RUKUNGIRI WOMEN INTEGRATED DEVELOPMENT FOUNDATION- RWIDF

STRATEGIC PLAN

2020 – 2025

ACRONYMS

RWIDF ——— Rukungiri Women Integrated Development Foundation

VHTs ——— Village Health Teams

AIDS ——— Acute Immune Deficiency Syndrome

WHHS ——— Women Headed Households

HIV ——— Human Immune Virus

TOT ——— Training of Trainers

WC ——— Women Councils

WASH ——— Water, Sanitation and Hygiene

VHTs ——— Village Health Teams

CBFs ——— Community Based Facilitators

HO ——— Health Officers

GBV ——— Gender Based Violence

CHE ——— Community Health Educators

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FOREWORD

Since its inception in 2002, RWIDF has remained consistent to its mission of Empowering Women and Enabling them to Initiate their own Development processes thereby contributing to their self-reliance. RWIDF values place the woman at the forefront to the center of development. Indeed, some progress has been reached upon in transforming a woman and worth mentioning are the economically stable women and the existence of household interventions to women problems.

It is upon this background that this strategic plan sets out RWIDF's agenda for the period 2020 – 2025. It is designed through the consolidated lessons, experiences and new practices that RWIDF has accumulated over the years. It has also been developed in line with best practices for development, planning and ensuring participation of key stakeholders at every stage.

The strategic planning process has integrated the institutional design of RWIDF, the historical evolution of the organization, experiences, achievements, challenges and its partnership arrangements. The process also evaluated RWIDF's organizational setup in relation to how best to realize meaningful program goals and objectives. In addition, there was a reflection on the future role of RWIDF in empowering women and children. In its quest to support women and children RWIDF will work with communities, local leaders and other partners both local and international in finding lasting solutions to women problems.

ACKNOWLEDGMENTS

This Strategic document has been developed by the active participation of RWIDF Board ofDirectors, the management team and staff, community leaders and focal persons from RWIDFoperation areas and a warm vote of thanks is accorded to all of them.

RWIDF's vision: To eradicate poverty and raise the living standards of the rural population of Uganda.

RWIDF's mission: To create livelihoods for the rural population and capacity for the women through income generating projects aimed at building sustainable community development.

In line with RWIDF's vision and mission, the strategic plan focuses on the following strategic objectives:

- To increase gender equity and seeks to Address the Discriminative practices inhibiting Women's potential in economic production and rights in the community.
- Fight against the high illiteracy levels of the rural women and Advocate for their rights.
- To advocate for women and children's rights
- To contribute to the overall community development through mainstreaming crosscutting issues related to gender, Children, HIV/AIDS, water hygiene and sanitation and Environmental issues.

During the period stipulated in this strategic plan, RWIDF shall focus on five strategic thematic areas and these include:

Core operations

- Rights Awareness and Leadership Education
- Food, Nutrition and Income Security
- Water, Hygiene and Sanitation Improvement
- Reproductive Health and HIV/AIDS
- Environmental Protection and Conservation

Therefore, this plan will help to strengthen the achievements of the organization, further re--organize and market the NGO's operational programs in the Western region of Uganda.

CHAPTER 1: INTRODUCTION

This Strategic Plan provides RWIDF with a five year roadmap for support, services and organization development. The Board of Directors, management and staff will review progress and update the plan annually but also whenever need arises.

The document assesses both the challenges and opportunities it is likely to face over the next five years and sets the context for the choices reflected in this strategic plan. Therefore, this plan will help to strengthen the achievements of the organization, further re--organize and market the NGO's programmes in the districts of operation, focusing the attention in the upcoming five years.

1.1 RWIDF's Institutional Philosophy

Rukungiri Women Integrated Development Foundation is a rural based non-governmental organization based in Ruhinda Rukungiri district. The organization which started way back as a small community-based organisation in 2002 under the name of Ruhinda women integrated Development Foundation with its head offices in Ruhinda Sub County in Rukungiri District, has seen it grow over years and transiting from a community-based organization to a non-Government organization registered and fully established to undertake the big scope of work that the organization is currently having on its shoulders.

The organization's mission is to strengthen community capacity for improved and sustainable livelihood through collaborative approaches. The organization has been identified by the District local governments of Rukungiri and Mitooma in their 5-year development plans as a partner in providing water and sanitation services. This is because of the great achievements that the organization has registered over the past 19 years. The organization in the last 19 years has constructed 294 water tanks, eight 30,000ltr rainwater harvesting tanks, 2 deep wells and 17 VIP latrines with 11 hand washing water jars at schools in the districts of Rukungiri, Mitooma and Ntungamo funded by Ryan's Well Foundation.

Also, the organization has created massive awareness in the communities on water and sanitation issues, women rights and development. RWIDF currently is implementing its activities in the three districts of Rukungiri, Mitooma and Ntungamo Districts.

Development frame work and Strategy

United to contribute towards poverty eradication, improve standards of living, improve environment and health, fifight discriminative ways of women and children among others; the strategy will be implemented through training and education in Women Empowerment Approaches, Food, Nutrition and Income security, Rights Awareness and Leadership Education, Water, Hygiene and Sanitation Improvement, Reproductive Health and HIV/AIDS and Environmental Protection and Conservation.

