type: none"> <li>Organisation history in conducting community interventions to a wide range.</li> <li>Effective communication to beneficiaries, donors, Government and other stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Delaying in starting projects due to delay of contracts and funding.</li> <li>Some projects are limited to specific areas.</li> </ul>
Quality of service provided	
<ul style="list-style-type: none"> <li>Experience of employee and volunteers in project implementation and reporting.</li> <li>Monitoring and follow-up of projects implementation is continuously gaining positive impressions.</li> </ul>	<ul style="list-style-type: none"> <li>Reports and outcomes of some activities are not published.</li> <li>Lack of marketing of our work and activities hence development partners not identifying our needs.</li> </ul>
Human resource	
<ul style="list-style-type: none"> <li>Availability of staff and volunteers (Skilled and professional)</li> <li>Operation manual/HR manual inclusive</li> <li>Availability of performance appraisal</li> <li>Permanent offices/office equipment</li> <li>High percentage of women representation</li> </ul>	<ul style="list-style-type: none"> <li>Less supervision on performance appraisal</li> <li>Staff turnover is higher because of contract and depended to donors.</li> <li>Poor planning for human resources development</li> <li>Lack of training and development programs for employee</li> <li>No rewards and feedback on performance</li> </ul>
Funding and Relationship with Donors	
<ul style="list-style-type: none"> <li>Good relationship with Donors.</li> <li>Good collaboration with Government.</li> <li>Good linkage and collaboration with national and international networks</li> </ul>	<ul style="list-style-type: none"> <li>No specific department dealing with Donors relationship</li> <li>Lack of funding strategies</li> <li>Adequate competence and experience in project writing and marketing.</li> <li>Impaired of competence to engage in dialogue with funders.</li> </ul>
Means of Communication	
<ul style="list-style-type: none"> <li>Skilled communication person (IT)</li> <li>Radio</li> <li>Communication policy</li> <li>Website, and other social networks</li> <li>Well known and recognized by government</li> <li>Experience and knowledge sharing with other</li> </ul>	<ul style="list-style-type: none"> <li>We don't have public relation officer</li> <li>Communication policy is not well practiced</li> <li>No weekly, monthly updated</li> <li>Website should be updated</li> <li>No documentary for the best practiced project</li> <li>Lack of training to development of</li> </ul>

NGOs through networking relationship.	<p>communication skills among workers.</p> <ul style="list-style-type: none"> <li>No formal achieving and documentation system used.</li> </ul>
<b>Decision making mechanism</b>	
<ul style="list-style-type: none"> <li>Democratic leadership</li> <li>Good communication flow</li> <li>Presence of grievance policy</li> </ul>	<ul style="list-style-type: none"> <li>Lack of confidence to staff</li> <li>Poor participation of employee in designing and evaluating the organisation programs and activities</li> </ul>
<b>Monitoring and Evaluation system</b>	
<ul style="list-style-type: none"> <li>Presence of m&amp; e tools</li> <li>Compliances</li> </ul>	<ul style="list-style-type: none"> <li>Lack of organization database</li> <li>Lack of server</li> <li>Lack of common checklist for supervision</li> <li>Lack of QI teams</li> </ul>
<b>Working and relationship with Government</b>	
<ul style="list-style-type: none"> <li>Joint supervision with Government Authorities</li> <li>Jointly meetings</li> <li>Jointly training</li> <li>Engaging them in different activities</li> </ul>	<ul style="list-style-type: none"> <li>Lack of volunteerism spirit to some of government staff</li> <li>Late submission of reports to LGA</li> </ul>

### Opportunities and Threats

OPPORTUNITIES	THREATS
<b>Demographic Changes</b>	
<ul style="list-style-type: none"> <li>Easy to reach the target if the population is increased</li> <li>Number of services will be increased</li> </ul>	<ul style="list-style-type: none"> <li>Reduced opportunities for funding possibilities to create new branches</li> </ul>
<b>Social and Culture trends</b>	
<ul style="list-style-type: none"> <li>Strengthening and correcting social concepts through activities and programs</li> </ul>	<ul style="list-style-type: none"> <li>Lack of awareness of the importance to community in identifying needs and implementing programs</li> </ul>
<b>Economic Conditions</b>	
<ul style="list-style-type: none"> <li>Focus on projects that improve the economic status of the community and alleviate poverty.</li> </ul>	<ul style="list-style-type: none"> <li>Increase of the unemployment rate to youth</li> <li>Increase in the poverty rate among communities</li> </ul>
<b>Political Conditions</b>	
<ul style="list-style-type: none"> <li>Focus on social peace projects</li> <li>Disseminations of awareness among the civil society.</li> </ul>	<ul style="list-style-type: none"> <li>Interruption of funding and confine it to humanitarian aspects only.</li> </ul>
<b>Legislation, laws and compliances</b>	
<ul style="list-style-type: none"> <li>Trust and recognition from donors, government, and development partners</li> <li>Freedom of working</li> <li>Avoidance of penalties e.g. TRA</li> </ul>	<ul style="list-style-type: none"> <li>Some of laws ,rules are cupful</li> <li>Legislation does not give us room to work out of Tanzania mainland.</li> </ul>
<b>Funding</b>	
<ul style="list-style-type: none"> <li>Opportunity to get more projects because the organization implements various projects</li> </ul>	<ul style="list-style-type: none"> <li>Lack of our own sources of income</li> <li>Centrally controlled budget</li> </ul>
<b>Partnerships and competitions</b>	
<ul style="list-style-type: none"> <li>Trough partnership like TANGO it helps to get project</li> <li>Competition challenge helps the organization to grow</li> </ul>	<ul style="list-style-type: none"> <li>Centrally controlled budget.</li> </ul>
<b>Participation and Community awareness</b>	
<ul style="list-style-type: none"> <li>It helps to get connection</li> <li>It helps to solve community challenges</li> <li>Trust and recognition from the government and the community</li> </ul>	<ul style="list-style-type: none"> <li>High expectation from the community</li> <li>Cultural beliefs</li> </ul>

## 10. Strategic issues

### 10.1. Program issues (Objectives, strategies, Key results and Activities)

	OBJECTIVES	STRATEGIES	KEY RESULTS AREA	OUTPUT	ACTIVITIES
1	Improved community health status by transforming social cultural norms and supporting the adoption of healthier behaviors	To decrease the number of HIV/Aids/STI's & other CD's Infection rates and NCD's effects among young people of in and out of school youth	Improved health status and wellbeing among young people ages of 10-14 and community	Counseling session conducted	HIV testing events
				youth tested	
				Referrals provided	
				Mentor ship session conducted	Mentor Relationship between coach and Participants
			Increased knowledge and awareness on HIV/Aids/STI's, malaria, drug abuse and other CD's & NCD's among In and out of school youth	Target group informed on malaria prevention	Play-based activities on malaria prevention and treatment.
				Youth tested for malaria	
				Bed net distributed	
				Community members increased awareness on CD and NCD	To conduct community Youth dialogue and debate
				IEC materials printed and distributed,	To prepare IEC (Information Education al and Communication) materials.
				Community members get informed on CD and NCD	
		To increase ability of individuals to practice health behaviors	Football tournament conducted	To conduct meeting for football events planning	
			IEC materials printed and distributed	To Design and print Information Education Communication materials	
			Community members get informed		
		To strengthen communities ability to support the practice of desired health	Availability of multimedia platforms	Prepare radio programs/segment on health issues.	
			Increased awareness on Health issues and social barriers to health behaviours within communities	Capable of derivable messages on health issues	Conduct Training/seminars to community volunteers on health issues
				Awareness on health issue	To conduct sports sessions events
				Awareness on health issue	To participate different existing campaigns
				Sessions conducted on health issue	Conduct Inter-person Communication session through CHW/super fans
		Project performance	Monitoring and supervision into project areas		
		To enhance health communication systems to coordinate and implement interventions	Improved health communication systems and reporting	Participated in CCHP events organized	To participate in CCHP to include SBCC activities in the District plan

2	Promoted health behaviours and increase uptake of preventive services, HIV/TB testing & treatment and product for immunizations , antenatal care, malaria, FP and Nutrition	To establish strong, evidence-based linkages between communities and facilities, track and document health level outcomes.	Strengthened connections between households and facilities through preventative, curative and health promotion activities by CHWs	Increased number of PLHIV patients adhere to treatment and viral load suppression	To address needs in the specific thematic areas such as PLHIV to increase patient literacy around the importance of adherence to treatment (HIV/TB) and viral load suppression
				Pregnant women, mothers and newborns attended to health facilities for health services.	To ensure adherence to the continuum of care, improved health seeking behaviours and other health behaviours essential to pregnant women, mothers and newborns
				Increased number of male involved in FP services	To increase male involvement in FP and generate demand for long-acting and reversible contraception and permanent methods
		To increase access to comprehensive reproductive, maternal, newborn and child health services by strengthen referral systems between communities and facilities	Improved access to health services through community outreach for underserved populations	Provided referrals and linkages to community partners, health facilities and institutions for comprehensive integrated package of services	To collaborate and establish effective referrals and linkages with other community partners, health facilities and institutions to provide a comprehensive integrated package of services to the target group
				Increased number of health seekers for health services to CTC/PMTCT clinics and health facilities	To conduct community mobilization to increase health seeking behaviour for service demand and attendance outreach CTC/PMTCT clinics, ART literacy, HIV&VL testing, stigma and discrimination reduction
				Documents and reports on indicator and data collected produced	To document and report on program indicators and use of collected data
		A scalable HIV testing model for migratory and mobile workers targeting men and vulnerable adolescent boys and girls developed and implemented	Increased number of migratory and mobile workers who test HIV in work places and hotspots.	Stakeholders meetings at council levels for the development of the targeted HIV testing model conducted	To Conduct stakeholders' consultation meetings for the development of the targeted HIV testing model among men, vulnerable adolescent and young people in hotspots within camps
				Orient to Health care workers on undertaking HIV testing in hotspot locations conducted	To Orient Health care workers on undertaking HIV testing targeting vulnerable adolescents and young people in hotspot locations
		To increase HIV testing coverage by 2% among vulnerable adolescent boys and girls in remote hotspot locations in key economic sectors i.e. timber and mining	Improved, scaled up and equitable use of proven HIV/AIDS prevention, treatment, care and support interventions	Outreach HIV testing conducted through CHWs	Support CHWs to undertake outreach HIV testing
				Increased number of migratory and mobile workers who test HIV in remote hotspot locations.	To Support strengthening of existing peer groups for targeted HIV testing among men, vulnerable adolescents and young people

		To improve engagement of the local government authorities through the health care system to create the linkage of HIV testing, care and treatment within the informal sector workplaces in remote hotspots	Increased capacity of health facilities to provide care and treatment services to clients referred.	HIV testing among men, vulnerable adolescents and young people conducted	To Support HIV implementing partners to implement the targeted model for HIV testing among men, vulnerable adolescents and young people
		To improve programme Management and Monitoring	Increased capacity of program management in M&E, data collection and dissemination	Quarterly joint supportive supervision with local government authorities conducted	To Support quarterly joint supportive supervision with local government authorities to monitor the implementation of the targeted HIV testing among the intended population
	M&E Tools developed			Development of the M&E Tools	
	Implementation of the targeted HIV testing model for migrating and mobile workers documented			To document implementation of the targeted HIV testing model for migrating and mobile workers in key economic sectors of mining and timber.	
	Management Supportive supervisions to HCWs and peer educators conducted			To Conduct Management Supportive supervisions to HCWs and peer educators	
3	Decreased alcohol consumption and its related harm by 10% in the project areas by 2026	To Increase knowledge on Alcohol harm and NCD's by promoting behavior change to the communities	Increased awareness of the effects of alcohol and changes in alcohol-dependent behavior within communities	Community members have received information on Alcohol harm and NCD's	To conduct training on Alcohol and related problems economically, socially and healthy
				local leaders and villagers received seminar on bylaw formulation	To conduct seminars/ workshops with villagers on alcohol bylaws
				Villagers are taking informed decision on alcohol matters and entrepreneurship skills	To conduct seminars/ workshops with villagers on entrepreneurship skills
				Community members have received information/message on Alcohol effects	To conduct education campaign in three villages on Alcohol effects and importance of Alcohol by-laws/ legislation
				Ant alcohol program conducted Community members have been	To prepare and broadcast anti-alcohol programs and Covid19 message
				IEC prepared and Distributed Increased awareness on Alcohol harm among	Prepare and Distribution of IEC materials

				target group	
		To increase knowledge on alcohol effect among school children and take informed discussions regarding alcohol consumption behavior	Reduced number of school children who use alcohol and violating alcohol control laws in schools	School leaders are getting informed on Alcohol harm to children.	Conduct sensitization meeting with leaders and stakeholders surrounding schools
				Introduction of school regulation to prevent alcohol harm conducted.	
				School teachers get informed discussion regarding Alcohol harm and consumption behaviors	Training to School teachers on facilitation skills and knowledge on alcohol prevention
				School children attend sessions and get aware on Alcohol harm.	School children training sessions on alcohol effects
				Children are getting informed on Alcohol harm in relation to Child right.	To conduct debates, discussion and festival with students on Alcohol effects in schools
				Parents, local leaders and the whole community members are aware on Alcohol harm on relation to Child right protection.	To implement seminars on parental care and child rights
				To increase involvement of decision makers, duty bearers and local government in Alcohol control	Enacted and enforcements of alcohol by-laws within communities
		Increased participation of stakeholders in movements against Alcohol harm	To conduct Iringa alcohol network meetings at local level		
4	Increased accessibility of comprehensive care and support services to OVC/MVC by the end of 2026	To reduce number of children who are in the most vulnerable environment	Identified and enrolled of vulnerable children living in hard situations and access to essential services including reunification with their families	Vulnerable children identified	Identification of children who are in most vulnerable environment
				Rescued children provided with basic needs	To rescue children to emergence center for basic needs
				Psychosocial support to children provided	To provide psychosocial support through counseling sessions and informal life skills
				Children referred to health facilities for accessing health services	To link children to health facilities for health care and HTC services
		To maintain /strengthening relationship and care among children and their family members	Improved family relationship and care within family members	Family tracing conducted	To conduct Family tracing
				Reunification of children to their families conducted	To conduct Family reunification
				Family therapy support conducted Follow-up visits conducted	To provide family therapy support and follow up visit
				BIA and entrepreneurship training conducted.	To provide BIA and entrepreneurship training to reunified families
				Start up grants to caregivers provided	To provide start up grants to caregivers

				Linkages to IGA conducted	Linkages of reunified families to Income generating activities i.e VICOBA
				Scholastic materials to reunified children and siblings provided	Provision of scholastic materials to reunified children and siblings
		To empower youth living and working on street to become self-reliant	Increased care and support to youth living and working in streets	Youth who are living and working on street identified	Identification of youth who are living and working on street
				Informal life skills provided	Provision of informal life skills education
				Linkages to Health facilities for HTC services and family planning conducted	Linkages to health facilities for HTC services and family planning
				Linkages to vocational training collages and apprenticeship conducted	Linkages to vocational training collages and apprenticeship
				Startup grants and linkages to employment opportunities provided	Provision of startup grants and linkages to employment opportunities
		To advocate and lobby for most vulnerable children service and rights through linkages to SWO, PGCD and legal entities		Increased capacity of SWO, PGCD and legal entities to support most vulnerable children	Meetings with stakeholders for lobbying children rights conducted
			Referral for children conducted		Referring children to stakeholders for accessing legal services
			Legal services accessed to children		
		To provide capacity Building to Project Staff on project management	Increased skills of project staff in project implementation	Training on project implementation and child right to project staff conduct	Conduct training on project implementation and child right to project staff
		To conduct Situational Analysis for homeless children.	Accessed changes and project results	Baseline and End line surveys conducted	Conducting baseline and lend-line survey
5	Increased positive behavior change to children rescued from risk environment	To provide temporary shelter to children who are in the most vulnerable environment	Improved children living environment which access essential services	Rescued children provided with emergence shelter	To rescue children to short term shelter
				Short term shelter provided	Provision of short term shelter
		To provide Child core packages for strengthening children care and support at rehabilitation	Increased care and support to rescued children living in rehabilitation centre.	Psychosocial support provided to Children	Provision of psychosocial support
				Game and sport session conducted	To provide sports and games sessions
				COBET education provided to children.	To provide education through Complimentary Basic Education in Tanzania (COBET).
				Medical care provided	To provide medical care and

		centres		Children referred to health facilities for health services	linkages to health facilities
		To advocate and lobby for safeguarding rights and services for most vulnerable children	Increased services and involvement of stakeholders in Child safeguarding and protection	Meeting with stakeholders conducted	To conduct meetings with other stakeholders
				Children protection and safeguarding education conducted	To conduct child protection education sessions to children
				Participation to international events For child welfare conducted	To participate in relevant regional, national, and international events for children welfare
				Legal supported for children provided	To provide legal support to children in collaboration with other stakeholders
		To provide capacity building to project staff	Increased skills of project staff in lobbying and advocacy in Child safeguarding and protection	Training for child rights and safeguarding training to staff conducted	To conduct child rights and safeguarding training to staff
6	Improved accountability, transparency and efficiency of government officials in allocation of public resources in the agricultural sector by the end of year 2026	To escalate community awareness and participation through Public expenditure tracking system in Agriculture sector	Increased community participation in public expenditure tracking system in Agriculture sector	Enhanced credibility and transparency in agricultural sector and agricultural policy management	To conduct discussion and Symposium at Ward level with district CMT personnel, Key development stake holders
				Increased experience on challenges and weakness on Public Expenditure System in Agriculture sector	To conduct Multi sectoral and technical seminars
				Improved capacity in managing agricultural fund and the public expenditure in agriculture	To conduct Opportunity and Obstacles to Development (O&OD) reviews
				Improved capacity in planning methodologies in managing fund and public expenditure in agriculture	To conduct planning methodology reviews
				Presence of analytical documents which incompatatate the previous one and the coming budget.	To conduct lobbying and advocacy
				Improved budget reallocation in Agriculture sectors.	To conduct budgetary reviews
		To ensure budgetary allocation, Equitable and guarantee of distribution of public resources in the	Increased government accountability, transparent and efficient in budgetary allocation and distribution of public resources in Agriculture	Analytical budget document which incompatatate the current and the coming budget.	To conduct joint meeting between LGA officials, pets committee members and ward development stakeholders for developing sustainable pets strategic plan, MOU's to incorporate pets in ward development projects
				Pets committees formed at ward levels.	To conduct formation of pets committees

