

**USEVYA DEVELOPMENT SOCIETY (UDES0)**



**FIVE YEARS (2023-2027) STRATEGIC PLAN**

**P.O Box 245 Mpanda, Katavi.**

**Email: [Udeso74@yahoo.com](mailto:Udeso74@yahoo.com)**

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<i>TABLE OF CONTENTS</i> .....	<i>ii</i>
<i>EXECUTIVE SUMMARY</i> .....	<i>1</i>
<i>1. INTRODUCTION</i> .....	<i>3</i>
<i>2. SITUATION ANALYSIS</i> .....	<i>4</i>
<i>4. MONITORING AND EVALUATION</i> .....	<i>8</i>
<i>4.1 Purpose and Structure</i> .....	<i>8</i>

## List of Abbreviation

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1. NGO- NON-GOVERNMENTAL ORGANIZATION
2. UDES- USEVYA DEVELOPMENT SOCIETY
3. SDGS SUSTAINABLE DEVELOPMENT GOALS
4. CSOS CIVIL SOCIETAL ORGANIZATION
5. IGA INCOME GENERATING ACTIVITIES
6. LGA LOCAL GOVERNMENT AUTHORITIES
7. PETS PUBLIC EXPENDITURE TRACKING SYSTEM
8. DC DISTRICT COUNCIL

## EXECUTIVE SUMMARY

Usevya Development Society (UDES0) is a KATAVI-based Non-Governmental Organization (NGO) that was duly registered under the NGOs ACT (2002) as a national Non-Governmental Organization with registration number 00NGO/0963 on 23Rd September 2005. Usevya Development Society is a Community Development and related interventions organization that strives to fight poverty and environmental degradation in the rural areas of the poor and marginalized communities of KATAVI region, in Tanzania.

UDES0 currently implements integrated community development projects focusing on Water and Sanitation, natural Resources Management, and Rural community Development in the urban and rural areas of KATAVI region, paying special attention and focus to disadvantaged groups and communities. We facilitate, initiate, and participate in dialogues on a variety of community development and participation issues such as access and ownership of resources, the management and flow of information as well as good governance and human rights. We challenge, stimulate, and support villagers' own initiatives and efforts to address their developmental challenges and setbacks.

It is in response to this passion and endeavour as well as the analysed context of our communities that we have come up with our Five years Strategic Plan (2023 – 2027) that provides a direction, focus, framework, and benchmark for guiding the organization's activities, strategic direction, strategies, and priorities as it regards our Community Development and related interventions.

This Strategic Plan builds on our past experience and lessons learned throughout our first 17 years of existence since 2005 when we started. It represents our dreams, hopes, values, passions, and Community development priorities of our beneficiaries as well as those of our stakeholders, friends, and working partners. It is a key resource document of our organization that is informed of the Country's key development directional frameworks such as The National Development Vision 2025, the National Development Plan, as well as the UN Sustainable Development Goals (SDGs).

The Five years Strategic Plan (2023-2027) has been developed in a participatory manner with consultations involving all the key organization's staff, founders,

stakeholders, as well as partners. This is thus our very own document! It is our strategy that incorporates and communicates our five (5) Strategic Objectives that in our context are also referred to as Strategic issues; these are:

- **Strategic Objective One:** Institutional Strengthening Internally and Externally for Effective, Sustainable, and Delivery of Quality Programs to Targeted Beneficiaries.
- **Strategic Objective Two:** To Enhance Good Governance and Accountability for Sustainable Livelihoods and Community Development.
- **Strategic Objective Three:** To Increase Resource Mobilization, Networking, and Fundraising for Greater Impact and Reaching out to more Beneficiaries.
- **Strategic Objective Four:** To Enhance Good working relationships with the Government, Partners, and Likeminded Organizations
- **Strategic Objective Five:** To Reduce Number of Vulnerable Community Groups that needs Attention and Intervention

A detailed implementation plan Matrix is provided for each Strategic Objective, Key Performance Indicators, key targets to be achieved, activities, timelines, and implementing responsibility; a Monitoring and Evaluation framework of the Plan is also so as to enable the organization to continuously monitor and evaluate all the progress in relation to the implementation of this Strategic Plan.

## **1. INTRODUCTION**

### **1.1 Foreword:**

It is on behalf of the Usevya Development Society (UDESOC) Management, staff, stakeholders, beneficiaries, and well-wishers, that am thrilled to present the organization's Five years Strategic Plan (2023-2027). This Five-Years Strategic Plan sets out the Vision, Mission, priorities, strategies, and metrics for the desired focus and success of our organization. By successfully implementing the strategic Goals/Issues, objectives, activities, targets, and strategies outlined in the plan, UDESOC will achieve its Vision and Mission as herein outlined.

The Strategic Plan provides a foundation and roadmap for the systematic implementation of the organization's Mandate as per its registration. This is our very resourceful and strategic document to guide and give us a focus and direction relating to all the interventions we intend to implement in the coming five years. It is therefore such an important Management and Programmatic tool and reference as we grow in our coming five years of implementing objectives and activities using it.

The key document emanates from a comprehensive review of the past 17 years' performance, including the achievements made (success stories - Impact) and the challenges encountered during the time of our existence. It is also developed on account of both the external and internal operating environment of the organization.