RWIDF's values:

Women--led community change approach that leads to enhanced sustainable development of communities

Leadership in every circumstance: Empowerment of women to understand their value in society and are able to demand their right to own property, access quality healthcare, live in a violence free environment and contribute their perspectives to the peace table. Women who can participate in decision making.

Endless Empowerment: Providing economic resources to women in order to increase the livelihood now and for the next generation. (Programs like micro lending and the Community Integrated Farming Initiatives provide the resources women need to access formal markets and thrive in the process).

By providing resources to women, we shall be helping women transit into a macroeconomic level and achieve ownership of their own labor, inputs and profits.

Partnership: We believe that working in partnership is central to effective economic, social and organizational development.

CHAPTER 2:

RWIDF'S KEY ACHIEVEMENTS

Looking backward as you plan for the future is one way of drawing lessons. This is why in the formulation of this strategic plan, participants referred to their past experiences from the past eighteen years. This was the basis for undertaking this strategic planning that will among others facilitate Implementation, performance monitoring, and resource mobilization.

The achievements include:

2.1 Food, Nutrition and Income security

The overall goal of the Food, Nutrition and Income Security program is to contribute towards therealization of food and income security at household in all RWIDF's operation areas and consequently at national levels. For this core business, RWIDF focuses on 5 priority areas which includes; Support of women farmers with farm inputs, Agricultural information and advisory services, Agricultural processing, Market access and value addition to agricultural products.
RWIDF works with women organized in groups of 10-15. The different categories of women that RWIDF works with include the elderly grandmothers, women with disabilities and those infected and affected by HIV and AIDS. Further still, RWIDF works with children especially those in schools to ensure that students have what to eat while at school in feed the child efforts where food gardens are set up.

There has been a steady shift from subsistence farming to large scale farming among 70% of the beneficiaries which has significantly led to increased food security and household incomes among the rural households. In order to boost up household incomes RWIDF has extended soft loans to the women through the revolving scheme and the women have been able to diversify their incomes by investing in other income generating activities.

2.2 Rights Awareness and Leadership Education

Since 2002, RWIDF then 'Ruhinda Women Integrated Development Foundation'' has been partnering with local and international agencies raise community members' awareness about their rights using the right based approach. This has been done to eliminate domestic violence against rural women and children in schools among other challenges that women and children experience. This program also incorporates other socio--economic issues including engaging

the local leaders to respond to issues that negatively affect women and children's engagement in participating in decision making and actively participating in the initiatives that are geared towards their development. In schools, RWIDF forms school clubs to create awareness of children rights in schools as it is done at community level. In so doing, RWIDF adopts different methodologies including sensitization of the community about women and children rights and abuse using drama shows involving both the school children, students and the community. In addition, RWIDF uses sports rallies and IEC materials to disseminate information, workshops, community meetings and aid trainings. Through this program, RWIDF women have significantly shown progress by taking part in decision making at community level but also taking active leadership roles. Currently, these women are a voice for the other women in advocating and lobbying for improved social and economic services.

2.3 Water, Hygiene and Sanitation Improvement

The Hygiene, Water and Sanitation program aims at promoting a clean safe environment fit for habitation among the rural communities by increasing access to safe water and by enhancing improved hygiene and sanitation practices and behaviors. To execute this programme, RWIDF works with community structures including Village Health Teams, Community Health Educators, Water User committee, teachers, school health clubs, School Management committees and District health officers to promote hygiene education in communities and schools. RWIDF works with households and schools through hygiene trainings, construction and protection communal water sources, install rain water harvesting tanks and water jars at schools and at households' level, improvement of sanitation facilities and menstrual hygiene management for the girl child at schools and in communities. RWIDF forms school health clubs to further the campaign through WASH projects. Through its membership with the Uganda Water and Sanitation NGO Network (UWASNET), RWIDF has been able to acquire materials and knowledge to facilitate her work in hygiene promotion. There has been a significant improvement among women households with indicators including improved latrines, dish racks, hand washing facilities, clean compounds, and among others which has greatly reduced the rampant spread of water and sanitation related diseases.

2.4 Reproductive Health and HIV and AIDS

In this program, RWIDF focuses on women, men and children related reproductive issues. HIV/AIDS and poor sexual and reproductive health are driven by common root causes, including ignorance, lack of access to information, poverty, gender inequality and social marginalization of the most vulnerable populations, integrating HIV/AIDS services into sexual and reproductive health and rights is one of the steps RWIDF is taking. RWIDF workswith schools and health centers to

increase access to information, lobbying and advocacy for services at health centers and prevention of HIV/AIDS awareness programs.

2.5 Environmental Protection and Conservation

Due to the poor land use and management of the environment, crop production has continued to go down. There is therefore, a growing need to improve the environment and promote proper usage of land (soils) for sustainable agriculture. Since women livelihoods are mostly determined by the climate, RWIDF works at enhancing environmental protection and management, RWIDF supports women households to plant trees around their plots of land and home compounds and also establish woodlots. Trees act as water catchments, provide
firewood and add nutrients to the soil. RWIDF supports women groups to establish nursery beds in model women homes from where women transplant the tree seedlings into their own plots of land.