		agricultural sector	sector	Improved capacity in accountability and integrity in managing agricultural fund.	To conduct capacity building
		To develop the capacity of local leaders in having technique and knowledge	Increased local leaders knowledge on public in monitoring public expenditure in agriculture	Training on PETS to local leaders and development stakeholders conducted	To conduct PETS training to development stakeholders on concept of PETS and the importance to incorporate pets in ward developments projects
				Increased knowledge, attitude and practice of Local farmers	To conduct capacity building
				Increase of rate of conformity to the public expenditure allocated in agriculture sector.	To conduct lobbying and advocacy
		To Increase awareness on public in monitoring public expenditure in agriculture and increase of rate of conformity to the public expenditure allocated in agriculture sector	Increased community awareness on public in monitoring and conformity rate to the public expenditure allocated in agriculture sector	Displayed and distributed of IEC materials in all public areas within Project area.	To conduct Public gathering meetings on follow up through Public Expenditure Tracking System (PETS)
				Increased understanding of status and management of Agriculture input	To conduct Capacity building
				Broadcasted PETS programs and adverts produced and aired	To create radio programs and adverts for community follow-up on PETS in Agriculture
7	Improved National effort on managing and protecting Environment and forest for sustainable climatically conditions	To increase participation of youth and communities on forest management and protection	Increased youth and communities participation in forest management and protection	Workshop prepared and conducted	Preparation and implementation workshop activities
				Increased awareness on forest management	Facilitating sensitization meetings in wards of Iringa region for awareness rising
		To undertake forestation and reforestation by planting tree seedlings on cleared land in rural areas	Increased youth and communities participation in reforestation by planting tree seedlings on cleared land in rural areas	Trainings on tree reforestation and demonstrations conducted	Conduct training through Participatory Learning and Action approach towards tree reforestation and making demonstrations
				Trees distributed to Youth and Communities Positive response from community and Youth	Facilitate the collection of tree seedlings and plant them or distribute to youth and communities for expanding tree plantation
		To participate and involve stakeholders in management and protection of environmental impacts from climate change	Increased communities participation and stakeholders involvement in management and protection of environmental impacts from climate change	Increased awareness on climate change management	Conducting training on climate change management and protection at ward, councils and regional levels
				Increased knowledge/awareness on Environmental Conservation	Undertaking monitoring and evaluation throughout implementation duration
				Materials disseminated and reported	To write and disseminate information and reports to stakeholders
To conserve better	Increased awareness on	Environmental conservation education	Promoting environmental conservation through		

		environment and improving live hood for the community	Environmental Conservation	and practices conducted	education and practices
				Empowered families with entrepreneurship skills through environmental conservation	Empowering families' economy and creating job opportunities
				Increased awareness on Environmental conservation	Create knowledge and awareness on environmental conservation
8	Successfully established and demonstrated a sustainable model for improving water supply, Hygiene and sanitation in rural areas and primary schools	To bring behavior change in the communities with respect to WASH by promoting low cost WASH facilities	Increased awareness in WASH among the communities	Awareness intervention within the communities conducted	Creating awareness to communities on issues relating to WASH
				Availability of hygiene and sanitation facilities	Development of child friendly hygiene and sanitation facilities
		Creating awareness on the linkage between proper hygiene/sanitation and both individual and community health	Increased linkage for proper hygiene/sanitation and community health	IEC materials designed and distributed	Designing and distribution of IEC materials
				Provided teaching WASH curriculum.	Linkages and collaboration with Government and other stakeholders
				-Provided awareness to the community -Increased number of wash campaign	To conduct community mobilization
		To improve hygiene practices in school and out of school children	Increased knowledge in WASH practices among in school and out of school children	Existence of WASH clubs in the communities	Formulation of WASH volunteers coalition/clubs
				Training on WASH conducted and Increased awareness	Conduct training / Education on WASH
				Schools and WASH points identified and improved WASH.	Identification of schools and WASH points.
		To develop safe water source to poor communities in rural areas	Increased safe water sources to communities in rural areas	Availability of communal water points	Construction of communal water points
				M&E conducted	Conduct monitoring and evaluation on project activities proceeding
		To improve hygiene practices and environmental sanitation condition for poor communities in rural areas	Increased access of hygiene practices and environmental sanitation condition in rural areas	Base line survey conducted	Conduct situation analysis/base line survey
				Availability of latrines	Construction of latrines and solid waste in schools and community areas
				Solid waste management improved and BIOGAS implementation	Starting long – term sanitation/solid waste management program and BIOGAS products
		To build community capacity to operate and manage their water supply	Increased community capacity to operate and manage their water supply	Training conducted and water sources drilled	Stakeholders training for project supporting team and drilling of water sources
				Clubs initiated and increase environmental harmony and	Initiation of environmental clubs for discussion places

		system	system	consciousness.	
				Developed and Improved water management and long term action plans.	Education and promotion of proper water management and develop long – term action plan for long – term activities
9	Established Non-formal Education Centers in the targeted community, that are easily and accessible for vulnerable children to cover the basic primary school or Vocational Education curriculum in non-formal education	To mainstream the children to the appropriate classes in the nearby formal schools	Increased opportunities for children to join classes in the nearby formal schools	Recruited staff and facilitators	Recruitment of the facilitators and staff
				Guidelines adopted & printed from Government syllabuses	Adoption of guidelines and training materials
				Identified formal Schools	Identification of nearby formal schools
				Children enrolled and linked formal schools	Enrollment of children and link to formal schools
		To educate the drop-outs from formal education	Increased drop-outs education capacity from formal education	Local learning center facilitators Selected and trained	Selecting and training local learning center facilitators
				Dropout vulnerable children Identified and enrolled	Identification and enrollment of dropout vulnerable children
				Children referred and linked to formal schools	Referrals and linkages of children to formal schools
				Developed guidelines and training materials	Development of guidelines and training materials
				Guidelines and training materials	Development of guidelines and training materials
				Startup kits for vocational training students provided	Provision of startup kits for vocational training students
		To provide vocational skills, life-skills education and counseling	Developed technical skills and employability among trained youth through vocational centres	Recruited students	Recruitment of students interested to join vocational training
				Counseling sessions conducted	Provision of life skills and counseling sessions
				Study visit conducted	Conduct study visits and practical learning out of school.
				Increased learning skills	
To raise the social and scientific awareness	Increased social and scientific awareness among vulnerable children	Increased awareness on parenting and entrepreneurship skills	Train parents, guardians, authorities and facilitators in community on child protection/rights, poverty reduction, gender and social parenting		
		Stakeholders meetings to support and care of vulnerable children development conducted	Conduct stakeholders meetings to support and care of vulnerable children development.		
10	Ensured roles and needs of women and men, and addressed any gender inequalities so that women and men can equally, access, participate in and benefit	To promote effective gender mainstreaming within communities by addressing the existing gender gaps, women's and men's specific needs and	Decreased existing gender gaps and inequalities within communities	Advanced gender equality in projects and communities	Assess and categorize the project's potential to integrate gender dimensions and contribute to the advancement of gender equality
				Collected and analysed data	Collect and analyse sex-disaggregated data and qualitative information to understand roles and needs of women and men
				Developed training curricula and tools	Conduct capacity building activities, ensure training

	from the resources, services, capacity building and other activities offered within the communities	provision of information on gender aspects		Conducted capacity building activities	curricula and tools are developed to accommodate the different education/skill levels that may exist between women and men
				Women and men incorporated in activities and decision processes	Incorporate mechanisms to ensure gender balanced representation and participation in project activities and decision-making processes
				Awareness outreach activities conducted	Conduct targeted awareness outreach activity to increase women's participation in project activities
				Developed performance indicators	Develop gender-specific targets or performance indicators that track gender results and impact
				Accounted adverse impacts or risks	Take into account any adverse impacts or risks that may affect the equal access to, equal participation in and/or equal benefit from project activities among women and men
				Gender equality in management and projects arrangements implemented	Ensure equal opportunity for women and men in the management and implementation arrangements of project
	To empower women and girls for advancement of entrepreneurship skills and employability	Improved women and girls social economic status and employability within communities	Awareness rising activities conducted	Conduct targeted awareness outreach activity to increase women's participation in economic activities	
			Increased women participation in economic activities		
			Allocated fund for women's empowerment activities	Allocate sufficient financial resources for gender equality and women's empowerment activities	
			Building capacity conducted to staff and beneficiaries	Capacity building to staff and beneficiaries on entrepreneurship skills and business management	
			Identified and consulted groups on project formulation	Identify and consult with women/gender groups, associations or stakeholders on project formulation	
11	Improved communities' capacity to secure their own food, nutrition and income at household level to alleviate poverty	To empower the local people with knowledge to harness their potential in order to raise their living standards, to make them healthy and environmentally conscious	Increased local people's knowledge to harness their potential in order to raise their living standards, to make them healthy and environmentally conscious	IEC materials developed, Theatre performance done and Awareness increased among the farming communities.	To bring awareness on the dangers of conventional farming based on synthetic external inputs
				Training on organic farming techniques and practices conducted	To identify and train interested farmers groups on organic farming techniques and practices in order to reclaim the ecological status of the project area and achieve sustainability in food production

				Monitoring and follow up sessions /Visits conducted.	To monitor and follow up trained farmers to ensure compliance with the learnt organic farming techniques and practices
				Exchange learning visits conducted	Conduct exchange learning Visits
				Managerial skills acquired.	To assist farmers acquire managerial skills on information, sharing and networking
				M&E conducted.	Monitoring, Evaluation and Reporting
		To Increase food production and diversification of the present farming system so as to attain sustainable food security	Enhanced food production and diversification of the present farming system so as to attain sustainable food security	Production of crops increased	To Increase the production of crops so as to attain production level for food and business
				Increased livestock through seed giving approaches.	To raise livestock (Cow, goat, Poultry and piggery) through seed giving approaches
				Production capacity increased.	To strengthen the productive capacity of the women and youth members
12	To build IDYDC strengths of quality services and enhance organisational capacity to fulfill mission and vision	To ensure a positive and robust Human Resource Management system that supports the development of IDYDC and satisfying work life for all staff	Increased capacity of Human Resource Management system that supports the development of IDYDC and satisfying work life for all staff	Functional organization structure	Foster commitment to the IDYDC organisational structure
				New recruited staff	Recruit and select the "right" people who create "success" for our clients and our organisation.
				Increased staff skills and expertise	Provide opportunities for IDYDC to develop a broad set of skills and expertise to support positive outcomes.
				Developed and implemented succession plan	Develop and commit to a career development and succession program
				Staff incentives provided	Commit to the good working environment, motivation and Safety of all staff
		To build sufficient resources to be sustainable and achieve growth over the next five years	Improved IDYDC resources sustainability for growth achievement	Improved revenue portfolio	Maintain and maximize a diverse and well balanced portfolio of revenue sources.
				Improved Financial reporting systems	Continuous improvement and development of our financial reporting systems.
				Capital reserve established	Build capital reserves through current and alternative financial strategies.
		Commitment to decision making and financial stewardship that reflects the organisation's values and strategic priorities	Increased board and management capacity in decision making and financial stewardship	Resource mobilization plan and strategies developed	Ensure long term sustainability and financial security.
				Improved resource safeguarding	Maximise and safeguard the resources of IDYDC.
				Decisions on organization's matters conducted	Provide effective, efficient and ethical decision making.
				Decisions on organization's matters conducted	Provide transparent and accountable decision making.
			Improved leadership responsibility	Provide dynamic, well-informed and responsible leadership.	

	To continue review, adopt and integrate technology, enhance awareness, engagement and communication to enhance service quality and efficiency	Improved organisation capacity in new technologies, branding and communication for enhancement of service quality and efficiency	Increased awareness and recognition	Increase awareness and recognition of our services and brand with communities and stakeholders through ongoing profile development.
			Stakeholders engaged	Proactively engage current and potential stakeholders, clients and communities.
			IEC materials developed and distributed	Develop key messages, tailored for specific groups and create multiple channels for integrated communication of these messages.
			New technologies established and utilized	Effectively utilise existing and new technologies to meet organisational needs.
			New technologies invested	Invest in technologies for economic returns and increased service quality.
			Increased in technology innovation	Lead, innovate and combine technologies to become the benchmark for other organisations.
	To develop partnerships with other service providers, key influencers and research organisations	Increased partnerships with other service providers, key influencers and research organisations	NGO Coalition developed	Partner with other NGO's to deliver quality services.
			Agencies and service providers engaged with IDYDC	Work with other agencies and service providers to benefit our clients.
			Research organization and expert engaged with IDYDC	Engage with research organisations and experts to contribute to programs development and statistics.
			Organizations adopted an IDYDC methodologies	Train other Organisations in the methodologies we have successfully implemented.
			Jointly advocacy intervention conducted	Work with other NGO's/networks to advocate for the welfare of children youth and community.
			International partner engaged with IDYDC	Work with our international partner NGOs to assist with projects and give our clients and staff a global view.

## 10.2.Target Areas

In line with IDYDC strategic plan, the implementation areas will be held in Iringa region and other regions of Tanzania mainland; selection of project location will depend on the needs of the target audience (beneficiaries) and the community depending on identified problem, project research, type of project, availability of project funding, the government plans/priorities and the needs and interest of project sponsors.

## 10.3. Strategic methodology/Approach

IDYDC will use the following components while implementing the methodology to achieve the expected results:

### i. Social behaviour Change Communication (SBCC) - Awareness and Education:

IDYDC is committed in promoting changes in knowledge, attitudes, norms, beliefs and behaviours through coordination of messages and interventions/activities to reach multiple lives of society, including individuals, community and services deliveries. IDYDC will set different interventions that analyzing the problems in order to motivate changes and desire behaviours. IDYDC strategies will set the behaviour communication objectives; establish

intended audiences and determining consistent messages, materials and activities across channels.

**ii. Community Based Approach (CBA):**

IDYDC will promote community to be inclusive and protective of its members; socially controlling particularly minorities and marginalized groups to express their opinions and claim their rights. IDYDC will work in partnership with community and coordinate service deliveries at all levels during all stages of strategic cycle by recognizing the resilience, capacities, skills and resources to deliver protection, solutions and support the community's own goals. IDYDC will use lobbying and advocacy for supporting issues and persuading government and decision makers on the processes that aimed in achieving some specific results; motivating and mobilizing the community for specific problems where they can devote their time, expertise and resources available to reach the desired change.

**iii. Football for Hope/Good:**

IDYDC will use football as a tool for social change/development that makes influence to young people most capable of changing and improving society; unites people of all races, ages and background to change behaviour and attitudes, provides training and skills courses to people at risks. Football under Edu-programs includes both genders and bringing results, build relationship on the field, leading to decrease social problems and increase in social mobility.

**iv. Building sustainable community:**

IDYDC intend to improve social-economic status of people/community both in urban and rural villages with the purpose of increasing sustainable livelihood opportunities and significantly affect the lives of community groups in their income generating activities, public health, livelihood security, self employability and capacity building support.

**10.4. Resource mobilization:**

Resource mobilization is critical to IDYDC for the following reasons; ensures the continuation of your organization's service provision to clients, support organizational sustainability and allows for improvement and scale-up of products and services the organization currently provides.

**RESOURCE MOBILIZATION STRATEGY/ACTION PLAN**

S/N	RM INITIATIVES (STRATEGY)	STRATEGIC ACTION (ACTIVITIES)	TIMELINE	RESPONSIBLE AUTHORITY
1	Maintaining existing Donors/ Partners and increase income by securing new Donors/Partners.	Prepare proposals and outline the needs	By July 2022 - 2026	ED and POs
		Developing fundraising activities	By January of 2022 - 2026	ED and POs
		Adherence of Donors requirement (Entering in donor's shoe)	By October 2022	Executive Director
		Conducting Donors meeting to present strategic plan and seeking partnership	By July 2022	Executive Director and Consultant
2	Seek corporate partners who are willing to support projects/activities	Mapping potential companies that are interested to support.	By May 2022	Executive Director
		Prepare proposal outlining needs, benefits and type of their support	By June 2022	ED and POs
		Prepare and present materials for publicity and	By December 2022	ED, ICTs and POs

		networking		
3	Finding opportunities and seek service contacts for generating income.	Engage officials and influential people in the cause.	By July 2022 - 2026	ED and Board
		Bid for project announcements i.e magazines, websites, internet etc.	By January - December 2022 2026	ED and POs
		Prepare fliers, training fees, consultancy works, etc.	By June 2022 - 2026	Executive Director
4	Raising fund for worthiness and sustainability of the organization.	Organize dinner, campaigns (Harambee) and different donation events.	By December 2022 - 2026	Executive Director
		Prepare concept notes and one pager briefing for seeking sponsorship.	By April 2022	ED, ICTs and POs
5.	Improving membership structure for which an annual fees is payable.	Update the existing database of members.	By January 2023	ED and Board
		Create membership structure with attractive benefits.	By March 2023	Executive Director
6	Increase organisation capacity and efficient to manage projects with best practices	Improve existing IGAs (Micro-credit, Conference hall and Radio)	By December 2022	ED and POs
		Establish effective communication i.e phone, emails, website, one to one meetings etc.	By December 2022	ED, Pos and ICT officer
		Involve philanthropist and other local supporters to contribute their resources.	By June 2022 - 2026	ED,POs and Board

## 11. Logical Framework of the Strategic Plan

**Objective 1:** Improved community health status by transforming social cultural norms and supporting the adoption of healthier behaviors.

