



BOK AFRICA CONCERN (NGO)

STRATEGIC PLAN

2018-2023

Inspire the Youth, Break the Barriers!!!





Foreword

Youth development in an inclusive and participatory manner remains pivotal in dealing with the current world social structure with the huge development gap between and within countries. There are notable and worrying development, opportunities and participation gap between and among genders, age groups, actors and socio-cultural identities.

The idea of planning has been emphasized for the purposes of sustainable development. Constant visioning is needed for the forward march of any society. A clear vision leads to sound goal setting that demands strategies to achieve them. Resources are scarce and times continue to change as different challenges surface all the time. There is always the great tendency to do everything and at the same time do nothing. A set goal emanating from sound assessment can be achieved through well thought out strategies.

Youth engagement and participation in the social, economic, development and cultural advancement of the modern society is a necessary step to face modern challenges. However, the youth are largely marginalized as inexperienced and unworthy of sound social participation. The educational system continues to produce a group of young people hard-pressed to meaningfully participate in the economy and social measures. The frustrated youth choose to engage themselves in other areas making them vulnerable to abuse, including trafficking, irregular migration, forced crimes, social vices, and low self-esteem. These vulnerabilities are shared with women, persons with disabilities, rural communities, farmers, and children.

This document will not only be our guide but also our point of reference for the period 2018-2023. The chosen path is to favour a more structured, systematic, and sustainable approach. This, therefore, has been prepared as a frame of reference for the vision.

The vision is worth commending and supporting. I wish to congratulate the BOK team for their dedication and zeal.

Benson Osei-Savio Boateng
(President)



Executive summary

This Strategic plan is integral to the realization of the vision. It sets in motion a process that supports quality and sustainable mission for the vulnerable youth and groups. The background, vision, mission, guiding principles and core values that we vehemently seek to uphold and promote are duly outlined.

The goals for the 6-year period from 2018 to 2023 have been described. The road map to achieving these targets has been presented. The organisation structure and the animation structure have been presented with its mandate that it will be expected to proactively pursue. The defined and consolidated roles are deliberately done to support the process of achieving the vision in a more systematic developmental approach.

The document has been developed by the first directors of BOK Africa Concern. It has been reviewed by the President to align and reflect the vision of the organization. The experience of the promoters has informed this document. Some national and international policy documents as well as other organisations, national and world documents like the United Nations documents on Human Rights and on Sustainable Development Goals.

The following define the overall objectives that are aimed to be achieved in the Six years between 2018 and 2023:

1. To develop human resource capacity for sustainable world
2. To promote Green Economy for sustainable living
3. To empower the youth for a productive life through creative orientation, education and TVET
4. To support active agricultural development
5. To ensure gender development
6. To actively participate in rural development



7. To promote inclusion and social justice
8. To actively assist victims of emergencies
9. To engage in advocacy and awareness campaigns

The strategic plan tackles our objectives under seven (7) thematic areas as follows:

- a. Capacity Development
- b. Green Economy
- c. Youth empowerment
- d. Agriculture
- e. Rural Development
- f. Gender
- g. Social Inclusion.

The elaboration is done on these specific areas. The quality benchmarks rely on access; quality service; orientation; integration; follow-up; and quality management.



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Definition of terms

Apprenticeships are training programmes in a designated trade under which an apprentice receives formal instruction and on the job training.



Key stakeholders – are those who have power to prevent the activities from achieving its objectives fully and even potentially may cause the failure of the activities.

Primary stakeholders – are individuals or entities that benefit from or are directly impacted by the operations and activities. With the HRBA, these are the right holders.

Secondary stakeholders – are people or groups that are indirectly affected, either positively or negatively, by the activities or the actions of the institution, or organization.

Stakeholders – are those who may be affected by or have an effect on the activities. They may also include people who have a strong interest in the effort for academic, philosophical, or political reasons, even though they and their families, friends, and associates are not directly affected by it.

Technical Skill Development (TSD) – is a concept of a more holistic approach to education and formation specifically oriented technical trades without vocational trades in the TVSD.