CHAPTER 3:

KEY DEVELOPMENTS, STRENGTHS, WEAKNESSES,OPPORTUNITIES AND THREATS

3.1 SWOT Analysis

In order to move forward in the next five years to come, RWIDF's external and internal issues were analyzed using a SWOT analysis which will enable RWIDF to implement her activities with an informed perspective of their strengths, weaknesses, threats and opportunities. RWIDF will consider these factors to help her effectively implement her mandate and to assess her ability to deliver quality services

Strengths

RWIDF's key strengths include;

- The organization's demonstrated ability to provide high quality, necessary services,which help women and their children live a full life in the community.
- Increased excellence and productivity. RWIDF has increased in terms of its mandate, staff and fifinancial resources. It has expanded its programmes and activities to new areas
- RWIDF has become more aware of other players and has developed collaboration andpartnerships to mitigate conflict circumstances. This has increased RWIDF's knowledge and awareness about peace building processes.
- Increased participation and networking capacities where RWIDF has been calledupon to different fora and activities and this has strengthened its ability to facilitatebetter networking opportunities.
- RWIDF Staff is committed, empowered and the services and programs offered aremonitored for quality.
- Good collaboration with local government
- RWIDF has an excellent reputation and is looked to by all stakeholders.

Weaknesses

The following are the weaknesses that RWIDF will seek to overcome during the period of the strategic plan;

- Limited finance resources that inhibits rapid response to challenges in the community.
- Need to increase staff skill capacity
- Need to improve electronic and hard copy documentation

Opportunities

The opportunities considered most important included:

- Increasing community acceptance and opportunity for further interventions. These changes make RWIDF's philosophy more prevalent and may increase demand for its services and opportunities.
- Increased visibility of RWIDF's work in the community
- Increased occurrence of community needs e. g number of OVC

Threats

The threats considered most important included:

- Dependence on donor funding:
- Staffing challenges. It is hard to maintain a competent staffing pool, including staff that can handle multiple challenges.
- Sustainability of established structures

CHAPTER 4:

ENVIRONMENT CONTEXT

This strategic plan is informed by a scan of the external and internal environment that RWIDF has and continues to operate in. This has been done to enable RWIDF effectively plan putting into consideration both internal and external factors that might have a positive or a negative influence or impact on her work. Consequently, the following factors have been put into consideration while planning for the next five years.

4.1 External Environment

i. Policy and Legal environment

At a national level, there has been good will and consolidated efforts from the government to develop an enabling policy and legal frameworks for operational where peace building and conflict transformation has been emphasized. Given the obtaining policy and legal framework in Uganda, during the implementation of the strategic plan, RWIDF will seek and make use of the opportunities to influence, shape the women so as to achieve their rights

ii. Political Environment

Although the government of Uganda has worked hard at democratizing and decentralizing her proceedings, the country still has many challenges related to the political environment and these include lack of public accountability, failure of leaders to execute their mandate, politicization of development work in communities, and increased in corruption. Such circumstances have continued to affect the security and livelihoods of women. Hence, in these coming years, RWIDF will strengthen her cooperation and collaboration with the local government in her operation areas to find solutions to these challenges in order to foster community development.

iii. Economic Environment

Economic stability is also key to RWIDF's successive implementation of activities. However, Uganda continues to be affected by economic related challenges including high inflation rates, high level of poverty levels particularly in her operation areas where the poverty levels are alarming. More so, the living conditions have also gone down making it very difficult for the poor and vulnerable rural communities to survive. In addition to that, the climatic conditions have further worsened the rural farmers lives due to the fact that they are now very un-predictable and this makes planning very difficult. In the five years to come, RWIDF will put into consideration such issues in order to effect her plan.

iv. Social Environment

In the coming years, RWIDF will be sensitive to the community dynamics, the social norms and values in the communities that she intends to work in. RWIDF will pay attention to addressing social injustices that are manifested through cultural practices which negatively affect women and children. Such issues include gender-based violence, low decision making and inhibiting cultural practices to enable women effectively participate in community work which geed towards improving their livelihood.

4.2 Stakeholder Analysis

For the past years of implementation, RWIDF partly attributes her success to the continued fruitful, involvement and active participation of all her stakeholders at community level. In addition, RWIDF has been in collaboration and cooperation with different organizations locally and internationally. RWIDF values other development partners' contributions and this is why RWIDF seeks to partner with such organizations in delivering quality work in communities. Further still, RWIDF works hand in hand with the local government mainly at the district, sub--county and grass root levels. In the coming years, RWIDF will continue to network with different stakeholders in planning and implementing her work and these include: the beneficiaries in the community, local government, community structures and networks. In the five years to come, the Stakeholder analysis will help RWIDF to identify and define all the parties who have an interest in RWIDF work in a more systematic way.