It is based on this, that on behalf of all the UDESOC management, staff, friends, and partners I take this opportunity to invite and call upon your friendships, partnerships, and joint efforts into our Five Years journey of addressing and building communities in KATAVI through various needed interventions as incorporated and analyzed in this document. We are determined to see more and more lives and communities being sustainably changed and transformed. We invite you to continue and be part of us in this endeavor!

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**Eden E. Wayimba – Co-Founder and Executive Director, December 2022.**

## 2. SITUATION ANALYSIS

### 2.1 Historical Background:

Usevya Development Society (UDES0) is a national Non-governmental organization (NGO) registered under the NGOs Act No. 24 of 2002. Following its full registration, UDES0 being based in the KATAVI region became operational in September 2005. The establishment of this organization was both a response to the calling of the founders to respond to a variety of community-needed interventions as well as a response to the need for having an established platform through which joint efforts of stakeholders, partners, and friends could be mobilized and realized in addressing a variety of community development needed interventions.

UDES0 is a committed and determined team of staff, stakeholders, partners, and friends who jointly believes and are called to sustainably address and change the cause of lives, communities, development setbacks, and all the sufferings of humanity in the region and our country. Our passion for this cause is such an ongoing, transformative and contagious one! We believe that we are called not just address and change circumstances, but to actually change, impact and transform lives!

### 2.2 Mission, Vision, Core Values:

#### Mission:

***To empower Communities to address development challenges through participatory approaches and transfer of skills and knowledge for sustainability.***

#### Vision:

***To be the leading organization in supporting community access to improved quality services in Tanzania.***

## Core Values:

*Core Values are beliefs that guide the organization in providing services to the UDESO beneficiaries and other stakeholders to ensure that provide good and standardized services. Our Core Values also provide a framework for how UDESO treats members and non-members, achieving its Vision as well as differentiating UDESO from other CSOs providing similar services. The Core Values are:*

- **Integrity:** UDESO Emphasizes and promotes the quality of being honest and having strong moral principles for staff and community. UDESO believes that by being a person of the highest Integrity, it is possible to be a good leader and good citizen who always think positively about community development.
- **Excellence:** In achieving sustainable community development in any society or organization, UDESO believes that everyone should contribute an outstanding performance with long-lasting impact in delivering outputs as per set activity.
- **Effectiveness and Efficiency:** UDESO believes in facilitating community development by producing better results while bringing intended results with the least waste of time, effort, and resources is easier for any community to realize sustainable community development.
- **Transparency:** In leading any community towards social development, UDESO perceives that Transparency acts as a bridge to link community members and other stakeholders. This ensure active participation among parties and help every side to be accountable. Therefore, we promote and influence Transparency of stakeholders in working for the community.
- **Accountability and Respect:** Every single person should be accountable to his or her side in bringing changes in respect to other contribution regardless of their religion, economic status, gender, race, age, physical appearance, color, etc.



## 2.3 External and Internal Context Assessment and Analysis:

In response to clearly understanding and responding to our operating environment; we have in the process spent a serious focus on analyzing, understanding, and responding to both our Internal and External operating environment. We have carefully analyzed key trends, realities, and issues from both internal and external operating environments of our context and strategize on the same accordingly.

### 2.3.1 External Context:

We have carefully considered the global world of donors, partners, and like-minded organizations as well as other local NGOs in the country; this is what in our context was considered as our external context. We have taken note of the key trends, practices, and dynamics of this context in relation to our focus and direction of the organization in the coming three years. This has enabled us to consider and strategize accordingly.

### 2.3.2 Internal Context:

Our Internal context has considered and focused on our legal mandate, objectives, Mission, Vision, and focus on our organization in the coming five years (2023-2027). It is based on this context that we have derived the overall strategic direction of our organization by coming up with the Strategic issues (Goals) and their objectives which have given us the set of activities that we are looking forward to implementing in the timeframe of this Strategic Plan.

## 2.4 SWOT Analysis:

<b>Our Strengths:</b> <ul style="list-style-type: none"><li>▪ Presence of Competent and qualified staff.</li><li>▪ Good internal and external relationships.</li><li>▪ Existence of governance structure and functional board.</li><li>▪ Capabilities in generating own (local)</li></ul>	<b>Our Weaknesses:</b> <ul style="list-style-type: none"><li>▪ Lack of regular staff capacity building.</li><li>▪ Insufficient staff participation in decision making.</li><li>▪ Poor internal and external communications.</li></ul>
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funds. <ul style="list-style-type: none"> <li>▪ Self-volunteerism.</li> <li>▪ Organization’s good public eminence.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Poor writing skills.</li> <li>▪ Low media engagement and coverage.</li> </ul>
<p style="text-align: center;"><b>Outside Opportunities:</b></p> <ul style="list-style-type: none"> <li>▪ Access to new and existing donors.</li> <li>▪ Existence of community needs to be addressed.</li> <li>▪ Access to media at regional and national level.</li> <li>▪ Existence of conducive political environment.</li> <li>▪ Presence of stakeholders to collaborate with.</li> <li>▪ Existence of national policies/guidelines.</li> </ul>	<p style="text-align: center;"><b>Outside Threats:</b></p> <ul style="list-style-type: none"> <li>▪ Political interference when implementing projects.</li> <li>▪ Cultural beliefs that hinder smooth implementation of projects.</li> <li>▪ Stiff competition of donor funds from other CSOs.</li> <li>▪ Community myths regarding project funds and implementation.</li> <li>▪ Breakout of communicable diseases like Cholera.</li> </ul>

## 2.5 Critical Objectives:

The following are the Strategic Objectives that have been identified as emanating from the above SWOT analysis, the organization’s top priorities as well as the overall situational analysis of our operating environment as highlighted above.

