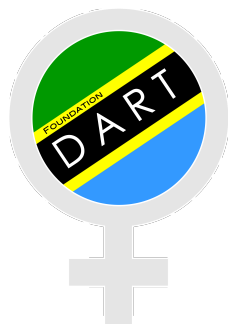


Strategic plan 2019 - 2021

Foundation DART

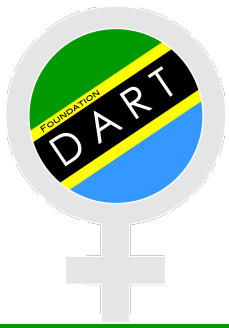


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General information

Name of the foundation	Foundation DART
Chamber of commerce number	54872545
Rabobank number	121577546
RSIN	851473210
Name of the founder	Dorocella Reuben
Address	Siguitsedijk 21 4434 NB Kwadendamme, The Netherlands
Phone number	+25 5783115868
E-mail address	info@foundationdart.com
Website	www.foundationdart.com
Local office	DART house
Registration number	00NGO 00005591
Address	Postal address 2139 Bwiru-Ilemela District Mwanza, Tanzania



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Introduction

Foundation DART is an organisation that helps to change girls' lives in Tanzania. We strongly believe that education is the door to freedom and a chance of a bright future for all girls. Foundation DART is ready to support the young girls to its capacity and ability with the help of Tanzania.

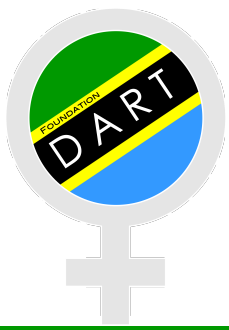
DART stands for Dorocella's Aid Reaction in Tanzania. The main goal is to provide young girls in Tanzania education and shelter and therefore a better future.

Dorocella's personal motive - My name is Dorocella Reuben Vermue. I was born in the land of rare beauty, Tanzania. I grew up in Bukoba and Mwanza in Tanzania. This is also where I was educated. I finished my secondary education in Mwanza.

After this I was trained by Air Tanzania Cooperation and studied for an Advanced Diploma in International Air Transport with the Association (IATA/UFTAA) in the year 1982-1984. There I was taught how to associate and deal with many different types of people, both young and old. In 1984 I became employed with the same company ATC for 3 years.

At this moment I live in the Netherlands with my husband and two children. I always visit Tanzania once a year. After leaving my country to live in the Netherlands and having my own daughters, I see the way their life and schooling is. This life, the possibilities for their future is very different than the life girls in Tanzania can have.

When I return to Tanzania, I see the way it still is for these young girls, that have no voice. And after returning to my Country every year, I know that nothing will change for these young girls that can't choose their own future. Until somebody does something. I choose to do something.

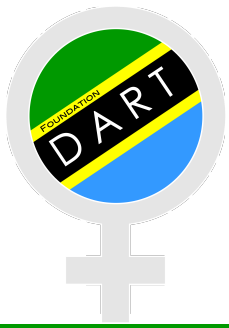


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Interpretation and Abbreviations

- In this Foundation DART's strategic plan.
- "FD" Foundation DART.
- "SP" means Strategic Plan.
- "Business Plan" means Strategic plan.
- "NGO" means the Non Governmental organisation.
- "Vulnerable girls and Communities" means, girls and community living in - disadvantaged conditions, poor life are dangerous lives.
- "The Constitution" means the constitution of Foundation DART.
- "Board of Directors" means the Board of Directors of the organisation.
- "Member" means a member of the organisation or Member of the Board of Directors as the context requires.

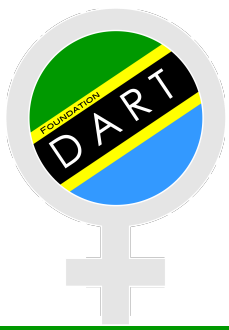


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Executive summary

The Strategic Plan is a plan for 3 years and was adopted by December 2018. The SP will be implemented for three years from January -2019- to December 2021 for serving the FD's target audiences, beneficiaries, partners, relevant stakeholders and the Communities in Tanzania depending on the areas of programs and projects' interventions.



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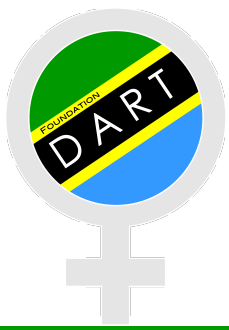
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1.0. About Foundation DART

Legal status

Foundation DART is a non- governmental organisation, and not affiliated with any political and religious' institutions, it is governed by its constitution- Foundation Dart is registered in Tanzania under NGO's Act of 2002 with registration No. SO....and in Netherlands is registered by Chamber of Commerce with registration No 54872545.

1.1. FD Vision is having girls and community living in good livelihoods.

1.2. FD Mission is to facilitate, empower and build capacity of girls and community on social-economic, traditional and culture.

1.3. FD Values

Good governance, Gender balance, Human Rights, Fairness, Team working, Transparent, Commitment, Collaboration and Networking and Volunteering.