Strategies	Series of activities	Inputs	Budget in TZS ('000)	Source of fund	Output	Timeline	Targets/ indicators	Means of verification
To decrease the number of HIV/Aids/STI's Infection rates and drug abuse among In and out of school youth	HIV testing events	Fund, Trained coaches, Staff, LGA Staffs, venue, testers transport	48,000	Donor,	<ul style="list-style-type: none"> <li>•Counseling session conducted,</li> <li>•Youth tested HIV</li> <li>•Referrals provided.</li> </ul>	Once per annual	1000 number of youth participate	<ul style="list-style-type: none"> <li>• Activity report</li> <li>• Testing kits</li> <li>• Registers</li> </ul>
	Mentor Relationship between coach and Participants	Coaches Kits (equipment), fund, staff, facilitators, transport	60,000	Donor	Mentor ship session conducted	Twice per week	560 number of session conducted	<ul style="list-style-type: none"> <li>• Checklist</li> <li>• Reports</li> </ul>
	Play-based activities on malaria prevention and treatment.	Training manual, staff, fund, bed nets, testers, transport	30,000	Donor	<ul style="list-style-type: none"> <li>•Target group informed on malaria prevention</li> <li>•Youth tested for malaria,</li> <li>•Bed net distributed</li> </ul>	Once per annual	1000 number of youth participate	<ul style="list-style-type: none"> <li>• Activity report</li> <li>• Testing kits</li> <li>• Registers</li> </ul>
	To conduct community Youth dialogue and debate	Fund, IEC materials, Staff, facilitator's and LGA, Venue, transport	25,000	Donor	Community members increased awareness on CD and NCD	Four dialogue session per year	500 youth participate	<ul style="list-style-type: none"> <li>• Reports,</li> <li>• Registration forms</li> </ul>
	To prepare IEC (Information Educational and Communication) materials.	Designer, fund,	12,000	Donor	<ul style="list-style-type: none"> <li>•IEC materials printed and distributed,</li> <li>•Community members get informed on CD and NCD</li> </ul>	Quarterly	200 IEC materials distributed	Distribution form.
	To conduct meeting for football events planning	Transport, coaches, venues, staffs, fund and sports kits	10,500	Donor	Football tournament conducted	Quarterly	20 teams participate	Reports.
To increase ability of individuals to practice	To Design and print Information Education Communication	Fund, curriculum, designer,	17,500	donor	<ul style="list-style-type: none"> <li>•IEC materials printed and distributed,</li> <li>•Community</li> </ul>	Quarterly	250 IEC materials distributed	Distribution forms

health behaviors	materials				members get informed			
	Prepare radio programs/segment on health issues.	Facilitators, Fund	15,000	Donor, IDYDC	Availability of multimedia platforms	Quarterly	<ul style="list-style-type: none"> <li>• 180 radio sessions</li> <li>• 360 jingles get informed</li> </ul>	Quarterly/annual report
To strengthen communities ability to support the practice of desired health	Conduct Training/seminars to community volunteers on health issues	Fund, Stationary materials, venue, Facilitator, peer champions & community health workers, Transport allowance.	40,000	Donor	Capable of derivable messages on health issues Community awareness	Twice years	80 participants trained	<ul style="list-style-type: none"> <li>• Reports ,</li> <li>• Attendance register</li> </ul>
	To conduct sports sessions events	Sport tools, training manuals, coaches, youth, pitch, transport allowance, fund	32,000	Donor	Awareness on health issue	Quarterly	1000 community participate	<ul style="list-style-type: none"> <li>• Reports,</li> <li>• Register forms</li> </ul>
	To participate different existing campaigns	Fund, Public Address, Facilitators, theatre groups, local leaders, Transport cost	360,000	Donor	Awareness on health issue	Quarterly	1000 community participate	<ul style="list-style-type: none"> <li>• Reports,</li> <li>• Register forms</li> </ul>
	Conduct Inter-person Communication session through CHW/super fans	Curriculum, Information education Communication materials. Transport,	30,000	Donor	Sessions conducted on health issue	Monthly	3456 session conducted	Reports,
	Monitoring and supervision into project areas	Monitoring tools, Transport, fund	60,000	Donor, IDYDC	Project performance	Per year	16 supporting supervision conducted	<ul style="list-style-type: none"> <li>• Reports</li> <li>• Monitoring tools.</li> <li>• Check list.</li> </ul>
To enhance health communication systems to coordinate and implement interventions	To participate in CCHP to include SBCC activities in the District plan	Fund, Public Address, Facilitators, theatre groups, local leaders,	12,000	Donor, IDYDC, LGA	Participated in CCHP events organized	Semi-Annual and annual	120 CCHP events participated	<ul style="list-style-type: none"> <li>• Reports.</li> <li>• Registration forms</li> </ul>

**Objective 2:** Promoted health behaviours and increase uptake of preventive services, HIV/TB testing & treatment and product for immunizations, antenatal care, malaria, FP and Nutrition

Strategies	Series of activities	Inputs	Budget in TZS ('000)	Source of fund	Output	Timeline	Targets/ indicators	Means of verification
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To establish strong, evidence-based linkages between communities and facilities, track and document health level outcomes	To address needs in the specific thematic areas such as PLHIV to increase patient literacy around the importance of adherence to treatment (HIV/TB) and viral load suppression	Staff, CHWs, funds, transport, IEC materials, equipments	580,200	Donors, IDYDC, Stakeholders, Government	Increased number of PLHIV patients adhere to treatment and viral load suppression	2022 - 2026	# of PLHIV patients reached	<ul style="list-style-type: none"> <li>• Referral forms.</li> <li>• Data collection tools.</li> <li>• Reports</li> </ul>
	To ensure adherence to the continuum of care, improved health seeking behaviours and other health behaviours essential to pregnant women, mothers and newborns	Staff, CHWs, funds, transport, IEC materials, equipments, stationery	235,830	Donors, IDYDC, Stakeholders, Government	Pregnant women, mothers and newborns attended to health facilities for health services.	2022 - 2026	% of Pregnant women, mothers and newborns attended to health facilities for health services	<ul style="list-style-type: none"> <li>• Referral forms.</li> <li>• Data collection tools.</li> <li>• Reports</li> </ul>
	To increase male involvement in FP and generate demand for long-acting and reversible contraception and permanent methods	Staff, CHWs, funds, transport, IEC materials, equipments, stationery	438,260	Donors, IDYDC, Stakeholders, Government	Increased number of male involved in FP services	2022 - 2026	# of male involved in FP services	<ul style="list-style-type: none"> <li>• Referral forms.</li> <li>• Data collection tools.</li> <li>• Reports</li> </ul>
To increase access to comprehensive reproductive, maternal, newborn and child health services by strengthen referral systems between	To collaborate and establish effective referrals and linkages with other community partners, health facilities and institutions to provide a comprehensive integrated package of services to the target group	Staff, CHWs, funds, transport, stationery, equipments	551,250	Donors, IDYDC, Stakeholders, Government	Provided referrals and linkages to community partners, health facilities and institutions for comprehensive integrated package of services	2022 - 2026	# of referrals and linkages to community partners, health facilities	<ul style="list-style-type: none"> <li>• Referral forms.</li> <li>• Data collection tools.</li> <li>• Reports</li> </ul>

communities and facilities	To conduct community mobilization to increase health seeking behaviour for service demand and attendance outreach CTC/PMTCT clinics, ART literacy, HIV&VL testing, stigma and discrimination reduction	Staff, CHWs, funds, transport, IEC materials, Community mobilizers, stationery, testing materials	536,737	Donors, IDYDC, Stakeholders, Government	Increased number of health seekers for health services to CTC/PMTCT clinics and health facilities	2022 - 2026	# of health seekers for health services to CTC/PMTCT clinics and health facilities	<ul style="list-style-type: none"> <li>Referral forms.</li> <li>Data collection tools.</li> <li>Reports</li> </ul>
	To document and report on program indicators and use of collected data	Staff, CHWs, funds, transport, stationery, equipments	446,390	Donors, IDYDC, Stakeholders, Government	Documents and reports on indicator and data collected produced	2022 - 2026	# of documents and reports produced	<ul style="list-style-type: none"> <li>Data collection tools.</li> <li>Reports</li> </ul>
A scalable HIV testing model for migratory and mobile workers targeting men and vulnerable adolescent boys and girls developed and implemented	To Conduct stakeholders' consultation meeting in Iringa region (involving Iringa RS and Mufindi DC) for the development of the targeted HIV testing model among men, vulnerable adolescent and young people in hotspots within camps	<ul style="list-style-type: none"> <li>Stake holders (Implementing partners, government officials and workers union)</li> <li>Budget for the activity</li> </ul>	25,000	1. IDYDC supportive incentives 2. Stakeholders and Project partners	Stakeholders meetings at council levels for the development of the targeted HIV testing model conducted	2022 - 2026	# of Stakeholders meetings at council levels	<ul style="list-style-type: none"> <li>Data collection tools.</li> <li>Reports.</li> <li>Participant list</li> </ul>
	To Orient Health care workers on undertaking HIV testing targeting vulnerable adolescents and young people in hotspot locations in Mufindi district.	Human resources and the budget for the activity.	30,000	1. IDYDC supportive incentives 2. Stakeholders and Project partners  partners	Orient to Health care workers on undertaking HIV testing in hotspot locations conducted	2022 - 2026	# of Health care workers oriented	Conducting frequent facilitation and trainings to Health Care Workers on a rolling basis.

To increase HIV testing coverage by 2% among vulnerable adolescent boys and girls in remote hotspot locations in key economic sectors i.e. timber and mining	Support HCWs to undertake outreach HIV testing	Human resources and the budget for the activity.	480,000	1. IDYDC supportive incentives 2. Stakeholders and Project partners	Outreach HIV testing conducted through CHWs	2022 – 2026	# of Outreach HIV testing conducted	Conducting supportive supervision in the targeted hotspot sites to ensure implementation and effectiveness of the activities.
	To Support strengthening of existing peer groups for targeted HIV testing among men, vulnerable adolescents and young people in Iringa region	Human resources and the budget for the activity.	454,000	1. IDYDC supportive incentives 2. Stakeholders and Project partners	Increased number of migratory and mobile workers who test HIV in remote hotspot locations.	2022 - 2026	# of migratory and mobile workers who test HIV	- On site facilitation and promotion of behavior change communication to the peer groups in the respective region.
To improve engagement of the local government authorities through the health care system to create the linkage of HIV testing, care and treatment within the informal sector workplaces in remote hotspots.	To Support HIV implementation to the targeted model for HIV testing among men, vulnerable adolescents and young people in Iringa region	<ul style="list-style-type: none"> <li>• Community influential people</li> <li>• Human resources and the budget for the activity.</li> <li>• coordination meetings with RHMT/ CHMT</li> </ul>	250,000	1. IDYDC supportive incentives 2. Stakeholders and Project partners	HIV testing among men, vulnerable adolescents and young people conducted	2022 - 2026	# of men, vulnerable adolescents and young people tested HIV	- On site facilitation, advocacy and promotion of behavior change communication to the peer groups in the respective region.
To improve	To Support	<ul style="list-style-type: none"> <li>• Government officers</li> </ul>	130,000	1. IDYDC	Quarterly joint	2022 -	# of joint	Physical data

programme Management and Monitoring	quarterly joint supportive supervision with local government authorities to monitor the implementation of the targeted HIV testing among the intended population	<ul style="list-style-type: none"> <li>Human resources and the budget for the activity.</li> <li>Transport</li> </ul>		supportive incentives 2. Stakeholders and Project partners	supportive supervision with local government authorities conducted	2026	supportive supervision conducted	collection in health facilities with vivid verification of the previous reported data by the facility.
	Development of the M&E Tools	Stationery	20,000	1. IDYDC supportive incentives 2. Stakeholders and Project partners	M&E Tools developed	2022 - 2026	# of M&E Tools developed	M&E documentations
	To document implementation of the targeted HIV testing model for migrating and mobile workers in key economic sectors of mining and timber.	<ul style="list-style-type: none"> <li>Stakeholders (working partners)</li> <li>Human resources and the budget</li> <li>Youths in the hotspots vulnerable to HIV infections</li> </ul>	25,000	1. IDYDC supportive incentives 2. Stakeholders and Project partners	Implementation of the targeted HIV testing model for migrating and mobile workers documented	2022 - 2026	# of targeted HIV testing model for migrating and mobile workers documented	Through Peer Educator's Registers and Community HTS counter books in the health facilities.
	To Conduct Management Supportive supervisions to HCWs and peer educators	<ul style="list-style-type: none"> <li>Stake holders (Implementing partners, government officials and workers union)</li> <li>Human resources (field staff, HCWs &amp; PE) and the budget.</li> <li>Transport</li> </ul>	60,000	1. IDYDC supportive incentives 2. Stakeholders and Project partners	Management Supportive supervisions to HCWs and peer educators conducted	2022 - 2026	# of Management Supportive supervisions conducted	Activity reports, Narrative reports

**Objective 3:** Decreased alcohol consumption and its related harm by 10% in the project areas by 2026.

Strategies	Series of activities	Inputs	Budget in TZS ('000)	Source of fund	Output	Timeline	Targets/ indicators	Means of verification
To Increase knowledge on Alcohol	To conduct training on Alcohol and related problems	Trainers/ facilitator, Participants, Fund, Transport, Stationery, Venue	125,000	Donor & IDYDC	Community members have received	Quarterly	<ul style="list-style-type: none"> <li>875 local leaders trained.</li> <li>1100 community</li> </ul>	<ul style="list-style-type: none"> <li>Activity Reports</li> <li>Participant's registration</li> </ul>

harm by promoting behavior change to the community	economically, socially and healthily	and Project staffs.			information on Alcohol harm		members trained	form •Trainer's contract
	To conduct seminars/ workshops with villagers on alcohol bylaws	Trainers/ Facilitator, Participants, Project staffs, Fund, Transport, Stationery, Venue	100,000	Donor & IDYDC	local leaders and villagers received seminar on bylaw formulation	Quarterly, Annually	<ul style="list-style-type: none"> <li>•875 local leaders attended workshops.</li> <li>•Number of bylaws formulated</li> </ul>	<ul style="list-style-type: none"> <li>•Participants Registration form</li> <li>•Facilitator's contract</li> <li>•Activity report</li> </ul>
	To conduct seminars/ workshops with villagers on entrepreneurship skills	Facilitator, participants, Fund, Project staffs, Transport, Stationery and Venue	60,000		Villagers are taking informed decision on alcohol matters and entrepreneurship skills	Quarterly	625 Alcohol sellers/producers attended workshop	<ul style="list-style-type: none"> <li>•Participants Registration form</li> <li>•Facilitator's contract</li> <li>•Activity report</li> </ul>
	To conduct education campaign in three villages on Alcohol effects and importance of Alcohol by-laws/ legislation	Transport, Public address	150,000	Donor & IDYDC	Community members have received information/message on Alcohol effects		<ul style="list-style-type: none"> <li>•Number of villages reached.</li> <li>•Number of events conducted.</li> <li>•Number of Local leaders participated.</li> </ul>	Activity Report
	To prepare and broadcast anti-alcohol programs and Covid19 message	Media, staff, fund	100,000	Donor & IDYDC	Ant alcohol program conducted Community members have been	Quarterly	120 Ant alcohol programs conducted 10 ant alcohol messages produced (Jingles)	Quarterly /Annual report
	Prepare and Distribution of IEC materials	Staff, consultants, fund, stationery	25,000	Donor & IDYDC	IEC prepared and Distributed Increased awareness on Alcohol harm among target group	Annually	7180 pieces of Brochures and Posters distributed	Annual Report Procurement documents Distribution form
To increase knowledge on alcohol effect among school children	Conduct sensitization meeting with leaders and stakeholders surrounding schools	Human resource (staffs), Local leaders, fund, Transport, Stationery, Venue	80,000	Donor & IDYDC	School leaders are getting informed on Alcohol harm to children. Introduction of school regulation to prevent alcohol	Quarterly	Number of Leaders/stakeholders participated Number of school relation introduced	Activity Report Registration form

and take informed discussions regarding alcohol consumption behavior					harm.			
	Training to School teachers on facilitation skills and knowledge on alcohol prevention	Trainers/Facilitator Fund, Stationery, Venue, Transport, school participants	125,000	Donor & IDYDC	School teachers get informed discussion regarding Alcohol harm and consumption behaviors	Annually	<ul style="list-style-type: none"> <li>• Number of School teachers trained</li> <li>• Number of training manual distributed</li> </ul>	<ul style="list-style-type: none"> <li>• Participants Registration form</li> <li>• Facilitator's contract</li> <li>• Activity report</li> <li>• Distribution form</li> </ul>
	School children training sessions on alcohol effects	Volunteers, Transport, Fund, Children team	100,000	Donor & IDYDC	School children attend sessions and get aware on Alcohol harm.	Quarterly	Number of school sessions conducted.	<ul style="list-style-type: none"> <li>• Pre and Post test</li> <li>• Activity Report</li> </ul>
	To conduct debates, discussion and festival with students on Alcohol effects in schools	Public Address, Theater Groups, Information Education Materials, Transport, fund, Participants.	124,000		Children are getting informed on Alcohol harm in relation to Child right.		<ul style="list-style-type: none"> <li>• Number of events conducted</li> <li>• Number of people participated</li> </ul>	<ul style="list-style-type: none"> <li>• Activity Reports</li> <li>• Distribution List</li> </ul>
To implement seminars on parental care and child rights	Trainers, participants, Fund, Transport, Stationery, Venue, project staffs.	135,000	Donor & IDYDC	Parents, local leaders and the whole community members are aware on Alcohol harm on relation to Child right protection.	Annually	Number of Parents attended seminar.	<ul style="list-style-type: none"> <li>• Participants Registration form</li> <li>• Facilitator's contract</li> <li>• Activity report</li> <li>• Distribution Form</li> </ul>	
To increase involvement of decision makers, duty bearers and local government in Alcohol control within Iringa Region	Conduct forum on alcohol regulation and control with councilors, government officers and ward officers	Venue, Transport, Project staffs, Fund, participants.	150,000	Donor & IDYDC	Forum on alcohol regulation and control conducted		<ul style="list-style-type: none"> <li>Number of initiatives done</li> <li>Number of participants</li> <li>Number of meetings conducted</li> <li>Number of Forums conducted</li> </ul>	<ul style="list-style-type: none"> <li>• Activity Report</li> <li>• Registration Form</li> <li>• Moderator's contract.</li> </ul>
	To conduct Iringa alcohol network meetings at local level	Project staffs, Venue, Transport, Fund, participants.	60,000	Donor & IDYDC	Increased participation of stakeholders in movements against Alcohol harm		<ul style="list-style-type: none"> <li>Number of Meetings conducted</li> <li>Number of initiatives' done</li> <li>Number of CSO/groups participated</li> </ul>	<ul style="list-style-type: none"> <li>• Participants Registration form</li> <li>• Activity report</li> </ul>