**2.5.1 Institutional Strengthening Internally and Externally for Effective, Sustainable, and Delivery of Quality Programs to Targeted Beneficiaries.**

**2.5.2 To Enhance Good Governance and Accountability for Sustainable Livelihoods and Community Development.**

**2.5.3 To Enhance Good working relationships with the Government, Partners, and Likeminded Organizations**

**2.5.4 Strategic Goal Four: To Reduce Number of Vulnerable Community Groups that needs Attention and Intervention**

**2.5.5 To Reduce Number of Vulnerable Community Groups that needs Attention and Intervention**

## **4. MONITORING AND EVALUATION**

### **4.1 Purpose and Structure**

The Framework presented in this section shows how the Outcomes/results of the Strategic Plan will be measured. It contains: the Results Matrix, the Monitoring Plan; the Planned Reviews; the Evaluation Plan and finally The Detailed Reporting Plan.

### **4.2 Monitoring, Reviews, and Evaluation Plans**

#### **4.2.1 Monitoring Plan**

A separate Monitoring Plan consisting of the indicators of given in Table indicator descriptions, indicator baseline values, indicator target values, data collection and methods of analysis, indicator reporting frequencies and the responsible officers who will be responsible for data collection, analysis and reporting will be used to monitor the results of the Plan.

#### **4.2.2 Planned Reviews**

There will be reviews that aim to obtain progress status on the implementation of the activities and targets of the strategic plan. This will consist of review meetings, planned milestones reviews, midterm reviews and rapid appraisals including their frequencies.

### **4.3 Monitoring Plan, Planned Reviews, Planned Milestone Reviews**

#### **4.3.1 Outcomes/Results Monitoring Measures:**

<b>Specific Objective(s)</b>	<b>Desired Outcomes/Results</b>	<b>Measures</b>
<b>To develop the governance, managerial and technical capacity towards Quality Programmes and effective execution of this strategy</b>	<ul style="list-style-type: none"><li>• All management, programmatic, financial, and working tools, systems, policies, and guidelines are reviewed, updated, and in</li></ul>	<ul style="list-style-type: none"><li>• Number of tools, systems, guidelines, and policies updated and in place started/established</li></ul>

	place.	
<b>To strengthen and Improve UDESO's governance and Leadership structures</b>	<ul style="list-style-type: none"> <li>• All Board members are active</li> <li>• Board Meetings done regularly</li> <li>• Management, Board members refreshed and trained.</li> </ul>	<ul style="list-style-type: none"> <li>• Board meeting minutes updated in place.</li> <li>• Signed attendance of Board Meetings</li> <li>• Training done and documented.</li> </ul>
<b>To develop and compile Community/beneficiaries needed interventions</b>	<ul style="list-style-type: none"> <li>• Community needed Interventions are collected and compiled for reference</li> </ul>	<ul style="list-style-type: none"> <li>• A compiled and updated data on community needed interventions</li> </ul>
<b>To Sensitize, empower, and build the capacity of marginalized communities and vulnerable groups on resilience, adaptation, and mitigation to Climate change</b>	<ul style="list-style-type: none"> <li>• Sensitized, empowered, and resourced community and vulnerable groups on climate change and related mitigation.</li> </ul>	<ul style="list-style-type: none"> <li>• Number of beneficiaries reached out, sensitized and empowered.</li> <li>• Number of forums done.</li> <li>• Number of community farmers adapted to climatic change</li> </ul>
<b>To continue implementing Education related interventions as per needs assessment conducted.</b>	<ul style="list-style-type: none"> <li>• All education provision and learning related challenges are identified and addressed.</li> <li>• UDESO is fully involved in supporting efforts in the education sector.</li> <li>• Improved school overall learning environment</li> </ul>	<ul style="list-style-type: none"> <li>• Number of interventions or projects conducted.</li> <li>• Number of beneficiaries supported/reached out.</li> <li>• Number of projects designed to address identified issues.</li> <li>• Number of schools started food feeding.</li> <li>• Number of reports reduced school drop up</li> <li>• Availability of learning facilities (classes, desk</li> </ul>

		and teachers)
<b>To establish Income Generating Projects/Activities</b>	<ul style="list-style-type: none"> <li>Income generating activities/projects designed/brainstormed.</li> <li>Income generating activities/projects established</li> </ul>	<ul style="list-style-type: none"> <li>Number of IGAs/projects designed/discussed.</li> <li>Number of IGAs/projects established/implement ed</li> </ul>
<b>To engage in Fundraising Campaigns/Activities</b>	<ul style="list-style-type: none"> <li>UDES0 engaged in Fundraising campaigns/activities</li> </ul>	<ul style="list-style-type: none"> <li>Number of campaigns/activities done/engaged</li> <li>Resources/Revenue realized.</li> </ul>
<b>To develop, submit, and implement Project Proposals on needed Interventions</b>	<ul style="list-style-type: none"> <li>Project Proposals are developed and submitted to potential donors</li> <li>Project Proposals submitted attracts funding.</li> </ul>	<ul style="list-style-type: none"> <li>Number of Project Proposals submitted</li> <li>Number of Projects funded/responded to</li> <li>Amount of revenue realized through this.</li> </ul>
<b>To promote Volunteerism spirit amongst the Board, Volunteers/Interns and Staff</b>	<ul style="list-style-type: none"> <li>Established partnerships with likeminded partners/organs</li> <li>Implemented Projects in partnerships/consortium</li> </ul>	<ul style="list-style-type: none"> <li>Number of new volunteers/Interns/field mobilized and engaged to work.</li> <li>Time spent working with the organization</li> </ul>
<b>To observe and abide with NGOs registration requirements</b>	<ul style="list-style-type: none"> <li>Fully conformity with NGOs registration requirements</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of conformity against needed requirements</li> </ul>
<b>To Engage and work with LGAs, Partners, and Likeminded organizations</b>	<ul style="list-style-type: none"> <li>UDES0 to strategically engage and work with LGAs, partners, and likeminded organizations.</li> </ul>	<ul style="list-style-type: none"> <li>Number of Engagements</li> <li>Number of tasks or projects worked</li> </ul>

