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TANZANIA LIVELIHOODS INITIATIVE ORGANIZATION (TALII ORGANIZATION)



STRATEGIC PLAN 2022-2026

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“No more time! Join Hands! Meet SDGs goals and Tanzania Vision 2025!”

EXECUTIVE SUMMARY

This Strategy has been developed in response to TALII organization initiatives which contribute directly or indirectly to its mission, objectives and program areas. For the sake of the Organization to position itself in the broader context, it has adopted Tanzania Development Vision 2025 and Sustainable Development Goals (SDGs) on setting targets for the successful implementation in align with government efforts. Tanzania is one of the countries striving with eradicating absolute poverty to its community. The country envisions that by 2025 will have attained a remarkable development from a least developed to a middle income country in the areas of high quality livelihoods, peace, stability and unity, good governance, as well as educated and learning society. Under such context, there is a couple of reasons to join hands and ensure that the goals are successful achieved through support from various stakeholders including TALII Organization.

The Strategic plan developed for organization shall provide a sense of direction towards achieving the outlined objectives. It will be a useful tool for guiding day to day decisions and also for evaluating progress and changing approaches when moving forward. The process of preparing strategic plan for TALII organization was participatory focusing on inclusiveness and transparency in decision making. The organization formed a task force involving four board members and three Management team. The strategic planning process followed a conventional model which non-profit organizations have been using. This process involved first exploring the external environment and the identification of Opportunities and Threats and an exploration of the internal environment and the identification of Strengths and Weaknesses. The process also involved participants examining the Mission and Vision of the TALII organization. This process looked at challenges and issues that need to be addressed in order to make progress towards fulfilling the stated Mission.

The following key stakeholders were involved on development of the TALII 2022-2026 Strategic Plan; Small farmers, Pastoralists, Hunter Gatherers, Kiteto District Council, Civil Society Organizations, Village governments, vulnerable groups, Children, Consultants, Faith based Organizations, Business people and Central Government.

The Strategic Plan document is divided into six chapters. **Chapter one** presents background information of the TALII Organization and strategy plan overview, **Chapter two** provides information about the development process and, **Chapter three** presents the Strategy Plan including vision, mission, and strategic objectives. Whilst **Chapter Four** presents implementation, monitoring, evaluation and review. **Chapter Five** offers the issue of Sustainability and Strategy Budget. Final, **Chapter six** provides findings from SWOT analysis. The successful implementation of this strategic plan shall be guided by seven major core values that must be adhered by all actors, these are: Integrity, Credibility, Accountability, Partnership, Excellence, Respect of Human Rights and Teamwork.

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LIST OF ABBREVIATIONS

CIT	Compassion International Tanzania
DC	District Council
GoT	Government of Tanzania
IEC	Information, Education and Communication
LFA	Logical Framework Analysis
LGA	Local Government Authority
M&E	Monitoring and Evaluation
MDGs	Millennium Development Goals
MKUKUTA	Mkakati wa Kukuza Uchumi na Kuondoa Umaskini Tanzania
MoWI	Ministry of Water and Irrigation
NACONGO	The National Council of NGOs
NAWAPO	National Water Policy, 2002
NGOs	Non-Governmental Organization
NPRS	National Poverty Reduction Strategy
NSGRP	National Strategy for Growth and Reduction of Poverty
NWSDS	National Water Sector Development Strategy
O&M	Operation and Maintenance
RDPS	Rural Development Policy and Strategy
RUWASA	Rural Water Supply and Sanitation Agency
RWSD	Rural Water Supply Division
RWSS	Rural Water Supply and Sanitation
SGDs	Sustainable Development Goals
TALII	Tanzania Livelihoods Initiative Organization
UN	The United Nations
URT	United Republic of Tanzania
WHO	World Health Organization
WSDP	Water Sector Development Programme
WEG	Women Economic Groups
WUA	Water User Association
WUG	Water User Group
YEG	Youth Economic Groups

CHAPTER ONE

1. ORGANIZATION OVERVIEW AND SITUATION ANALYSIS

1.1. Organization Overview

Tanzania Livelihoods Initiative Organization generally known as **TALII Organization**, is a Non making profit Organization which was officially registered in 2021 with registration No. **00NGO/R/2712**. The word “TALII” is the abbreviation which has meaning in Swahili. TALII means, make TOURING for the purpose of visiting interested places and meet people or communities to see good things happening. Our organization was found to ensure that it works in collaborative way with government, donors and other stakeholders to improve the life condition of the Tanzanian communities and final testify enjoyment of the communities towards sustainable livelihoods and social justice.

The organization Head quarter is located in Kiteto District, Manyara Region, Tanzania that lies between latitude $40^{\circ} 31'$ and $6^{\circ} 03'$ s and longitudes $36^{\circ} 15'$ and $37^{\circ} 25'$ E. Provided that branch offices may be established elsewhere in Tanzania as deemed necessary.

1.1.1. Organization Structure

The principal organs of the TALII Organization includes; General assembly constituted by all members and is the supreme organ of the organization, Board of Directors are subordinate and accountable to general assembly and, Operational Management Team is responsible to implement the daily activities with regards to vision, mission and objectives of the organization.

1.1.2. Where We Work

Our projects are based in some of the most vulnerable communities in Tanzania, especially in rural areas and unplanned settlements. For the 2022-2026 Strategic Plan, the projects will be implemented often in Eight Districts including; Kiteto and Babati District Council (Manyara), Chamwino (Dodoma), Mvomero (Morogoro), Bagamoyo (Coast), Kibondo and Kasulu (Kigoma) and, Nachingwea (Lindi). The areas where our projects will be based for the coming five years have been chosen due to their challenges in livelihoods matters at large.

1.1.3. Thematic Areas

Following are thematic areas where TALII organization would intervenes in collaboration with donors, other stakeholders and own resources;

- 1) Water, Sanitation and Hygiene (WASH)
- 2) Natural Resources, Climate Change and Disaster Response
- 3) Livestock, Agriculture and Nutrition
- 4) Health, Women and Children
- 5) Education, Civil Rights, Governance and Capacity Building

1.2. Situation Analysis

1.2.1. Water, Hygiene and Sanitation (WASH)

Adequate WASH is an important component for basic human necessities that allow a person to expand and prosper in life. In Tanzania, access to water in rural areas is around 65%. The target of the Water Sector Development Programme (WSDP II), is 85% coverage by 2025. However, rural water projects facing several key challenges including sustainability and funding gap. Water demand is known to be one of the leading problems in rural areas and particularly in the arid lands.

The COVID-19 pandemic has also demonstrated the critical importance of sanitation, hygiene and adequate access to clean water for preventing and containing diseases. Hand hygiene saves lives. According to the World Health Organization, hand washing is one of the most effective actions you can take to reduce the spread of pathogens and prevent infections, including the COVID-19 virus. The health burden due to poor sanitation and hygiene is significant. Cholera and Typhoid is endemic in some areas of Tanzania and outbreaks are common also, water related parasitic infections such as malaria and schistosomiasis has been a common problem. Prevalence of these infections in Tanzania has been scientifically linked to poor sanitation and hygiene; in particular access to latrines, poor hand washing behaviour, and inadequate drainage technics.