**Objective 4:** Increased accessibility of comprehensive care and support services to OVC/MVC by the end of 2026

Strategies	Series of activities	Inputs	Budget in TZS ('000)	Source of fund	Output	Timeline	Targets/ indicators	Means of verification
To reduce number of children's who are in the most vulnerable environment	Identification of children who are in most vulnerable environment	<ul style="list-style-type: none"> <li>• Staff</li> <li>• Stakeholders</li> <li>• PGCDO</li> <li>• Footballs</li> <li>• Pitch</li> <li>• Transport , communication and meals allowance</li> <li>• Children</li> </ul>	25,450	<ul style="list-style-type: none"> <li>•Donors</li> <li>•Government</li> </ul>	Vulnerable children identified	2022-2026	600 children identified and enrolled into the programme	<ul style="list-style-type: none"> <li>•Quarter reports</li> <li>•enrollment forms</li> <li>•M&amp;E Database</li> <li>•Assessment forms</li> </ul>
	To rescue children to emergence center for basic needs	<ul style="list-style-type: none"> <li>• Staff</li> <li>• Center</li> <li>• Stakeholders</li> <li>• Meals, Bed</li> <li>• Children</li> <li>• Fund</li> </ul>	62,250	<ul style="list-style-type: none"> <li>•Donors</li> <li>•Government</li> <li>•Friends of IDYDC</li> </ul>	Rescued children provided with basic needs	2022-2026	250 children rescued to short term shelter	<ul style="list-style-type: none"> <li>• Quarter reports</li> <li>• Admission form and letters</li> <li>• M&amp;E database</li> <li>• Assessment forms</li> <li>• Children Care plan</li> <li>• Success stories</li> </ul>
	To provide psychosocial support through counseling sessions and informal life skills	<ul style="list-style-type: none"> <li>• Life skills manual</li> <li>• Staff</li> <li>• Children</li> <li>• Stationeries</li> <li>• Edu-sport manual</li> <li>• Fund</li> </ul>	25,000	<ul style="list-style-type: none"> <li>•Internal fund</li> <li>•Donors</li> <li>•Government</li> <li>•Other community stakeholder</li> </ul>	Psychosocial support to children provided	2022-2026	500 children provided with psychosocial support	<ul style="list-style-type: none"> <li>• Registration forms</li> <li>• Reports</li> <li>• Children Care plan</li> </ul>
	To link children to health facilities for health care and HTC services	<ul style="list-style-type: none"> <li>• Children</li> <li>• Staff</li> <li>• Transport and meals allowance</li> <li>• Health Facilities</li> <li>• SWO</li> <li>• CHF Cards</li> </ul>	29,452	<ul style="list-style-type: none"> <li>•Donors</li> <li>•Government</li> </ul>	Children referred to health facilities for accessing health services	2022-2026	70% of identified children linked to Health facilities for medical services	<ul style="list-style-type: none"> <li>• Referral books</li> <li>• M&amp;E database</li> <li>• HIV Assessment forms</li> <li>• Reports</li> </ul>
To maintain /strengthening relationship and care among children	To conduct Family tracing	Local Leaders Family workers School teachers PGCDO SWO Staff Fund	25,000	Donors	Family tracing conducted	2022-2026	40 % of identified children reunified into protective families	<ul style="list-style-type: none"> <li>• M&amp;E tools(Household assessment, Family tracing, Reunification agreement)</li> <li>• Care plan</li> </ul>

and their family members								<ul style="list-style-type: none"> <li>• Reports</li> <li>• List of people contacted</li> </ul>
To conduct Family reunification	Local Leaders Family workers School teachers PGCDO SWO Staff Fund	37,500	Government	Reunification of children to their families conducted	2022-2026	# of Children reunified to their families	<ul style="list-style-type: none"> <li>• M&amp;E tools</li> <li>• Care plan</li> <li>• Reports</li> <li>• List of people contacted</li> <li>• SWO permission letter</li> </ul>	
To provide family therapy support and follow up visit	Staff Family members Stationeries Balls Family therapy manual Transport and meals allowance	20,000	Donors	Family therapy support conducted Follow-up visits conducted	2022-2026	80% of reintegrated children remain home after six month.	<ul style="list-style-type: none"> <li>• Report</li> <li>• Follow up visit forms</li> <li>• Success stories</li> <li>• M&amp;E data base</li> </ul>	
To provide BIA and entrepreneurship training to reunified families	Staff Facilitators Caregivers Stationeries Fund	26,000	<ul style="list-style-type: none"> <li>• Government</li> <li>• Donors</li> </ul>	BIA and entrepreneurship training conducted.	2022-2026	60% of reintegrated families improved livelihood	<ul style="list-style-type: none"> <li>• Participant attendance</li> <li>• Reports</li> <li>• Pictures</li> </ul>	
To provide start up grants to caregivers	Staff Local leaders Caregivers Fund	50,000	<ul style="list-style-type: none"> <li>• Donors</li> <li>• Government</li> </ul>	Start up grants to caregivers provided	2022-2026	# of care givers provided grants	<ul style="list-style-type: none"> <li>• Verification form</li> <li>• Business plan</li> <li>• Reports</li> <li>• Distribution form</li> </ul>	
Linkages of reunified families to Income generating activities i.e VICOBA	VICOBA Family members Staff Fund		<ul style="list-style-type: none"> <li>• Government</li> <li>• Donors</li> </ul>	Linkages to IGA conducted	2022-2026	# of families linked to IGA	<ul style="list-style-type: none"> <li>• Referral form</li> <li>• Report</li> <li>• Database</li> </ul>	
Provision of scholastic materials to reunified children and siblings	Staff Reunified children Siblings Fund Staff School teachers Local leaders	31,500	<ul style="list-style-type: none"> <li>• Donors</li> <li>• Government</li> </ul>	Scholastic materials to reunified children and siblings provided	2022-2026	150 reunified children and sibling enrolled/reenrolled into school.	<ul style="list-style-type: none"> <li>• Verification form</li> <li>• Reports</li> <li>• Distribution form</li> </ul>	
To empower	Identification of youth who are	18,900	<ul style="list-style-type: none"> <li>• Donors</li> <li>• Government</li> </ul>	Youth who are living and working	2022-2026	400 Youth identified and	<ul style="list-style-type: none"> <li>• Quarter reports</li> <li>• enrollment</li> </ul>	

youth living and working on street to become self-reliant	living and working on street	<ul style="list-style-type: none"> <li>• Staff</li> <li>• Youth</li> <li>• Stakeholders</li> <li>• Psychosocial support manuals</li> </ul>			on street identified		enrolled.	<ul style="list-style-type: none"> <li>• forms</li> <li>• M&amp;E Database</li> <li>• Assessment forms</li> </ul>
	Provision of informal life skills education	<ul style="list-style-type: none"> <li>• Life skills manual</li> <li>• Youth</li> <li>• Staff</li> <li>• Venue</li> <li>• Transport and meals allowance</li> </ul>	250,000	<ul style="list-style-type: none"> <li>• Donors</li> <li>• IDYDC</li> <li>• Stakeholders</li> <li>• Government</li> </ul>	Informal life skills provided	2022-2026	350 youth provided with informal life skills education	<ul style="list-style-type: none"> <li>• Database</li> <li>• Attendance forms</li> <li>• Reports</li> </ul>
	Linkages to health facilities for HTC services and family planning	<ul style="list-style-type: none"> <li>• Youth</li> <li>• Staff</li> <li>• Fund</li> <li>• Health facilities</li> <li>• SWO</li> </ul>	10,440	<ul style="list-style-type: none"> <li>• Donors</li> <li>• Government</li> </ul>	Linkages to Health facilities for HTC services and family planning conducted	2022-2026	70% of youth linked to health facilities for Medical services	<ul style="list-style-type: none"> <li>• Referral books</li> <li>• M&amp;E database</li> <li>• HIV Assessment forms</li> <li>• Reports</li> </ul>
	Linkages to vocational training collages and apprenticeship	<ul style="list-style-type: none"> <li>• Vocational training centers</li> <li>• Youth</li> <li>• Transport and meals allowance</li> <li>• Tuition fee</li> <li>• Staff</li> <li>• Apprenticeship centers</li> </ul>	100,000	<ul style="list-style-type: none"> <li>• Donors</li> <li>• Government</li> </ul>	Linkages to vocational training collages and apprenticeship conducted	2022-2026	15% of youth linked to vocational training and apprenticeship centers	<ul style="list-style-type: none"> <li>• Referral books</li> <li>• M&amp;E database</li> <li>• Vocational Assessment forms</li> <li>• Reports</li> </ul>
	Provision of startup grants and linkages to employment opportunities	<ul style="list-style-type: none"> <li>• Youth</li> <li>• Fund ( Grants)</li> <li>• Youth</li> <li>• Staff</li> <li>• Stakeholders</li> </ul>	50,000	<ul style="list-style-type: none"> <li>• Donors</li> <li>• Government</li> </ul>	Startup grants and linkages to employment opportunities provided	2022-2026	10% of trained youth receive start up grant.	<ul style="list-style-type: none"> <li>• Distribution list</li> <li>• Verification form</li> <li>• Business plan</li> <li>• Report</li> </ul>
To advocate and lobby for most vulnerable children service and rights through linkages to SWO, PGCD and legal entities	To conduct meeting with stakeholders for children rights lobbying	<ul style="list-style-type: none"> <li>• Children Network</li> <li>• Staff</li> <li>• SWO</li> <li>• CDO</li> <li>• PGCD</li> </ul>	16,000	<ul style="list-style-type: none"> <li>• Donors</li> <li>• Government</li> </ul>	Meetings with stakeholders for lobbying children rights conducted	2022-2026	<ul style="list-style-type: none"> <li>• 30% of identified children for accessing Legal services</li> <li>• Stakeholders attended 20 meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Referral books</li> <li>• Reports</li> <li>• Registration forms</li> </ul>
	Referring children to stakeholders for accessing legal services	<ul style="list-style-type: none"> <li>• Youth</li> <li>• Staff</li> <li>• Fund</li> <li>• Health facilities</li> <li>• SWO</li> <li>• Transport and meals allowance</li> </ul>			<ul style="list-style-type: none"> <li>• Referral for children conducted</li> <li>• Legal services accessed to children</li> </ul>			<ul style="list-style-type: none"> <li>• Referral books</li> <li>• Reports</li> <li>• Registration forms</li> </ul>
To provide	Conduct training	<ul style="list-style-type: none"> <li>• 2 street workers</li> </ul>	21,500	<ul style="list-style-type: none"> <li>• Donors</li> </ul>	Training on project	2022-2026	15 trainings	<ul style="list-style-type: none"> <li>• report</li> </ul>

capacity Building to Project Staff	on project implementation and child right to project staff	<ul style="list-style-type: none"> <li>• 3 family workers</li> <li>• 5 center workers</li> <li>• 1 project coordinator</li> <li>• 1 M&amp;E Officer</li> <li>• 2 youth workers</li> <li>• 1 Accountant</li> </ul>		<ul style="list-style-type: none"> <li>• Government</li> <li>• Friends of IDYDC</li> <li>• internal fund</li> </ul>	implementation and child right to project staff conduct		provided	<ul style="list-style-type: none"> <li>• Participant list</li> </ul>
To conduct Situational Analysis for homeless children.	Conducting baseline and lend-line survey	<ul style="list-style-type: none"> <li>• Data collectors</li> <li>• Tools</li> <li>• Letter for introduction.</li> <li>• Approved letter from NBS</li> <li>• Fund</li> <li>• Transport</li> <li>• Stationeries</li> <li>• External and Internal consultant</li> </ul>	26,250	<ul style="list-style-type: none"> <li>• Donors</li> <li>• Government</li> <li>• Friends of IDYDC</li> <li>• internal fund</li> </ul>	Baseline and End line surveys conducted	2022-2026	2 surveys conducted (baseline and end-line survey)	<ul style="list-style-type: none"> <li>• Baseline report</li> <li>• Endline report</li> <li>• Participant list</li> </ul>

**Objective 5:** Increased positive behavior change to children rescued from risk environment.

Strategies	Series of activities	Inputs	Budget in TZS ('000)	Source of fund	Output	Timeline	Targets/ indicators	Means of verification
To provide temporary shelter to children who are in the most vulnerable environment	To rescue children to short term shelter	<ul style="list-style-type: none"> <li>• 8 Center workers.</li> <li>• Rehabilitation center facilities [2 Dormitories (1 for boys and 1 for girls), 1 dining hall, 1 kitchen, 2 stores, and 1 staff office.</li> <li>• Food</li> <li>• Clothes.</li> <li>• 50 beds and mattresses</li> </ul>	62,250	<ul style="list-style-type: none"> <li>• Donors</li> <li>• Government</li> <li>• Friends of IDYDC</li> </ul>	Rescued children provided with emergence shelter	2022-2026	250 children rescued to short term shelter	<ul style="list-style-type: none"> <li>• Quarter reports</li> <li>• Admission form and letters</li> <li>• M&amp;E database</li> <li>• Assessment forms</li> <li>• Children Care plan</li> <li>• Success stories</li> </ul>
	Provision of short term shelter		350,000	•	Short term shelter provided			•
To provide Child CORE packages for strengthen children care and support at Upendo Centre	Provision of psychosocial support	<ul style="list-style-type: none"> <li>• Life skills manual.</li> <li>• Life skills teachers</li> </ul>	26,000	<ul style="list-style-type: none"> <li>• Internal fund</li> <li>• Donors</li> <li>• Government</li> <li>• Other community stakeholder</li> </ul>	Psychosocial support provided to Children	2022-2026	250 children provided with psychosocial support	<ul style="list-style-type: none"> <li>• Registration forms</li> <li>• Reports</li> <li>• Children Care plan</li> </ul>
	To provide sports and games sessions	<ul style="list-style-type: none"> <li>• 8 Center workers</li> <li>• Stationeries (story books, chalks, manila cards,</li> </ul>	22,500	<ul style="list-style-type: none"> <li>• Internal fund</li> <li>• Donors</li> <li>• Government</li> </ul>	Game and sport session conducted	2022-2026	•250children attend sport and games.	<ul style="list-style-type: none"> <li>• Registration forms</li> <li>• Reports</li> </ul>

		exercise books, flipcharts, pens and pencils, markers, etc) • Classroom		•Other community stakeholder			•520 sport and games sessions conducted	•Children Care plan
	To provide education through Complimentary Basic Education in Tanzania (COBET).	• Stationeries • 2 classrooms • 4 teachers • Desks. • Lesson books • COBET syllabus	47,500	•Internal fund •Donors •Government •Other community stakeholder	COBET education provided to children.		100 children enrolled and registered	•Attendance •Reports
	To provide medical care and linkages to health facilities	• First aid kits. • Health Officer. • CHF Cards	25,452	•Donors •Government	•Medical care provided •Children referred to health facilities for health services	2022-2026	70% of rescued children linked to Health facilities for medical services	•Referral books •M&E database •HIV Assessment forms •Reports
Advocating and lobbying for safeguarding rights and services for most vulnerable children	To conduct meetings with other stakeholders	• Child Protection Officer • Legal Officer • All/ appointed center workers • Venue • Fund • Transport	15,500	•Donors •Government	Meeting with stakeholders conducted	2022-2026	20 advocacy meeting conducted in five years	•Participant list •Reports
	To conduct child protection education sessions to children	• Child Protection Officer. • Legal Officer. • Children • All/ appointed center workers	20,000	•Donors •Government	Children protection and safeguarding education conducted	2022-2026	70% of rescued children receive safe guarding education	•Referral books •Reports •Participant list
	To participate in relevant regional, national, and international events for children welfare	• Child Protection Officer. • Legal Officer. • All/ appointed center workers	45,000	•Donors •Government	Participation to international events For child welfare conducted	2022-2026	•50% of rescued children participated on international days(events) •10 international events conducted	•Reports •Participant list
	To provide legal support to children in collaboration with other stakeholders	• Project staff • Children • Other stakeholder(PGCD,DSWO)	15,000	•Donors •Government	Legal supported for children provided	2022-2026	30% of identified children linked to stakeholder for accessing Legal services	•Referral books •Reports •Incidence form
Capacity building to	To conduct child rights and	All	15,500	•Donors •Government	Training for child rights and	2022-2026	15 training conducted to 8	•Participant list •Reports

project staff	safeguarding training to staff				safeguarding training to staff conducted		staff.	
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**Objective 6:** Improved accountability, transparency and efficiency of government officials in allocation of public resources in the agricultural sector by the end of year 2026.

