

EQUAL-WORLD DEVELOPMENT (EQWODET), FOCUSING TEN YEARS AHEAD 2020 – 2030 STRATEGIC PLAN



ABSTRACT

Equal-World Development (EQWODET) is a Non-Governmental and Not for profit Organisation which was born as a concern for multiple community needs such as poverty eradication, unemployment, high OVC burden, gender inequality, low school retention, poor health and nutrition, hunger and climate change effects that act in a vicious cycle in our Society.

**Designed by the;
Board of Directors/Trustees of;
EQUAL-WORLD DEVELOPMENT**

Email: equalworld.org@gmail.com
solomonopejo@gmail.com
jamesoluka001@gmail.com

Tel: +256 394853529/ +256 752005200
+256 772 550 229, +256 782 119 028

EQUAL-WORLD DEVELOPMENT (EQWODET)

Our Strategy 2020 – 2030 Agenda

THE EXECUTIVE SUMMARY.

Introduction.

Concerned that Uganda has the world’s youngest population with over 78 percent of the population below the age of 35, about half of the population is below 30 years of age. As highlighted in the World Development Report, youth are Uganda’s and the World’s most abundant assets and the time has never been better to invest in young people living in developing countries.

Cognisant that the demographic significance of this large cohort of young people and rural communities in Uganda and Africa is increasingly taking centre stage in discussions of sustainable socio-economic development and the achievement of the SDGs, this Organisation will directly work toward improving the situation of young people, rural women and the vulnerable communities: universal access to primary education; gender equality in access to education; employment creation, maternal health; Climate Action, HIV and AIDS, the situation of the majority vulnerable people in Uganda remains a concern to realize the Country’s Vision 2040 and the SDGs agenda 2030.

WHO WE ARE.

Equal-World Development (EQWODET) is a non-governmental and not for profit Organisation which was born as a concern for multiple community needs such as poverty, hunger, climate change and global warming, domestic violence, youth unemployment, high OVC burden, gender inequality, low school retention, poor health and nutrition that act in a vicious cycle. **Equal-World Development** is a coalition of Professional unemployed Youths who feel have something to give back to the community and are currently working as volunteers in various Organisations. **Equal-World Development** is supported by a team of voluntary practicing professionals in areas of health, education, agriculture and environment. **EQWODET**

is currently supported by community well-wishers who feel have something to give back to the community.

Equal-World Development strives to guide and support OVC, youths and communities in making better choices that focus at improving their livelihoods in future, access to better health and education services, and live a healthy and a better lifestyle, establishes and supports income generating activities for groups working with both adolescents, youths, men and women. We support households groups, and communities that have a desire to get needed education, medical care, livelihood schemes and environment protection programs that is beyond their affordability.

Equal-World Development supports the most poorest through Advocacy and institutional support, empowerment schemes/ programs’ such as farmer , promote health programs, support and advocate for better and quality education for all, promote water, sanitation and hygiene in households.

THE NEED

- **There is need to Ensure that women and girls can break the cycle of poverty and violence, build economic alternatives and claim control over their bodies.** Women and youth in Teso sub region and Uganda bear more substantive risks of suffering significant physical, emotional or mental harm that result in their human rights and needs not being fulfilled. Most of their opportunities to grow, develop and form informed opinions are hampered by a lack of access to information and life-skills;
- Teso Sub region is registering a small number of Non-governmental Organisations operating since majority of the Organisations shifted their attention to

the Karamoja, Acholi and Lango sub regions the war tone regions in Northern Uganda leaving Teso sub region more vulnerable and in need. There is more need for support to reach the most poorest of the poor in the region specifically children, youths and rural women being the most vulnerable to domestic violence in the region.

- There is need to empower men, women and youth on women’s land rights and other reproductive resources.
- Climate change and global warming are a threat to both the government and society. There is need to avert climate change before the situation gets to worst.

EQWODET with her coalition partners such as Trumpets of Gideon Green Villages and KUNASO, ActionAid Kumi Local Rights Program launched a project called “**Greening Teso Tree Planting campaign**” majorly aiding and encouraging tree and fruit tree planting, school and home gardens, forest and wetland protection measures looking at the current global threat in climate change.

The need has been only growing over the years and **EQWODET** which started with a humble partnership program with Trumpets Of Gideon Green Villages, Kumi District Local Government and Kumi Network of Aids Service Organisation to implement a project called “Greening Teso Tree Planting Campaign” which is still on going. **EQWODET** is currently mobilizing for 50,000,000 tree seedlings to plant in Teso sub region and a tune of 55,000,000 Million in the coming year to execute their plans in restoring the lost glory of nature in only Teso sub region. 80,000,000 to carry out health interventions, 94,000,000 to support livelihood programs, 95,000,000 to support education program in the region.

THE SCOPE.

- (i) We work with Women and young people; To Increase their financial abilities that can enable them identify valuable income generating projects for their families, Educate their children (girl child focus), afford better health, clothing and shelter for their children and Reduce poverty and attain improved standards of living.
- (ii) Advance gender equality, equity and the empowerment of women, ensuring elimination of all kinds of violence against women and children through Full participation in social, economic and political spectra at all levels and bringing women into the main stream of development.
- (iii) Work with men to mentor young boys address masculinity since men and boys are the core perpetrators of violence against women and girls.
- (iv) Having its headquarters in Kumi - Uganda, **EQWODET** intends to extend its activities and programs to the entire Teso sub region and the surrounding communities such as Bugisu, Busoga, Karamoja, and Bugwere being the highly affected regions with Gender Based Violence issues. **EQWODET** has an established strong network with various implementing partners in various fields such as **ActionAid International Uganda (AAIU)**, Trailblazers Mentoring Foundation (TMF).