Interventions under this area will focus on:

- a) *Increasing water coverage and production capacity through construction of Earthen Dams, deep borehole drilling and shallow well drilling as per hydrological and geophysical status of the location.*
- b) *Establishment of water reticulation systems to increase water production and distribution.*
- c) *Adaptation of the combination of approaches including Community-Led Total Sanitation (CLTS) and behavior change communication to the targeted communities.*
- d) *Adaptation of the Hygiene education programs through communities and schools for effective changing behaviour.*

1.2.2. Climate Change

Climate is changing rapidly and expected to have complex and long term consequences for the environment and natural resources at large, crop and livestock production and negatively impact wildlife animals. The adverse impacts of climate change are now far reaching and evident in most parts of Tanzania. It is a serious risk to poverty reduction and threatens to various development efforts.

Interventions under this area will focus on:

- a) *Building capacity of the communities to adapt and responding to climate change impacts and enhancing public awareness.*
- b) *To enhance and participate in climate change mitigation activities that lead to sustainable development.*

1.2.3. Governance and Civil Rights

Goal 16 of the Sustainable Development Goals (SGDs) is dedicated to the promotion of peaceful and inclusive societies for sustainable development, the provision of access to justice for all, and building effective, accountable institutions at all levels. Under such context, TALII organization believes that, in any democratic society, civic awareness among her people is very important. Civic education and civic life are necessary because are the ones which make citizens participate and contribute to the development of their society. The government of Tanzania is working to create political awareness amongst her people in the country and in this manner TALII organization need to support her efforts. Emphasize should be given to citizens on participation in electing their political leaders from local to national levels. Again, women and youth should be sensitized to attend to LGA meetings.

Interventions under this area will focus on:

Provision of civic and human rights education to create conditions for sustainable development.

1.2.4. Women and Gender

In rural communities especial to pastoralist societies, women do not own resources but have usufruct rights. Certain cultural practices also mitigate inheritance of property, and women's participation in decision-making. This has led to socio-economic marginalization of women in societies. The primary aim is to, first contribute to the inclusion of women in development work and projects in order to strengthen their position by making them more efficient and get recognized. In that respect TALII organization needs to be gendered in culture as well. Organization shall adopt a strategy to mainstream gender awareness within the organization and much more to be done to address issues of gender and community awareness on children rights at household, village, district and national levels.

Interventions under this area will focus on:

- a) Creating awareness on the rights of women and children through trainings and public campaign meetings.*
- b) To support and empowering women and youth groups for their income generating activities.*

1.2.5. Livestock and Agriculture

The facts indicates that agriculture and livestock are multiple roles in all Sustainable Development Goals (SDGs). Investing in the livestock and agricultural sectors addressing not only hunger and malnutrition but also other challenges including poverty. The ongoing COVID-19 pandemic, whose full impact is unknown at present, demonstrate that the global food services is utterly related and at the same time fragile. However, sustainable livestock and agriculture sector is needed that simultaneously responds to demand for food, contributes to development opportunities and mitigates harms.

Interventions under this area will focus on:

To sustenance agriculture and livestock production; increasing incomes and strengthening markets through; education, awareness creation and establishments of demo plots.

1.2.6. TALII Organization Capacity Building

In order to achieve the goal of consolidating and deepening the gains made; capacity building is valuable and important because of its many long-term impacts. Interconnected levels of capacity development including; Individual, Institutional and Enabling Policy capacity shall be considered as the key areas. On doing so, officials and organization governance at large will be strengthened to maintain the capabilities on setting and achieve the development objectives as stipulated over period. Also, the strategy under this section shall focus to meet regular programme, operational costs, improving the organization's infrastructure and capital equipment, and provisions of capacity building training.

Interventions under this area will focus on:

Enhancing TALII's organizational capacity to effectively facilitate the implementation of the initiated projects.

1.3. Strategy Context

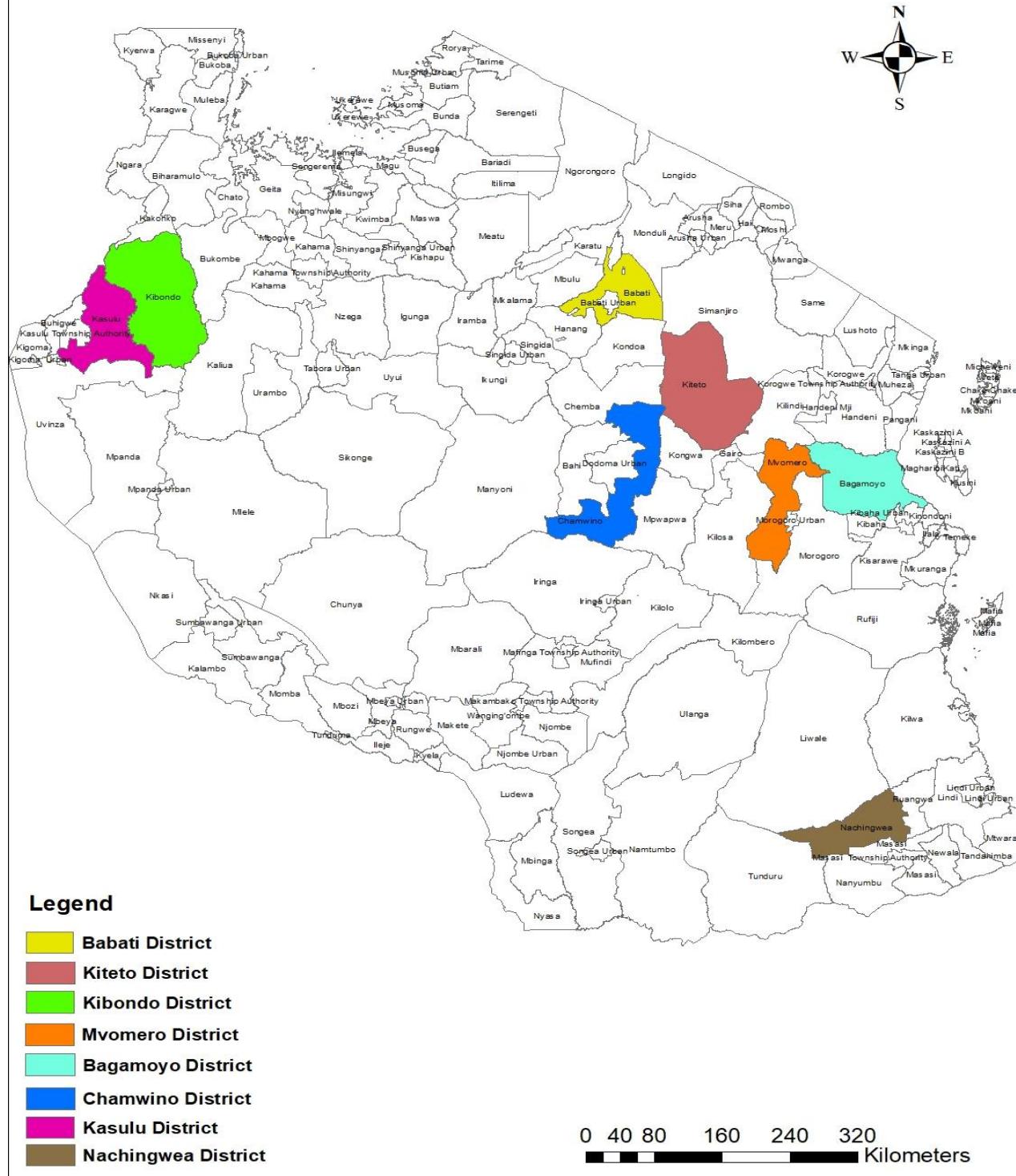
TALII organization takes all those initiatives which contribute directly or indirectly to its mission, objectives and program areas. For the sake of the Organization to position itself in the broader context, it has adopted Tanzania Development Vision 2025 and Sustainable Development Goals (SDGs) on setting targets for the successful implementation in align with government efforts. Tanzania is one of the countries striving with eradicating absolute poverty to its community. The country envisions that by 2025 will have attained a remarkable development from a least developed to a middle income country in the areas of high quality livelihood, peace, stability and unity, good governance, as well as educated and learning society; Again, following the end of the Millennium Development Goals (MDGs) in 2015, the UN member states adopted global Sustainable Development Goals from 25th September, 2015. The Sustainable Development Goals are the new sustainable development agenda where each goal has specific targets to be achieved by 2030. Therefore, TALII Organization strategic plan, shall serve as one of the national vehicles to realizing the goals as it also deserves the global and national support in that Endeavour.