Strategies	Series of activities	Inputs	Budget in TZS ('000)	Source of fund	Output	Timeline	Targets/ indicators	Means of verification
To escalate community awareness and participation through Public expenditure tracking system in Agriculture sector	To conduct discussion and Symposium at Ward level with district CMT personnel, Key development stake holders	Transport, venue, funds and participants	28,624	FCS, IDYDC, donors and Government	Enhanced credibility and transparency in agriculture sector and agricultural policy management	2022-2026	120 discussion sessions on PETS conducted	<ul style="list-style-type: none"> <li>•Activity reports,</li> <li>• Project reports</li> </ul>
	To conduct Multi sectoral and technical seminars	Transport, venue, funds, stationery , logistics and participants	10,500	FCS, IDYDC, donors and Government	Increased experience on challenges and weakness on Public Expenditure System in Agriculture sector	2022-2026	8 Multisectoral and technical seminars conducted	<ul style="list-style-type: none"> <li>•Seminar reports,</li> <li>•Project reports</li> </ul>
	To conduct Opportunity and Obstacles to Development (O&OD) reviews	Transport, venue, funds, stationery and participants	17,700	FCS, IDYDC, and Government	Improved capacity in accountability in managing agricultural fund and the public expenditure in agriculture	2022-2026	% of issues raised during O&OD	<ul style="list-style-type: none"> <li>•O&amp;OD sessions reports,</li> <li>•Project reports</li> </ul>
	To conduct planning methodology reviews	Transport, venue, funds, stationery and participants	7,200	FCS, IDYDC, donors and Government	Improved capacity in planning methodologies in managing fund and public expenditure in agriculture	2022-2026	Number of methodologies reviewed during planning	<ul style="list-style-type: none"> <li>•Planning review meeting reports,</li> <li>•Project reports</li> </ul>
	To conduct lobbying and	Transport and funds	4,500	FCS, IDYDC, donors and Governme	Presence of analytical documents which	2022-2026	Participation of CMT in managing Public	<ul style="list-style-type: none"> <li>•Activity report,</li> <li>•Project reports</li> </ul>

	advocacy			nt	incompasatate the previous one and the coming budget.		expenditure in Agriculture sectors	
	To conduct budgetary reviews	Transport, venue, funds, stationery and participants	17,500	FCS, IDYDC, donors and Government	Improved budget reallocation in Agriculture sectors.	2022-2026	Reviewed budget for Agriculture sectors	<ul style="list-style-type: none"> <li>•Activity reports,</li> <li>• Project reports</li> </ul>
To ensure budgetary allocation, Equitable and guarantee of distribution of public resources in the agricultural sector.	To conduct joint meeting between LGA officials, pets committee members and ward development stakeholders for developing sustainable pets strategic plan, MOU's to incorporate pets in ward development projects	Transport, venue, funds and participants	19,800	FCS, IDYDC, donors and Government	Analytical budget document which incompasatate the current and the coming budget.	2022-2026	<ul style="list-style-type: none"> <li>•120 meetings conducted at ward levels.</li> <li>•Strategic plan and MoU's developed</li> </ul>	<ul style="list-style-type: none"> <li>•Activity reports,</li> <li>•Project reports</li> </ul>
	To conduct formation of pets committees	Transport, venue, funds and participants	31,800	FCS, IDYDC, donors and Government	Pets committees formed at ward levels.	2022-2026	120 PETS committees formulated at ward level	<ul style="list-style-type: none"> <li>•Activity reports,</li> <li>•Project reports,</li> <li>• List of PETS Committee members</li> </ul>
	To conduct capacity building	Transport, venue, funds, stationery , logistics and participants	21,850	FCS, IDYDC, donors and Government	Improved capacity in accountability and integrity in managing agricultural fund.	2022-2026	8 training conducted	<ul style="list-style-type: none"> <li>•Training report,</li> <li>•Project reports</li> </ul>

To develop the capacity of local leaders in having technique and knowledge	To conduct PETS training to development stakeholders on concept of PETS and the importance to incorporate pets in ward developments projects	Transport, venue, funds, stationery , logistics and participants	43,820	FCS, IDYDC, donors and Government	Training on PETS to local leaders and development stakeholders conducted	2022-2026	120 training conducted	<ul style="list-style-type: none"> <li>•Training report,</li> <li>•Project reports</li> </ul>
	To conduct capacity building	Transport, venue, funds, stationery , logistics and participants	21,850	FCS, IDYDC, donors and Government	Increased knowledge, attitude and practice of Local farmers	2022-2026	8 Training to local farmers conducted	<ul style="list-style-type: none"> <li>•Training report,</li> <li>•Project reports</li> </ul>
	To conduct lobbying and advocacy	Transport, venue, funds and participants	15,200	FCS, IDYDC, donors and Government	Increase of rate of conformity to the public expenditure allocated in agriculture sector.	2022-2026	Amount of fund allocated budget for Agriculture sectors.	<ul style="list-style-type: none"> <li>•Activity report,</li> <li>•Project reports</li> </ul>
To Increase awareness on public in monitoring public expenditure in agriculture and increase of rate of conformity to the public expenditure allocated in agriculture sector.	To conduct Public gathering meetings on follow up through Public Expenditure System (PETS)	Transport, venue, funds and participants	19,440	FCS, IDYDC, donors and Government	Displayed and distributed of IEC materials in all public areas within Project area.	2022-2026	10 meetings conducted at council levels	<ul style="list-style-type: none"> <li>•Activity report,</li> <li>•Project reports,</li> <li>•Minutes of the meeting</li> </ul>
	To conduct Capacity building	Transport, venue, funds, stationery , logistics and participants	21,850	FCS, IDYDC, donors and Government	Increased understanding of status and management of Agriculture input	2022-2026	Performance in managing funds allocated for Agriculture	<ul style="list-style-type: none"> <li>•Training report,</li> <li>•Project reports</li> </ul>
	To create radio programs and adverts for community follow-up on PETS in Agriculture	Funds, transport and journalists	17,500	FCS, IDYDC, donors and Government	Broadcasted PETS programs and adverts produced and aired	2022-2026	1040 programs and adverts aired	<ul style="list-style-type: none"> <li>•Stored radio clips.</li> <li>•Project reports.</li> <li>•Surveys report</li> </ul>

**Objective 7:** Improved National effort on managing and protecting Environment and forest for sustainable climatic conditions in Iringa region.

Strategies	Series of activities	Inputs	Budget in TZS	Source of fund	Output	Timeline	Targets/ indicators	Means of verification
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To increase participation of youth and communities on forest management and protection	Preparation and implementation workshop activities	Staff, Funds and transport	16,000	IDYDC, GVT & Donor	Workshop prepared and conducted	2022-2026	5 workshop conducted	•Activity Report
	Facilitating sensitization meetings in wards levels for awareness rising	Funds, transport, stationery and participants	30,000	IDYDC, GVT & Donor	Increased awareness on forest management	2022-2026	•10 sensitization meetings conducted •300 participants attended	•Meeting Report •Participants List
To undertake Afforestation /reforestation by planting tree seedlings on cleared land in rural areas of Iringa region	Conduct training through Participatory Learning and Action approach towards tree reforestation and making demonstrations	Funds, Facilitators, transport, training materials, participants and staff	25,000	IDYDC, GVT & Donor	Trainings on tree reforestation and demonstrations conducted	2022-2026	•5 Trainings and Demonstration conducted. •5,000 trees planted during demonstration	•-Activity Report
	Facilitate the collection of tree seedlings and plant them or distribute to youth and communities for expanding tree plantation	Funds, seedlings, agriculture inputs, stationery and staff	100,000	IDYDC, GVT & Donor	-Trees distributed to Youth and Communities Positive response from community and Youth	2022-2026	# of trees distributed to communities	•Activity Report •IDYDC Website (Newsletter developed)
To participate and involve stakeholders in management and protection of environmental impacts from climate change in Iringa region	Conducting training on climate change management and protection at ward, councils and regional levels	Funds, Facilitators, transport, training materials, participants and staff	25,000	IDYDC, GVT & Donor	-Increased awareness on climate change mgt	2022-2026	•5 trainings conducted. •150 of stakeholders participated	•Activity Report •Participants List •Distribution list
	Undertaking monitoring and evaluation throughout implementation duration	Transport, funds, consultant, participants and Government officers	25,000	IDYDC, GVT & Donor	Increased knowledge/awareness on Environmental Conservation	2022-2026	40 support visit conducted	•Pre-post •Case studies •M/E Reports
	To write and disseminate	Funds, stationery, transport, equipments, facilitator and	30,500	IDYDC, GVT & Donor	Materials disseminated and	2022-2026	10,000 materials disseminated	•Distribution list •Copies of

	information and reports to stakeholders	staff			reported			distributed IEC materials
To conserve better environment and improving live hood for the community	Promoting environmental conservation through education and practices	IEC materials, ICT and Medias/PA system	200,000	IDYDC, GVT & Donor	Environmental conservation education and practices conducted	2022-2026	<ul style="list-style-type: none"> <li>•20 P.A's conducted</li> <li>•IEC Materials distributed</li> </ul>	<ul style="list-style-type: none"> <li>•Distribution list</li> <li>•Copies of distributed IEC materials</li> </ul>
	Empowering families' economy and creating job opportunities	Funds, materials, facilitators and staff	50,000	IDYDC, GVT & Donor	Empowered families with entrepreneurship skills through environmental conservation	2022-2026	<ul style="list-style-type: none"> <li>•20 entrepreneurship seminars conducted.</li> <li>•250 empowered families</li> </ul>	<ul style="list-style-type: none"> <li>•Activity reports</li> <li>•Participants list</li> </ul>
	Create knowledge and awareness on environmental conservation	Funds, Facilitators, transport, training materials, participants and staff	25,000	IDYDC, GVT & Donor	Increased awareness on Environmental conservation	2022-2026	20 P.A's conducted IEC Materials distributed	<ul style="list-style-type: none"> <li>•Activity report</li> <li>•Distribution list</li> <li>•Copies of distributed IEC materials</li> </ul>

**Objective 8:** Successfully established and demonstrated a sustainable model for improving water supply, Hygiene and sanitation in rural areas and primary schools

Strategies	Series of activities	Inputs	Budget in TZS (Tshs 000)	Source of fund	Output	Timeline	Targets/ indicators	Means of verification
To bring behavior change in the communities with respect to WASH by promoting low cost WASH facilities	Creating awareness to communities on issues relating to WASH	Transport, funds, IEC materials, Theatre groups, PA Systems, venue, facilitators and Organizers	30,000	IDYDC & Donor	Awareness intervention within the communities conducted	Once annually	Number of people increased their knowledge	<ul style="list-style-type: none"> <li>•Attendance form</li> <li>•Activity report</li> </ul>
	Development of child friendly hygiene and sanitation facilities	Transport, funds, materials, facilitators and Staff	50,000	IDYDC & Donor	Availability of hygiene and sanitation facilities	Semi-annual	Number of hygiene and sanitation facility	<ul style="list-style-type: none"> <li>•List of hygiene and sanitation facility.</li> <li>•Activity report</li> </ul>
Creating awareness on the linkage between	Designing and distribution of IEC materials	Transport, funds, Stationery, designers and Staff	17,500	IDYDC & Donor	IEC materials designed and distributed	Annually	Number of IEC material designed and distributed.	<ul style="list-style-type: none"> <li>•List of hygiene and sanitation facility.</li> <li>•Activity report</li> </ul>
	Linkages and	Transport, funds, referral	16,000	IDYDC &	Provided teaching	Annually	Number of	<ul style="list-style-type: none"> <li>• meeting</li> </ul>

proper hygiene/sanitation and both individual and community health	collaboration with Government and other stakeholders	forms and Staff		Donor	WASH curriculum.		stakeholders engaged	attendance • stakeholders letters
	To conduct community mobilization	Transport, funds, IEC materials, Theatre groups, PA Systems, venue, facilitators and Organizers	37,000	IDYDC & Donor	-Provided awareness to the community -Increased number of wash campaign	Annually	Number of community mobilized	• number of events • attendance form
To improve hygiene practices in school and out of school children	Formulation of WASH volunteers coalition/clubs	Funds, transport, participants, stationery and staff	30,000	IDYDC & Donor	Existence of WASH clubs in the communities	Once Annually	Number of clubs formulated	• Participants forms, reports/minutes events pictures.
	Conduct training / Education on WASH	Funds, Facilitators, transport, training materials, participants and staff	30,000	IDYDC & Donor	Training on WASH conducted and Increased awareness	Once Annually	•Number of Trainings conducted •Number people trained	• Participant's forms and reports.
	Identification of schools and WASH points.	Funds, transport and Staff.	10,000	IDYDC & Donor	Schools and WASH points identified and improved WASH.	Twice per project implementation	Number of schools and WASH points identified.	• Activity reports, schools map Cue,
To develop safe water source to poor communities in rural areas	Construction of communal water points	Funds, experts, materials, venue and staff	400,000	IDYDC & Donor	Availability of communal water points	Annually	Number of communal water points constructed.	• Activity reports, Procurement list
	Conduct monitoring and evaluation on project activities proceeding	Transport, funds, consultant, participants and Government officers	20,000	IDYDC & Donor	M&E conducted	Quarterly	Number of Follow ups conducted.	• Reports
To improve hygiene practices and environmental sanitation condition for poor	Conduct situation analysis/base line survey	Transport, funds, consultant, survey tools, participants and staff	15,000	IDYDC & Donor	Base line survey conducted	once	Number of baseline survey conducted	• Reports
	Construction of latrines and solid waste in schools and community areas	Funds, experts, building permits, construction materials, venue and staff	100,000	IDYDC & Donor	Availability of latrines	Semi annual	Number of latrines constructed in schools	• Reports,

communities in rural areas	Starting long – term sanitation/solid waste management program and BIO-GAS products	Funds, experts, building permits, construction materials, venue and staff	300,000	IDYDC & Donor	Solid waste management improved and BIO-GAS implementation.	Annually	<ul style="list-style-type: none"> <li>•Number of BIOGAS production points established.</li> <li>•Improved sanitation/ solid waste management</li> </ul>	<ul style="list-style-type: none"> <li>• Reports, procurement lists.</li> </ul>
To build community capacity to operate and manage their water supply system	Stakeholders training for project supporting team and drilling of water sources	Funds, Facilitators, transport, training materials, participants and staff	25,000	IDYDC & Donor	Training conducted and water sources drilled	Annually	Number of stakeholders trained	<ul style="list-style-type: none"> <li>• Attendance form</li> <li>• report</li> </ul>
	Initiation of environmental clubs for discussion places	Funds, transport, stationery, venue, participants and staff	15,000	IDYDC & Donor	Clubs initiated and increase environmental harmony and consciousness.	Semi-annual	Number of environmental discussion sessions conducted	<ul style="list-style-type: none"> <li>• Activity report</li> <li>• Attendance discussion</li> </ul>
	Education and promotion of proper water management and develop long – term action plan for long – term activities	Funds, Medias, transport, IEC materials, facilitators and staff	25,000	IDYDC & Donor	Developed and Improved water management and long term action plans.	annually	Percentage promotion session of proper water management conducted	<ul style="list-style-type: none"> <li>• Activity report</li> <li>• Attendance form</li> </ul>

**Objective 9:** Established Non-formal Education Centers in the targeted community, that are easily and accessible for vulnerable children to cover the basic primary school or Vocational Education curriculum in non-formal education