OUR STRATEGIC FOCUS

- Advocacy on Gender equality, gender based violence, rightful and proper equal allocation and distribution of services in society, and human rights advocacy among other pertinent issues that affect the rural communities.
- Promoting Health programs majorly in HIV/AIDS Prevention, Water, and Sanitation and Hygiene promotion, maternal health and child care.
- Improving and promoting Learning and education attainment programs such as advocating for child feeding programs, child friendly schools, every child inclusion to education, community dialoguing.
- Mitigate climate change through Promoting environment protection measures such as tree and fruit tree planting programs, wet land and forest conservation, adopting to climate resilience sustainable agriculture.
- Improving livelihoods of the most vulnerable and hard to reach communities through capacity building on enterprise selection, development and management among youths, women, OVC with their households.
- Promoting mutual understanding and partnership between Non-governmental Organisations, Government/state and the citizens.

OUR PROGRAM FOCUS

1. Health.

Narrowing home and school sanitation problem further demonstrates that

women and children are worst affected. Findings from a case studies that involve primary schools shows that 94% of the girls faced a number of problems at school and home during menstruation. For instance, three out of five girls (61%) reported staying away from school while undergoing menstruation. Majority of the girls reported lack of poor WaSH facilities such as inadequate water for washing themselves during the blood flow, lack of soap, lack of washrooms and sanitary materials, lack of sufficient privacy and nonfunctioning or insufficient pit latrines and health education. To improve the situation, 94% of the girls interviewed mentioned that they needed to be taught facts about menstruation, but also educate the boys. 4 out of 5 girls said that more facilities are needed for girls and that the facilities should be kept clean. Besides, “The current policy on gender in the education sector is not strong enough to address the needs of girls when they are in school”. Many girls mention problems they face using toilets without privacy from peers and to dispose the used sanitary pads. Right from the home cultural background, the boys look at menstruation as a taboo and therefore often tease the girls.

2. The other problems of school sanitation include poor dilapidated pit latrines, poor waste disposal and management. The schools are also challenged by lack of appropriate fuel options for cooking children’s meals besides use of firewood which is not only difficult to get, but also environmentally destructive. This project will seek to improve environmental sanitation for schools

through promotion of appropriate drainage facilities to rid the school environment of grey water from the kitchens as well as fuel wood saving technologies that are energy efficient and reduce smoke.

While Government and other development partners are engaged in infrastructural and lifesaving mechanisms, **EQWODET** focuses on the Sustained wellbeing of OVC households through;

- i. Promoting and increasing nutritional support and programs to OVCs with their households, more so those affected by HIV/AIDS and insurgencies.
- ii. Improving the socio- economic status of the OVC households through skills development and enterprise development.
- iii. Providing Psychosocial support to OVC households, Adolescents and Youths to those affected by HIV/AIDS and war.
- iv. Strengthening the Capacity of the Institutions, networking and collaboration in HIV/AIDS Prevention.
- v. Primary healthcare promotion programs in Water, Sanitation and Hygiene, HIV/AIDS Prevention, care and support programs among the OVC and their households and in every low and no -income family.
- vi. For adolescents and youths, we intend to conduct regular Health programs to prevent new infections for the case of HIV/AIDS, offering psychosocial support keeping them healthy in body and mind under the motto “a sound mind in a sound body”, support school gardening to support and promote child feeding in schools, empower youths with skills for survival.
- vii. Orphaned and vulnerable Youths empowerment programs for their own self sustenance.



Fig.1 Mothers taking shelter on the floor as an infant rests on the bed. We seek to advocate for allocation of more resources to the Health sector.

2. Education.

Learning and Education attainment is a human right despite of little resource allocation in the national and district budgeting. In the last few years, hundreds of children are still denied their right to education and even other basic needs. Restricted access to education is one of the surest ways of transmitting poverty from generation to generation. Education is a vital human right, enshrined in the Universal Declaration of Human Rights and the United Nations Convention on the Rights of the Child. Every girl and every boy should have the right to a quality education so that they can have more chances in life, including

- employment opportunities, better health and also to participate in the leadership process. Investing in education yields significant development benefits. Education reduces poverty, boosts economic growth and increases income. It increases a person's chances of having a healthy life, reduces maternal deaths, and combats diseases such as HIV and AIDS. Education can promote gender equality, reduce child marriage, and promote peace. EQWODET seeks to;
- i. Support OVC with educational materials, youth's skilling and empowerment schemes through practical vocational training and skills acquisition for self-sustenance.
 - ii. Conduct and support community dialogue meetings between the learners, the parents, stakeholders and the implementing partners to support learning and education programs at all levels since education is a key to wisdom and knowledge acquisition and poverty eradication.
 - iii. Support with schools with learning aid materials such as text books, writing materials, balls among others.
 - iv. Support teacher refresher training courses to improve on the knowledge base of teachers, share information and experience with fellow professionals across borders.
 - v. Lobby and Support communities with shelters to facilitate both learners and teachers in the worst affected communities.

- vi. Support and promote Leadership coaching and mentorship programs with school children, young leaders, and society leaders across levels.



Fig. 2. Promoting learning and education is key in our priority.

3. Environment.

- i. Plant over 1,000,000 tree seedlings every year to reduce climate and global warming which are a global threat today and tomorrow, and to restore the lost glory of tree cover in Uganda.
- ii. Educate the communities on the importance of trees and conserving swamps and wetlands and the dangers of cutting down trees.
- iii. Engage schools, communities, government, and implementing

partners in massive tree planting, environment conservation and health care campaigns.

- iv. Carry policy advocacy on natural resource management (wet land and forest conservation, waste management and management of eco-system).
- v. Support groups and households adopt the eco-system and climate sustainable resilient agriculture to mitigate climate change.