The Sustainable Development Goals which TALII organization should directly contribute to achieve in long term, namely are;

- 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 quality education for all and promote lifelong learning
- Goal 5: Achieve gender equality and empower all women and girls
- Goal 6: Ensure access to water and sanitation for all
- Goal 13: Take urgent action to combat climate change and its impacts

Figure 1; Map Showing Proposed Districts for Strategy Plan Implementation

PROPOSED DISTRICTS FOR 2022-2026 TALII NGO STRATEGIC PLAN



Legend

- Babati District**
- Kiteto District**
- Kibondo District**
- Mvomero District**
- Bagamoyo District**
- Chamwino District**
- Kasulu District**
- Nachingwea District**

0 40 80 160 240 320 Kilometers

CHAPTER TWO

2. STRATEGY DEVELOPMENT PROCESS

The process of preparing strategic plan for TALII organization was participatory focusing on inclusiveness and transparency in decision making. The organization formed a task force involving four board members and three Management team. The Organization's task force served as a think tank. The strategic planning process followed a conventional model which non-profit organizations have been using. This process involved first exploring the external environment and the identification of Opportunities and Threats and an exploration of the internal environment and the identification of Strengths and Weaknesses. The process also involved participants examining the Mission and Vision of the TALII organization. This process looked at challenges and issues that need to be addressed in order to make progress towards fulfilling their Mission. The strategic planning process ended up with a one day consultative meeting that involved all key stakeholders identified with the organization.

2.1. Stakeholders Involved

For the purpose of this strategic plan, a stakeholder is conceptualized as any individual, community, group, or organization with an interest in the outcome of a programme or vested with the potential to influence the programme as per targets by its actions, statements, or other behavior.

The following key stakeholders were involved on development of the TALII 2022-2026 Strategic Plan; Small farmers, Pastoralists, Hunter Gatherers, government officials, Journalists, Civil Society Organizations, Village governments, vulnerable groups, Children, Consultants, Business people.

CHAPTER THREE

3. STRATEGIC PLAN

The organization Strategy 2022-2026 establishes the direction for over the next five years, continue working with partners to meet the Global Goals, which aim to end extreme poverty by 2030. Our focus is to support the poor and marginalized communities, ensuring our work is built on a base of innovation, influencing and advocacy to make change happen.

3.1. Vision Statement

Tanzanian Communities Enjoy Sustainable Livelihoods and Social Justice

3.2. Mission Statement

To promote and support Tanzanian communities to enjoy sustainable livelihood and social justice through empowerment, networking, service delivery and promotion of rural needy communities.

3.3. Core Values

- 1) **Integrity:** transparency in operations and distribution of funds; preserving the dignity of the people; respecting values, cultures, and perspectives that may be different from our own;
- 2) **Credibility:** trustworthy, believable and consistent, with reference to the work, message and concepts.
- 3) **Accountability:** empowered and responsible for decision-making to improve delivery of the organization aims and objectives.
- 4) **Partnership;** working with local and international NGO to pursue the common goal.
- 5) **Excellence:** continued achievement earning of consistently superior performance resulted from knowledge and learning.
- 6) **Respect of Human Rights:** protect individuals and groups against human rights abuses
- 7) **Teamwork:** working collaboratively including using individual skills in order to achieve a goal.

3.4. Strategic Objectives, Targets, Strategies and Performance Indicators

- A. **Strategic Objective 1;** Access to Quality and Equitable Social Services Delivery Improved to the proposed communities in eight districts by 2026.
- B. **Strategic Objective 2;** Emergency management and disaster response improved to the targeted communities by 2026.
- C. **Strategic Objective 3;** Quality and Quantity of Socio - Economic Services and infrastructure increased to the targeted beneficiaries by 2026.
- D. **Strategic Objective 4;** Management of Natural Resources and Environment Enhanced and Sustained by 2026
- E. **Strategic Objective 5;** Social Welfare, Gender and Community Empowerment Improved by 2026.
- F. **Strategic Objective 6;** Good Governance and social justice Enhanced by 2026
- G. **Strategic Objective 7;** TALII decision making structures at management and governance levels is significantly improved by 2026

Table 3.4-1: Strategic Objective, Targets, Strategies and Performance Indicators

Strategic Objective	Target	Strategies	Performance Indicators
A. Access to Quality and Equitable Social Services Delivery Improved to the proposed communities in eight districts by 2026	A.1 Drill 8 Deep boreholes using solar Energy in villages and build cattle troughs and domestic water points and distribute to nearby sub-villages.	Mobilize funds. Undertake EIA and GA Sensitize and Mobilize stakeholder. Construct, Supervise, perform M&E, Handover	Number of boreholes using Solar energy constructed Number of shallow well-functioning
	A.2 Drill 14 Shallow well and establish water points for community use.		
	A.3 To form or improve at least 10 COWSOs or Water user entities in collaboration with RUWASA at respective administrative levels.	Mobilize funds. Sensitize community. Mobilize stakeholder. Prepare Constitution and Regulation. Train Community leaders and nominated members.	Number of community with COWSO or Water user entities/Water user group increased
	A.4 Construction of water harvesting system at the 7 public schools.	Mobilize funds. Sensitize community. Mobilize stakeholder. Construct, Supervise, perform M&E, Handover	Number constructed water harvesting facilities at schools.
	A.5 Decreasing Water borne diseases cases at the proposed schools and communities by 50%.	Sensitize community. Educate, train and, Undertake hygiene promotion activities. Protect water sources from pollution.	Percentage Water borne diseases contained at the incidence decreased.
	A.6 To facilitate capacity building for at least 8 school committees in the 4 districts as a strategy for improving participation of children in schools and provision of quality education.	Mobilize funds. Perform baseline survey. Select school committees. Train. Monitor.	Number of school committees trained. Increased enrollment rate for the targeted schools.
B. Emergency management and disaster response improved to the targeted communities by 2026	B.1 Capacity on management of emergencies and disaster response improved by 30% from the baseline.	Collect baseline information. Identify potential groups associated with emergencies and disasters. Create awareness. Conduct meetings. Support affected groups.	Number of emergencies and disasters reported and managed. Relief and emergency services of natural disaster improved.
	B.2 Disaster management and emergency on pests and hazards increased by 50% to the targeted famers and pastoralists.	Conduct risk management Employ Pest Control. Conduct awareness meetings. Procure relevant equipments	Kind of risk managed Number of Hectors saved Number of livestock saved
	B.3 Increasing Strategies to minimize Climatic change and disaster risk management	Tree plant campaign. Improve early warning and disaster management system.	Percentage of strategies to minimize climatic changes and risk increased