1.4. FD Motto is “All girls deserve all rights”! Let all of us support all of them!

1.5. Core functions in general

To prepare, empower and build capacity of our target groups and audiences through provisions of services on social-economic, cultural, advocate for their rights and dealing with cross cutting issues affecting them so as to improve their livelihoods.

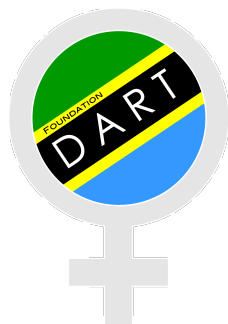
1.6. Target groups and beneficiary audiences

Are being but not limited too; most vulnerable girls / women, widows, orphans, street and most vulnerable girls, girls with disabilities, girls from poor families, girls who are in most vulnerable conditions.

and other communities affected by cross cutting issues such as HIV and AIDS, Malaria, Cholera, Morbidity and mortality, Human rights, governance, Environmental Education, Technology and other artificial and natural hazards.

Coverage

FD coverage is Tanzania Main Land, since its members, target audiences and beneficiaries are residing in different areas of the Nation.



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Introduction to rationale

FD –has undergone baseline survey and analysis on issues related to its staff, beneficiaries and target audiences, whereby it has identified internal and external problems affecting vulnerable communities development (refers SWOT Analysis in this SP-below). So this SP is rationale and viable if implemented accordingly as it will solve these problems.

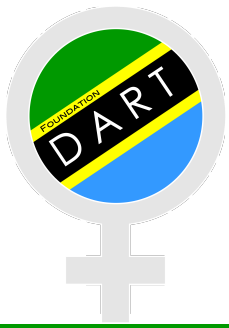
3.0. Situational Analysis

3.1. FD SWOT Analysis.

The following matrix illustrates FD's SWOT Analysis which has been conducted so as to develop strategic direction from 2014-2016 which defines clearly long-term and specific objectives action points, outputs and outcomes indicators.

3.2. FD's Intuitional/ organisational SWOT Analysis Matrix

Strength <ul style="list-style-type: none"> ❖ Qualified and skilled staff relevant NGO's field and serving vulnerable community ❖ Adequate offices ❖ Well organized secretariat ❖ Existence of active members and board of directors ❖ Accepted by community and general public ❖ Recognized and registered by legal authorities 	Weakness <ul style="list-style-type: none"> -Low capacity to support and serve our beneficiaries as; -The number is larger than our resource, insufficient funds to run organization's programs and projects. ❖ Weak initial financial capital to establish sustainable income generation activity to become self- reliant
Opportunities <ul style="list-style-type: none"> ❖ Existence of local resources and volunteers ❖ Open windows and calls of development partners' grants ❖ Availability of local, National, Regional and International favorable development Policies, Programme and strategies. 	Threats. <ul style="list-style-type: none"> ❖ Unavailability of funds, materials ,equipments to support our target audiences ❖ Rapid increase of vulnerable communities which depending on our programs, projects and services ❖ Gender inequality and stereo type to some members of community



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4.0. Strategic Direction 2019

This Strategic direction sets out the FD's strategic focus between 2019 and 2021 and sets out the modalities and structures of the FD's operation.

4.1. The focus of the Direction is;

- ✓ Improving vulnerable communities livelihoods
- ✓ Provision of education and trainings
- ✓ Engaging and conducting various researches on the issues related to communities
- ✓ Conducting public dialogues communities developmental undertakings
- ✓ Resource mobilisation

4.2. Principles

The SP will be guided by the following principles and approaches

4.2.1. Involvements of local communities, Government authorities and

Development Partners

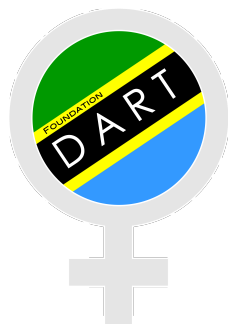
4.2.3. Inclusiveness

4.2.4. Good governance

4.2.5. Gender balance and equality

5.0. Priority areas of SP

- ✓ Building and empowering poor marginalised communities
- ✓ Provision of services on; educations, trainings and mentoring.
- ✓ Provision of services and humanitarian needs to marginalised and vulnerable communities
- ✓ Advocating for human rights
- ✓ Resource mobilisation

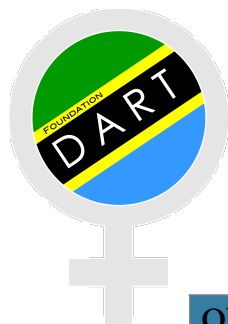


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6.o. FD's strategic Direction Matrix 2019-2021: Objectives, Action points, Outputs and Outcome.