Fig. 3. Above; LCV and RDC of Kumi launching Greening Teso Tree Planting and, below; Young people rising up against climate change

people. Its future depends on the ability to support a growing population, which demands sound management of the natural resource base. Under present land and population pressures, escalating rates of environmental degradation and food insecurity have exacerbated (worsened) the challenge. For many communities, land holdings are shrinking in size and becoming more fragmented. We intend to do the following;

- i. Build the capacity of Farmers and young people engaged in agriculture in modern agricultural technology such as horticulture practices, climate resilience sustainable agriculture and enterprise development.
- ii. Supporting and promoting village savings and loans associations, support financial literacy/education on business management and profit making among youth led groups and women groups for self-sustenance.
- iii. Youth's empowerment/skilling schemes such as vocational skills training, saving cultures.

4. Livelihoods.

Agriculture is the mainstay of our people and the backbone of our economies and the activity is mainly done by the rural



Promoting VSLAs is among our strategies to end financial illiteracy, poverty, and hunger among households.



Fig. 4. A member of EQWODET interacting with farmers in a farm

5. Access to Women Rights, opportunities and gender responsiveness.

Women and young people (adolescents and youth) make up a large Uganda's population, about 91.37%. The gross inequalities and inhuman conditions women and young people endure both as a result of the conflict in general is a key factor contributing to Uganda's extremely poor human development index. The situation of women and young people is particularly dire and presents real concerns for their fair treatment, access to justice and overall

human rights protection and equal shared opportunities.

- i. Advance gender equality, equity and the empowerment of women, and young people ensuring elimination of all kinds of violence against women and young people through full participation in social, economic and political spectra at all levels and bringing women and youth into the main stream of both social, economic and political development in society.
- ii. Create safe spaces for nurturing and catalyzing feminist and transformational leaders who advance gender equality and women, and youth empowerment programs.
- iii. To raise an informative generation on the current social-economic and political development programs, youth and Social Equality conflicts with anticipated behavior adaptation and consequently admission to decision making amongst youth and women through demonstrated evidence of youth and women engagement and empowerment for their social and sustainable development;
- iv. To mentor and coach young people who are the leaders of today and tomorrow on rightful strategies on policy analysis and development, support engagements between the public and the policy makers for equal delivery of services.

- v. Promote the economic and social rights/ empowerment of girls and women increasing the number of girls and women receiving quality education and learning, entrepreneurial training; improving access by women to decent work and to national social protection systems; promoting equal access to financial services for women and girls and to the use of and control over land and other productive resources, and providing support to women entrepreneurs; fostering girls’ and women’s access to, use of, and control over clean water, energy, information and communication technology and transport infrastructure.



Fig. 5. Young people during an advocacy dialogue meeting on issues that affect them and their surroundings.

LOOKING AHEAD.

As a Non-Profit and charity Organisation, **Equal-World Development** clearly understands that their transparent work practices meeting all high standards of perfection is a must and will be rewarding in the long run towards their resource lobbying and allocation efforts.

- The Strategic Plan has also considered the various methodologies **Equal-World Development** would adopt in campaigning their cause to raise the necessary resources for meeting out our aid plans.
- It is people who make things happen and **Equal-World Development** has acknowledged this fact and has planned their staff requirement and empowerment to fulfill their annual goals and tasks.
- As part of the Strategic Plan preparation, **EQWODET** has considered all their strengths, weaknesses, opportunities and threats in a detailed SWOT analysis exercise, documenting the way to use their strengths and opportunities to overcome their weaknesses and threats.
- Being a Non-Profit Organisation (NPO), **EQWODET** has also additionally analyzed the risks involved in sustaining their operations and has planned precautions to be taken to prevent and avoid such risks during the plan period.
- Build and strengthen our advocacy and lobbying network and programs.
- Effectively participate in the promotion and implementation of Sustainable Development Goals (SDGs).
- Focus on anti-corruption work, budget monitoring and tracking, and social accountability programs.
- Have a society that shares its opportunities and resources equally without Segregating

**“ Equal-World Development envisions society where rights
And opportunities are shared for equal development”**

others basing on gender, tribe or race, color, occupation, social class, level of education and other minor incidences.

- A financial budget has been projected for the plan period after considering the past performance and future growth targeted. This forms part of the plan document, quantifying results to be achieved within budgeted limits.
- This Strategic Plan will be appraised periodically by EQWODET management to assess performance and success in achieving the goals and tasks set, taking corrective actions in time, wherever needed.
- EQWODET has planned to raise funds amounting to \$ 105,000 (378,000,000) annually in line with our annual activity budget plan, which has always been a challenging task to achieve. The Board and all Staff members are confident of achieving this with their extended outreach to the poorest of the poor.

- i. The **integrity, honesty,** and **trustworthiness** of **EQWODET** is exemplified in all the activities of our Organisation.
- ii. **EQWODET** promotes **transparent** communication, **teamwork,** and **accountability** in their endeavor to achieve their Vision and Mission objectives.
- iii. **EQWODET** respects the individuality, diversity and professional responsibility of **partnering entities** and all **stakeholders** in serving the intended community.
- iv. All **EQWODET** activities are performed in compliance with **ethical** practices, legal provisions, **and safety** standards with utmost **competence** and **consistency**.
- v. **EQWODET** inspires and empowers their Staff and Volunteers to perform all activities **efficiently** and **competently** with adequate training and learning aids on a continuous basis.

VISION and MISSION

Our Vision:

“A Society where rights and opportunities are shared for equal development”.

Our Mission:

“ To work with the vulnerable People, groups and Communities, and Development partners in achieving equality for self-sustenance”.

OUR VALUES.

As an NPO, EQWODET adheres to moral values that are essential in guiding the activities of the organization and preserving the image of the organization to ensure continued support from other implementing partners, government, philanthropic entities, and the general public.

CAMPAIGNING THE CAUSE.