Technical/Vocational Skill Development (TVSD) – is an advanced form of TVET that encompasses holistic formation and education of people in technical/vocational areas that goes beyond producing employable and skilled personnel but ensures the creation of social cohesion and social capital. It is more holistic development oriented and facilitates after care.



Symbols and Abbreviations

BOK – BOK Africa Concern

DBYN – Don Bosco Youth Network West Africa (NGO)

GDP – Gross Domestic Product

GES – Ghana Education Service

HRBA – Human Rights Based Approach

HRM – Human Resource Management

NGO – Non-Governmental Organization

IOM – International Organization for Migration

NVTI – National Vocational Training Institute

PWD – persons with disability

QF – qualification framework

TIP - Trafficking in Persons

USD – United States Dollars



Introduction

This strategic plan intends to guide our activities for the 6 years. The plan has evolved from a general knowledge, experience (pre-formal) and gaps existing the sector and the communities. The local communities have been consulted directly and indirectly. Local authorities have been consulted; traditional leaders and prospective beneficiaries have been duly consulted in both direct and indirect approaches.

The process leading to the development of this document is broadly participatory, generally owned and technically verified. The process however, took into consideration the context of the environment in which the plan will operate.

Through the process, 7 main themes have been identified:

- I. Capacity Development
- II. Green Economy
- III. Youth empowerment
- IV. Agriculture
- V. Rural Development
- VI. Gender
- VII. Social Inclusion.

BOK has carried out some activities to further its objectives since 2016. The activities have covered the above themes and in line with the organizational objectives. Some of the activities carried out include;



- Rescuing victims of trafficking in persons with International Justice mission, Don Bosco and other partners
- Rescue and reception of irregular migrants from Libya and other countries with International Organization for Migration (IOM), DBYN and other partners
- Reintegration of victims of trafficking in persons, irregular migrants and persons in conflict with the law
- Skill Training for returning migrants, single mothers, and youth
- Business mentoring for young people
- Livelihood assistance to single mothers, deprived youth and persons with disability
- Education and training assistance for girls and vulnerable youth
- Supported youth in agriculture and organic farming
- Promoted vulnerable and rural youth in the participation of local, national, and international affairs

The idea to support the development of the youth started actively in 2016 with the inspiration of Mr Huub J. Giesen. It was driven by the philosophy that the youth are a great asset of the world but where the formation system has failed them to be integrated into the economic and social affairs of the countries/societies, their contributions are alienated, relegated and unrecognized. This leads to despondency that creates a huge vacuum for posterity. Supporting the youth to transit smoothly into the economies and the society is paramount. This is also true for women and vulnerable groups.



OUR PHILOSOPHY

BOK AFRICA believes in Chances (not charity), Development cooperation (not Aid) except in the cases of emergencies. We believe in the dignity of every person and the enormous potential in every human person. Inequalities are created by circumstances that deny many opportunities. Aid (except in situations of emergency) creates dependency that reduces the dignity of the human person. Allowing people to lead their own development through support and cooperation produces real sustainable development with deep respect for the environment and creating/providing opportunities.

The youth and several vulnerable groups, such as, rural communities, women, children, and persons with disability suffer injustices emanating from systemic, and ephemeral conditions. Whether the injustices are deliberate or unintended, the consequences are glaring and plumate the vulnerable. Their empowerment will mean a strong resolve to integrate and mainstream their rights through group, individual and community level support system that create sustainable measures.



BOK Africa Concern

BRIEF

BOK AFRICA CONCERN is a legally registered Non-Governmental Organisation/ Not-For-Profit (Registration no.: CG216882018; TIN: C0018595286) set up at the service of Youth Empowerment, Green Economy, Agriculture, rural development, Gender and Social inclusion – to develop, design projects & programs, network, coordinate and raise funds with both local and international donor and governmental/non-governmental agencies which are working to promote development and social justice. BOK was officially recognized by the government of Ghana as duly incorporate by law on 02 February 2018.

BOK AFRICA CONCERN is set up to design and develop projects & programmes, implement actions to ensure social justice and sustainable world by promoting Green Economy, Gender, inclusiveness, Agriculture, Youth empowerment and rural development.