4:3: Risk Assessment/Analysis

As RWIDF projects into the next 20 years of her existence, it is important that she understands her risks so that mitigation measures are planned for. The risk assessment will provide a framework for prioritizing and planning what actions to take should that risk arise. Putting that into consideration, a risk assessment matrix has been analyzed ranking all the identified risks according to severity of consequences and probability of occurrence. This framework has assessed the identified risks taking into account not only the severity (high/medium/low) of the negative eventuality, but also of its probability of its occurrence.

RWIDF's RISK ANALYSIS MATRIX

Risk	Probably of Occurrence			Magnitude of Impact			Risk Response
	High	Medium	Low	High	Medium	Low	
Political Risks							
Politicizing of RWIDF activities by the local leaders		XXX			XXX		RWIDF is a non-political organization. Hence, she will try to sensitize all leaders what her mandate is.
Change of political leadership which might not support RWIDF work			XXX			XXX	RWIDF will try to work with the new leaders for project continuity
Political instability			XXX		XXX		
Economic Risks							
High Inflation rate	XXX			XXX			RWIDF will ensure that her budgets put into consideration a high possibility of inflation rates
High completion of donor funds		XXX				XXX	RWIDF will come up with a systematic strategy for fundraising in addition to preparing quality and sellable proposals
Social Risks							
People's negative attitude towards development work			XXX		XXX		RWIDF will strengthen her sensitization approaches in order to convince her
							Communities to change people's negative attitudes towards development

							Communities to change people's negative attitudes towards development
Environment Risks							
Un predictable change in Climatic conditions		**XXX**	**XXX**				RWIDF will try to implement her activities following the National climatic calendar. RWIDF will also try to be environment sensitive by implementing environment friendly projects
Organization Risks							
Staff turn over Sustainability of the organization and its work in community		**XXX**	**XXX**	**XXX**		**XXX**	RWIDF Board and the management team will try to motivate staff to stay on job RWIDF Board and the management team will come up with other strategies of raising funds both locally and internationally to avoid over depending on donor funds.

CHAPTER 5:

RWIDF'S STRATEGIC DIRECTION

5.1 Strategic Direction

Based on RWIDF's vision, mission, core values, the opportunities and threats in the current environment, the five-year period of this strategic plan will be a time of assessing and deepening RWIDF's approaches to its work. The strategic direction and goals included in this plan are RWIDF's response to its understanding of what communities' value most about the organization, current opportunities and challenges for offering a high-quality system of support in the community for particularly the most vulnerable women and children.

In its quest to support and initiate women development processes, RWIDF will work with all stakeholders and other like-minded organizations in finding long term sustainable solutions to women related problems. In line with RWIDF's vision and mission, the strategic plan focuses on the following objectives

- To increase gender equity and seeks to Address the Discriminative practices inhibiting Women's potential in economic production and rights in the community.
- Fight against the high illiteracy levels of the rural women and Advocate for their rights.
- To advocate for the rights of women and children.
- To contribute to the overall community development through mainstreaming crosscutting issues related to gender, Children, HIV/AIDS, water hygiene and sanitation and Environmental issues.
- Concurrently, RWIDF will take a leadership role in working with a broader array of community members, and it will explore activities that engage more women and children. With a fresh perspective on its mission, understanding what it does well, and the environment in which it operates, RWIDF will pursue the following strategic directions:

1. RWIDF will review and deepen its existing direct support and services over time to ensure that they are working effectively with women and children. The model emphasizes community decision--making, participation and integration. RWIDF is committed to ensuring that all of its programs are commendable.

2. RWIDF will further assess community needs to identify gaps or opportunities in service delivery. This assessment will serve as the basis for expanding or adding new projects. The emphasis will be put on advancing programs in the central but could expand to all regions of

Uganda given a need.

3. RWIDF will take a leadership role in working with a number of stakeholders toidentify and meet the needs of women and their children. The focus will be to ensure project implementation and eliminate duplication.

4. RWIDF will explore the feasibility of expanding the organization's visibility in the community and making greater use of community structures. The organization will explore developing and supporting beneficiaries and this will be visible in a wide range of community initiatives and creating strong supporters for community participation throughout the broader community.

5.2Strategic Action Plan Focus by Year

The following is a summary of the anticipated major focus of activities by goal (in addition to ongoing operations) for RWIDF per year in the next five years.