	<ul style="list-style-type: none"> <li>Partnerships with LGA, Partners, CSOs, CBOs, and likeminded organization strengthened</li> </ul>	together and results.
<b>To design Campaigns and Interventions/Projects as per community vulnerability</b>	<ul style="list-style-type: none"> <li>Have in place a designed campaigns/projects/program mes for identified community needed interventions.</li> </ul>	<ul style="list-style-type: none"> <li>Document in place that shows designed projects as per identified needs and needed interventions.</li> </ul>

#### 4.3.2 Review Meetings

Type of Meeting	Frequency	Designation of Chairperson	Participants
Staff and Volunteers Meeting	Monthly	UDES0 Executive Director	All Staff and Volunteers
Management (Board) Meeting	Semi-annually	Board Chairperson	Board Members
Staff and Volunteers Meeting	Weekly	Projects Coordinator	All Staff and Volunteers

#### 4.3.3 Planned Milestone Reviews

The reviews track progress in the implementation of the milestones set annually by the organization. Each target in the Strategic Plan will be interpreted as a target to be implemented during a particular year as part of the annual planning and budgeting exercise.

The review will focus on determining whether the planned annual milestones are being achieved. In addition, the review will track any

changes in terms of outputs realized over the period as well as assess issues, challenges, and lessons learned over the year and to what extent the outputs delivered are contributing towards the achievement of the objectives. The milestone review will be conducted quarterly. The review findings will be used to adjust implementation strategies.

#### **4.3.4 Evaluation Plan (Mid and End-Evaluation)**

The strategic plan will be evaluated at mid-term to judge the implementation progress and suggest ways to improve implementation during the remaining period. Similarly, the end-term evaluation will be conducted at the end of 2027 with a focus on determining whether the planned activities were well implemented and the extent of achievement of the planned results/outcomes.

#### **4.4 Reporting Plan (Internal and External Reporting)**

There shall be several reports to be prepared and shared internally and externally with various organs and stakeholders as a way of implementing, evaluating, and reporting on the Implementation of this Strategic Plan. This will also help in tracking progress, challenges, and successes during implementation.

##### **4.4.1 Internal Reporting Plan**

<b>Type of Report</b>	<b>Recipient</b>	<b>Frequency</b>	<b>Person(s) Responsible</b>
Monthly Progress Report	UDES0 Executive Director	Monthly	Projects Coordinator
Quarterly Program and Financial Performance Report	UDES0 Executive Director	Quarterly	Projects Coordinator
Annual Program and Financial	UDES0 Executive	Annually	Projects Coordinator

Performance Report	Director		
Quarterly Progress Report	UDES0 Executive Director	Quarterly	Projects Coordinator
Annual Progress Report	UDES0 Executive Director	Annually	Projects Coordinator

#### 4.4.2 External Reporting Plan

Type of Report	Recipient(s)	Frequency	Person(s) Responsible
Quarterly Progress Report	MoCDGEC, Board	Quarterly	UDES0 Executive Director
Annual Progress Report	MoCDGEC, Board, Key stakeholders	Annually	UDES0 Executive Director
Annual Report and Audited Accounts	MoCDGEC, Board, Key stakeholders	Annually	UDES0 Executive Director



## **ANNEXES**

**1:**

**Strategic**

**Log-frame**

**Matrix**

Strategic Objective 1: Institutional Strengthening Internally and Externally for Effective, Sustainable, and Delivery of Quality Programs to Targeted Beneficiaries.			Implementation Timeline (2023 – 2027)																			
Specific Objective 1: To develop and enhance the governance, managerial and technical capacity towards Quality Programs and effective execution of this strategy			Year 1 (2023)				Year 2 (2024)				Year 3 (2025)				Year 4 (2026)				Year 5 (2027)			
Strategic Activities:	Activity Description Brief description of the activity, what it will achieve and why	Activity Indicator(s): How to know if the activity has been successfully completed?	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4
Review performance of the Organization’s Board and address issues accordingly.	The Board needs to be active, responsible and available with all members executing their roles	<ul style="list-style-type: none"> <li>Updated file on all Board meetings in place</li> <li>Board meets regularly</li> <li>Minutes in place on measures taken as part of the review done.</li> </ul>		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Conduct regular required audits and uploading/sharing reports to the required stakeholders.	Regular reports are needed for registration purposes, accountability, credibility, and donors’ expectations.	<ul style="list-style-type: none"> <li>Audits done as per timeline.</li> <li>Audit reports in place</li> <li>Action items shared, corrected/worked on.</li> </ul>		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Develop and implement a user-friendly UDES0 monitoring, evaluation and learning plan to keep track of the progress we are making as an organization.	As UDES0, we need all the time be making progress; the plan will enable to assess our progression.	<ul style="list-style-type: none"> <li>Quarterly Progress reports in relation to this strategy in place to show the progress.</li> </ul>		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Conduct capacity building/staff development Needs assessment of key personnel in the office and address needs accordingly.	Capacity of our staff is key towards quality programs and sustainability of our organization; we therefore intend to ensure our staff are	<ul style="list-style-type: none"> <li>Capacity needs Assessment in place (Annually) and execution reports in</li> </ul>		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