As a legally registered Non-Governmental Organisation (herein NGO), BOK AFRICA shall raise and manage funds in the donor environment and seek support as equal partners in the resolution and promotion of human resource and capacity development geared towards the promotion and active development of Youth, Agriculture, Rural communities and Gender.

VISION

A world where differences in social structure means alternative for diversified livelihood.

MISSION

To empower people for a dignified sustainable living.

OUR CORE VALUES



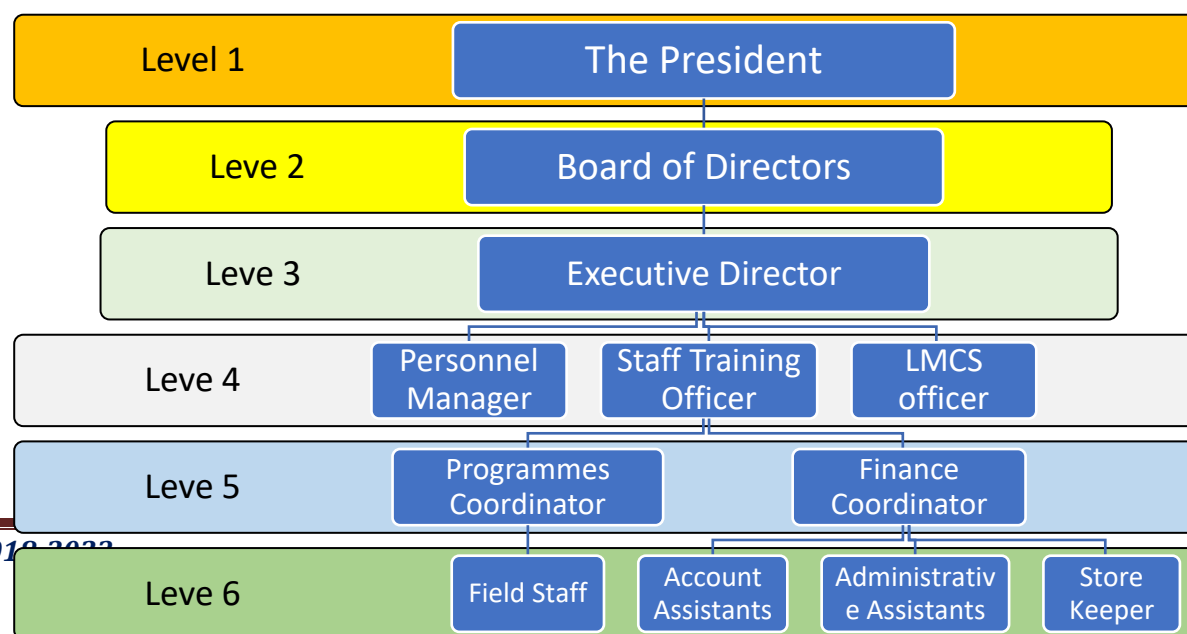
- i. Solidarity,
- ii. Commitment,
- iii. Transparency,
- iv. Mutual respects,
- v. Honesty,
- vi. Respect for human rights,
- vii. Collective responsibility and
- viii. Mentoring