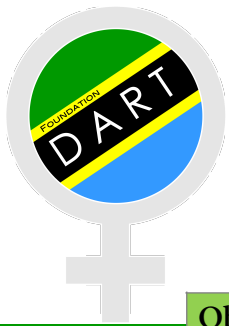
Objectives	Action Points	Outputs
Development Objectives: Improved livelihoods of vulnerable communities through provision of humanitarian needs, social and economic, capacity building and empowerment.		
<u>Objective 1</u> To educate and train vulnerable girls	<u>Action Points</u> <u>Objective 1</u> <ul style="list-style-type: none"> To continue to enroll vulnerable girls in early, primary, secondary and vocational schools and centers. To provide education and training on; Entrepreneurship , Tailoring and Sewing, Farming, Food and Catering, English, Self defence. 	<u>Outputs</u> <u>Objective 1</u> <p>Girls attending school 2019 - 2021</p> <p>Education and training provided 2019 - 2021</p>



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<u>Objective 2</u> To become more self sufficient by expanding current Sewing programme and making soap.	<u>Action Points</u> <u>Objective 2</u> <ul style="list-style-type: none"> Continue the bags project. Making cotton tote bags. Start project of creating kitenge face masks due to Coronacrisis. Start project of making soap to wash hands during Coronacrisis. 	<u>Outputs</u> <u>Objective 2</u> Generate income by selling bags Generate income by selling Face Masks Generatie income by selling soap
<u>Objective 3</u> To promote organic and small farming	<u>Action Point</u> <u>Objective 3</u> <ul style="list-style-type: none"> To educate and conduct training on organic and small farming 	<u>Outputs</u> <u>Objective 3</u> Education and training provided by 2019
<u>Objective 4</u> To make the community development partner and public at larger aware of existence problems and rights of vulnerable communities.	<u>Action Point</u> <u>Objective 4</u> To advocate for issues related to communities' vulnerabilities	<u>Output Objective</u> <u>4</u> Public and development partners are aware by 2020
<u>Objective 5</u> Self defence / martial arts programme	<u>Action Points</u> <u>Objective 5</u> Provide self defence and martial arts classes.	<u>Outputs</u> <u>Objective 5</u> Girls can defend and stand up for themselves
<u>Objective 6</u> Support small businesses for older girls and families of the younger girls.	<u>Action Point Objective 6</u> Offer small loans and guidance in starting small businesses.	<u>Output Objective 6</u> Community improvement and involvement



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<u>Objective 7</u>	<u>Action Points</u>	<u>Outputs</u>
To engage in Resource mobilization	<u>Objective 7.</u> To establish fund raising unit. To conduct fund raising activities	<u>Objective 7</u> Fund raise unit established

7.o. Collaborating Partners

FD will involve various relevant stakeholders in implementation through participatory manners so as to make this SP more effectively.

8.o. Monitoring and Evaluation

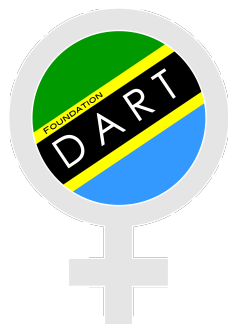
A uniform reporting system will be used to facilitate a close monitoring and evaluation of the achievements of the objectives implementation of the activities of the SP.

9.o. Factors influencing the suitability of the SP

- Policy support.
- Gender equity and consideration.
- Institutional and organisational capacity.
- Sufficient fund.
- Appropriate technology.
- Local resources support.
- Media support.
- Government supports
- Community support.
- Local government support.
- And development partner's support.

10.o. Assumptions and risks.

There are four major assumptions related to the successful implementation of the SP.



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10.1. Assumption

- Staff and volunteers to be committed.
- The community will give sufficient support.
- The local authorities will show their concern and goodwill.
- The implementing partners will be committed to networking and collaborating.

10.2. Risks

There are only two major risks that may hinder the implementation of this SP.

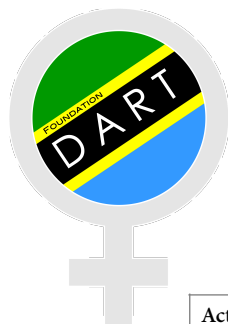
- Insufficient implementing partners as might be proposed.
- Insufficient implementations' resources, both finance and human.
-

11.0. Amendments of this SP

Although this SP is been adopted by 2019; but it is subjected to change or up- dated where needed or necessary.

12.0. Implementation's schedules 2019- 2021

Activity	Years	Months											
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Oct	Nov	Dec	
Activity 1.0.	2019-												
	2021												
<ul style="list-style-type: none"> ▪ To prepare project proposals ▪ To enroll girls in school ▪ To provide education and trainings on; Entrepreneurship ,Tailoring and Sewing, Food and Catering, English and Self defence. 													



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Activity 2.o. ▪ By material to make bags and masks. ▪ By material to make soap. ▪ Find places to sell the three products.	2019- 2021												
Activity 3.o. ▪ Continue current farming activities.	2019- 2021												
Activity 4.o. ▪ Create self defence / martial arts programme.	2019- 2021												
Activity 5.o. To advocate for issues related to communities' vulnerabilities	2019- 2021												
Activity 6.o. To conduct research, gather in formation regarding small businesses the girls and or their families wish to start and make a plan to support.	2019- 2021												
Activity 7.o. To establish fund raising unit. To conduct fund raising activities	2019												
Activity 8.o. Monitoring and updating	2019- 2021												
Activity 9.o. Evaluation	2021												