	all the time having the capacity needed.	place.																					
Specific Objective 2: To strengthen and Improve UDESO’s governance and Leadership structures as well the capacity of staff			Year 1				Year 2				Year 3				Year 4				Year 5				
Strategic Activities:	Activity Description Brief description of the activity, what it will achieve and why.	Activity Indicator: How to know the activity has been successfully completed?)	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	
Conduct regular staff, management, and Board meetings as required.	Staff need to be timely and adequately informed of issues happening with their organization and be resourced and equipped to make informed decisions.	<ul style="list-style-type: none"><li>Minutes in place of regular staff, management and Board meetings done.</li><li></li></ul>		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Prepare re-fresher staff, governance and leadership training on key aspects of responsibilities and other aspects of the organization as reported/observed in the SWOT analysis of this document.	This is to ensure all staff, the leadership and governance of the organization is resourced and equipped to deliver results as per responsibilities given.	<ul style="list-style-type: none"><li>Number of refresher training done annually.</li><li>Training reports on capacity building done.</li><li>Areas of capacity building done.</li></ul>		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Strategic Objective 2: To Enhance Good Governance and Accountability for Sustainable Livelihoods and Community Development.			IMPLEMENTATION TIMELINE (2023 - 2027)																				
Specific Objective 1: To develop and compile Community/beneficiaries needed interventions			Year 1				Year 2				Year 3				Year 4				Year 5				
Strategic Activities:	Activity Description Brief description of the activity, what it will achieve and why	Activity Indicator: How to know the activity has been successfully completed?	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	
Compile targeted beneficiaries’ intervention needs appraisal	We need to know exactly the top intervention needs of our targeted beneficiaries	<ul style="list-style-type: none"><li>Have in place a compiled community interventions and plan</li></ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

		against it.																				
Facilitate formulation of community groups for different interventions e.g. youth etc.	This is needed so as to sensitize and engage beneficiaries to take part in efforts of addressing their issues/challenges.	<ul style="list-style-type: none"> <li>Number of community groups formulated and facilitated.</li> </ul>			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Initiate and facilitate community development initiatives that addresses identified challenges	We need to have a number of community self-initiated interventions and projects	<ul style="list-style-type: none"> <li>Number of established community initiatives</li> </ul>					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Engage Social welfare officers to jointly identify and design projects on needed community interventions	Working jointly with Social welfare officers in wards to jointly come up with community developed interventions is a serious need.	<ul style="list-style-type: none"> <li>Number of joint meetings done.</li> <li>Number of projects/interventions jointly discussed, designed</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Implement Gender-based Violence, Violence against Child, and Child Protection campaigns/interventions in the society, primary, and secondary schools.	These have been observed and reported as issues that needs immediate attention and intervention.	<ul style="list-style-type: none"> <li>Number of interventions/campaign conducted/executed.</li> <li>Number of beneficiaries reached out/intervened.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Implement environmental Conservation projects like tree planting and the related environmental projects.	This has been identified as one of the priority areas/aspects that needs immediate intervention.	<ul style="list-style-type: none"> <li>Number of environmental related projects implemented.</li> <li>Number of interventions done.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Implement SDGs related projects and interventions.	SDGs formulates the basis of this Strategic Plan.	<ul style="list-style-type: none"> <li>Number of SDGs projects implemented.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
<b>Specific Objective 2: To Sensitize, empower, and build the capacity of marginalized</b>			<b>Year 1</b>			<b>Year 2</b>			<b>Year 3</b>			<b>Year 4</b>			<b>Year 5</b>							

communities and vulnerable groups on resilience, adaptation, and mitigation to Climate change																						
Strategic Activities:	Activity Description Brief description of the activity, what it will achieve and why	Activity Indicator: How to know the activity has been successfully completed?	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4
Provide customized training and relevant information on resilience, adaptation, and mitigation to climatic change.	This is a capacity building and information sharing so as to empower community and vulnerable groups	<ul style="list-style-type: none"> <li>Number of beneficiaries empowered and resourced</li> <li>Number of related interventions done</li> </ul>			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Design, develop, and implement projects on resilience, adaptation, and mitigation to climatic change.	This intends to address real issues relating vulnerability to climate change.	<ul style="list-style-type: none"> <li>Number of real projects/interventions implemented on climate change and related.</li> </ul>			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Participate in forums of likeminded organizations/partners relating climate change and related interventions.	This is important so as to resource UDESOP personnel on global and local efforts going on towards climate change and mitigation.	<ul style="list-style-type: none"> <li>Number of forums/platforms participated.</li> <li>Number of joint activities done.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Create community awareness on the effects of climate change and need and mechanism for resilience.	The community needs to be fully aware of climate change and how to respond to the same.	<ul style="list-style-type: none"> <li>Number of awareness creation forums done.</li> <li>Number of beneficiaries facilitated/supported.</li> </ul>			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