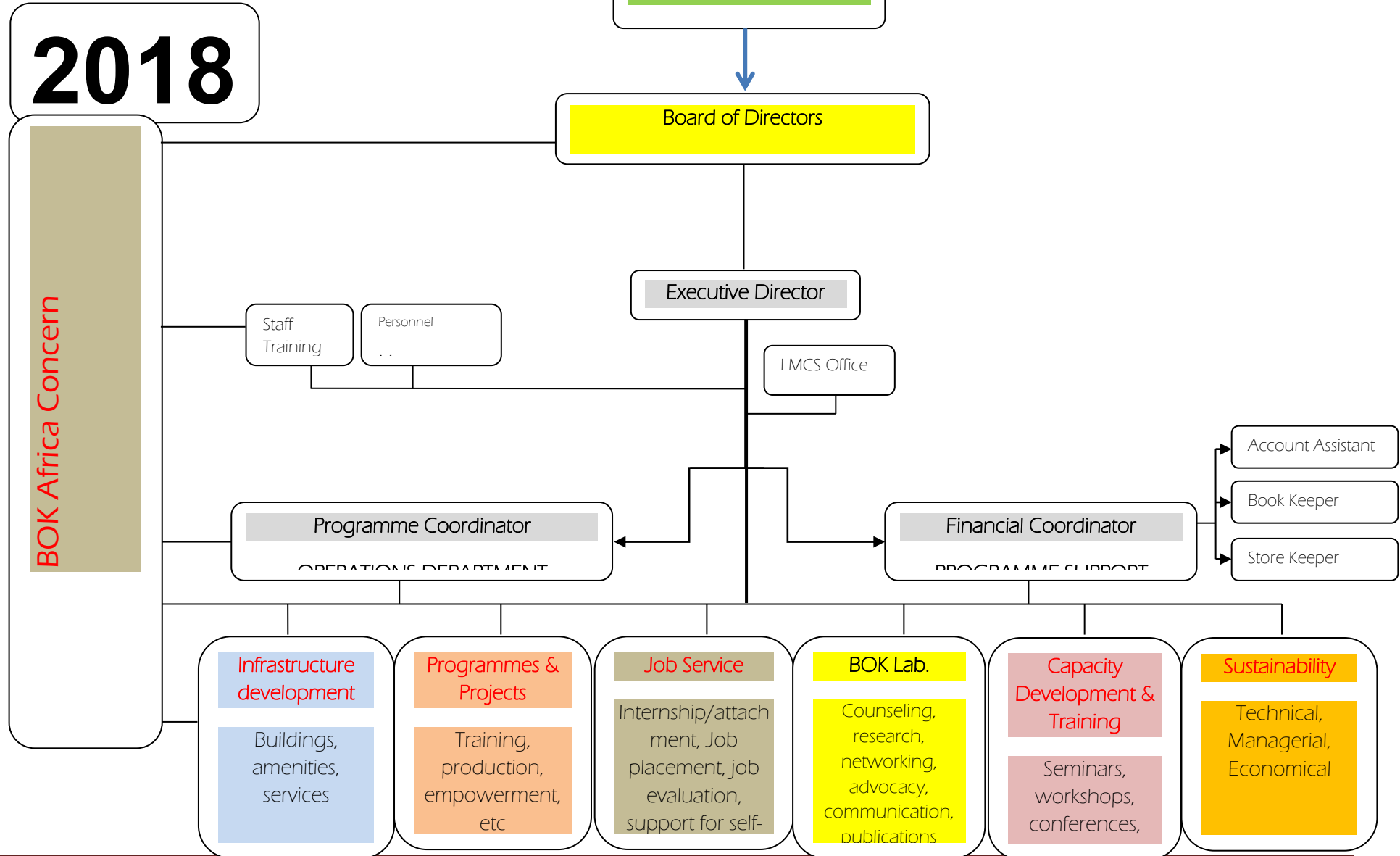


The Organizational Structure:

BOK Africa Concern is organized at 6 levels:

Level	Designation	Authority
1	The President	Head of organization, overall legal holder/responsible, organization budget approval, Large projects budgets approval
2	The Board, led by the Chair	Directorial, management guidance and supervision, organizational budget, projects budget approvals, functional controls, policy reviews, employment
3	The Executive Director	Head of administration, day-to-day management, finance management, budget preparations
4	Core team – LMCS, Personnel manager, Training, ED	Planning, budgeting reviews, supervision
5	Operations & Support – Prog. Coordinator, Finance Coordinator, ED	Projects cycle management, finance team, budget preparations
6	Field staff	Implementation of activities







THE ROLE OF STAFF

The role of staff lies in the co-implementation of the Plan, under the leadership of the Board of Directors. There is the need to have staff under constant training and alignment to job needs. The staffs are expected to show and apply commitment and zeal and apply themselves diligently to enable the achievements of the objectives. At all times the staff are supposed to follow all guidelines set out in the Policy Manual (and general guidelines) such as the code of conduct and exercise due diligence and good sense when no clear guideline exists to guide action. Every staff is expected to familiarise himself/herself with the content and directions of this Strategic Plan, Innovation and creativity should tend to add value and not to create a new direction.