RWIDF FRAME WORK OF OPERATIONS FOR THE NEXT FIVE YEARS

CORE OPERATIONS	Strategic objectives	Task plans	Period					Indicators	Means of verification
			Year 1	Year 2	Year 3	Year 4	Year 5		
FOOD, NUTRITION AND INCOME GENERATION	Improve household incomes and food security of rural women through increased agricultural production	Conduct baseline surveys focusing on agriculture related issues among women	One baseline survey carried out			One baseline survey carried out		2 baseline survey reports written and disseminated to stakeholders	2 agriculture baseline reports
		Identification and selection of most vulnerable households to support	100 households Selected	150 households Selected	200 households Selected	250 households Selected	300 households Selected	Rural women households selected	A soft and hard copy database of all names the selected households
		Training of rural women farmers in sustainable farming practices	100 rural women farmers trained in sustainable farming practices	150 rural women farmers trained in sustainable farming practices	200 rural women farmers trained in sustainable farming practices	250 rural women farmers trained in sustainable farming practices	300 rural women farmers trained in sustainable farming practices	Rural women farmers adopting the recommended Practices learn from the sustainable farming training	Training reports Pictures Beneficiary lists
		Supporting the rural women farmers with improved farm inputs	100 women farmers supported with improved farm inputs	150 women farmers supported with improved farm inputs	200 women farmers supported with improved farm inputs	250 women farmers supported with improved farm inputs	300 women farmers supported with improved farm inputs	Women farmers planting improved farming seed	Reports Pictures Receipts Beneficiary lists Procurement invoices
		Training households in food storage and preservation	44 households trained in food storage and	80 households trained in food storage and preservation	115 households trained in food storage and	150 households trained in food storage and	200 households trained in food storage and	Women households with local granaries	Reports Pictures 200 granaries constructed in 200

		methods	preservation		preservation	preservation	preservation		households
		Supporting Backyard / kitchen gardening in women households	100 women households supported in Kitchen gardening	150 women households supported in Kitchen gardening	200 women household supported in Kitchen gardening	250 women households supported in Kitchen gardening	300 women households supported in Kitchen gardening	Women farmers adopt better farming practices in Kitchen gardening	On site visits Reports Pictures Women households with backyard kitchen gardens
		Training women in fruit grafting	20 women farmers trained in fruit grafting	30 women farmers trained in fruit grafting	38 women farmers trained in fruit grafting	45 women farmers trained in fruit grafting	50 women farmers trained in fruit grafting	Increased fruit yields among 183 households	Records of fruit production Pictures Beneficiary lists
		Setting up demonstration gardens for cassava	One Cassava multiplication site set up				One demonstration garden set up	2 demonstration farms established	On site visits Reports Pictures
		Developing model farmers	Five model women farmers developed	Ten model women farmers developed	Fifteen model women farmers developed	Twenty model women farmers developed	Twenty five model women farmers developed	Granaries Racks for drying cereals and hygiene and sanitation faculties constructed among 25 households	Training reports Pictures Site visits
		Training women community based agricultural trainers	Five community based women trained as agricultural trainers	Ten community based women trained agricultural trainers	Fifteen community based women trained agricultural trainers	Twenty community based women trained agricultural trainers	Twenty five community based women trained agricultural trainers	25 households with Kitchen gardens of different vegetable types in homes Fruit orchards set up homes of beneficiaries	Training reports Pictures Attendance lists
		Building women's capacity in access credit management and access to small loans	100 women trained to access credit facilities	150 women trained to access to credit facilities	200 women trained to access to credit facilities	350 women trained to access to credit facilities	400 women trained to access to credit facilities	Credit training reports	Loan tracking database Attendance lists Registered women groups
		Supporting Livestock rearing	10 women households supported with local poultry	25 women households supported with piggery		30 women households supported with hybrid goats	5 women households supported with hybrid cattle	Women households diversify incomes with livestock production	Training reports Pictures
	Support rural schools' inthe feeding program	Setting up school gardens	3 acres ofland set up into a garden one school		2 acres of land set up into garden in one school		A 2 acres land set up into gardens one school	3 School gardens established with the stipulated acres	Reports Pictures M.O.U with school management Site visits
		Planting school fruit orchards		A fruit orchard set up in one school		A fruit orchard set up in one school		2 fruit orchards set up in 2 schools	

RIGHTS AWARENESS AND LEADERSHIP EDUCATION	To reduce violence, abuses and discrimination approaches against women and children	Conduct baseline surveys focusing on agriculture related issues among women	A baseline survey carried out					A baseline survey report written and disseminated to stakeholders	
		Conduct community rights sensitization awareness seminars	10 awareness seminars conducted at community and school level	10 awareness seminars conducted at community and school level	10 awareness seminars conducted at community and school level	10 awareness seminars conducted at community and school level	10 awareness seminars conducted at community and school level	50 awareness seminars conducted with reports	Pictures Attendance lists Reports
		Training local leaders, health clubs, CATs, VHTs, CHEs in rights based advocacy skills	3 trainings conducted in right based advocacy	5 trainings conducted in right based advocacy	7 trainings conducted in right based advocacy	9 trainings conducted in right based advocacy	12 trainings conducted in right based advocacy	36 trainings conducted	Reports Pictures Attendance lists Training manuals
		Formation and building the capacity of women activist groups	1 women activist group formed	2 women activist group formed	2 women activist group formed	2 women activist group formed	1 women activist group formed	Women activists who are able to lobby and influence government and other development partners for improved services	Reports Pictures Participants lists
		Formation of school activist clubs	1 school activist club formed	2 schools activist club formed	2 schools activist club formed	3 schools activist club formed	3 schools activist club formed	Children activist who can lobby and influence school teacher and parents for what they want	Reports Pictures Participants lists
		Advocacy radio programs	15 radio programs aired	15 radio programs aired	20 radio programs aired	20 radio programs aired	20 radio programs aired	Recorded tapes Radio photos	
		Sports rights campaigns	Two sports campaigns conducted in schools	Two sports campaigns conducted in schools	Two sports campaigns conducted in schools	Two sports campaigns conducted in schools	Two sports campaigns conducted in schools	Game results/scores	Pictures Participants lists
		Conducted Music, dance and drama awareness shows	8 Music, dance and drama awareness shows conducted at school and community level	8 Music, dance and drama awareness shows conducted at school and community level	10 Music, dance and drama awareness shows conducted at school and community level	8 Music, dance and drama awareness shows conducted at school and community level	10 Music, dance and drama awareness shows conducted at School and community level	MDD scripts MDD reports	Pictures Participants lists