Strategic Objective	Target	Strategies	Performance Indicators
	by 40% to the targeted beneficiaries.		
C. Quality and Quantity of Socio - Economic Services and infrastructure increased to the targeted beneficiaries by 2026.	C.1 To provide training to 5 groups of livestock keepers and 10 groups of farmers to improve livestock and crop production.	Fund raise. Collect baseline data. Mobilize. Train and perform monitoring.	Number of trainings provided.
	C.2 To purchase inputs and conduct 3 trainings required for productions by cooperatives in 3 demonstration farms.	Identify requirements. Engage extension officers. Establish DEMO plots. Undertake trainings. Monitor.	Number trainings performed. Number of demo plots exist.
	C.3 2 pasture demo plots established in 2 pastoralists communities.	Sensitize livestock keepers. Identify plot sites. Establish Demo plots. Monitor.	Number of pasture demo plots established
	C.4 To assist 2 hunter gathers' cooperatives to produce 200 modern beehives.	Fund raise. Visit. Collect baseline information. Sensitize hunter gathers. Purchase/ make beehives. Distribute. Monitor installation.	Number of hunter gatherers participated. Number of modern beehives produced and distributed.
	C.5 To educate 100 livestock keepers on the importance of using artificial insemination to improve breeds.	Mobilize and sensitize Livestock keepers. Practice. Monitor change.	Number of Livestock keepers educated and practiced to improve breed.
D. Management of Natural Resources and Environment Enhanced and Sustained by 2026.	D.1 To conduct 3 village meetings reside nearby wildlife reserves for the Wildlife management.	Raise funds. Identify villages. Engage respective authority. Disseminate education.	Number of meetings conducted. People attended.
	D.2 To increase the Quantity and quality of bee products for 30% more from current production.	Involve respective officers. Collect baseline data. Provide beekeeping education. Make study visit to the successfully producers.	Quantity and of quality of bee products increased. Number of groups educated.
	D.3 To increase the number of People involved in beekeeping activities.	Make survey. Conduct sensitization meetings. Register	Number of meetings conducted. Number of beekeepers identified.
	D.4 Training for 8 village governments and environment committees on land rights, land use plans, and conservation natural resources.	Mobilize. Improve. Make trainings and site visit. Improve by laws.	Number of trainings conducted and attendance. By-laws improved.
	D.5 To plant 50,000 trees to the proposed areas.	Mobilize fund. Enhance nursery preparation. Tree plant competition	Number of trees planted
	D.6 To improve Solid waste disposal in 7 proposed districts.	Carry baseline survey. Involve stakeholders. Design. Implement (Install street dustbins and Construct stationary containers)	Percentage of solid waste disposal increase. Stationary containers and dustbins in place.

Strategic Objective	Target	Strategies	Performance Indicators
E. Social Welfare, Gender and Community Empowerment Improved by 2026.	E.1 Productivity among the women entrepreneurs increased by new 20 Women Economic groups.	Verify existing women economic Groups. Build capacity. Conduct meetings with WEG. Assess and empower 20 WEG with soft loans. Conduct training on contracts signing and running business for 20 women economic groups.	Activity report and verified Women groups Meeting report WEG Supported/ empowered Training report, number of Women economic groups attended.
	E.2 Productivity among the Youth entrepreneurs increased by 10 new Youth Economic groups (YEG).	Conduct need assessment. Apply write up competition. Identify existing Youth Economic groups. To support 10 Youth Economic groups by providing soft loans	Activity report and number of verified Youth economic groups. YEG Supported/ empowered Percentage of funds allocated. Number of YEG received loans
	E.3 Training and sensitization to community members through 14 village meetings to fight against malnutrition and poor hygienic practices at household level.	Collect baseline data. Identify requirements. Involve stakeholders. Organize meetings. Implement.	Number of meetings organized. Numbers of people attended.
	E.4 Training to 700 expectant women on the importance of attending clinics, appropriate nutrition knowledge, child care and feeding practices.	Collect baseline data. Identify requirements. Involve stakeholders. Organize trainings. Implement.	Number of trainings organized. Numbers of women attended.
	E.5 To organize at least 2 trainings to leaders of women groups, PLHA on leadership, business, entrepreneurship, and management of projects	Plan. Involve key stakeholders. Collect information. Conduct trainings.	Number of trainings organized. Numbers of women leaders attended.
F. Good Governance and Administrative Services Enhanced	F.1 Citizen participation in politics and election process increased by 20% from current statistics.	Disseminate civic education to the citizens. Apply games & sports competition.	Percent of registered voter participate in election
	F.2 To raise awareness of community members on their rights and responsibilities in the society.	Plan. Organize. Use theatre/ arts group to sensitize community members	Number of awareness meetings conducted and attendees.

Strategic Objective	Target	Strategies	Performance Indicators
	F.3 To initiate the establishment of clubs at 7 secondary and 7 primary schools' levels to fight against corruption, print and distribute IEC materials that bear proper messages to inform the public about corruption.	Plan. Select schools with relevant approach. Form or improve the existing committee. Train and work with them to sensitize community at large.	Number of formed/improved clubs. Number of sensitization meetings conducted.
	F.4 To carryout medical outreach programs to young children at the selected schools and nominated street centers to note any incidents resulted from any kind of violence.	Collect baseline information. Identify requirements. Mobilize. Undertake medical outreach checkups. Monitor.	Number of violence cases documented. Number of children checked.
G. The capacity of TALII decision making structures at management and governance levels is significantly improved by 2026	G.1 To improve the capacity of TALII organization decision making structures at management and governance levels.	Raise funds. Conduct capacity building and leadership trainings. Clarify roles and responsibilities. Establish administrative and financial manuals/ policies	Members attended trainings. Training materials in place and documented.
	G.2 To recruit competent, qualified, creative and well-informed Programme Officer and projects coordinators.	Mobilize funds. Identify requirements. Advertise. Shortlist. Invite for oral interview. Finalize.	Number of staffs employed.
	G.3 To purchase office equipments for office work.	Mobilize funds. Purchase; Photocopy, projector, laptops and office stationaries.	List of office equipments purchased.
	G.4 To purchase means of transport for office and field works.	Purchasing one TOYOTA Land Cruiser motor. Purchase 2 motorbikes	Vehicle and motorbikes purchased.
	G.5 To organize a Study Tour for TALII's Board members and Management staff to other Programmes for experience sharing and improve performance of the board.	Plan. Propose touring sites. Implement.	Number of Board members and Management staff participated.
	G.6 Prepare special publicity programmes and fliers to sensitize the public on development projects.	Design. Produce. Disseminate and sensitize.	Posters and fliers developed. Attendees for the publicity programme.
	G.7 To conduct staff short and long courses on specific subjects for the purpose improving efficiency, knowledge and appropriate skills	Conduct needs assessment. Propose relevant courses. Allow staffs to attend. Monitor performance.	Number of staff attended long and short courses.