There are 2 sets of staff:

- **Administrative Staff:** are responsible for logistics, procurement, accounting, management, planning, supervision and monitoring.
- **Field Staff:** are responsible for on-site implementation of activities and reporting.

The staff nature may be volunteers, part-time engagement, ad-hoc staffs, consultants, and permanent.



Key Performance Indicators

A number of critical success factors/evaluation matrix would be used to monitor and control performance and annually reports the achievements of prioritized sectors. There will be annual implementation plans setting out the annual milestone that will lead to the achievement of the overall objective. The following is a set of critical success factors that is considered important for performance evaluation and control.

Administration and Financing

- BOK has a qualified accountant.
- There is an activity plan and a budget for project and operations
- Annual report is presented annually (financial and Narrative)
- All relevant data needed for planning and decision making should be easily available
- Initiate continual diversification of funding sources
- Ability to fund **100%** of our budget

Projects & Programmes

- Improve staff capacity in project development and management
- Improved project effectiveness year-on-year
- Increased activities that engage youth for empowerment
- Effective and efficient utilization of resources
- Increased beneficiaries' success rate
- Increased rural communities' enhancement activities, projects & programmes
- Increased gender beneficiaries in project activities
- Increased number of excluded persons and communities in programmes
- Increased number of Agriculture and Green activities
- Increased youth engagement
- Clarified sustainability measures for projects and programmes



Advocacy, visibility and communication

- Number of advocacy activities organized or involved in
- Percentage of work published on various platforms
- Increased awareness of youth, green and gender affected issues
- Increased collaboration with the local communities
- Increased number of networks existing
- Number of new partnership formed
- Percentage of existing partnership maintained

SWOT Analysis

Strengths

- 1 Strong for the Board of Directors and high reputation of the members
- 2 Linkage of work to social needs
- 3 Existing and strong network and partnership of the Board of Directors
- 4 Human Resources: well-motivated and ready to make sacrifices

Weaknesses

- 1 Inadequate skills to handle integrated projects with tangible social impact.
- 2 Lack of adequate and skilled personnel for the various works
- 3 Lack of a diversified, sustainable financing strategic action plan
- 4 Lack of assets
- 5 Zero visibility and advocacy
- 6 Zero level of engagement with industries, companies and cooperate bodies.



Opportunities

- 1 International development partner with similar interests – UN, IOM, GIZ, KOICA; BMZ; EU; USAID; African Development Bank
- 2 The growing youth population in the region
- 3 Willing and available youth volunteers
- 4 Enabling policy framework that promote partnership
- 5 Increasing policy shift towards Not-For-Profit and local organization

Threats

- 1 Possible change in government policy
- 2 Competition for funding from other service providers
- 3 Rising levels of poverty
- 4 In some cases political instability
- 5 Fluidity of work force through migration

Envisaged strategic risk

To achieve the strategic vision and goals of the Plan, there are operational, human and financial risks within the complex and dynamic economic environment that must be recognized and mitigated. Hence, the following are identified as possible strategic risks that may impact on the strategic direction.

- Reluctance to respond to proposed activities by stakeholders
- Weaknesses in skills and competencies in some staff
- Rapid changes in Information Technology (IT)
- Possibility of low level of economic growth
- Reduction of donor funding supports due to world financing shifts



- Inadequate number of qualified and experienced staff willing to volunteer or work at low salary levels
- Staff attrition leading to instability and discontinuity
- Competition from existing institutions either local or international aiming at providing the same services to the targeted groups
- Low potential of locally generated income

The Sustainable Development Goals (SDGs)

The SDGs work in the spirit of partnership and pragmatism to make the right choices now to improve life, in a sustainable way, for future generations. They provide clear guidelines and targets for all countries to adopt in accordance with their own priorities and the environmental challenges of the world at large. The SDGs are an inclusive agenda. They tackle the root causes of poverty and unite us together to make a positive change for both people and planet. This strategic plan works towards the following SDGs:

Goal 1: End poverty in all its forms everywhere

Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

Goal 3: Ensure healthy lives and promote well-being for all at all ages

Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Goal 5: Achieve gender equality and empower all women and girls

Goal 6: Ensure availability and sustainable management of water and sanitation for all

Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all

Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all



Goal 10: Reduce inequality within and among countries

Goal 13— Take urgent action to combat climate change and its impacts

Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development

Climate Change Action

Through innovative and scalable technological transformation, this strategic plan will significantly contribute to the climate action, especially in terms of adaptation. Climate conscious human resources would be developed, and climate-friendly technology would be advanced. In particular direct response is the renewable energy component of the trade options. We will be contributing to distributing available affordable, scalable solutions to enable Ghana to leapfrog to cleaner, more resilient economy. We salute the Paris Agreement of December 2015 at COP21 and the successful entering into force in December 2016. Ghana have duly signed the agreement on 22 Apr 2016 and ratify same on 21 Sep 2016. We our voice to the many concerned voices that urgent action needs to be taken, and we intend to contribute our quota.

Inclusive Action

We intend to devote adequate attention to inclusion in various ways – gender, youth, rural communities, rural women & Youth, Persons with disability, Persons in conflict with the law, victims of emergencies and abuses or oppression. By inclusion, we think of social, cultural, economic, technological, access and quality service.

Migration & Trafficking in Persons

We have great concern for various forms of issues affecting migration including irregular migration, statelessness, refugees, Trafficking in Persons (TIP), migrant smuggling. We will participate actively in advocacy measures, policy, rescue, rehabilitation, and reintegration. Measures



may include, awareness campaigns, position papers, presentation, skill training, business mentoring, community-based support and reintegration projects, psycho-social support, therapy measures, direct assistance. We will continue to monitor and actively participate.

STAKEHOLDER ANALYSIS

Key stakeholders -

STAKEHOLDER	RESPONSIBILITIES	INTERESTS
Local communities	Implementation of activities	Operations align with local community
BOK	Support implementation, monitoring and Evaluation	Ensure implementation is consistent with plan and timely interventions are made to correct system
Board	Management of plan	Achieve coherent and relevant education the target group
Government	Formulate and enforce policies	Adherence to government policies
Churches	Moral and spiritual support	Fulfilment of social and ecclesia mission
Development partners	Provide funds and technical service	Effective and efficient use of resources
Industries	Offer jobs to the graduates	Quality workforce



Primary stakeholders -

STAKEHOLDER	RESPONSIBILITIES	INTERESTS
Girls/Women	Serve as direct beneficiaries	Empowered through various measures
Youth	Serve as direct beneficiaries	Supported and empowered by measures
PWDs	Serve as direct beneficiaries	Access to support and empowerment programs
Rural communities	Serve as direct beneficiaries	Improvement in economic and social conditions
Farmers	Serve as direct beneficiaries	Improve agricultural practices for organic production

Secondary stakeholders -

STAKEHOLDER	RESPONSIBILITIES	INTERESTS
Other NGOs	Contributing to overall improvement of situations	Major indicators are improved
Staff	Deliver services administration and other	Suitable remuneration and best working conditions; beneficiary success
Parents/Families/ guardians	Assist in various measures	Improvement in beneficiaries' situation
Development partners	Provide funds and technical service	Effective and efficient use of resources
Traditional authorities	Support actions, access to lands, etc	Economic and social empowerment of citizens
Suppliers	Offer goods and services at a cost	Profit from sales
Neighbourhood	Provide an enabling environment for growth	Employment, training and social benefits such as playgrounds for social events
Other CSOs	Need for cooperation	Benefit from the program through partnership



Strategic Objectives

The identified key strategic aims/objectives that will guide the strategic plan for the 6 years.