Serve Whom

Equal-World Development is a humanitarian organization targeting the;

- Orphaned and vulnerable children (OVCs),
- Gender Based Violence Survivors (girls, women, boys and men),
- OVC caregivers with their households,
- Ongoing and non-going school children,
- People living with HIV/AIDS, and other health related complications,
- Teenage and single mothers, and
- Local elders for adult education.
- The organization is also targeting the local and marginalized communities to enhance their wellbeing

WHAT MESSAGE

- EQWODET works through Advocacy programs and amplifying the voices of the most vulnerable in society, advancing rights and opportunities of women and girls, supporting healthy living practices, supporting programs that promote learning and education attainment for both early grade learning and skills development, environment protection and management practices through tree planting and wet land conservation, Resilience and livelihood improvement programs including enterprise selection, development and management and also encouraging modern agricultural practices (horticulture), in all lower income earning families, groups and communities, HIV and AIDS Prevention and Care programs, Youth involvement in both planning and programming processes, among other pertinent issues that arise.



Above; young people participating in a radio talk show and discussing their concerns. Below; young environment champions with their trees.

WHAT MODE

- i. Resource lobbying, and proper allocation of realized resources in key thematic areas of supporting Gender Responsiveness, improving and promoting Education, Health, Livelihoods, Agriculture and Environment.
- ii. Community dialoguing involving government authorities, stakeholders and the Development partners
- iii. Trainings and life skilling for women, girls, boys and men on gender, poverty and hunger alleviation.
- iv. Social research and information dissemination to different stakeholders, partner organisations and line ministries,
- v. Human rights and advocacy on equal rights and gender inclusiveness with the district leaders and the development partners,
- vi. Peace building through dialoguing with the Civil Society Organisations (Religious and Cultural institutions)
- vii. Relief and community rehabilitation with all stakeholders with the same objective such as NGOs, CBOs, CSOs, and the local government
- viii. **EQWODET** conducts awareness programs in public places such as health centers, churches, schools and workplaces and especially for the lower income group fraternity, the importance of promoting health at families and schools, protecting environment, gender inclusiveness.
- ix. **EQWODET** mobilizes communities in her advocacy programs in Gender inclusiveness, health sensitisation, education programs, and leadership and governance programs. EQWODET has created platforms for both children, youth, and women to share out their opinions and choices.

- x. We have distributed leaflets containing Holistic/Christian growth, gender responsive guide, information on the value of environment protection, value in learning and education, value in good health practices to individuals, groups and in communities stressing the importance of each area of focus.
- xi. **Our program Team** have visited the most vulnerable individuals, groups and communities/ homes and carry out the needs assessment using the forms. Suitable advice is given by **EQWODET** volunteers during such meetings whenever required.
- xii. With the support and availability of technology today, our team have identified and reached some beneficiaries indifferent development programs, the team uses online platforms to spread our message on gender inclusiveness, promoting education as a right, mitigating climate change, peace, unity and living health life.



HOW SUCCESSFUL

In strong collaboration and partnership with National Environment and Management Authority (NEMA), Kumi District Local Government (KDLG) Trumpets of Gideon (TOG) Green Villages, ActionAid International Uganda Kumi Local Rights Program (AAIU KLRP), Kumi District Local Government (KDLG), Kumi Network of Aids Organisation (KUNASO), Uganda Red Cross Society (URCS), **Equal-World Development** launched and implemented **Greening Teso Tree Planting Project** and participated in mobilizing communities to take action on climate change programs. Our team together with the partners managed to plant 50,000 tree seedlings in 2019/2020 with school children, churches and communities of Kumi district. The activity is done with young people being at the fore front, the program staff move with tree seedlings, meet pupils and put them in a line with a long rope to draw the alignment of pits and tree seedlings. Every pupil who plants is tasked to take care of the tree and in turn the tree is named after the one who planted. Majority of our tree seedlings have survived using that approach.

WHEN AND WHERE

EQWODET makes follow ups to her direct beneficiaries, regular communications with target beneficiaries on all days. When they need to be contacted in their schools, homes or groups, our program staff are always available to support them.

EQWODET values occasions like public meetings and gatherings of groups and communities to create awareness on Gender inclusion relating to GBV Issues, healthy living, climate change climate mitigation, improving and promoting learning and education attainment, and peace building at family and community level.

Our communication activity is a continuous process throughout the years and we are available when contacted to inspire and encourage young peers on matters that touch and affect them. We take the help of like-minded volunteers and well-wishers to

GOALS AND TASKS

Equal-World Development has laid down the following Goals and Tasks that they will accomplish

in the coming years while working together with the district and development partners with the same objectives:

- Promote Human Rights and Policy Advocacy majorly to cater GBV and gender inclusiveness, justice among government entities and Communities, promote peace building and reconciliation.
- Promote and advocate for equal access to Learning and Education attainment to the most Vulnerable and the less- privileged children
- Promote Health programs through HIV/AIDS Prevention measures, Maternal and child care, promote WaSH programs in the program area.
- Poverty alleviation through capacity building programs, advocate for more allocation of resources to the agriculture sector to cater women and youth who are the most vulnerable and very poor
- Promote and support the management and conservation of Environment to avert Climate Change and its effects in the world.
- Promote and support partnerships among partner organisations, government, and the public (tax payers).
- To help the people help themselves in their endeavors to progress through livelihood improvement mechanisms, entrepreneurship, and farming;
- To promote the growth of inherent potentials among young people through promoting their skills, talents and visions in leadership and governance platforms
- To initiate a process of participatory development at all levels in all the

communities regardless of gender or sex, race and advocating for equal opportunities rights;

- To devise policies through networking with national and international agencies for sustainable development and facilitate the practice of the same.
- To see, reflect upon and act on the hard situations that challenge the community regarding pertinent issues such as health, environment, among others.
- To be universally accepted and recognized as the Best Humanitarian Organisation.