Strategies	Series of activities	Inputs	Budget in TZS “000”	Source of fund	Output	Timeline	Targets/ indicators	Means of verification
To mainstream the children to the appropriate classes in the nearby formal schools	Recruitment of the facilitators and staff	Funds, venue, transport and organisers	1,400	IDYDC & Donor	Recruited staff and facilitators	2022-2026	<ul style="list-style-type: none"> <li>•5 Staff</li> <li>•2 Facilitators recruited</li> </ul>	<ul style="list-style-type: none"> <li>• Meeting minutes</li> <li>• Employment contracts</li> </ul>
	Adoption of guidelines and training materials	Funds, Consultants, staff and stationery	4,000	IDYDC, Govt & Donor	Guidelines adopted & printed from Government syllabuses	2022-2023	6 printed syllabuses for COBET classes	<ul style="list-style-type: none"> <li>• Printed syllabuses</li> </ul>
	Identification of	Funds, transport and Staff	11,500	IDYDC &	Identified formal	2022-2026	36 primary	<ul style="list-style-type: none"> <li>• Activity report</li> </ul>

	nearby formal schools			Donor	Schools		schools identified	<ul style="list-style-type: none"> <li>• Success stories</li> <li>• # of children linked to primary schools</li> </ul>
	Enrollment of children and link to formal schools	Funds, stationery, venue, transport and Staff	50,000	IDYDC & Donor	Children enrolled and linked formal schools	2022-2026	<ul style="list-style-type: none"> <li>•250 of children enrolled to COBET Class</li> <li>•150 children linked to primary schools</li> </ul>	<ul style="list-style-type: none"> <li>• Activity reports</li> <li>• Organizational Annual reports</li> </ul>
To educate the drop-outs from formal education	Selecting and training local learning center facilitators	Funds, Facilitators, transport, Venue, training materials, participants and staff	27,000	IDYDC & Donor	Local learning center facilitators Selected and trained	2022-2023	10 learning centers and 20 trained facilitators	<ul style="list-style-type: none"> <li>• Activity reports</li> <li>• Organizational Annual reports</li> <li>• Attendance forms</li> <li>• Success stories</li> </ul>
	Identification and enrollment of dropout vulnerable children	Funds, stationery, venue, transport and Staff	30,000	IDYDC & Donor	Dropout vulnerable children Identified and enrolled	2022-2026	250 of children enrolled to COBET Class 150 children linked to primary schools	<ul style="list-style-type: none"> <li>• Activity reports</li> <li>• Organizational Annual reports</li> </ul>
	Referrals and linkages of children to formal schools	Funds, stationery, venue, transport and Staff	15,000	IDYDC & Donor	-Children referred and linked to formal schools	2022-2026	150 children linked to primary schools	<ul style="list-style-type: none"> <li>• Activity reports</li> <li>• Organizational Annual reports</li> <li>• Attendance register</li> <li>• Referrals forms</li> </ul>
	Development of guidelines and training materials	Funds, Consultants, staff and stationery	10,000	IDYDC & Donor	Developed guidelines and training materials	2022-2023	5 printed guidelines and training materials	<ul style="list-style-type: none"> <li>• Copies of guidelines and training manuals</li> </ul>
To provide vocational skills, life-skills education	Development of guidelines and training materials	Funds, Consultants, staff and stationery	10,000	IDYDC, Govt & Donor	Guidelines and training materials	2022-2023	5 guidelines and training materials	<ul style="list-style-type: none"> <li>• Copies of guidelines and training materials</li> </ul>

and counseling	Provision of startup kits for vocational training students	Funds, technical kits, stationery and beneficiaries	300,000	IDYDC & Donor	Startup kits for vocational training students provided	2022-2026	150 Beneficiaries supported with startup kits	<ul style="list-style-type: none"> <li>• Distribution list</li> <li>• Success story</li> <li>• Activity report</li> <li>• Organization report</li> </ul>
	Recruitment of students interested to join vocational training	Funds, stationery, transport and Staff	22,500	IDYDC & Donor	Recruited students	2022-2026	150 Recruited students	<ul style="list-style-type: none"> <li>• Attendance forms</li> <li>• Success story</li> <li>• Activity report</li> <li>• Organization report</li> </ul>
	Provision of life skills and counseling sessions	Venue, funds, stationery and Facilitators	52,000	IDYDC & Donor	Counseling sessions conducted	2022-2026	260 sessions	<ul style="list-style-type: none"> <li>• Activity reports</li> <li>• Participants forms</li> </ul>
	Conduct study visits and practical learning out of school.	Funds, venue, Facilitators, transport, training materials, participants and staff	25,000	IDYDC, Donor & other stake holders	Study visit conducted & Increased learning skills	2022-2026	10 Study visit conducted 150 students participated	<ul style="list-style-type: none"> <li>• Activity/Travel Reports</li> </ul>
To raise the social and scientific awareness	Train parents, guardians, authorities and facilitators in community on child protection/rights, poverty reduction, gender and social parenting	Funds, venue, Facilitators, transport, training materials, stationery, participants and staff	35,000	IDYDC, Donor & other stake holders	Increased awareness on parenting and entrepreneurship skills	2022-2026	10 training session 300 trained parents	<ul style="list-style-type: none"> <li>• Activity reports</li> <li>• List of participants</li> <li>• IDYDC Website</li> </ul>
	Conduct stakeholders meetings to support and care of vulnerable children development.	Funds, venue, Facilitators, transport, stationery, participants and staff	25,000	IDYDC, Donor & other stake holders	Stakeholders meetings to support and care of vulnerable children development conducted	2022-2026	5 meeting conducted 10 initiative done	<ul style="list-style-type: none"> <li>• Activity reports</li> <li>• List of participants</li> <li>• IDYDC Website</li> </ul>

**Objective 10:** Ensured roles and needs of women and men, and addressed any gender inequalities so that women and men can equally access, equally participate in and equally benefit from the resources, services, capacity building and other activities offered within the communities

Strategies	Series of activities	Inputs	Budget in TZS	Source of fund	Output	Timeline	Targets/ indicators	Means of verification
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			<b>(000)</b>					
To promote effective gender mainstreaming within communities by addressing the existing gender gaps, women's and men's specific needs and provision of information on gender aspects	Assess and categorize the project's potential to integrate gender dimensions and contribute to the advancement of gender equality	Funds, Consultants, transport, Stationery, participants and staff	30,000	IDYDC, Donors, Local supporters	Advanced gender equality in projects and communities	2022-2026	3 surveys (Baseline, midterm & Endline) conducted	<ul style="list-style-type: none"> <li>• Assessment and surveys reports</li> <li>• Annual reports</li> </ul>
	Collect and analyse sex-disaggregated data and qualitative information to understand roles and needs of women and men	Data tools, M&E staff and Data sources	25,000	IDYDC, Donors, Local supporters	Collected and analysed data	2022-2026	Number of data and information collected	<ul style="list-style-type: none"> <li>• Data collection tools</li> <li>• M&amp;E reports</li> <li>• Project reports</li> <li>• Annual reports</li> </ul>
	Conduct capacity building activities, ensure training curricula and tools are developed to accommodate the different education/skill levels that may exist between women and men	Funds, Facilitators, transport, training materials, participants and staff	60,000	IDYDC, Donors, Local supporters IDYDC, Donors, Local supporters	Developed training curricula and tools  Conducted capacity building activities	2022-2026	12 training session  120 training curricula and tools produced  Number of trained participants	<ul style="list-style-type: none"> <li>• Training reports</li> <li>• Annual reports</li> <li>• Participant list</li> </ul>
	Incorporate mechanisms to ensure gender balanced representation and participation in project activities and decision-making processes	Stationery, staff and policies	10,000	IDYDC, Donors, Local supporters	Women and men incorporated in activities and decision processes	2022-2026	% of women and men participated in activities	<ul style="list-style-type: none"> <li>• Activities report</li> <li>• Participants list</li> <li>• Annual reports</li> </ul>
	Conduct targeted awareness	Transport, funds, IEC materials, Theatre groups, PA Systems, venue, facilitators	75,000	IDYDC, Donors, Local	Awareness outreach activities conducted	2022-2026	% of women participated in project activities	<ul style="list-style-type: none"> <li>• Project activities Participants</li> </ul>

	outreach activity to increase women's participation in project activities	and Organizers		supporters				lists <ul style="list-style-type: none"> <li>• Activities reports</li> <li>• Annual reports</li> </ul>
	Develop gender-specific targets or performance indicators that track gender results and impact	Stationery, staff and working tools	15,000	IDYDC, Donors, Local supporters	Developed performance indicators	2022-2026	# of developed performance indicators	<ul style="list-style-type: none"> <li>• Developed result matrix</li> <li>• Activity and annual reports</li> </ul>
	Take into account any adverse impacts or risks that may affect the equal access to, equal participation in and/or equal benefit from project activities among women and men	Transport, Consultants, Stationery, staff and working tools	25,000	IDYDC, Donors, Local supporters	Accounted adverse impacts or risks	2022-2026	# of adverse impact or risks listed	<ul style="list-style-type: none"> <li>• Activity and annual reports</li> </ul>
	Ensure equal opportunity for women and men in the management and implementation arrangements of project	Stationery, staff and working tools	10,000	IDYDC, Donors, Local supporters	Gender equality in management and projects arrangements implemented	2022-2026	% of Recruited staff and beneficiaries enrolled in projects	<ul style="list-style-type: none"> <li>• Lists of management staff</li> <li>• Beneficiaries inventory</li> <li>• Activities and annual reports</li> </ul>
To empower women and girls for advancement of entrepreneurship skills and employability	Conduct targeted awareness outreach activity to increase women's participation in economic activities	Transport, funds, IEC materials, Theatre groups, PA Systems, venue, facilitators and Organizers	30,000	IDYDC, Donors, Local supporters	Awareness rising activities conducted  Increased women participation in economic activities	2022-2026	% of women increased in economic activities	<ul style="list-style-type: none"> <li>• List of economic activities participants</li> <li>• Activities and annual reports</li> </ul>
	Allocate sufficient financial	Funds, stationery and staff	250,000	IDYDC, Donors,	Allocated fund for women's	2022-2026	# of women supported	<ul style="list-style-type: none"> <li>• Signed payment</li> </ul>

	resources for gender equality and women's empowerment activities			Local supporters	empowerment activities		financially	vouchers
	Capacity building to staff and beneficiaries on entrepreneurship skills and business management	Funds, Facilitators, transport, training materials, participants and staff	30,000	IDYDC, Donors, Local supporters	Building capacity conducted to staff and beneficiaries	2022-2026	# of participants capacitated	<ul style="list-style-type: none"> <li>• Activities and annual reports</li> <li>• Training reports</li> <li>• Activity and annual reports</li> </ul>
	Identify and consult with women/gender groups, associations or stakeholders on project formulation	Funds, transport, Stationery, participants and staff	20,000	IDYDC, Donors, Local supporters	Identified and consulted groups on project formulation	2022-2026	# of groups consulted	<ul style="list-style-type: none"> <li>• List of participants</li> <li>• Activities and annual reports</li> </ul>

**Objective 11:** Improved communities' capacity to secure their own food, nutrition and income at household level to alleviate poverty

Strategies	Series of activities	Inputs	Budget in TZS (000)	Source of fund	Output	Timeline	Targets/ indicators	Means of verification
To empower the local people with knowledge to harness their potential in order to raise their living standards, to make them healthy and environmentally conscious	To bring awareness on the dangers of conventional farming based on synthetic external inputs	Transport, funds, IEC materials, Theatre groups, PA Systems, venue, facilitators and Organizers	15,000	IDYDC & Donor	IEC materials developed, Theatre performance done and Awareness increased among the farming communities.	Semi annual	750 farmers have been provide with the knowledge on the dangers of conventional farming	Activity Reports and annual reports.
	To Identify and train interested farmers groups on organic farming techniques and practices in order to reclaim the ecological status of the project	Venue, Stationery, participants, facilitators, Organizers, transport, materials and equipments	22,500	IDYDC & Donor	Training on organic farming techniques and practices conducted	Once Annually	15 groups trained on organic farming techniques and practices.	<ul style="list-style-type: none"> <li>•Participants registration forms,</li> <li>•Reports.</li> </ul>

	area and achieve sustainability in food production							
	To monitor and follow up trained farmers to ensure compliance with the learnt organic farming techniques and practices	Transport, funds, participants and Government officers	25,000	IDYDC & Donor	Monitoring and follow up sessions /Visits conducted.	Quarterly	750 have been reached for monitoring and follow up and complied with the learnt organic farming techniques and practices.	<ul style="list-style-type: none"> <li>•Activity reports</li> <li>•participants forms, visitors' books</li> </ul>
	Conduct exchange learning Visits	Transport, funds and participants	12,500	IDYDC & Donor	Exchange learning visits conducted	Once Annually	Five visits conducted and 750 farmers have learnt	Participants list, Visitors' books, Vehicle Logbook and activity reports.
	To assist farmers acquire managerial skills on information, sharing and networking	Transport, funds, participants, ICT and IEC materials	17,500	IDYDC & Donor	Managerial skills acquired.	Once annually	750 Farmers received managerial skills on information sharing and networking	<ul style="list-style-type: none"> <li>•Participants registration</li> <li>•Reports.</li> </ul>
	Monitoring, Evaluation and Reporting	Transport, funds, consultant, participants and Government officers	20,000	IDYDC & Donor	M&E conducted.	Quarterly	Improved farming techniques, raised living standard.	<ul style="list-style-type: none"> <li>•Reports</li> <li>•Participants form.</li> </ul>
To Increase food production and diversification of the present farming system so as to attain sustainable food security	To Increase the production of crops so as to attain production level for food and business	Funds, IEC materials, Media, Service providers and Experts/consultants	35,000	IDYDC & Donor	Production of crops increased	Quarterly	750 farmers received education on production of crops.	<ul style="list-style-type: none"> <li>•Reports, IEC materials produced</li> <li>•Registration form</li> <li>•Consultation report.</li> </ul>
	To raise livestock (Cow, goat, Poultry and piggery) through seed giving approaches	Funds, seed capital, IEC materials, Media, Service providers and Experts/consultants	150,000	IDYDC & Donor	Increased livestock through seed giving approaches.	Quarterly	750 farmers received livestock education.	<ul style="list-style-type: none"> <li>•Reports</li> <li>•Participation form</li> <li>•Consultant report.</li> </ul>
	To strengthen the productive capacity of the	Venue, Stationery, participants, facilitators, Organizers, transport,	25,000	IDYDC & Donor	Production capacity increased.		750 farmers received education and	<ul style="list-style-type: none"> <li>•Reports</li> <li>•Participation form</li> </ul>

	women and youth members	materials and equipments					support on crops production.	<ul style="list-style-type: none"> <li>•consultation report</li> <li>•Distribution forms.</li> </ul>
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**OBJECTIVE 12:** To build IDYDC strengths of quality services and enhance organisational capacity to fulfill mission and vision.

Strategies	Series of activities	Inputs	Budget in TZS ('000)	Source of fund	Output	Timeline	Targets/ indicators	Means of verification
To ensure a positive and robust Human Resource Management system that supports the development of IDYDC and satisfying work life for all staff.	Foster commitment to the IDYDC organisational structure	IDYDC members, Board members, Staff, funds, Fixed Assets, Stationery, consultant, transport, Constitution, Policies	15,000	Donor & IDYDC	Functional organization structure	2022 - 2026	2 organization structure review meetings within 5 years	<ul style="list-style-type: none"> <li>•Meeting minutes</li> <li>•Organization capacity assessment reports</li> </ul>
	Recruit and select the "right" people who create "success" for our clients and our organisation.	Board members, IDYDC management, Recruitment committee, , fund, transport, stationery, venue, HR Manual	13,000	IDYDC	New recruited staff	2022-2026	Number of new recruited staff	<ul style="list-style-type: none"> <li>•Meeting minutes</li> <li>•List of new staff</li> </ul>
	Provide opportunities for IDYDC to develop a broad set of skills and expertise to support positive outcomes.	Board members, management, Staff, funds, HR Manual, Policies/Guidelines	30,000	Donor & IDYDC	Increased staff skills and expertise	2022-2026	20 trained staff	<ul style="list-style-type: none"> <li>•Training reports</li> <li>•Staff developed reports</li> <li>•Certificates of attendance</li> </ul>
	Develop and commit to a career development and succession program	Board members, management, Staff, funds, HR Manual, Succession plan	20,000	Donor, IDYDC	Developed and implemented succession plan	2022-2026	10 staff supported	<ul style="list-style-type: none"> <li>•Study leave form</li> <li>•Joining instructions</li> <li>•Payment slips</li> </ul>
	Commit to the good working environment, motivation and Safety of all staff	Board members, IDYDC management, Partners, fund, transport, stationery, HR Manual	30,000	Donor, IDYDC and Local supporters	Staff incentives provided	2022-2026	20staff who received incentives	<ul style="list-style-type: none"> <li>•Certificates and Letters of recognition</li> <li>•Management reports</li> <li>•Equipment provided</li> </ul>
To build sufficient	Maintain and maximize a	Board members, IDYDC management, Staff,	25,000	Donor & IDYDC	Improved revenue portfolio	2022-2026	Percentage increase of	<ul style="list-style-type: none"> <li>•Financial and audit report</li> </ul>

resources to be sustainable and achieve growth over the next five years.	diverse and well balanced portfolio of revenue sources.	Partners, Consultants, fund, transport, stationery, Financial Manual, Resource Mobilization plan.					revenue portfolio	
	Continuous improvement and development of our financial reporting systems.	Board members, IDYDC management, Staff, Partners, Consultants, fund, transport, stationery, Financial Manual, Accounting software.	15,000	Donor & IDYDC	Improved Financial reporting systems	2022-2026	5 Annual Financial reports	<ul style="list-style-type: none"> <li>•Audit report</li> <li>•Management latter</li> <li>•Organization assessment report</li> </ul>
	Build capital reserves through current and alternative financial strategies.	Board members, IDYDC management, Fund raising committee, Partners, Consultants, fund, transport, stationery, Financial Manual, Resource Mobilization plan.	500,000	Donor & IDYDC	Capital reserve established	2022-2026	Percent of amount of capital reserve increased each year	<ul style="list-style-type: none"> <li>•Financial and audit report</li> <li>•Activity Report</li> <li>•Organizational annual report</li> </ul>
Commitment to decision making and financial stewardship that reflects the organisation's values and strategic priorities	Ensure long term sustainability and financial security.	Board members, IDYDC management, Staff, Partners, Consultants, fund, transport, stationery, Financial Manual, Resource Mobilization plan.	25,000	Donor & IDYDC	Resource mobilization plan and strategies developed	2022-2026	5 New financial sources developed	<ul style="list-style-type: none"> <li>•Financial and audit report</li> <li>•Resource mobilization plan document</li> </ul>
	Maximise and safeguard the resources of IDYDC.	Board members, IDYDC management, Staff, fund, stationery, Financial Manual, Resource Mobilization plan and risk management guideline	60,000	IDYDC & Donor	Improved resource safeguarding	2022-2026	Percent of reduction of resource loss and damage	<ul style="list-style-type: none"> <li>•Asset and financial reports</li> <li>•Fixed Asset register</li> </ul>
	Provide effective, efficient and ethical decision making.	Board members, IDYDC management, consultants, trustees fund, transport, stationery, Operation manual, code of ethics Constitution.	25,000	IDYDC, Partners, & Local supporters	Decisions on organization's matters conducted	2022-2026	Number of decisions/ recommendations provided	<ul style="list-style-type: none"> <li>•Management reports</li> <li>•Meeting minutes</li> <li>•Decision letters</li> </ul>
	Provide transparent and accountable decision making.	Board members, IDYDC management, Staff, Government, Consultants, fund, transport, stationery, operational Manual, Constitution.	20,000	IDYDC, Partners, & Local supporters	Decisions on organization's matters conducted	2022-2026	Number of decisions/ recommendations provided	<ul style="list-style-type: none"> <li>•Management reports</li> <li>•Meeting minutes</li> <li>•Decision letters</li> </ul>
	Provide dynamic, well-informed and responsible	Board members, IDYDC management, Staff, Consultants, fund, transport,	850,000	IDYDC , Donor & Local	Improved leadership responsibility	2022-2026	Improved organizational performance	<ul style="list-style-type: none"> <li>•Organizational capacity assessment</li> </ul>

	leadership.	stationery operational Manual, Communication Policy, Constitution.		supporters				report •Organizational Annual report
To continue review, adopt and integrate technology, enhance awareness, engagement and communication to enhance service quality and efficiency	Increase awareness and recognition of our services and brand with communities and stakeholders through ongoing profile development.	Board members, IDYDC management, Staff, Partners, Consultants, fund, transport, stationery, HR Manual, IT and Communication Policy, Constitution, medias, M&E plan, Reports.	40,000	Donor IDYDC, Partners and local supporters	Increased awareness and recognition	2022-2026	Percentage of engagement of partners and stake holders	•Organizational report •Websites and social media •Certificates of recognition
	Proactively engage current and potential stakeholders, clients and communities.	IDYDC management, Staff, Stakeholders dictionary, Consultants, fund, transport, Communication Policy, Constitution, medias, Strategic Plan.	50,000	Donor IDYDC, Partners and local supporters	Stakeholders engaged	2022-2026	Percentage of Stakeholders engaged in IDYDC programs	•Stakeholders and Beneficiaries •IDYDC Annual Reports •Program/projects reports
	Develop key messages, tailored for specific groups and create multiple channels for integrated communication of these messages.	IDYDC management, Staff, Consultants, fund, transport, stationery, Communication Policy, medias, Plan of Operation documents.	15,000	Donor IDYDC, Partners and local supporters	IEC materials developed and distributed	2022-2026	Number of IEC materials produced and distributed	•Program reports •Distribution list •Copy of IEC materials
	Effectively utilise existing and new technologies to meet organisational needs.	IDYDC management, Staff, Consultants, fund, software, stationery, Medias, ICT Policy.	30,000	Donor IDYDC, Partners and local supporters	New technologies established and utilized	2022-2026	Number of software developed	•IT reports •Software Installed
	Invest in technologies for economic returns and increased service quality.	IDYDC management, Staff, Consultants, fund, transport, stationery, Medias, ICT Policy, Equipment's.	20,000	Donor IDYDC, Partners and local supporters	New technologies invested	2022-2026	Number of services using new technology	•IT reports •Available systems
	Lead, innovate and combine technologies to become the benchmark for other organisations.	IDYDC management, Staff, Consultants, fund, transport, stationery, Medias, ITC Policy, equipment's.	15,000	Donor IDYDC, Partners and local supporters	Increased in technology innovation	2022-2026	Number of technology issues developed	•IT reports