The components of the BOK strategic plan and quality dimension

No.	Theme	Strategic Action Areas	Quality definition and Action	Responsible	Time frame
1	Capacity Development	Institutional Capacity	Developing Strategic Plan	Consultant, Board of Directors	6 years
			Developing and improving capacity of NGO staff		
			Developing policy documents – finance manual, procurement guide, staff manual, Salary structure		
			Establishing and resourcing office		
			Developing strong network		
			Fundraising through diversified donor sources		
		Empowerment of beneficiaries	Scholarship & sponsorships	BOK/Partners	6 years
			Promoting youth and gender participation at local, regional, national, and international levels		
2	Green Economy	Advocacy & campaigns	Climate action measures and campaigns	BOK/Partners	6 years
		Sustainable energy	Promoting renewable/sustainable energy options – training, distribution, access		



		Environment	Promote waste management options to improve the environment		
			To promote environmentally sustainable		
		Biodiversity	measures and support forest conservation & biodiversity protection. Promote eco-tourism.		
		Sustainable construction	Support sustainable construction measures		
		Organic farming	Promote organic agriculture		
3	Youth empowerment	Entrepreneurial assistance	Assistance for youth entrepreneurship	BOK/Partners	6 years
		Advocacy	Youth participation in National and International topical issues		
		Rescue; Rehabilitation; Reintegration	Support for migrants, returning migrants and youth/children in difficult situation		
			Collective reintegration; community-based reintegration		
	Direct assistance				
4	Agriculture	Skills development	Trainings	BOK/Partners	6 years
		Business development	Agro-based enterprises development		
		Youth/gender engagement	Mentorship farms		
5	Rural Development	WASH	Portable/clean water access	BOK/Partners	6 years
			Sanitation		



		Business development	Rural enterprises development		
		Engagement	Community engagement		
		Energy	Rural renewable energy solution		
6	Gender		Gender mainstreaming	BOK/Partners	6 years
			Active gender participation in economic and social issues.		
7	Social Inclusion.	Diversity	Ensure participation of marginalized groups	BOK/Partners	6 years
			Assistant to economically marginalized		
			Including socially excluded persons in activities		
			Advocacy measures		

The strategic objectives

General lines of action

1. To develop human resource capacity for sustainable world
2. To promote Green Economy for sustainable living
3. To empower the youth for a productive life through creative orientation, education and TVET
4. To support active agricultural development
5. To ensure gender development
6. To actively participate in rural development
7. To promote inclusion and social justice
8. To actively assist victims of emergencies
9. To engage in advocacy and awareness campaigns



Implementation, Monitoring and Evaluation Plan:

No.	Theme	Strategic Action Areas	Quality definition and Action	Year	Budget €
1	Capacity Development	Institutional Capacity	Developing Strategic Plan	2018	1,000.00
			Developing and improving capacity of NGO staff	Annual	30,000.00
			Developing policy documents – finance manual, procurement guide, staff manual, Salary structure	2018 - 2022	5,000.00
			Establishing and resourcing office	2018 - 2023	50,000.00
			Developing strong network	2018 -2023	15,000.00
			Fundraising through diversified donor sources	2018 -2023	18,000.00
		Empowerment of beneficiaries	Scholarship & sponsorships	2018 -2023	30,000.00
			Promoting youth and gender participation at local, regional, national, and international levels	2018 -2023	24,000.00
2	Green Economy	Advocacy & campaigns	Climate action measures and campaigns	2018 -2023	30,000.00
		Sustainable energy	Promoting renewable/sustainable energy options – training, distribution, access	2019 -2023	100,000.00
		Environment	Promote waste management options to improve the environment	2018 -2023	18,000.00
			To promote environmentally sustainable	2018 -2023	30,000.00



			measures and support forest conservation		
		Biodiversity	biodiversity protection. Promote eco-tourism.	2018 -2023	18,000.00
		Sustainable construction	Support sustainable construction measures	2018 -2023	40,000.00
		Organic farming	Promote organic agriculture	2018 -2023	75,000.00
3	Youth empowerment	Entrepreneurial assistance	Assistance for youth entrepreneurship	2018 -2023	120,000.00
		Advocacy	Youth participation in National and International topical issues	2019 -2023	25,000.00
		Rescue; Rehabilitation; Reintegration	Support for migrants, returning migrants and youth/children in difficult situation	2018 -2023	90,000.00
			Collective reintegration; community-based reintegration	2018 -2023	200,000.00
			Direct assistance	2018 -2023	90,000.00
4	Agriculture	Skills development	Trainings		30,000.00
		Business development	Agro-based enterprises development	2018 -2023	100,000.00
		Youth/gender engagement	Mentorship farms	2018 -2023	10,000.00
5	Rural Development	WASH	Portable/clean water access	2018 -2023	150,000.00
			Sanitation	2018 -2023	30,000.00
		Business development	Rural enterprises development	2018 -2023	100,000.00
		Engagement	Community engagement	2018 -2023	5,000.00
		Energy	Rural renewable energy solution	2018 -2023	250,000.00