HOW WE WORK

Equal-World Development works with the community in;

- ❖ Resource lobbying, and proper allocation of realized resources in key thematic areas
- ❖ Community dialoguing to inform our next planning and programming
- ❖ Trainings and life skilling for self-sustenance among young people and women.
- ❖ Social research and dissemination to our supporters, partners in the struggle, government and the community
- ❖ Human rights and Policy advocacy on equal rights and gender inclusiveness, social justice to all, equal allocation of opportunities and distribution of resources
- ❖ Peace building and conflict resolution among families, communities, and war affected societies.
- ❖ Relief and community rehabilitation with the development partners having the same objectives such as NGOs, CBOs, CSOs, and the local government.
- ❖ System strengthening for better service delivery.

FUNCTIONAL AREAS

- **Advocacy:** Advocating causes which are socially relevant such as improving the condition of rural poor, abolition and rehabilitation of bonded labor, adoption of small family norm, preventing environmental degradation, improving women status, promoting literacy, etc.
- **Social Activism:** Advocating changes in organizations and structures through awareness, organization building and, when necessary, challenging existing and institutions and advocating radical action.
- **Relief:** Providing relief to GBV survivors, victims of natural and manmade calamities.
- **Development:** Implementation of a wide range of development programs.
- **Research, Evaluation and Documentation:** Studying problems of the rural areas and evaluating development programs thereby expanding the knowledge based on development strategies, delivery systems and cost effectiveness of programs. The documentation of information on voluntary effort provides information which is invaluable for program planning.
- **Educating and Training:** Providing professional skills to the functionaries at different levels and upgrading competence in different areas of responsibilities.
- **Support innovations** for enhanced performance in strategic areas of national development.

KEY PERFORMANCE INDICATORS.

Key Performance Indicators are needed to measure and evaluate the quality of performance in quantitative terms. This is to check whether the actual performance of various activities of the organization compares well with the donor

expectations and community standards and their own past performances.

THE HUMAN RESOURCE.

- **EQWODET** acknowledges the importance of **People** in their endeavor to achieve the ambitious goals set above.
- **EQWODET** is managed by both the Board of Trustees and the Executive Committee (Board of Directors) through an honorary Executive Director, and other board members.
- The Board of Directors is made of volunteering well-wishers who are men and women with high acumen, committed to the Vision and Mission of equal world development. The Board collectively is empowered to take decisions with regard to the Strategic Plan and programs to be undertaken by **EQWODET**. All Board decisions are implemented by the Executive Director, who functions as a fulltime honorary executive.
- The Program staff directly report to the Executive Director, who is the final authority to decide the targets to be achieved and budgets to be sanctioned.
- As a Non Profit Making CBO, **EQWODET** has manpower strength that are implementing our programs
- The staff are qualified employees with different academic qualifications attained from various institutions of higher learning.
- **EQWODET** empowers all her Board members/Staff with adequate authority to make decisions whenever needed and also provides them the needed training/facilities to improve their performance.

THE SWOT ANALYSIS

A SWOT-analysis is our strategic planning method that dives into the organization’s internal strengths and weaknesses, as well as external opportunities and threats. The elements of the SWOT analysis (as presented below) form the core of our organization’s strategic plan.

The Strength.

- i. **EQWODET’s** main strength lies in the **POWER** of Her **PEOPLE** and the **Community**. The Board members, Managerial staff and Field staff play a vital role in achieving the desired results.
- ii. **Recognition of work accomplished.** Kumi District Local Government, ActionAid Uganda Kumi LRP, National water and sewerage cooperation and other corporate entities have recognized the good work done by **EQWODET** and have supported our activities with liberal grants. Our team enjoy an excellent relationship with the District local government authorities with her implementing partners for instance as TASO, Action Aid Uganda Kumi office, National water and sewerage cooperation, The lions Club of Kumi, and a few business institutions such as Centenary bank, and Finance trust bank.
- iii. **Excellent volunteer support.** Over the last year, **EQWODET** has developed and cultivated a dedicated voluntary spirit to her Board members and community well-wishers. This voluntary spirit has assisted our team in implementing a few of her programs in environment, health and education support.
- iv. **Community leaders, church heads, implementing partners, business community and our well-wishers** are a great strength to **Equal-World Development**. We thank our partners AAIU,

KDLG, PAG and COU who are committed to support our programs in the field of education, health, environment and capacity building. Apart from propagating **EQWODET**, they also permit our team to use their meetings with community members as places for publicizing their programs.

- v. **Past experience gained in implementing a few projects** is a great strength for **EQWODET**. Experience is the best teacher and **EQWODET** fully utilizes this strength in planning and implementing their present and future projects.

Weaknesses

1. **Stringent budget constraint is our major challenge.** Being a Nonprofit making CBO, finance to support our programs and activities is our major weakness but so far the Organisation is carrying out some income generating activities like liquid soap making and others to make money for the Organisation.
2. **Shortage of funds to facilitate our field programs** such as trainings, dialogues, monitoring and evaluation. Though volunteer support is available, inadequate full time Filed Staff is a challenge of **EQWODET**.
3. **Lack of professional and systematic work habits.** As a Nonprofit making entity, when funds come late and at times when the external environment is not favorable to implement a project planned, the output may tend to get poor.

Opportunities

- International organisations and companies are increasing their grants to environment (climate action), and health a case in point is the COVID-19 Pandemic and HIV/AIDS.

- Increasing Community understanding of promoting learning and education attainment, promoting and conserving environment for future generations, good health practices and cooperation of community leaders and influential personalities like church heads is an opportunity to EQWODET to spread their message.
- Today everyone is health and environment conscious and look for more information and support in this regard. Not to be left behind, the media is feeding health, environment, capacity building and learning and education -related information to its readers and viewers, at every available opportunity.