Mobilize, support, and establish community initiatives that strengthen resilience, adaptation and mitigate climate change.	This is needed towards a mobilized and sensitized community on climate change and related effects.	<ul style="list-style-type: none"> <li>Number of community initiatives established.</li> <li>Number of community members engaged in community initiatives.</li> </ul>			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
<b>Specific Objective 3: To continue implementing Education related interventions as per needs assessment conducted.</b>			<b>Year 1</b>				<b>Year 2</b>				<b>Year 3</b>				<b>Year 4</b>				<b>Year 5</b>			
<b>Strategic Activities:</b>	<b>Activity Description</b> Brief description of the activity, what it will achieve and why	<b>Activity Indicator:</b> How to know the activity has been successfully completed?	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b> X	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>
Engage and work with LGAs to address education issues in primary and secondary schools.	This will enable the identified issues to be intervened as needed at primary and secondary school levels.	<ul style="list-style-type: none"> <li>Number of education related projects/interventions done.</li> <li>Number of engagements with LGAs, other partners, and likeminded done.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Support schools to design and implement various projects addressing education, climate change, health, students' performance, etc.	This intends to engage schools to address issues that affects education provision and learning at schools.	<ul style="list-style-type: none"> <li>Number of schools supported.</li> <li>Number of school projects conducted.</li> <li>Number of students impacted.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Participate in education related forums that intends to identify and address issues affecting education	This is needed towards joining hands with all efforts aiming at addressing issues affecting education in	<ul style="list-style-type: none"> <li>Number of forums attended.</li> <li>Number of</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

provision and learning environment at schools.	schools.	contributions made.																				
Implement Internet connectivity and ICT related projects in schools, community and public centers.	This is according to reported/observed needs as well as priorities.	<ul style="list-style-type: none"> <li>Number of internet and ICT related projects implemented at schools</li> <li>Number of beneficiaries reached.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Implement campaigns on diseases such as HIV, TB, Malaria and others in collaboration with SIKIKA and other partners.	This is according to reported/observed needs as well as priorities.	<ul style="list-style-type: none"> <li>Number of campaigns/training done.</li> <li>Number of beneficiaries reached.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
<b>Specific Objective 4: To continue implementing Good governance related interventions/projects as per Community needs assessment conducted.</b>			<b>Year 1</b>				<b>Year 2</b>				<b>Year 3</b>				<b>Year 4</b>				<b>Year 5</b>			
<b>Strategic Activities:</b>	<b>Activity Description</b> Brief description of the activity, what it will achieve and why	<b>Activity Indicator:</b> How to know the activity has been successfully completed?	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>
Continue engaging with LGAs, partners, and likeminded organizations to address Good governance related interventions as per needs.	The needs assessment done shows these as still critical areas that needs a continued commitment and action.	<ul style="list-style-type: none"> <li>Number of engagements done.</li> <li>Number of beneficiaries reached out with a particular intervention.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Design and implement a variety of good governance projects/interventions as per needs assessment conducted.	Implementing projects/interventions in these critical areas is such a necessity as per needs assessment done in our targeted communities.	<ul style="list-style-type: none"> <li>Number of relevant projects/interventions designed.</li> <li>Number of</li> </ul>		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

		projects/interventions done.																				
Create needed awareness and Sensitization on health-related issues, Gender based violence/issues, and good governance practices in the community.	Awareness creation is key towards identifying and addressing related issues and challenges in the community.	<ul style="list-style-type: none"> <li>Number of awareness creation forums done.</li> <li>Number of beneficiaries reached out.</li> </ul>		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Engage the community to address health-related, gender -based violence issues, and good governance issues in the community.	The community needs to be fully engaged against all shortcomings observed and jointly addressed.	<ul style="list-style-type: none"> <li>Number of community engagements.</li> <li>Number of beneficiaries involved.</li> <li>Impacts made.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Implement Public Expenditure Tracking System (PEST) project – phase two.	This is an on-going project.	<ul style="list-style-type: none"> <li>Number of activities done.</li> <li>Number of beneficiaries reached.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Implement Audit Accountability Initiatives (AAIs) project in Tanganyika DC.	This is an on-going project.	<ul style="list-style-type: none"> <li>Number of activities done.</li> <li>Number of beneficiaries reached.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
<b>Strategic Objective 3:</b> To Increase Resource Mobilization, Networking, and Fundraising for Greater Impact and Reaching out to more Beneficiaries.			<b>IMPLEMENTATION TIMELINE (2023 - 2027)</b>																			
<b>Strategic Objective 1: To establish UDESO Income Generating Projects/Activities</b>			<b>Year 1</b>				<b>Year 2</b>				<b>Year 3</b>				<b>Year 4</b>				<b>Year 5</b>			
<b>Strategic Activities:</b>	<b>Activity Description</b> Brief description of the activity, what it will achieve and why	<b>Activity Indicator:</b> How to know the activity has been successfully completed?	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>