CHAPTER FOUR

4. IMPLEMENTATION, MONITORING AND EVALUATION PLAN

4.1. Implementation

TALII Executive Director, is the superintendent and accountable for the implementation of the 2022-2026 strategic plan. Working with management team will oversee the strategic plan implementation, monitoring and evaluation process and reporting. Shall provide reports to the Board of directors, donors, NACONGO and to respective districts councils with regards to the implementation progress and overall performance. Programme manager and M& E Coordinator would coordinate and provide oversight on the implementation, monitoring and evaluation of this strategic plan. Thus, the respective officials with a helping hand from the key stakeholders shall be responsible for the day to day operation of the Strategic Planned activities that shall be derived from respective targets and included in the operational Framework for annual costing and implementation.

4.2. Monitoring

Monitoring for organization strategic plan shall provide essential feedback mechanisms within the adaptive management framework to keep the plan dynamic and responsive to changing conditions. Monitoring shall provide the beneficiaries, partners and donors with necessity information on the progress and results accomplished. Monitoring of this strategic plan will include both simple observation of the results of planed activities and more diligent and systematic data collection, to provide a basis for periodic evaluation of the plan. Its objectives shall include:

- To determine whether implementation is focused on the fulfillment of the vision and mission of the TALII organization. Facilitate review of the implementation process. Facilitate feedback to management which is necessary for decision making.
- To ensure that strategic objectives are being accomplished within the expected timeframe and taking necessary measures for timely implementation
- To ensure that the activities are carried out as planned, and that any deviations are corrected promptly
- To ensure that financial discipline as a cornerstone for proper and prudent use of resources is sustained.

Monitoring reports shall be prepared quarterly, semi-annually and annually and depending on the donators' requirements. Therefore, monitoring implementation of the plan shall be a continuous process.

Table 4.2-1: Progress Summary Report Format

NO.	Strategic Objective	Target Set	Planned activities	Planned budget	Actual expenditure	Activities	Achievements	Remedial action

4.3. Evaluation

For the sake of assessing performance and changes, the following evaluations shall take place; firstly, on-going evaluation that shall be taking place throughout the life span of this strategic plan at specified period preferably on annual basis. At this stage it is recommended that the evaluation exercises are conducted at the end of the funding period of the project or financial year.

Secondly, there shall be Midterm review as an interim evaluation that would be conducted special evaluators after three years. The said Midterm review shall draw lessons from the previous annual implementation period and in the process generate information that can be utilized in the subsequent period of plan implementation. This evaluation will focus at the Matching activity funding with plan implementation, evaluation and review.

Thirdly, terminal evaluation shall be carried out at the end of the strategic plan period to determine achievements, failure and constraints. This will be done using external evaluators with the assistance from M&E coordinator. Detailed assessment of each plan components will be done. Both the quarterly ones, annually and midterm reports shall form the basic inputs of updating and rolling over the planned except unexecuted activities of the Strategic Plan.

Specifically, the organizational evaluation after five years shall focus on;

- Establishing whether the organization is mobilizing adequate resources and the use of such scarce resources is justifiable.
- Assessing the reasons given with regards to success or failure in achieving implementation targets.
- Understanding whether the Plan implementation is achieving desired impact in fulfilling the TALII Vision, Mission and Objectives.

During evaluation; performance indicators or evidence that shows the extent to which the strategic plan is implemented towards the desired goals shall be used. These will be a base to determine success or failure of the plan. Moreover, these will help in collecting useful data and in search for required evaluation tools and information sources. Performance indicators as a unit of success will be both quantitative (Number of people served with a particular service and number of services delivered) and qualitative such as positive or negative feedback, problems, complaints, and comments.

4.4. Plan Review

Plan review will be carried out in order to remain focused with regards to; vision, missions, core values, strategic objectives, targets and therefore stay in the right track to success. Plan reviews shall be triggered by the results of evaluation activities. That is, plan reviews are meant to be responsive to the shortcomings in the course of plan implementation. There shall be minor plan reviews annually, Mid-term review after three years and a major Plan review after five years.

4.5. Risks Management and Assumptions

Risk management is inenvisable for successful implementation of the 2022-2026 Strategic Plan, hence is one of the important aspect. A systematic approach to managing risks throughout the whole organization's plan implementation period by identifying, assessing, understanding, acting on and

communicating risk issues shall be enforced. Working in achieving its objectives in a rapidly changing world, TALII organization requires an integrated wide approach to manage uncertainty. However, adopting such an organization-wide approach to risk management is a continuous, proactive and systematic process to managing risk implies a significant change in management and governance culture. Risk management requires a clear delineation of roles based on existing hierarchy, responsibilities and areas of work. It has to be understood as a collective responsibility the anticipation and management of risk has to become everyone's concern. It presupposes the strengthening of existing analysis, management and communication capacities and calls for the need to set up and implement preventive, mitigation and reactive plans. Systematic management of risk at all levels and at each stage of project implementation will improve planning efficiency and service delivery, and will allow better and more reliable decision-making. Risk management therefore will form an integral part of strategic plan implementation and results based management.

Table 4.5-1: Identified Risks and its Management

Risk	Description	Type of risk/Category	Likelihood of the risk	Impact of the risk	Risk mitigation
Shortage and delay Disbursement of fund from donors	Expected fund from donors delay	Financial risk	Medium	Un implementation of the proposed projects	To establish more sources of funds
Donor dependence	Changing of donor policies would lead into effect of the organization and strategy targets.	Financial	Very high	Failure of implementing proposed projects	To establish more sources of funds and writing more proposals.
Community Reluctant in accepting the proposed project	There is possibility	Political	Low	Affect project completion.	Sensitization and improve community awareness
Occurrence of pests and disease	In the beginning of rainfall there are occurrence of pests and diseases	Ecological	Medium	Reduction of agricultural production Reduce quality of products	Environmental conservation, educating famers and pastoralists.
Communicable diseases outbreak.	The world facing transition periods of diseases outbreak including Corona Virus	Health Risk	Medium	Reduce attractiveness of the people to engage on development programmes.	Create awareness on prevention of likely diseases. Spread facts and appropriate precautions messages to the society.

CHAPTER FIVE

5. SUSTAINABILITY AND STRATEGIC BUDGET

5.1. Sustainability

The concept of sustainability gained wider use after the World Commission on Environment and Development published a report titled “Our common future” (Brundtland, 1987) which defined sustainability as “development which meets the needs of current generations without compromising the ability of future generations to meet their own needs”. According to IFAD strategic framework 2007 -2010 (IFAD, 2007) sustainability amount to: Ensuring that the institutions supported through projects and the benefits realized are maintained and continue after the end of the project. This definition acknowledges that assessment of sustainability entails determining whether the results of the project will be sustained in the medium or even longer term after the project has been handed over to the beneficiaries.