Threats

- i. The political environment in the donor countries is a bigger threat to the local CBO/NGOs. This at times comes with a lot of strings attached to the recipient.
 - ii. Increasing program costs over the years is a big threat to our plans. EQWODET needs to provide for 5 to 10 percent cost escalation in their plans as costs keep increasing over a period for all inputs.
 - iii. Low and inadequate income of targeted beneficiaries is another threat, as they are always busy trying to meet their ends, paying less attention to the directly funded initiatives.
 - iv. Government policies on taxing non-profit Organisations more so through the banking systems
 - v. High expectations from the local communities and indirect beneficiaries.
- Equal-World Development acknowledges the risks that may have to be encountered in the future and has laid down contingency plans to overcome and reduce the impact of any risk occurring in the future. Some of the risks identified by EQWODET include:
- Reduction in Grant funding** – A drop in this may affect the programs planned by EQWODET in the future years.
- To prevent and meet such an eventuality;
- i. EQWODET plans to better its relationship with more and well established Organisations, government officials and senior executives of philanthropic organizations.
 - ii. EQWODET plans to outsource grant writing expertise to reach more funders who regularly sanction grants to NPOs. EQWODET also plans to diversify its revenue sources to reduce the dependency on grants over the next three years.
 - iii. Drop in Volunteer participation – The more the volunteer participation, the better is program implementation at lesser operating expenses. Volunteer participation is difficult to predict and also uncertain at any given time.
 - iv. EQWODET plans to overcome this by establishing a wide network of professional volunteers through graduate schools and community centers. Youngsters with a philanthropic attitude are identified and invited to participate in our community voluntary programs.
 - v. Appreciation certificates are issued after successful completion of programs, as recognition of their voluntary service.
 - vi. Staff attrition – NPO staff need a philanthropic attitude to perform their tasks in an NPO organization. NPOs operate on shoestring budgets and staff cannot expect the same perks and comforts enjoyed by

RISK ANALYSIS

their counterparts doing similar work in commercial ventures. Hence there is always this risk of staff attrition at all times when staff shifts out for better pastures.

- vii. **EQWODET** to overcome this treats all employees as team members, giving them equal opportunity to put in their best. By ensuring staff job satisfaction through team spirit and appropriate recognition, **EQWODET** will prevent and reduce attrition of trained staff.

FISCAL PROJECTIONS

- Financial performance data for the last fiscal year and financial projections for the coming and the next year programs will be attached as an Appendix to the plan document.
- Highlights of Financial Budget:
- Targeting an increase in revenues by 25% every succeeding year
- Planning to increase aid every succeeding year by utilizing 79%, 82% and 84% of revenues after meeting administration overheads, on aid programs.
- Increase the number of beneficiaries.

SUCCESS METRICS

Having set the Goals and Tasks for this year, our team will measure its success by:

- i. The number of capacity building trainings conducted.
- ii. The number of young and rural farmers reached and trained on climate resilient sustainable agriculture and other modern agricultural practices
- iii. The number of OVC supported and their livelihood improved.
- iv. The number of households supported and trained on sustainability.

v. The number of tree and fruit seedlings planted in institutions, communities and other gazetted places.

vi. The number of schools supported, learning and education improved

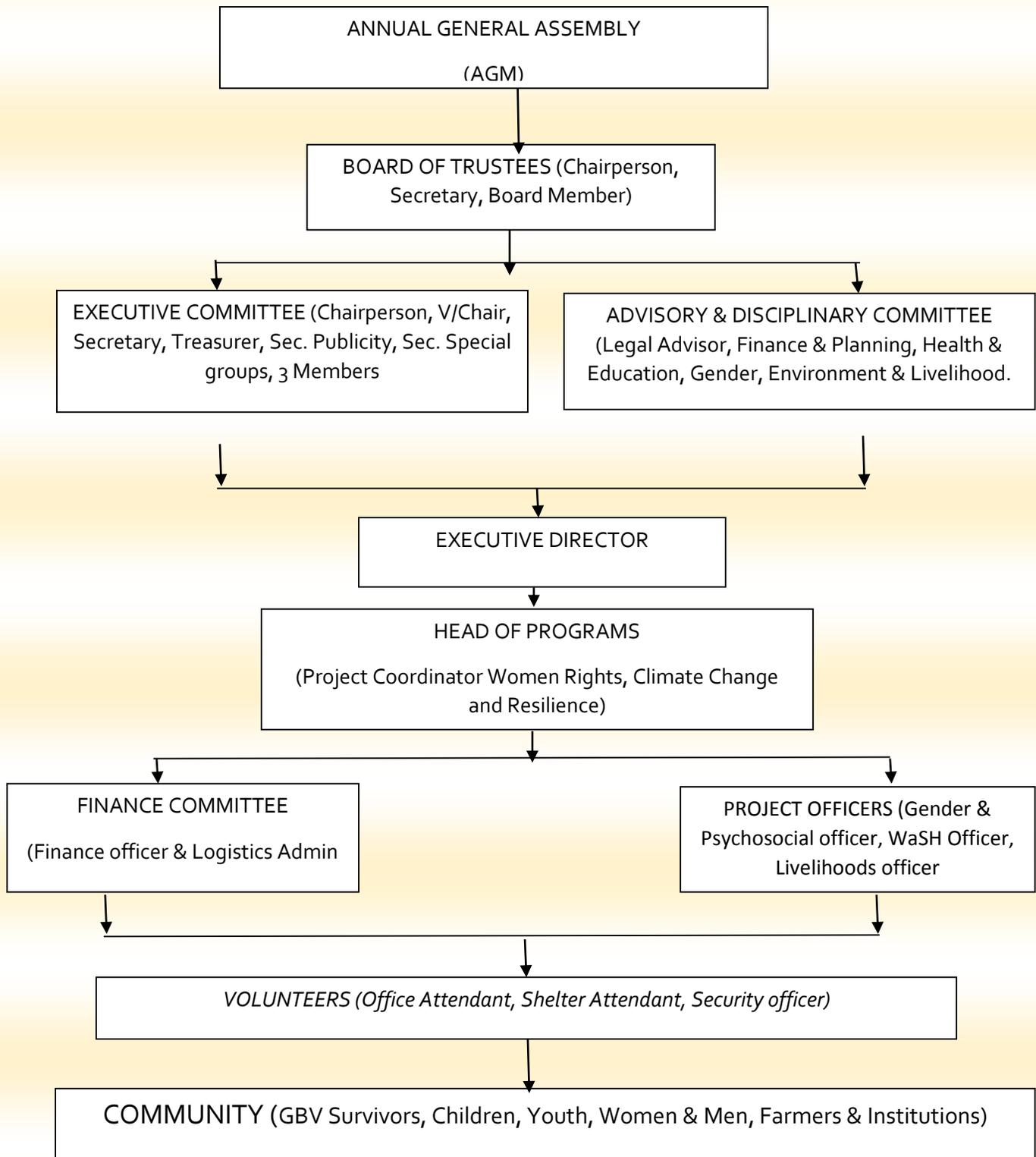
vii. The number of health programs and facilities supported, WASH programs supported and adopted by the community