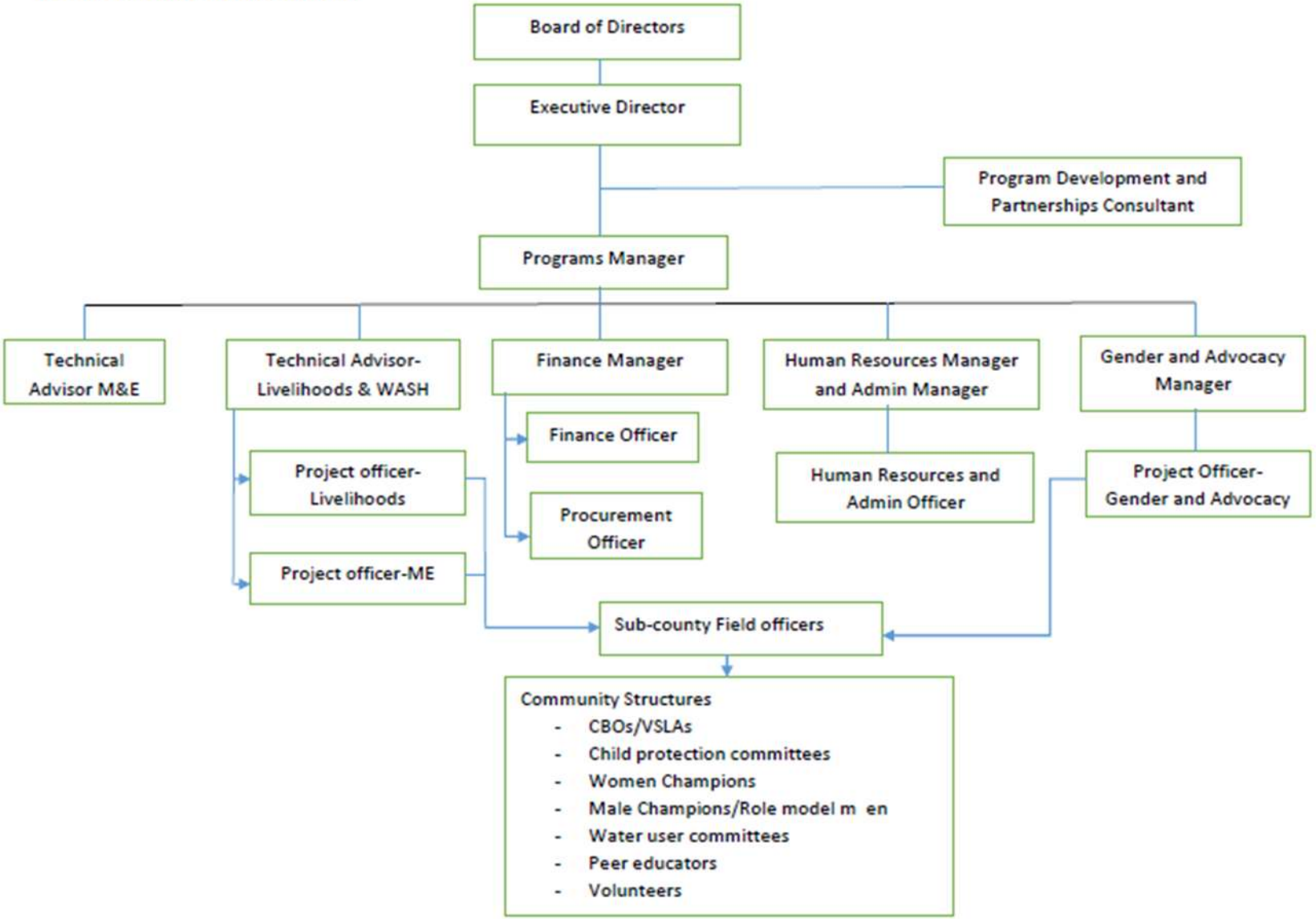
		Development and distribution of IEC materials to aid trainings in communities and schools	2 sets of child and adult friendly IECs sets developed	2 sets of child and adult friendly IECs sets developed	2 sets of child and adult friendly IECs sets developed	2 sets of child and adult friendly IECs sets developed	2 sets of child and adult friendly IECs sets developed	10 sets of child and adult friendly IEC materials	10 IEC materials sets circulated in communities and schools
WATER, HYGIENE AND SANITATION IMPROVEMENT	Support schools and rural communities access clean and safe water and sanitation facilities	Conduct baseline surveys to establish the status of hygiene, water, sanitation and health related issues.	1 baseline survey carried out			1 baseline survey carried out		Bench marks/indicators established	2 baseline survey reports
		Capacity building of schools and rural communities in management of water facilities and good hygiene practices		5 WUCS and 2 SHCs trained in O&M issues and good hygiene and sanitation behaviors	5 WUCS and 2 SHCs trained in O&M issues and good hygiene and sanitation behaviors	5 WUCS and 2 SHCs trained in O&M issues and good hygiene and sanitation behaviors	5 WUCS and 2 SHCs trained in O&M issues and good hygiene and sanitation behaviors	Training report Active school sanitation clubs Active WATSAN committees	Attendance lists Pictures
		Construction of water facilities in schools and communities	2 water facilities constructed in school	2 communal water source constructed / protected	2 communal water source constructed / protected	1 communal water source constructed / protected	2 communal water source constructed / protected	7 functional water sources and 2 school tanks	On site visits
		Train VHC/CMTs in hygiene and sanitation promotion	10 VHCs/CMTs trained in the promotion of good hygiene and sanitation practices	15 VHCs/CMTs trained in the promotion of good hygiene and sanitation practices	20 VHCs/CMTs trained in the promotion of good hygiene and sanitation practices	25 VHCs/CMTs trained in the promotion of good hygiene and sanitation practices	30 VHCs/CMTs trained in the promotion of th hygiene tasks and sanitation practices	100 functional VHCs/CMTs who can ably execute eir assigned good	Presence of improved hygiene and sanitation facilities at household levels
		Conduct hygiene and sanitation awareness seminars in community and schools		10 sensitization seminars conducted at school and community levels	15 sensitization seminars conducted at school and community levels	20 sensitization seminars conducted at school and community levels	25 sensitization seminars conducted at school and community levels	School children and community members sensitized in hygiene and sanitation issues	Reports List of attendance
		Conduct community and school health demonstration		10 health demonstration trainings conducted at school and community level	10 health demonstration trainings conducted at school and community level	10 health demonstration trainings conducted at school and community level	10 health demonstration trainings conducted at school and community level	40 demo households established	List of attendance On site visits