Therefore, TALII organization, shall put into place mechanism and strategies for sustainability of its activities performed. It shall make every effort to develop a strong institutional base, physical programming approach and sound financial base for sustainability.

At organizational level; shall ensure that its systems works, promoting culture of hard working, promoting strong leadership and commitment in reflection to vision and mission of the TALII Organization. Also, it shall promote staffs and members to have a sense of ownership. The management team and governance organ shall ensure that there are strategies to make self-reliant in the future and hence reduce overdependence on donors.

At Programme level; shall design, implement, monitor and evaluate its objectives. Shall strength its systems of information management to improve the quality of service delivery. It shall also promote transparency and accountability in the use of resources and ensure efficient in implementation of project activities.

Regarding to utilization of funds; **TALII organization** shall strengthen the systems for gathering and managing its resources and funds as well. Shall ensure the qualified, experienced and knowledgeable staffs are made available. The governance and management team shall guide distribution and utilization of its resources and, engage donors and other development partners.

5.2. Planning Sheet and Budget for 2022 – 2026 Strategic Plan

This part plays essential role in guiding official staffs (managers, coordinators and other support staff), stakeholders and donors to manage, track, and control on progress projects throughout its lifecycle. The planning sheet below included the activities to be undertaken as per established targets as well as the budget needed to support achieving the organization strategic goals.

Table 5.2-1: Planning sheet with Budget

VISION: <i>Tanzanian Communities Enjoy Sustainable Livelihoods and Social Justice</i>	LOCAL PARTNER: Tanzania Livelihoods Initiative (TALII) Organization					TOTAL 5 YEARS BUDGET:		
	LOCATION: 8 Districts (Kiteto, Babati DC, Chamwino, Bagamoyo, Mvomero, Kibondo, Kasulu & Nachingwea) found in Tanzania, East Africa.							
	DURATION/START/END: 60 Months, 2022 - 2026							
MISSION STATEMENT: <i>To promote and support Tanzanian communities to enjoy sustainable livelihood and social justice through empowerment, networking, service delivery and promotion of rural needy communities</i>	STRATEGIC OBJECTIVES (A-G): <ul style="list-style-type: none"> A. Access to Quality and Equitable Social Services Delivery Improved to the proposed communities in eight districts by 2026 B. Emergency management and disaster response improved to the targeted communities by 2026 C. Quality and Quantity of Socio - Economic Services and infrastructure increased to the targeted beneficiaries by 2026. D. Management of Natural Resources and Environment Enhanced and Sustained by 2026 E. Social Welfare, Gender and Community Empowerment Improved by 2026. F. Good Governance and social justice Enhanced by 2026 G. TALII decision making structures at management and governance levels is significantly improved by 2026 					TSHS: 3,111,017,650 EQUIVALENT TO USD \$: 1,348,892		
Targets	Activities	Performance Indicators	Outcomes	BUDGET				
Targets	Activities	Performance Indicators	Outcomes	Year 1	Year 2	Year 3	Year 4	Year 5
A.1 Drill 8 Deep boreholes using solar Energy in villages and build cattle troughs and domestic water points and distribute to	Mobilize funds. Undertake EIA and GA. Sensitize and Mobilize stakeholder. Construct, Supervise, perform M&E, Handover	Number of boreholes using Solar energy constructed	<i>The targeted communities and their families realize development benefits</i>	128,000,000	160,000,000	200,000,000	179,200,000	161,280,000
								828,480,000
								359,216.94

nearby sub-villages.			<i>resulting from improved access to sustainable livelihoods and social justice services.</i>							
A.2 Drill 14 Shallow well and establish water points for community use.		Number of shallow well-functioning		14,000,000	24,500,000	30,625,000	24,500,000	22,050,000	115,675,000	50,155.01
A.3 To form or improve at least 10 COWSOs or Water user entities in collaboration with RUWASA at respective administrative levels.	Mobilize funds. Sensitize community. Mobilize stakeholder. Prepare Constitution and Regulation. Train Community leaders and nominated members.	Number of community with COWSO or Water user entities/Water user group increased		3,000,000	9,000,000	12,000,000	6,000,000	4,000,000	34,000,000	14,741.91
A.4 Construction of water harvesting system at the 7 public schools.	Mobilize funds. Sensitize community. Mobilize stakeholder. Construct, Supervise, perform M&E. Handover	Number constructed water harvesting facilities at schools.		12,000,000	24,000,000	36,000,000	15,000,000	87,000,000	37,721.94	
A.5 Decreasing Water borne diseases cases at the proposed schools and communities by 50%.	Sensitize community. Educate, train and, Undertake hygiene promotion activities. Protect water sources from pollution.	Percentage Water borne diseases contained at the incidence decreased.		2,500,000	5,000,000	7,500,000	4,000,000	19,000,000	8,238.13	

A.6 To facilitate capacity building for at least 8 school committees in the 4 districts as a strategy for improving participation of children in schools and provision of quality education.	Mobilize funds. Perform baseline survey. Select school committees. Train. Monitor.	Number of school committees trained. Increased enrollment rate for the targeted schools.			2,500,000	5,000,000	7,500,000	4,000,000	19,000,000	8,238.13
B.1 Capacity on management of emergencies and disaster response improved by 30% from the baseline.	Collect baseline information. Identify potential groups associated with emergencies and disasters. Create awareness. Conduct meetings. Support affected groups.	Number of emergencies and disasters reported and managed. Relief and emergency services of natural disaster improved.	<i>The targeted communities and their families realize development benefits resulting from improved access to sustainable livelihoods and social justice services.</i>	13,500,000	20,250,000	30,375,000	45,562,500	68,343,750	178,031,250	77,191.77
B.2 Disaster management and emergency on pests and hazards increased by 50% to the targeted famers and pastoralists.	Conduct risk management. Employ Pest Control. Conduct awareness meetings. Procure relevant equipments	Kind of risk managed. Number of Hectors saved. Number of livestock saved	<i>The targeted communities and their families realize development benefits resulting from improved access to sustainable livelihoods and social justice services.</i>	2,500,000	5,000,000	7,500,000	4,000,000	19,000,000	8,238.13	
B.3 Increasing Strategies to minimize Climatic change and disaster risk management by 40% to the targeted beneficiaries.	Tree plant campaign. Improve early warning and disaster management system.	Percentage of strategies to minimize climatic changes and risk increased	<i>The targeted communities and their families realize development benefits resulting from improved access to sustainable livelihoods and social justice services.</i>	14,000,000	15,400,000	16,940,000	18,634,000	20,497,400	85,471,400	37,059.16