To brainstorm, decide and implement the possible Income generating activities (IGAs) that <b>UDES</b> O could do.	This is towards establishing relevant IGAs for UDES	<ul style="list-style-type: none"><li>Having in place a list of brainstormed and approved IGAs for UDES (2023-2027)</li><li>Implement at least 60% of the approved IGAs</li></ul>					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Making a close follow up on the projects to be implemented.	This is important so as to know exactly on how the implementation has been done and any lessons documented.	<ul style="list-style-type: none"><li>Follow up reports in place for each IGA implemented</li></ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Engage the LGAs to design and implement Public-Private Partnership IGAs/projects.	This is needed towards more resource's mobilization for UDES	<ul style="list-style-type: none"><li>Steps taken towards this goal.</li><li>Number of projects designed, implemented.</li></ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Follow-up on Radio station establishment request and Constructing studio room.	The Radio is a powerful platform and advocacy tool for the organization.	<ul style="list-style-type: none"><li>Steps taken/follow-ups done.</li><li>Progress realized.</li></ul>				X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		
Specific Objective 2: To engage in Fundraising/Resource mobilization Campaigns/Activities							Year 1				Year 2				Year 3				Year 4				Year 5			
Strategic Activities:	Activity Description Brief description of the activity, what it will achieve and why	Activity Indicator: How to know the activity has been successfully completed?	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4
To brainstorm and agree on the relevant/promising campaigns to be done.	This is to engage the UDES team in brainstorming and coming up with relevant Fundraising campaigns	<ul style="list-style-type: none"><li>Have in place the brainstormed and approved Fundraising Campaigns to be pursued.</li></ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

Engage a Consultant to resource and build the capacity of staff in implementing selected fundraising campaigns.	Implementing selected and approved Fundraising campaigns for UDESO	<ul style="list-style-type: none"><li>At least 60% of the selected Campaigns are implemented</li><li>Capacity building done</li></ul>					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To provide a Management in place and coordination mechanism for selected fundraising campaigns.	Ensuring the leadership is connected and in picture of all Fundraising campaigns to be implemented.	<ul style="list-style-type: none"><li>A documented strategy on how campaigns are implemented and results documented</li></ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To identify and engage partners, friends and ambassadors for fundraising campaigns	We need to identify strategic and potential partners, friends, and UDESO Ambassadors for fundraising campaigns	<ul style="list-style-type: none"><li>Have in place an updated list of partners, friends, partners along with the campaign tasks</li></ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To develop Concept notes, LOIs, and Project proposals and submit as per priorities and needs assessment.	We need to fundraise and mobilize resources for the implementation of our programs and sustainability of our organization.	<ul style="list-style-type: none"><li>Number of Concept notes, LOIs, and project proposals developed and submitted.</li></ul>					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Specific Objective 3: To develop, submit, and implement Project Proposals on needed Interventions			Year 1				Year 2				Year 3				Year 4				Year 5			
Strategic Activities:	Activity Description Brief description of the activity, what it will achieve and why	Activity Indicator: How to know the activity has been successfully completed?	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4
To come up with priority project proposals for the Five years according to our top priorities as outlined here.	To come up with UDESO priority list of Projects to be developed and implemented in Five years (2023-2027)	<ul style="list-style-type: none"><li>Having in place a list of projects to be developed and timeline</li></ul>					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To identify donors relevant	This is important so that	<ul style="list-style-type: none"><li>An updated list of</li></ul>																				

for the selected Project proposals.	relevant projects are submitted to right donors	potential donors in place all the time					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To develop and submit Project proposals as per priority and targets set.	Ensuring developed Project proposals are submitted to potential donors	<ul style="list-style-type: none"> <li>At least 60% of needed project proposals are developed and submitted</li> <li>At least 5 Projects are quarterly developed and submitted</li> </ul>					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To make a closer follow up on the submitted project proposals.	Ensuring we get a feedback on each of the Proposals we submit to donors	<ul style="list-style-type: none"> <li>Feedback in place/known (quarterly) for each of the submitted projects</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
<b>Specific Objective 4: To promote and enhance Volunteerism spirit amongst the Board, Volunteers/Interns and Staff</b>			<b>Year 1</b>				<b>Year 2</b>				<b>Year 3</b>				<b>Year 4</b>				<b>Year 5</b>			
<b>Strategic Activities:</b>	<b>Activity Description</b> Brief description of the activity, what it will achieve and why	<b>Activity Indicator:</b> How to know the activity has been successfully completed?	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>
To develop and have in place a strategy and policy on volunteers and interns.	The strategy/policy is needed to guide UDES0's working relationships with Volunteers and Interns as the join us	<ul style="list-style-type: none"> <li>Having in place a policy/strategy on Volunteers and Interns who join the organization.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To continue using website and other avenues/platforms create awareness on the interventions of the	We continuously need to make UDES0 and its interventions known to the public, potential donors, friends, and partners.	<ul style="list-style-type: none"> <li>To update the website at least monthly to feature all major interventions</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