		Conduct consultative and planning meetings with the local leaders and school leadership	20 planning meeting conducted in community and school at different levels	25 planning meeting conducted in community and school at different levels	30 planning meeting conducted in community and school at different levels	35 planning meeting conducted in community and school at different levels	35 planning meeting conducted in community and school at different levels	M.O.U with school management and community leadership signed Consultative Reports	Minutes for meeting Signed MOUS Picture
		Project launch	2 grand project launch conducted	2 project launches conducted	1 project launch conducted	1 project launch conducted	1 project launch conducted	Launch reports	Attendance list
		Follow up/monitoring visits on the on going activities	25 follow up visit conducted in schools and communities	30 follow up visit conducted in schools and communities	30 follow up visit conducted in schools and communities	35 follow up visit conducted in schools and communities	35 follow up visit conducted in schools and communities	Follow/monitoring reports Gaps in the projects identified, documented and addressed and the strengths consolidated	List of the names monitored Review reports
		Conduct review meetings to assess	2 review meetings	2 review meetings	2 review meetings	2 review meetings	2 review meetings		Attendance list
REPRODUCTIVE HEALTH AND HIV/AIDS AWARENESS AND SUPPORT	To raise the awareness of community members and children about reproductive and HIV/AIDS related issues	Assessment on reproductive health status among school children and women		Assessment carried out in 3 schools and 200 women		Assessment carried out in 3 schools and 200 women		An assessment report and facts established	Assessment report
	Increase attention to gender--based violence in relation to HIV/AIDS and reproductive health	Conduct sensitization seminars about reproductive health and family planning issues		8 sensitization seminars conducted at community and school levels	12 sensitization seminars conducted at community and school levels	16 sensitization seminars conducted at community and school levels	20 sensitization seminars conducted at community and school levels	56 sensitization Seminars reports	List of attendance Pictures
		Training VHTs/CHEs in reproductive health advocacy		2 trainings conducted	2 trainings conducted	2 trainings conducted	2 trainings conducted	8 training reports focusing on reproductive health advocacy	Pictures Training manuals Attendance lists
		Conduct girl child menstrual management trainings in schools	4 menstrual management trainings conducted in schools	8 menstrual management trainings conducted in schools	12 menstrual management trainings conducted in schools	16 menstrual management trainings conducted in schools	20 menstrual management trainings conducted in schools	Improvement of personal hygiene and environmental among the girls in schools	Reports Pictures
		Conduct public awareness campaigns or		1 public health awareness campaign conducted	2 public health awareness campaign conducted	2 public health awareness campaign conducted	2 public health awareness campaign conducted	7 reports detailing health campaign proceedings	List of attendance