viii. The number of children, youths trained and empowered under the community empowerment and development programs.

ix. The number of meetings with other development partners and the district stakeholders.

x. The number of activities implemented successfully.

THE ORGANIZATIONAL STRUCTURE



Equal-World Development has the following organs;

- i. Annual General Assembly.
- ii. Trustees of the Organization.
- iii. Executive Committee.
- iv. And any other such committee that the Organization may constitute from time to time as it shall deem necessary and convenient for better carrying out its objectives.

The General Assembly;

EQWODET has a General Assembly which is the supreme organ of the Organization and it comprises of only fully paid up members. And.

Powers and functions of the Annual General Assembly;

The General Assembly, the supreme decision making organ plays the following powers and functions;

- i. To approve policies and programs of the Organization.
- ii. To receive and approve minutes of the previous General Assembly if any.
- iii. To discuss and approve any reports of the Organization.
- iv. To receive audited reports of accounts of the Organization for the previous Financial Year.
- v. To receive and approve budgetary estimates of the Organization for the next Financial Year.
- vi. To elect the Executive Committee of the Organization.
- vii. To endorse the dismissal of any member or resigning member or rescind the dismissal or resignation thereof a member.
- viii. To amend the Constitution of the Organization where necessary.
- ix. To approve the dissolution of the Organization and,

- x. To exercise any such other power as may be required of a General Assembly.

Procedure of the Annual General Assembly.

- i. The AGM exercises its powers through an Annual General Meeting.
- ii. The AGM sits at least once in a financial year at such time and place as may be determined by the Executive Committee.
- iii. The AGM is held not later than 90 (ninety) days after the end of the preceding Financial Year.

1. Trustees Board of the Organization.

EQWODET has a Board of Trustees known, styled and designated as “The Registered Trustees of **Equal World Development**” (hereinafter called “the Registered Trustees”) and the Board;

- i. Comprises the vision bearers and subscribed life members of Equal-World Development.
- ii. The chairperson Board of Trustees who is a principle signatory to all the bank accounts of the Organisation.
- iii. Has full voting rights in the Organisation.
- iv. Has powers to veto any decision made by the Executive Board of the Organization.
- v. Have powers to lobby and mobilize funds on behalf of the Organization.
- vi. Entitled to monthly and annual token/ package of appreciation determined from time to time by the Organisation.
- vii. Sign contracts of the Organization.

2. POWERS AND FUNCTIONS OF REGISTERED TRUSTEES;

The Registered Trustees of the Organization is a cooperate body and exercises the following powers on behalf of the Organization: –

- i. The Board of Trustees is the top decision making organ in the Organisation.

- ii. Accepts or rejects any application concerning membership, dissolution and expenditures of the Organisation.
- iii. To sue or defend the Organization in any legal proceedings in Courts of law, Tribunal and such any other incidental duties;
- iv. To hold any property on behalf of the Organization;
- v. Sign on behalf of the Organization all contracts, termination letters and any administrative correspondence and;
- vi. To exercise and carryout any such other functions and duties necessary or incidental to proper function and executions of duties of Trustees under this Constitution.

3. The Board of Trustees Committee shall comprise the following;

- i. Chairperson Board of Trustees
- ii. Secretary Board of Trustees
- iii. Board Member.

4. THE EXECUTIVE COMMITTEE

EQWODET has an Executive Committee of the Organization charged with the overall responsibility of the day to day administration and management of the affairs of the Organization.

1. The Executive Committee of the Organization is comprised of: –
 - i. Chairperson;
 - ii. Vice Chairperson;
 - iii. General Secretary;
 - iv. Financial and Administration Officer;
 - v. Secretary Publicity and Mobilisation;

vi. Secretary Special Needs.

Fifty percent of our Executive Committee are women.