To develop partnerships with other service providers, key influencers and research organisations	Partner with other NGO's to deliver quality services.	IDYDC management, Staff, fund, transport, stationery, IDYDC Policies, Constitution, medias, Strategic Plan.	10,000	Donor IDYDC, Partners and local supporters	NGO Coalition developed	2022-2026	Number of jointly activities developed and implemented	<ul style="list-style-type: none"> <li>•Reports</li> <li>•MOUs developed</li> </ul>
	Work with other agencies and service providers to benefit our clients.	IDYDC management, Staff, Partners, fund, transport, stationery, IDYDC Policies, Constitution, medias, Strategic Plan.	20,000	Donor IDYDC, Partners and local supporters	Agencies and service providers engaged with IDYDC	2022-2026	Number of linkages and referrals performed	<ul style="list-style-type: none"> <li>•Reports</li> <li>•Referrals/linkages forms</li> </ul>
	Engage with research organisations and experts to contribute to programs development and statistics.	Board members, IDYDC management, Staff, Partners, fund, transport, stationery, IDYDC Policies, Constitution, Strategic Plan.	50,000	IDYDC , Donor & Local supporters	Research organization and expert engaged with IDYDC	2022-2026	Number of MOUs produced	<ul style="list-style-type: none"> <li>•Reports</li> <li>•MOUs in place</li> </ul>
	Train other Organisations in the methodologies we have successfully implemented.	IDYDC management, Staff, TOTs, Partners, fund, transport, stationery, Policies, IDYDC Training manuals, medias, Strategic Plan.	25,000	IDYDC , Donor & Local supporters	Organizations adopted an IDYDC methodologies	2022-2026	Number of Organizations trained on IDYDC methodologies	<ul style="list-style-type: none"> <li>•Training report</li> <li>•Organization Annual report</li> <li>•List of participants</li> <li>•Project/program report</li> </ul>
	Work with other NGO's/networks to advocate for the welfare of children youth and community.	Board members, Partnerships agreements, IDYDC management, Partners, fund, transport, stationery, IDYDC Policies, Constitution, medias, Strategic Plan.	20,000	IDYDC , Donor & Local supporters	Jointly advocacy intervention conducted	2022-2026	Number of Network meetings participated	<ul style="list-style-type: none"> <li>•Organizational reports</li> <li>•Network Annual fee paid</li> </ul>
	Work with our international partner NGOs to assist with projects and give our clients and staff a global view.	Board members, IDYDC management, International Volunteers, Partnerships agreements, fund, transport, stationery, IDYDC Policies, Constitution, medias, Strategic Plan.	10,000	IDYDC , Donor & Local supporters	International partner engaged with IDYDC	2022-2026	Number of support provided to IDYDC programs	<ul style="list-style-type: none"> <li>•List of International volunteer</li> <li>•Project agreement with international NGOs</li> <li>•Projects reports</li> </ul>

## 12. Operation plan – Timeframe

S/ N	STRATEGIC ACTIVITIES	YEAR OF IMPLEMENTATION					RESPONSIBLE ACTOR
		2022	2023	2024	2025	2026	
1.	To decrease the number of HIV/Aids/STI's Infection rates and drug abuse among In and out of school youth						Health program officer
2.	To increase ability of individuals to practice health behaviors						SBCC Officer
3.	To strengthen communities ability to support the practice of desired health						Health program officer
4.	To enhance health communication systems to coordinate and implement interventions						Health program officer
5.	To establish strong, evidence-based linkages between communities and facilities, track and document health level outcomes						Health program officer
6.	To increase access to comprehensive reproductive, maternal, newborn and child health services by strengthen referral systems between communities and facilities						Health program officer
7.	A scalable HIV testing model for migratory and mobile workers targeting men and vulnerable adolescent boys and girls developed and implemented						Health program officer
8.	To increase HIV testing coverage by 2% among vulnerable adolescent boys and girls in remote hotspot locations in key economic sectors i.e. timber and mining						Health program officer
9.	To improve engagement of the local government authorities through the health care system to create the linkage of HIV testing, care and treatment within the informal sector workplaces in remote hotspots.						Health program officer
10.	To improve programme Management and Monitoring						Management team and M&E Officer
11.	To Increase knowledge on Alcohol harm by promoting behavior change to the community						Alcohol project coordinator
12.	To increase knowledge on alcohol effect among school children and take informed discussions regarding alcohol consumption behavior						Alcohol project coordinator
13.	To increase involvement of decision makers, duty bearers and local government in Alcohol effect control.						Alcohol project coordinator
14.	To reduce number of children's who are in the most vulnerable environment						OVC/MVC Program officer
15.	To maintain /strengthening relationship and care among children and their family members						OVC/MVC Program officer
16.	To empower youth living and working on street to become self-reliant						OVC/MVC Program officer
17.	To advocate and lobby for most vulnerable children service and rights through linkages to						Legal officer

	SWO, PGCD and legal entities						
18.	To provide capacity Building to Project Staff on child rights and protection						Program manager and OVC/MVC Program officer
19.	To conduct Situational Analysis for homeless children.						OVC/MVC program officer & project staff
20.	To provide temporary shelter to children who are in the most vulnerable environment						OVC/MVC Program officer
21.	To provide Child CORE packages for strengthen children care and support at rehabilitation centres						OVC/MVC Program officer
22.	Advocating and lobbying for safeguarding rights and services for most vulnerable children						Legal officer
23.	Capacity building to project staff child welfare, safeguarding and counselling						Program manager
24.	To escalate community awareness and participation through Public expenditure tracking system in Agriculture sector						PETS Program officer
25.	To ensure budgetary allocation, Equitable and guarantee of distribution of public resources in the agricultural sector.						PETS Program officer
26.	To develop the capacity of local leaders in having technique and knowledge on Public expenditure tracking system						PETS Program officer
27.	To Increase awareness on public in monitoring public expenditure in agriculture and increase of rate of conformity to the public expenditure allocated in agriculture sector.						PETS Program officer
28.	To increase participation of youth and communities on forest management and protection						Environmental officer
29.	To undertake Afforestation/reforestation by planting tree seedlings on cleared land in rural areas						Environmental officer
30.	To participate and involve stakeholders in management and protection of environmental impacts from climate change						Environmental officer
31.	To conserve better environment and improving live hood for the community						Environmental officer
32.	To bring behavior change in the communities with respect to WASH by promoting low cost WASH facilities						Environmental officer
33.	Creating awareness on the linkage between proper hygiene/sanitation and both individual and community health						Environmental officer
34.	To improve hygiene practices in school and out of school children						Environmental officer
35.	To develop safe water source to poor communities in rural areas						Environmental officer
36.	To improve hygiene practices and environmental sanitation condition for poor communities in rural areas						Environmental officer
37.	To build community capacity to operate and						Environmental

	manage their water supply system						officer
38.	To mainstream the children to the appropriate classes in the nearby formal schools						Center manager
39.	To educate the drop-outs from formal education						Center manager
40.	To provide vocational skills, life-skills education and counseling						Center manager
41.	To raise the social and scientific awareness						Center manager
42.	To promote effective gender mainstreaming within communities by addressing the existing gender gaps, women's and men's specific needs and provision of information on gender aspects						Program manager
43.	To empower women and girls for advancement of entrepreneurship skills and employability						Program manager - MFI
44.	To empower the local people with knowledge to harness their potential in order to raise their living standards and to make them healthy and environmentally conscious						Program manager - MFI
45.	To Increase food production and diversification of the present farming system so as to attain sustainable food security						Agricultural officer
46.	To ensure a positive and robust Human Resource Management system that supports the development of IDYDC and satisfying work life for all staff.						Administrator
47.	To build sufficient resources to be sustainable and achieve growth over the next five years.						Executive Director & Accountant
48.	Commitment to decision making and financial stewardship that reflects the organization's values and strategic priorities						Management team
49.	To continue review, adopt and integrate technology, enhance awareness, engagement and communication to enhance service quality and efficiency						Management team & IT officer
50.	To develop partnerships with other service providers, key influencers and research organizations						Executive Director

### 13. Monitoring and Evaluation

Monitoring is an important aspect in the IDYDC programs management since it guides the program implementation; it reflects achievement of short and long term objectives of the program. The monitoring process will improve the quality of the services provided. The project will use reporting system which includes the use of tools and reporting procedures, data flow, and submission deadlines. Supervision is an important aspect in the program monitoring; this will be a continuous activity throughout the program life. Monitoring and supervision is implemented on continual bases.

#### 13.1. Monitoring implementation performance:

The IDYDC management team under the leadership of the executive director provides overall management of the project including monitoring, coordination and evaluation of project activities. Monitoring and evaluation is done at all levels from village, ward, district and regional levels where IDYDC is implementing programs. Monitoring and Evaluation processes are done

under the guidance of the IDYDC M&E System document which clearly defines how each process will be conducted, when and who will be responsible to conduct the process. IDYDC provided a system for collection of routine data and a tracking system for monitoring program implementation and progress, adapting and/or supplementing M&E data collection and reporting format as necessary.

IDYDC will continue provide a system for collection of routine data and tracking system for monitoring program (implementation and progress) M&E data collection and reporting format as necessary. Staff and volunteers will be required to submit monitoring data at each development session to the district coordinators and program officer. The reports will be shared with the executive director and will feed into quarterly report that will be submitted to Government, donors and other stakeholders.

### **13.2.Data collection and collation:**

Monitoring process is done on day to day basis where activities are ongoing or ended, through the use of volunteers (CHW, CCW, peer educators, coaches). Data is collected in the community using standardized monitoring tools and data collation is done by the field and data officers under supervision of M&E officers. Project officers are responsible for monitoring the progress of projects on a day-to-day basis. Through monitoring, project management obtains information that can help it decide what action to take to ensure that a project is implemented according to plan. Data clerks are responsible for data entry to the database system (DHIS2, COMMCARE and PRODMIS).

### **13.3.Data analysis:**

Analysis within the organization is conducted at programme level and finance level. After verification done, M&E officers and project coordinators conduct data analysis of the project before generating the progress report. Project accountants are responsible for managing the project financial operations in accordance with donors and institutional guidelines, supervision and are responsible for daily management, monitoring and reporting for the grants.

### **13.4.Data use and dissemination:**

Every quarter IDYDC will review program data and use lesson learned in feedback meetings. These data feedback workshops will allow IDYDC to analyze the data to:

- Ensure improvement of participants knowledge
- Improve program delivery
- Identify and examine barriers to achieving expected results

IDYDC will use data to guide program activities and to capture information on the program progress and findings from M&E activities will be feedback to the communities benefiting from the services

### **13.5.Reports:**

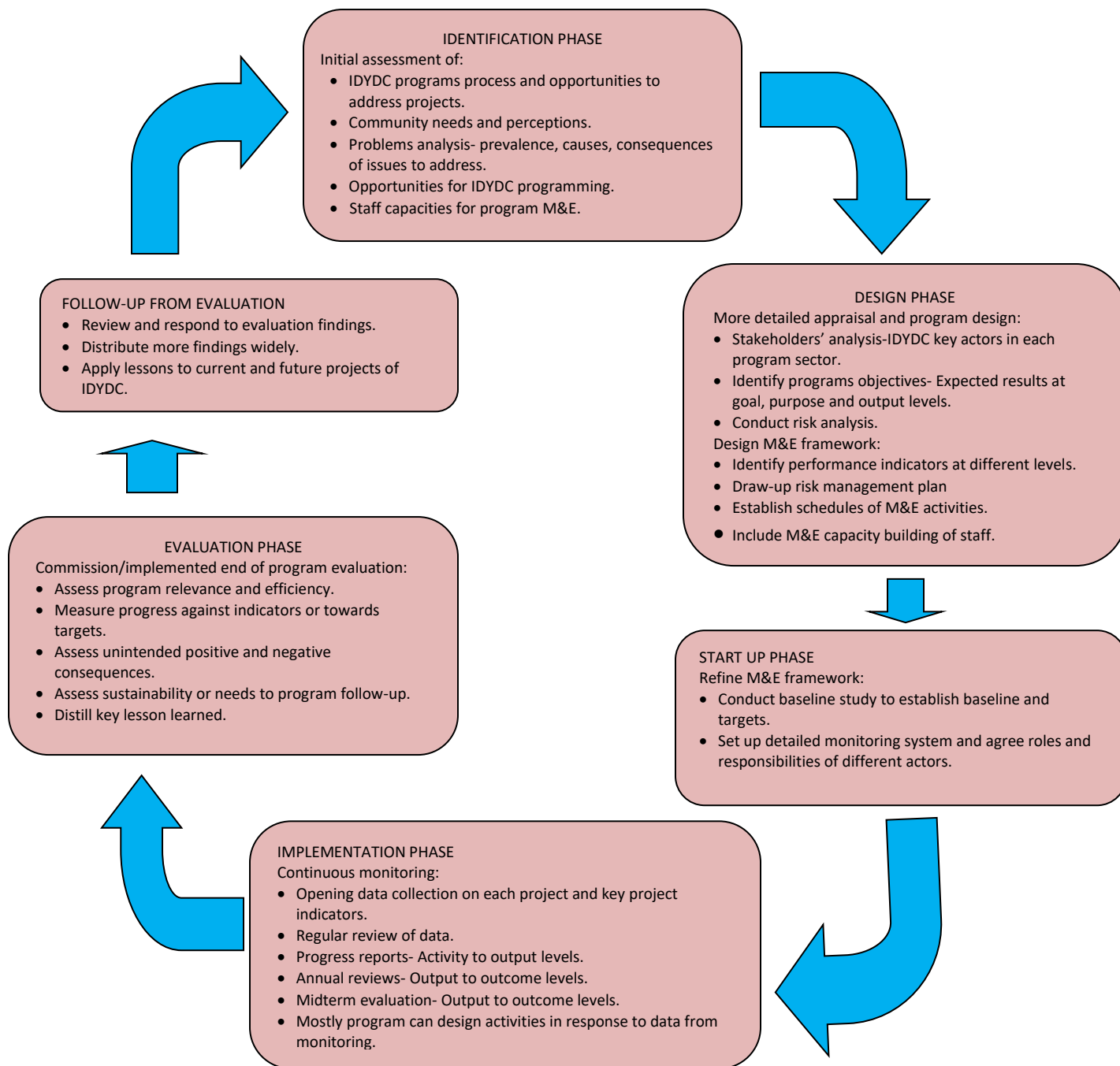
Project coordinators are responsible for report writing after compiling reports from field officers; the reporting is done monthly and quarterly and is submitted to management team. These reports feed into quarterly progress reports and to be submitted to donors, government and other stakeholders. In the case of final reports IDYDC Coordinators team prepare a report of program progress and achievements towards the end of the projects. These reports will include success stories and lesson learned and will be reviewed by the management team.

In this Strategic Plan period IDYDC team will prepare a report of program progress and achievements in monthly, quarterly, semi-annual (depending on the need) and towards the end of the projects. These reports will include success stories and lesson learned. The scope of and participants in the review will be determined in collaboration with partners.

### **13.6.Evaluation:**

Projects evaluations are done independently on project bases based on the interest of the funding source. However, IDYDC on annual bases evaluates its own progress and assess the way forward. This is done through consultative session with district representatives and the board sessions.