		reproductive and sexual health issues affecting community members and school pupils Distribute relevant materials on reproductive health in community and schools		2 sets of reproductive health related IEC materials disseminated in community and schools	2 sets of reproductive health related IEC materials disseminated in community and schools	2 sets of reproductive health related IEC materials disseminated in community and schools	2 sets of reproductive health related IEC materials disseminated in community and schools	8 sample sets IEC materials disseminated	8 sample sets IEC materials disseminated
ENVIRONMENT CONSERVATION AND PROTECTION	Promote proper land use and management of the environment	Conduct awareness and sensitization trainings on environment management	4 environmental awareness seminars conducted in communities and schools	6 environmental awareness seminars conducted in communities and schools	8 environmental awareness seminars conducted in communities and schools	10 environmental awareness seminars conducted in communities and schools	12 environmental awareness seminars conducted in communities and schools	Environmental Reports	Pictures Training manuals List of attendance
		Support women to set up tree nurseries in their homes	10 nurseries set up in 10 women homes	10 nurseries set up in 10 women homes	10 nurseries set up in 10 women homes	10 nurseries set up in 10 women homes	10 nurseries set up in 10 women homes	50 nurseries set up in 50 homes	On site visits to these households
		Train and support women in energy saving technologies	20 women households supported with energy saving technologies	30 women households supported with energy saving technologies	40 women households supported with energy saving technologies	50 women households supported with energy saving technologies	60 women households supported with energy saving technologies	200 households with energy saving technologies	On site visits to these households
STAFF CAPACITY AND ORGANIZATION DEVELOPMENT	To put in place systems enhancing smooth operation of activities and organizational sustainability	Resource mobilization	12 proposals developed and submitted to potential donors	12 proposals developed and submitted to potential donors	12 proposals developed and submitted to potential donors	12 proposals developed and submitted to potential donors	12 proposals developed and submitted to potential donors	12 proposals documents submitted	15 proposals documents submitted List of donors
		Conduct network and collaboration meetings with other development partners	5 meetings attended	5 meetings attended	5 meetings attended	5 meetings attended	5 meetings attended	Minutes Reports	Network files Workshops Mailing lists
		Staff capacity assessment	1 staff capacity assessment conducted	1 staff capacity assessment conducted	1 staff capacity assessment conducted	1 staff capacity assessment conducted	1 staff capacity assessment conducted	Staff capacity assessment report	List of staff trained
		Staff appraisals	1 staff appraisal conducted	1 staff appraisal conducted	1 staff appraisal conducted	1 staff appraisal conducted	1 staff appraisal conducted	Staff appraisal reports	Staff appraisal reports
		Staff Capacity building in program areas	10 trainings (2 in each program area)	10 trainings (2 in each program area)	10 trainings (2 in each program area)	10 trainings (2 in each program area)	10 trainings (2 in each program area)	Staff training reports	Training manuals
		N							

		Conduct project monitoring visits and review meetings to assess performance	4 quarterly review meetings and 20 monitoring visits conducted	4 quarterly review meetings and 30 monitoring visits conducted	4 quarterly review meetings and 30 monitoring visits conducted	4 quarterly review meetings and 30 monitoring visits conducted	4 quarterly review meetings and 30 monitoring visits conducted	Review reports Management monitoring reports	Review reports Management monitoring reports
		Monthly management and staff meetings	12 management and staff meetings conducted	12 management and staff meetings conducted	12 management and staff meetings conducted	12 management and staff meetings conducted	12 management and staff meetings conducted	Minutes for the meetings	Attendance lists
		Conduct morning devotions and staff presentations	Monthly devotions and staff presentations	Monthly devotions and staff presentations	Monthly devotions and staff presentations	Monthly devotions and staff presentations	Monthly devotions and staff presentations	Power point staff presentation documented	Attendance lists
		Recruitment of project staff and volunteers	Two volunteers recruited			One project staff and two volunteers recruited		Volunteers and staff recruited	Staff Files
		District and sub county budgetary and planning meetings	2 district and one sub count planning meetings attended	2district and two sub county planning meetings attended	2 district and three sub county planning meetings attended	2 district and four sub county planning meetings attended	2 district and four sub county planning meetings attended	Planning Report	Planning reports Pictures
		Organizational evaluations	1 organizational evaluation	1 Organizational evaluation	1 organizational evaluation	1 organizational evaluation	1 organizational evaluation	5 Evaluation R Reports	Annual organizational evaluation reports
		Project reviews and follow ups	Quarterly project reviews and monthly follow ups	Quarterly project reviews and monthly follow ups	Quarterly project reviews and monthly follow ups	Quarterly project reviews and monthly follow ups	Quarterly project reviews and monthly follow ups		Reviews reports
		Carrying out project audits	2 Project audits conducted	2 Project audits conducted	2 Project audits conducted	2 Project audits conducted	2 Project audits conducted	Certified project reports	Certified project reports
		Carrying out annual organizational audits	1 Annual organizational audit conducted	1 Annual organization audit conducted	1 Annual organization audit conducted	1 Annual organization audit conducted	1 Annual organizational audit conducted	5 annual audits reports	5 annual audits reports

RWIDF ORGANISATIONAL STRUTURE



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