C.1	To provide training to 5 groups of livestock keepers and 10 groups of farmers to improve livestock and crop production.	Fund raise. Collect baseline data. Mobilize. Train and perform monitoring.	Number of trainings provided.		2,200,000	4,400,000	8,800,000	4,400,000	3,600,000	23,400,000	10,145.90
C.2	To purchase inputs and conduct 3 trainings required for productions by cooperatives in 3 demonstration farms.	Identify requirements. Engage extension officers. Establish DEMO plots. Undertake trainings. Monitor.	Number trainings performed. Number of demo plots exist.		9,000,000	12,000,000	16,000,000		37,000,000		16,042.66
C.3	2 pasture demo plots established in 2 pastoralists communities.	Sensitize livestock keepers. Identify plot sites. Establish Demo plots. Monitor.	Number of pasture demo plots established				7,000,000	9,000,000	16,000,000		6,937.37
C.4	To assist 2 hunter gathers' cooperatives to produce 200 modern beehives.	Fund raise. Visit. Collect baseline information. Sensitize hunter gathers. Purchase/make beehives. Distribute. Monitor installation.	Number of hunter gatherers participated. Number of modern beehives produced and distributed.		6,000,000	6,000,000	6,000,000	6,000,000	5,000,000.00	29,000,000	12,573.98
C.5	To educate 100 livestock keepers on the importance of using artificial insemination to improve breeds.	Mobilize and sensitize Livestock keepers. Practice. Monitor change.	Number of Livestock keepers educated and practiced to improve breed.		1,800,000	2,500,000	1,200,000		1,200,000	6,700,000	2,905.02

D.1 To conduct 3 village meetings reside nearby wildlife reserves for the Wildlife management.	Raise funds. Identify villages. Engage respective authority. Disseminate education.	Number of meetings conducted. People attended.			3,500,000	5,500,000	4,200,000	13,200,000	5,723.33
D.2 To increase the Quantity and quality of bee products for 30% more from current production.	Involve respective officers. Collect baseline data. Provide beekeeping education. Make study visit to the successfully producers.	Quantity and of quality of bee products increased. Number of groups educated.			7,500,000	7,500,000		15,000,000	6,503.78
D.3 To increase the number of People involved in beekeeping activities.	Make survey. Conduct sensitization meetings. Register	Number of meetings conducted. Number of beekeepers identified.	<i>The targeted communities and their families realize development benefits resulting from improved access to sustainable livelihoods and social justice services.</i>		2,500,000	2,500,000		5,000,000	2,167.93
D.4 Training for 8 village governments and environment committees on land rights, land use plans, and conservation natural resources.	Mobilize. Improve. Make trainings and site visit. Improve by laws.	Number of trainings conducted and attendance. By-laws improved.			7,400,000	7,400,000	14,800,000	14,800,000	44,400,000
D.5 To plant 50,000 trees to the proposed areas.	Mobilize fund. Enhance nursery preparation. Tree plant competition	Number of trees planted			3,400,000	7,600,000	2,000,000	2,000,000	15,000,000
D.6 To improve Solid waste disposal in 8 proposed districts.	Carry baseline survey. Involve stakeholders. Design. Implement (Install street dustbins and Construct stationary containers)	Percentage of solid waste disposal increase. Stationary containers and dustbins in place.			16,000,000	32,000,000	32,000,000	16,000,000	96,000,000

E.1 Productivity among the women entrepreneurs increased by new 20 Women Economic groups.	Verify existing women economic Groups. Build capacity. Conduct meetings with WEG. Assess and empower 20 WEG with soft loans. Conduct training on contracts signing and running business for 20 women economic groups.	Activity report and verified Women groups. Meeting report. WEG Supported/ empowered. Training report, number of Women economic groups attended.	<i>The targeted communities and their families realize development benefits resulting from improved access to sustainable livelihoods and social justice services.</i>		5,000,000	10,000,000	20,000,000	35,000,000	70,000,000	30,350.99
E.2 Productivity among the Youth entrepreneurs increased by 10 new Youth Economic groups (YEG).	Conduct need assessment. Apply write up competition. Identify existing Youth Economic groups. To support 10 Youth Economic groups by providing soft loans. Conduct training on contracts signing and running business for 10 youth economic groups.	Activity report and number of verified Youth economic groups. YEG Supported/ empowered. Percentage of funds allocated. Number of YEG received loans			5,000,000	10,000,000	15,000,000	25,000,000	55,000,000	23,847.20
E.3 Training and sensitization to community members through 16 village meetings to fight against malnutrition and poor hygienic	Collect baseline data. Identify requirements. Involve stakeholders. Organize meetings. Implement.	Number of meetings organized. Numbers of people attended.			2,800,000	8,400,000	8,400,000	8,400,000	5,600,000	33,600,000

practices at household level.									
E.4 Training to 700 expectant women on the importance of attending clinics, appropriate nutrition knowledge, child care and feeding practices.	Collect baseline data. Identify requirements. Involve stakeholders. Organize trainings. Implement.	Number of trainings organized. Numbers of women attended.		14,000,000	14,000,000	14,000,000	14,000,000	14,000,000	70,000,000 30,350.99
E.5 To organize at least 2 trainings to leaders of women groups, PLHA on leadership, business, entrepreneurship, and management of projects	Plan. Involve key stakeholders. Collect information. Conduct trainings.	Number of trainings organized. Numbers of women leaders attended.		4,800,000	4,800,000	8,000,000	8,000,000	25,600,000	11,099.79
F.1 Citizen participation in politics and election process increased by 20% from current statistics.	Disseminate civic education to the citizens. Apply games & sports competition.	Percent of registered voter participate in election	<i>The targeted communities and their families realize development benefits resulting from improved access to sustainable livelihoods</i>	8,000,000	20,000,000	12,000,000		40,000,000	17,343.42
F.2 To raise awareness of community members on their rights and responsibilities in the society.	Plan. Organize. Use theatre/ arts group to sensitize community members	Number of awareness meetings conducted and attendees.		7,000,000	14,000,000	22,000,000	7,000,000	50,000,000	21,679.28

F.3 To initiate the establishment of clubs at 8 secondary and 8 primary schools' levels to fight against corruption, print and distribute IEC materials that bear proper messages to inform the public about corruption.	Plan. Select schools with relevant approach. Form or improve the existing committee. Train and work with them to sensitize community at large.	Number of formed/ improved clubs. Number of sensitization meetings conducted.	<i>and social justice services.</i>	8,000,000	16,000,000	8,000,000	12,000,000	5,000,000	49,000,000	21,245.69
F.4 To carryout medical outreach programs to young children at the selected schools and nominated street centers to note any incidents resulted from any kind of violence.	Collect baseline information. Identify requirements. Mobilize. Undertake medical outreach checkups. Monitor.	Number of violence cases documented. Number of children checked.		6,000,000	8,000,000	12,000,000	5,000,000	31,000,000	13,441.15	
G.1 To improve the capacity of TALII organization decision making structures at management and governance levels.	Raise funds. Conduct capacity building and leadership trainings. Clarify roles and responsibilities. Establish administrative and financial manuals/policies	Members attended trainings. Training materials in place and documented.	<i>The targeted communities and their families realize development benefits resulting from improved access to sustainable livelihoods and social justice services.</i>	4,000,000	9,000,000	3,500,000	2,600,000	9,000,000	28,100,000	12,183.75
G.2 To recruit competent, qualified, creative and well-informed Programme Officer and	Mobilize funds. Identify requirements. Advertise. Shortlist. Invite for oral interview. Finalize.	Number of staffs employed.		116,400,000	116,400,000	116,400,000	139,680,000	139,680,000	628,560,000	272,534.52