### 13.7.IDYDC M&E plan will focus on the following aspects:



## 14. Sustainability

Sustainability is the ability of an organization to improve its institutional capacity to continue its activities among target populations over an extended period of time, minimize financial vulnerability, develop diversified sources of institutional and financial support, and maximize impact by providing quality services and products. Sustainability is characterized as an outcome of particular conditions. The four dimensions of IDYDC are: financial (the continuous availability of financial resources), operational (capacity, technical resources, and administrative structures to operate programs), identity (long-term existence of organization itself), and interventions (results and impact of specific projects after their completion or funding terminates).

IDYDC sustainability is based on an assessment of legal environment, organizational capacity, financial viability, advocacy capacity, service provision, infrastructure, and public image and reputation. Also, it focuses on structure, systems, operating space, identity, and impact. The most immediate factors are governance and leadership (operations); resources (material, financial, and technical); relevance, legitimacy, and accountability (identity and representation); and intervention scalability and reliability (societal impact).

IDYDC sustainability may be defined as the capacity and capability to continuously respond to national and international policy variations, governance deficits, and legal and regulatory policies through coherent and deliberate strategies of mobilizing and effectively utilizing diversified resources, strengthening operations and leadership, promoting transparency and accountability, and fostering the scalability and replicability of initiatives and interventions.

Therefore, IDYDC will strengthen the abilities to mobilize resources from own domestic constituencies, development partners and foreign donors.

### SUSTANABILITY PLAN ANALYSIS:

S/N	STRATEGY	ACTIVITIES	TIMELINE	RESPONSIBLE
1.	Maintaining existing Donors/Partners and increase income by securing new Donors/Partners	Prepare proposal and outline the needs	By January 2022 to December 2026	Program officers Executive Director Project- Coordinators
		Developing fundraising activities	By January 2022 to December 2026	Program Officers Executive Director IDYDC Board
		Adherence of Donors requirement (Entering in Donors shoe)	By January 2022 to December 2026	Program Officers Executive Director Administration Finance department
		Consulting existing Donors to take the gap	By January 2022 to December 2026	Executive Director IDYDC Board
2.	Seek corporate partners who are willing to support projects/activities	Mapping potential companies that are interested to support	By March 2022 to December 2026	Executive Director Program Officers IDYDC Board
		Prepare proposal outlining needs, benefits and type of their support	By March 2022 to December 2026	Executive Director Program Officers IDYDC Board
		Prepare and present materials for publicity and networking	By June 2022 to December 2026	Program Officers Project coordinator M&E Officer
3.	Raising fund for worthiness and sustainability of the IDYDC	Organize dinner, campaigns and selling goods	By January 2022 to December 2026	Executive Director Program Officer
		Prepare concept notes and one pager briefing for seeking sponsorship.	By April 2022 to December 2026	Executive Director Program Officers
4.	Increase Organization capacity and efficient to manage IDYDC Projects with best practices	Improving existing Radio Advertisement for IDYDC	By January 2022 to December 2026	Executive Director Program Officers Nuru Fm Radio Manager
		Establish effective communication i.e. phones, emails, website, one to one meetings etc.	By January 2022 to December 2026	ICT officer Program Officer
		Mobilizing financial and non - financial resources from philanthropist and other local supporters	By June 2022 to December 2026	Executive Director IDYDC Board IDYDC partner/friends
		Recruit local and international with different skills/Professions	By July 2022 to December 2026	Executive Director Board Members

				IDYDC partner/friends
5.	Increase Organization capacity on Administration and Finance	Review Human Resource, Roles and Responsibilities	By January 2022 to December 2026	Executive Director HR/Administrator IDYDC Board
		Improve Internal Policies and guidelines	By January 2022 to December 2026	Executive Director HR/Administrator IDYDC Board
		Improve financial management and controls	By January 2022 to December 2026	Executive Director Accountant IDYDC Board
		Improve Assets management and reduce risk	By January 2022 to December 2026	Accountant Storekeeper

## 15. Proposed Budget

S/N	STRATEGY	BUDGET					
		TOTAL	2022	2023	2024	2025	2026
<b>Objective 1</b> Improved community health status by transforming social cultural norms and supporting the adoption of healthier behaviors							
1.	To decrease the number of HIV/Aids/STI's Infection rates and drug abuse among In and out of school youth	185,500	37,100	37,100	37,100	37,100	37,100
2.	To increase ability of individuals to practice health behaviors	32,500	6,500	6,500	6,500	6,500	6,500
3.	To strengthen communities ability to support the practice of desired health	522,000	104,400	104,400	104,400	104,400	104,400
4.	To enhance health communication systems to coordinate and implement interventions	12,000	2,400	2,400	2,400	2,400	2,400
<b>Sub Total</b>		<b>752,000</b>	<b>150,400</b>	<b>150,400</b>	<b>150,400</b>	<b>150,400</b>	<b>150,400</b>
<b>Objective 2:</b> Improved, scaled up and equitable use of proven HIV/AIDS prevention, treatment, care and support interventions by 2026							
5.	To establish strong, evidence-based linkages between communities and facilities, track and document health level outcomes	1,254,590	250,918	250,918	250,918	250,918	250,918
6.	To increase access to comprehensive reproductive, maternal, newborn and child health services by strengthen referral systems between communities and facilities	1,534,377	306,875	306,875	306,875	306,875	306,875
7.	A scalable HIV testing model for migratory and mobile workers targeting men and vulnerable adolescent boys and girls developed and implemented	55,000	11,000	11,000	11,000	11,000	11,000
8.	To increase HIV testing coverage by 2% among vulnerable adolescent boys and girls in remote hotspot locations in key economic sectors i.e. timber and mining	934,000	186,800	186,800	86,800	186,800	186,800
9.	To improve engagement of the local government authorities through the health care system to create the linkage of HIV testing, care and treatment within the informal sector workplaces in remote hotspots.	250,000	50,000	50,000	50,000	50,000	50,000
10.	To improve programme Management and Monitoring	235,000	47,000	47,000	47,000	47,000	47,000
<b>Sub Total</b>		<b>4,262,967</b>	<b>852,593</b>	<b>852,593</b>	<b>852,593</b>	<b>852,593</b>	<b>852,593</b>
<b>Objective 3:</b> Decreased alcohol consumption and its related harm by 10% in the project areas by 2026							
11.	To increase knowledge on Alcohol harm by promoting behavior change to the community	560,000	112,000	112,000	112,000	112,000	112,000
12.	To increase knowledge on alcohol effect among school children and take informed discussions regarding alcohol consumption behavior	564,000	112,800	112,800	112,800	112,800	112,800

13.	To increase involvement of decision makers, duty bearers and local government in Alcohol effect control.	210,000	42,000	42,000	42,000	42,000	42,000
<b>Sub Total</b>		<b>1,334,000</b>	<b>266,800</b>	<b>266,800</b>	<b>266,800</b>	<b>266,800</b>	<b>266,800</b>
<b>Objective 4:</b> Increased accessibility of comprehensive care and support services to OVC/MVC by the end of 2026							
14.	To reduce number of children's who are in the most vulnerable environment	142,152	28,430	28,430	28,430	28,430	28,430
15.	To maintain /strengthening relationship and care among children and their family members	190,000	38,000	38,000	38,000	38,000	38,000
16.	To empower youth living and working on street to become self-reliant	429,340	85,868	85,868	85,868	85,868	85,868
17.	To advocate and lobby for most vulnerable children service and rights through linkages to SWO, PGCD and legal entities	16,000	3,200	3,200	3,200	3,200	3,200
18.	To provide capacity Building to Project Staff	21,500	7,400	0	7,100	0	7,000
19.	To conduct Situational Analysis for homeless children.	26,250	13,000	0	0	0	13,250
<b>Sub Total</b>		<b>825,242</b>	<b>175,898</b>	<b>155,498</b>	<b>162,598</b>	<b>155,498</b>	<b>175,748</b>
<b>Objective 5:</b> Increased positive behavior change to children rescued from risk environment							
20.	To provide temporary shelter to children who are in the most vulnerable environment	412,250	82,450	82,450	82,450	82,450	82,450
21.	To provide Child CORE packages for strengthen children care and support at Upendo Centre	121,452	24,290	24,290	24,290	24,290	24,290
22.	Advocating and lobbying for safeguarding rights and services for most vulnerable children	95,500	19,100	19,100	19,100	19,100	19,100
23.	Capacity building to project staff	15,500	5,400	0	5,000	0	5,100
<b>Sub Total</b>		<b>644,702</b>	<b>131,240</b>	<b>125,840</b>	<b>130,840</b>	<b>125,840</b>	<b>130,940</b>
<b>Objective 6:</b> Improved accountability, transparency and efficiency of government officials in allocation of public resources in the agricultural sector by the end of year 2026							
24.	To escalate community awareness and participation through Public expenditure tracking system in Agriculture sector	86,024	17,205	17,205	17,2045	17,2045	17,205
25.	To ensure budgetary allocation, Equitable and guarantee of distribution of public resources in the agricultural sector.	73,450	14,690	14,690	14,690	14,690	14,690
26.	To develop the capacity of local leaders in having technique and knowledge on Public expenditure tracking system	80,870	16,174	16,174	16,174	16,174	16,174
27.	To Increase awareness on public in monitoring public expenditure in agriculture and increase of rate of conformity to the public expenditure allocated in agriculture sector.	58,790	11,758	11,758	11,758	11,758	11,758
<b>Sub Total</b>		<b>299,134</b>	<b>59,827</b>	<b>59,827</b>	<b>59,827</b>	<b>59,827</b>	<b>59,827</b>
<b>Objective 7:</b> Improved National effort on managing and protecting Environment and forest for sustainable climatically conditions in Iringa region							
28.	To increase participation of youth and communities on forest management and protection	46,000	0	11,500	11,500	11,500	11,500
29.	To undertake Afforestation/reforestation by planting tree seedlings on cleared land in rural areas	125,000	0	31,250	31,250	31,250	31,250
30.	To participate and involve stakeholders in management and protection of environmental impacts from climate change	80,500	0	20,125	20,125	20,125	20,125
31.	To conserve better environment and improving live hood for the community	275,000	0	68,750	68,750	68,750	68,750
<b>Sub Total</b>		<b>526,500</b>	<b>0</b>	<b>131,625</b>	<b>131,625</b>	<b>131,625</b>	<b>131,625</b>
<b>Objective 8:</b> Successfully established and demonstrated a sustainable model for improving water supply, Hygiene and sanitation in rural areas and primary schools							
32.	To bring behavior change in the communities with respect to WASH by promoting low cost	80,000	16,000	16,000	16,000	16,000	16,000

	WASH facilities						
33.	Creating awareness on the linkage between proper hygiene/sanitation and both individual and community health	70,500	14,100	14,100	14,100	14,100	14,100
34.	To improve hygiene practices in school and out of school children	70,000	14,000	14,000	14,000	14,000	14,000
35.	To develop safe water source to poor communities in rural areas	420,000	0	140,000	140,000	140,000	0
36.	To improve hygiene practices and environmental sanitation condition for poor communities in rural areas	415,000	83,000	83,000	83,000	83,000	83,000
37.	To build community capacity to operate and manage their water supply system	65,000	0	21,600	21,600	21,800	0
<b>Sub Total</b>		<b>1,120,500</b>	<b>127,100</b>	<b>288,700</b>	<b>288,700</b>	<b>288,900</b>	<b>127,100</b>
<b>Objective 9:</b> Established Non-formal Education Centers in the targeted community, that are easily and accessible for vulnerable children to cover the basic primary school or Vocational Education curriculum in non-formal education							
38.	To mainstream the children to the appropriate classes in the nearby formal schools	66,900	22,300	0	22,300	0	22,300
39.	To educate the drop-outs from formal education	82,000	16,400	16,400	16,400	16,400	16,400
40.	To provide vocational skills, life-skills education and counseling	409,500	81,900	81,900	81,900	81,900	81,900
41.	To raise the social and scientific awareness	60,000	0	0	20,000	20,000	20,000
<b>Sub Total</b>		<b>618,400</b>	<b>120,600</b>	<b>98,300</b>	<b>140,600</b>	<b>118,300</b>	<b>140,600</b>
<b>Objective 10:</b> Ensured roles and needs of women and men, and addressed any gender inequalities so that women and men can equally access, equally participate in and equally benefit from the resources, services, capacity building and other activities offered within the communities							
42.	To promote effective gender mainstreaming within communities by addressing the existing gender gaps, women's and men's specific needs and provision of information on gender aspects	250,000	50,000	50,000	50,000	50,000	50,000
43.	To empower women and girls for advancement of entrepreneurship skills and employability	600,000	120,000	120,000	120,000	120,000	120,000
<b>Sub Total</b>		<b>850,000</b>	<b>170,000</b>	<b>170,000</b>	<b>170,000</b>	<b>170,000</b>	<b>170,000</b>
<b>Objective 11:</b> Improved communities' capacity to secure their own food, nutrition and income at household level to alleviate poverty							
44.	To empower the local people with knowledge to harness their potential in order to raise their living standards and to make them healthy and environmentally conscious	112,500	0	28,125	28,125	28,125	28,125
45.	To Increase food production and diversification of the present farming system so as to attain sustainable food security	250,000	0	62,500	62,500	62,500	62,500
<b>Sub Total</b>		<b>362,500</b>	<b>0</b>	<b>90,625</b>	<b>90,625</b>	<b>90,625</b>	<b>90,625</b>
<b>OBJECTIVE 12:</b> To build IDYDC strengths of quality services and enhance organisational capacity to fulfill mission and vision							
46.	To ensure a positive and robust Human Resource Management system that supports the development of IDYDC and satisfying work life for all staff.	108,000	21,600	21,600	21,600	21,600	21,600
47.	To build sufficient resources to be sustainable and achieve growth over the next five years.	540,000	108,000	108,000	108,000	108,000	108,000
48.	Commitment to decision making and financial stewardship that reflects the organization's values and strategic priorities	980,000	196,000	196,000	196,000	196,000	196,000
49.	To continue review, adopt and integrate technology, enhance awareness, engagement and communication to enhance service quality and efficiency	170,000	34,000	34,000	34,000	34,000	34,000
50.	To develop partnerships with other service providers, key influencers and research organizations	125,000	25,000	25,000	25,000	25,000	25,000
<b>Sub Total</b>		<b>1,923,000</b>	<b>384,600</b>	<b>384,600</b>	<b>384,600</b>	<b>384,600</b>	<b>384,600</b>

<b>GRAND TOTAL</b>	<b>13,518,945</b>	<b>2,439,059</b>	<b>2,774,809</b>	<b>2,829,209</b>	<b>2,795,009</b>	<b>2,680,859</b>
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## **16. Conclusion:**

### **16.1 Considerations and Contingencies:**

This Strategic Plan covers a broad array of activities over a long period of time. As with any such planning scope, we must be prepared to effectively respond to a range of possibilities and changes in the landscape. We have identified key areas that will require our careful consideration as the plan progresses, and the development of contingencies should opportunities or challenges emerge.

Integrated fund development: One of the immediate steps following finalization and approval of the Strategic Plan will be the formalization of a plan to secure the resources needed to execute and meet the five year goals. We will build a fund development plan that includes comprehensive strategies to increase:

- Public resources that align to our Theory of Change and Strategic Plan goals and are a fit for IDYDC services and mission.
- Corporate and foundation relationships that will include expanding into new opportunities from national and international partners.
- The depth of and income from donors that we already are engaged with, and new partners that will join to support IDYDC as we expand our capacity to engage new major donors; including an expanded focus on resource mobilization associated to grants, donations and IDYDC own funds.
- IDYDC's annual fund through an expanded fundraising events and the broadening of donors' program.
- IDYDC's strategic engagement of influential, stakeholders and community members through Board leadership and further engagement opportunities.

The case for support – in any form – will focus on building and sustaining an organization committed to and capable of excellence and accountability, one that is outcomes-driven, expert, and a destination for beneficiaries, staff and the community alike.

In accordance with best practices for an agency of our size and history, this increased liquidity not only provides stability and program continuity in potentially challenging times but also positions IDYDC to be proactive and in control as opportunities emerge or needs are identified, rather than reactive to or reliant on external factors.

Flexibility and nimbleness also require that we have sufficient people power to assess possibilities, coordinate our response, and bridge with internal and external stakeholders. We will monitor our staff capacity to play this roll and if necessary engage external support as opportunities emerge.

### **16.2 Moving forward:**

This Strategic Plan outlines the operational steps and investments necessary for IDYDC to fully implement outcomes focused approach. At the end of the five-year plan, these initiatives will add status to IDYDC ongoing annual budget, our staff capacity, and IDYDC will focus all our programmatic and operational resources on the goal of moving Children, youth and community towards long-term sustainability.

Our work continues: we will draft detailed implementation and resource allocation plans for each initiative; implement a fund development strategy; stage and refine our activities; engage staff, beneficiaries and Board members thoughtfully; and adapt to changing circumstances as needed. We will place preeminent importance on leadership; provide high-quality services; recognize that volunteers and stakeholders are instrumental to performance; strive for continuous learning and improvement; and promote collaborative work across functional areas. We will grow mutually beneficial partnerships that align with IDYDC values and capacity to generate change for beneficiaries.

We recognize that the large-scale initiatives outlined in this Strategic Plan call for a significant investment by all our stakeholders: targeted groups to work diligently to meet their goals; staff to shift how they work individually and as teams; and leadership to manage to clear performance metrics in all areas of the organization. We ask IDYDC friends and supporters in the community to

join us in our commitment to a better future for our beneficiaries and community, to champion our growth, and to invest in the next generation of IDYDC.

**Prepared by:**

Johnnie Nkoma  
Executive Director  
On behalf of IDYDC Management

Date.....

**Approved by:**

Omary Nzowa  
Board Chairperson  
On behalf of IDYDC Board

Date.....