2. POWERS AND FUNCTIONS OF EXECUTIVE COMMITTEE.

Our Executive Committee members carry out their respective duties to the best of their abilities and utmost good faith, practical skills or expertise for the benefit of the Organization to achieve its objectives and these include:

- i. To respect, preserve and uphold all provisions of this Constitution.
- ii. To manage the day to day running of the Organization in accordance with this Constitution;
- iii. To make application to the Commissioner of Land Registration for incorporation of the Trustees of the Organization;
- iv. To generate work plan, budgets and projects of the Organization in accordance with its objectives.
- v. To ensure that the operations of the Organization comply with the laws, regulations, this Constitution and set guidelines by the relevant regulatory authorities.
- vi. To represent the Organization in any forum or activity in which it has been invited;
- vii. To present periodic accountability to the General and Extra-Ordinary General Assembly and the relevant regulatory authorities on the management of the affairs of the Organization;
- viii. To receive and consider applications for membership to the Organization.
- ix. To make regulations or Bye-laws for the efficient running of the Organization.
- x. To convene annual and Extra-ordinary General Assembly.
- xi. To approve all expenses that may be incurred in the proper and effective running of the Organization.
- xii. To determine sub-committees to be set up to handle specific tasks or roles;

xiii. To carry out any such duties and functions that may be necessary for effective and efficient running of the Organization.

DUTIES AND OBLIGATIONS OF EXECUTIVE COMMITTEE

MEMBERS INCLUDE AMONG OTHERS;

a) The Chairperson;

The chairperson shall be the overall head of the Board as such he or she shall;

- i. Chair and preside over all meetings of the General Assembly, Executive Committee and shall have the final casting vote on any matter;
- ii. Represents and acts on behalf of the Organization generally, but only as a collective voice on any matter affecting the Organization.
- iii. Co-ordinates the activities of the Executive Committee members;
- iv. He/she is a principal signatory to the bank account and all annual reports of the board to the General Assembly; *and*
- v. Perform any such other acts as are necessary to efficiently and effectively administer the Organization.

b) Vice Chairperson;

- i. EQWODET has a Vice Chairperson who assumes the powers or functions of the chairperson in his or her absence or execute any such other function as may be assigned from time to time by the Organization.

c) General Secretary;

- i. Co-ordinate the day to day activities and business of the Executive Committee;
- ii. Summon and convene the meetings of the Executive Committee, General and Extra-ordinary Assembly upon resolution of the Executive Committee;
- iii. Keep and maintain an updated and accurate register of members, Executive Committee, transactions and minutes of the Organization;

iv. Receive all communications, reports, notices and forward them to the appropriate organs or office of the Organization for appropriate action;

v. Cause to be communicated upon approval of Executive Committee to the members and relevant authorities any resolutions or pending issues that require the respective opinions or advise;

vi. Co-ordinate with the chairperson, treasurer and other members to draw work plan, administrative budgetary estimates of the Organization;

vii. Be a signatory to the account of the Organization;

viii. Keep safe custody of all valuable property or documents of the Organization *and*

ix. Do such other duty as the Chairperson may assign from time to time.

d) Finance and Administration Officer

The Finance Officer of the Organization executes, among others, the following duties:

i. Chair the Finance Management Committee of the Organization;

ii. Co-ordinate with all departments of the Organization and cause to be kept and maintained proper, updated and accurate Books of Accounts;

iii. Cause to be prepared operational budgetary estimates of the Organization;

iv. Instigate the preparation and submission of periodic, quarterly, semi and annual financial reports or statements of the Organization and submit to the Executive Committee and General Assembly;

v. Cause to be deposited and kept all funds or resources of the Organization on the designated Organization's bank account;

vi. Not to cause to be expended any funds of the Organization on any activity or project not approved by the Executive Committee;

vii. Collect and cause proper documents of membership, subscription and all pledges;

viii. Be a signatory to the bank account of the Organization, *and*

- ix. Carry out any such other duties as are required of a finance officer in accordance with this Constitution. the planning and budgeting processes.

e) Secretary for Mobilization

Secretary Publicity and Mobilization is responsible for coordinating all projects of the Organization. The mobilization secretary in liaison with the Executive Committee among others execute the following duties:-

- i. Prepare and draw project proposals in relation to the Organization’s objectives;
- ii. Guide the Organization on appropriate mode of monitoring and evaluation of the activities of the Organization;
- iii. Promote the core values of the Organization amongst members of the community;
- iv. Cause to be published or disseminated information of the Organization to the public; *and*
- v. Execute any such other duties as are incidental for the effective performance of his or her duties or as the Organization may assign.

f) Representatives of vulnerable persons and Special Needs;

EQWODET has representatives of vulnerable persons on the Executive Committee of the Organization to effectively represent the group who shall execute the following duty:

- i. To attend Executive Committee meetings as scheduled and advice the committee on the needs of the vulnerable as per

ROLES AND RESPONSIBILITIES OF STAFF MEMBER:

- i. Assess the needs of the communities and stakeholders within the program areas
- ii. Maintain program records and prepare program and activity reports
- iii. Prepare preliminary budgets
- iv. Ensure that expenditures are within budget line during the year
- v. Follow-up to insure implementation of Board and Committee decisions
- vi. Prepare performance reports on achievement of goals and objectives
- vii. Prepare exhibits, materials, and proposals for the Board and Committee
- viii. Train Organisation structures (volunteers)
- ix. Organise fundraising campaigns.
- x. Formulate annual objectives
- xi. Identify and contact potential grantees for funding.
- xii. Represent Organisation brand in conferences, meetings and workshops.
- xiii. Manage and monitor grants and prepare funding reports.
- xiv. Provide guidance and maintain frequent communications with program partners.
- xv. Analyze and troubleshoot program challenges.
- xvi. Develop best practices to improve overall program performance
- xvii. Assist in budget preparation and expense management activities for programs.
- xviii. Identify and contact new program partners for program expansion.
- xix. Plan and execute program activities in timely and accurate manner.

**“ Equal-World Development envisions society where rights
And opportunities are shared for equal development”**

- xx. Conduct program reviews and prepare reports for management.
- xxi. Prepare meeting agenda, organize meetings and distribute minutes.

Approved by;

- i. Executive Director**

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Okello Jean Audrey.

- ii. Chairperson Board of Directors**

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Opejo Solomon Otialuk

- iii. Chairperson Board of Trustees**

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Oluka James