projects coordinators.							
G.3 To purchase office equipments for office work.	Mobilize funds. Purchase; Photocopy, projector, laptops and office stationaries.	List of office equipments purchased.	14,000,000	2,000,000	1,200,000	3,800,000	3,800,000 24,800,000 10,752.92
G.4 To purchase means of transport for office and field works.	Purchasing one TOYOTA Land Cruiser. Purchase Toyota Hillux (PickUp Car). Purchase 2 motorbikes	Vehicle and motorbikes purchased.	180,000,000	8,000,000	89,000,000	277,000,000	120,103.19
G.5 To organize a Study Tour for TALII's Board members and Management staff to other Programmes for experience sharing and improve performance of the board.	Plan. Propose touring sites. Implement.	Number of Board members and Management staff participated.		9,000,000		9,000,000	3,902.27
G.6 Prepare special publicity programmes and fliers to sensitize the public on development projects.	Design. Produce. Disseminate and sensitize.	Posters and fliers developed. Attendees for the publicity programme.	12,000,000		12,000,000	24,000,000	10,406.05
G.7 To conduct staff short and long courses on specific subjects for the purpose	Conduct needs assessment. Propose relevant courses. Allow staffs to attend.	Number of staff attended long and short courses.	3,000,000	1,500,000	3,000,000	1,500,000	9,000,000 3,902.27

improving efficiency, knowledge and appropriate skills	Monitor performance.							

CHAPTER SIX

6. FINDINGS FROM SWOT ANALYSIS

6.1. Strengths

- i. TALII organization has experienced members of Board of Directors in supervising donated projects including the Executive director who has much experience in implementing donor funding projects.
- ii. The organization has good governance structure which includes an Annual General Assembly, a Board of Directors scheduled to meet fourth a year, and management team.
- iii. The organization is registered with NACONGO and recently owns an office in Kiteto district, Manyara.
- iv. It has good systems including; Financial manual, Administration and Management and Procurement regulations.
- v. Experience in implementing community development projects designed and monitored by community.
- vi. Has good relation with stakeholders including; donors supporting the projects, the District Council, Regional and Central Government, the Networks and more.
- vii. The projects implemented in participatory approach of which the district council in the relevant departments are involved at all stages of actions.

6.2. Weaknesses

- i. Organization need to need to recruit a full time programme manager and at least 2 project coordinators. As for now is in volunteering bases.
- ii. The experience and skills of many Board members is low as they are still new having come in during this years' election and their capacity on roles and responsibilities needs to be improved
- iii. The organization has neither field vehicles nor motorbikes that would be helpful for implementation and monitoring of project activities.
- iv. Terms and conditions for staff needs to be made more improved to become more attractive and effective in retaining staff.
- v. Inadequate funds to support the costs of administration and governance related activities including; office rent charges, board meetings, the Annual General Assembly, staff salaries and benefits.

6.3. Opportunities

- i. Good response and participation from community on related development projects.
- ii. Good Partnership with targeted districts councils, villages' governments, donors and other stakeholders in development mission.
- iii. Existence of donors with interest in supporting livelihoods development programme as far as TALII organization is concerned.
- iv. Existence of Good Tanzanian legislatures, polices and development programmes emphasize cooperation with NGOs.
- v. Good will from the Government, as well as the local target beneficiaries communities.

6.4. Threats

- i. Donor policies might change any time and affect expected support.
- ii. Reluctance of the community members to change customs and traditions that is against development perspective.
- iii. Delays in donors' disbursement of funds that had been agreed.
- iv. Climate change with more frequent droughts impoverishing target communities
- v. Poor infrastructure in roads, communication, education, water and health
- vi. Limited access to reliable markets for livestock and its products
- vii. Global diseases outbreak and emergencies that affect implementation of the development programmes.
- viii. Political conflicts and unrest where projects will be implemented would lead to poor participation and inadequacy support from key stakeholders.

Annex 1: TALII Management and Governance Official

S/N	Name of Participants	Designation	Professional & Experience
1.	Patrick Tarimo	Board Chairperson	Agriculture & Livestock officer; government official for over 25 years.
2.	Fadhili Magogwa	Executive Director	Water Resources & Irrigation Engineer; community projects worker for over 10 years under donors' funded projects.
3.	Enchipai Mariki	Treasurer	Accountant; worked with Compassion International Tanzania for over 5 years.
4.	Irene Lucas	Executive Secretary	Social worker; worked with Compassion International Tanzania for over 7 years.
5.	Asaph Ephata	Board Member	Degree holder of Human Resources; Business man and teacher of compassion students centre TZ127.
6.	Samwel Stanley	Board Member	Adult education expert; worked with several NGOs including ActionAid Tanzania for over 9 years.
7.	Mika Chavala	Board Member	Bachelor of economics, Bachelor of West, Asian Languages and Civilizations; founder SWAHILI NATION and strategic leader.
8.	Dinno Celestin	Board Member	Rural Development Expert; worked with several NGO; KINNAPA (programme officer), ActioAid TZ (Projects coordinator-Mtwara)

Annex 2: Stakeholders' Participants

S/N	Name of Participants	Institution
1.	Eng. David Alloys	RUWASA, Shinyanga.
2.	Ezekiel Kimolo	Farmer and community health expert
3.	Rodrick Kidenya	Community Development - Kiteto DC
4.	Jofley Magogwa	Community Development – Bagamoyo DC
5.	Gift Mollel	Education officer - Mvomero DC
6.	Daniel Kindamba	Solar Power & Water Pump Expert - SANDO
7.	Janeth Kawau	KDC Community Development Officer
8.	Samwel Maphie	Founder/President and CEO at ECAN - T Organization
9.	Mohamad Hamad	Jounalist & Task Force ECAN
10.	Adolf Yanda	Project Coordinator at CEMDO TANZANIA Kasulu
11.	Safina Fulgence	Accountant, CIT Kasulu
12.	Joshua Kamwela	Engineer – Nachingwea DC
13.	Eng. Stephano Mbaruku	DM - Kiteto
14.	Kipondo Olobol	Pastoralist
15.	Said Sembade	Agriculture Specialist – Kiteto DC
16.	Eng. Maheru Alli	Water & Irrigation Engineer – Kiteto DC
17.	Equs Elly	Hydrogeologist - DSM
18.	Ernest Jackson	Engineer - NZUWASA
19.	Niko Kasililika	Eng. Iringa DC
20.	Faraji Kassim	Hdrologist & Irrigation Expert - Mtwara
21.	Fatuma Ngano	Water Quality Expert – Singida Water Laboratory.
22.	Dua Fulgence	World Vision Tanzania - Kibondo
23.	FORTUNATUS CRISPIN	RUWASA Singida
24.	Raphael Luvumbi	Engineer – Chamwino DC
25.	Pendo Jofley	Optometry specialist - Mvumi
26.	Helena Charles	Eng. And Mining Specialist
27.	Jirehbless Fadhili	Pupil – Shekina Pre & Primary School.
28.	James Kionaumela	DM – RUWASA Bagamoyo
29.	Sadwell Mwakalebela	Logo Designer and Artwork specialist - DSM
30.	Omary Msangi	Farmer and designer - Kiteto
31.	Isaka Mhiche	Entrepreneur – Kiteto