6	Gender		Gender mainstreaming	2018 -2023	35,000.00
			Active gender participation in economic and social issues.	2018 -2023	20,000.00
7	Social Inclusion.	Diversity	Ensure participation of marginalized groups	2018 -2023	80,000.00
			Assistant to economically marginalized	2018 -2023	120,000.00
			Including socially excluded persons in activities	2018 -2023	20,000.00
			Advocacy measures	2019 -2023	10,000.00
					1,969,000.00

Monitoring and Evaluation Plan

This Strategic Plan is a live document, one which will be the main source of reference for BOK and other stakeholders. The Board of Directors will be the focal point in the entire implementation period. The Board of Directors will do so with the cooperation of the President and the staff.

After full endorsement by the Board of Directors, this document will be published together with the work plan which states what should be enacted by end of a specified period on annual basis. In addition to the implementation plan, there will be prescribed milestones and approaches for evaluation in order for the Board of Directors and the board(s) to assure them that progress is being made. The organization will provide to the Board of Directors and the board a periodic report on the



achievement or non-achievement of the targets. This report would be delivered to the board on periodic basis of 6 months or as and when the Board of Directors /board so requires such updates.

Reviews

This plan will have a cycle of continuous process of evaluation, review, prioritizing, action planning and implementation. Within this continuous process, stock and review of the progress of the Province operations at a crucial point will be documented. A regular review meeting will be encouraged to provide such ambience for reflection, target-setting and collective controls.

The logical point in the period when the review meeting should take place will be agreed upon, and performance data already assembled and analysed will aid in carrying out specific evaluations or all that have taken place as per the Strategic Plan. The main purpose of the meeting will be to take stock, look forward and set targets. An action plan with the name or initials of the person to whom each target applies will be drawn and necessary resources availed to enhance continuous goal achievement.

Planning Guidelines

This strategic plan intends to provide guidelines to all programs and to facilitate the preparation of plans but specifically for the period, 2018 - 2023. This strategic plan covers the medium term period (2018 – 2023) goals, objectives and targets. However, at the operational level, details of plans should consider a short-term planning period of one year. In order to



achieve the strategic goals, it is important that teamwork and inter-sectorial co-operation are established. The plan's implementation will depend on alignment with donor/funding agencies and successful projects funding. This implies the detailed annual plans will depend on available project and therefore, project-based. It is not expected a smooth annual activities evenly distributed but heavily influenced by donor funding successes.

The Process Of Planning and Implementation

The organization will establish a work plan for each financial year based on projects and programmes. The process of planning and implementation will entail.

- Performance review of the preceding period.
- Continuous environmental scanning within which the sector operates noting any significant changes which may impact on its performance. These changes may pose challenges or opportunities. The sector must design intervention strategies to deal with the changes.
- Adjusting and amending plans, objectives and targets within the planning period in order to take into account changes in the operating environment.
- Resource planning, mobilization and utilization to ensure adequate resources and efficiency in utilization
- The NGO through the administrator should provide the financial and administrative support needed by the sectors to achieve strategic objectives.



Conclusion

The work that is ahead is multi-dimensional. Thus, this work requires multi-dimensional efforts. Human being is the key to the accomplishment of strategic goals of this work. It is our hope that the implementation of this Strategic plan will give rise to a spiritual link that will bind all the stakeholders in a truly human and friendly environment where all efforts will be directed to developing the young girls to the full realizations of their potential. The plan promotes the Human Rights based approach and emphasizes social inclusion.