organization.		done/advocacy																				
To plan and create relevant activities for interns/field attachment and volunteers.	To ensure we attract, engage, and use volunteers, Interns/field students to implement UDESO interventions and objectives.	<ul style="list-style-type: none"> <li>A plan in place quarterly along with activities/engagements</li> </ul>					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To communicate Internship/Field attachment and Volunteering opportunities to different Education Institutions and the public.	To ensure we invite and attract potential volunteers/field attachment and Interns to engage.	<ul style="list-style-type: none"> <li>Volunteering/Internship/Field attachment Invitations developed and communicated quarterly.</li> </ul>					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To design and come up with some Organization's branded materials for promotion.	UDESO's branded materials are needed to attract and engage volunteers/Interns	<ul style="list-style-type: none"> <li>Selected branded materials discussed, developed, in place.</li> </ul>					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
<b>Strategic Issue 4:</b> To Enhance Good working relationships with the Government, Partners, and Likeminded Organizations			<b>IMPLEMENTATION TIMELINE (2023 – 2027)</b>																			
<b>Specific Objective 1: To observe and abide with NGOs registration requirements</b>			<b>Year 1</b>				<b>Year 2</b>				<b>Year 3</b>				<b>Year 4</b>				<b>Year 5</b>			
<b>Strategic Activities:</b>	<b>Activity Description</b> Brief description of the activity, what it will achieve and why	<b>Activity Indicator:</b> How to know the activity has been successfully completed?	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>
To have in place the current NGOs guide act and to familiarize UDESO staff, volunteers/Interns with it.	Important so that UDESO observes and abides on all legal matters as an NGO	<ul style="list-style-type: none"> <li>Have in place the NGOs ACT as well as other government related regulations to NGOs</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To do interventions as per NGOs ACT/government regulations.	Ensuring UDESO observes and abides in all legal matters of its operations	<ul style="list-style-type: none"> <li>Quarterly reports submitted on interventions done.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

Specific Objective 2: To Engage and work with LGAs, Partners, and Likeminded organizations			Year 1				Year 2				Year 3				Year 4				Year 5			
Strategic Activities:	Activity Description Brief description of the activity, what it will achieve and why	Activity Indicator: How to know the activity has been successfully completed?	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4	Q 1	Q 2	Q 3	Q 4
Engage LGAs, partners, and likeminded organizations to develop, and implement joint projects/interventions	This will enable joint understanding and addressing of issues/interventions in the community.	<ul style="list-style-type: none"> <li>Number of engagements done/proposed.</li> <li>Number of projects implemented in partnership</li> </ul>				X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To actively attend and participate in invited government/partners/likeminded organization forums	It is important for UDESO to work and partner with LGAs, potential partners and likeminded organizations.	<ul style="list-style-type: none"> <li>Number of meetings/forums attended.</li> <li>Number of forums created by UDESO for LGAs, partners and likeminded organizations to attend.</li> </ul>				X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Engage and invite LGAs, government, partners, and likeminded organizations in key events of the organization.	To invite and have them attend in key events of the organization so as to enable joint understanding, collaboration, and networking.	<ul style="list-style-type: none"> <li>Number of events created and invitations given out.</li> <li>Levels of engagement happened.</li> </ul>			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To engage LGAs, partners, and likeminded organizations in implementing UDESO	This will enable them to feel as being part of the organization and its interventions in the	<ul style="list-style-type: none"> <li>Number of engagements in typical project activities.</li> <li>Number of those who</li> </ul>			X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

projects/Interventions wherever possible.	community.	were engaged in typical activities.																				
<b>Strategic Objective 5:</b> To Reduce Number of Vulnerable Community Groups that needs Attention and Intervention			<b>IMPLEMENTATION TIMELINE (2023 – 2027)</b>																			
<b>Specific Objective 1: To document, compile, and keep an updated list of Community needed attention/interventions</b>			<b>Year 1</b>				<b>Year 2</b>				<b>Year 3</b>				<b>Year 4</b>				<b>Year 5</b>			
<b>Strategic Activities:</b>	<b>Activity Description</b> Brief description of the activity, what it will achieve and why	<b>Activity Indicator:</b> How to know the activity has been successfully completed?	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>
Engage and work with Ward Social welfare officers to compile, update, and document needed interventions per wards/areas.	This will enable UDESO to have an updated list of needed interventions that should be used to design intervention projects.	<ul style="list-style-type: none"> <li>Having in place an updated list of community needed interventions that is updated regularly.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Document key trends and changes on community vulnerability and factors that causes them.	This is important so as to correctly capture trends and their causes towards designing intervention projects.	<ul style="list-style-type: none"> <li>Key community development and vulnerability trends captured and documented.</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
<b>Specific Objective 2: To design Campaigns and Interventions/Projects as per community vulnerability</b>			<b>Year 1</b>				<b>Year 2</b>				<b>Year 3</b>				<b>Year 4</b>				<b>Year 5</b>			
<b>Strategic Activities:</b>	<b>Activity Description</b> Brief description of the activity, what it will achieve and why	<b>Activity Indicator:</b> How to know the activity has been successfully completed?	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>	<b>Q 1</b>	<b>Q 2</b>	<b>Q 3</b>	<b>Q 4</b>
To establish the specific	Establishing issues alongside	<ul style="list-style-type: none"> <li>List of identified issues alongside their</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

issues that needs interventions and the kind of interventions needed.	their needed interventions/campaigns is key.	campaigns needed to be done in place																					
To identify Key stakeholders and partners to work with.	Networking with others is key, so they need to be identified and selected.	<ul style="list-style-type: none"> <li>Identified stakeholders/partners list be in place for use</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To implement the interventions as per identified needs and issues.	Actual implementation as per identified issues and needs.	<ul style="list-style-type: none"> <li>Implementation reports in place</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
To monitor and evaluate the applied community interventions for future feasibility.	The monitoring, and evaluation of interventions for identified issues.	<ul style="list-style-type: none"> <li>Implementation reports in place</li> </ul>	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X