Tatua Kenya Fellowship

*The Tatua Kenya Fellowship is a 6 - month program that trains local leaders to build and maintain Community Run Initiatives that address poverty through the skills of community organizing.*

For years, donors out of a desire to serve the “poor” have entered “struggling” communities with solutions to what *they* see as the community’s challenges. Donors become frustrated when the community displays a lack of support or involvement, unaware that it was their very actions that led to the community being dependent on donors for their wellbeing. Community members are tired of being directed by outsiders but are often afraid to say anything for fear of losing “support.” While some initiatives have resolved to develop sustainable solutions to reducing poverty levels in the community through micro-loans and social entrepreneurship programs the success of these programs rarely extends past an individual. If we want to see long-term solutions to poverty we must stop offering “fixes” from the outside and instead employ the resources of the local community to develop local leadership, local capacity and local structures that can achieve real “power shift” change.

Tatua sees this challenge as an opportunity to encourage local leadership development and uplift the value of community engagement in sustaining community development. Tatua has developed a 6 monthFellowship that teaches howleadership, as practiced through community organizing, can revolutionize the way we approach development work. The Fellowship is ideal for persons running existing initiatives in Kenya who understand the vital need for the community to become engaged in their programs. In 2015, Tatua has accepted 15 fellows who will be working with us on a range of issues: health, education, safety in neighborhoods, childhood poverty, and environmental preservation. Our aim is to build leaders that build a strong and united community of individuals working together to achieve a sustainable impact. Fellows develop a base of community members committed to addressing a specific challenge, related to their target issue. Through building relationships and taking action together they begin to earn the trust, respect and commitment of their community. In the end, the community has launched a Community Run Initiative that addresses a specific challenge related to their target issue.

Leaders (Fellows) joining the six-month course learn, adapt and apply an Effective Community Engagement Methodology developed by a Network of resources including Marshall Ganz of Kennedy School Of Government at Harvard University, The Greensboro School of Servant Leadership, The New Organizing Institute, and the Episcopal Service Corps, among others. The competencies include and not limited to:

**Community Organizing Skills (Leadership Practices)**

* 1. ***Intro to Organizing****: Why community organizing works and how to start implementing the basic elements of effective community organizing.*
  2. ***Public Narrative****: How to share your story in a way that engages and moves a community to action.*
  3. ***Building Relationships and Building Teams****: How to create effective networks for change within your community.*
  4. ***Strategy****: How to leverage the resources you have to achieve the change you want to see. (People mapping, problem mapping, Power Mapping, Theory of Change, Campaign Planning, Action Plans)*
  5. ***Listening project****s: How to hear the heartbeat of your community and use that information to design a course for change that resonates with their needs.*
  6. ***Leadership Development through Servant Leadership:*** *Practices of leadership that focuses on building the capacity of people to achieve long lasting change.*
  7. ***Coaching****- How to enable leaders in our network to achieve purpose.*

***ProgramOutlined Budget:(Breakdown for USD 30700)***

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| ***Unit*** | ***Needs*** | ***Input*** | ***Expected Costs (USD)*** |
| ***6 month fellowship hosting 15 community leaders.***  ***By the end of November 2015, the program will have directly impacted 240 fellows on one:one trainings with the Tatua training team.***  ***(15 senior fellows, 75 T1 fellows, 75 T2 fellows and 75 project team members)***  ***In addition we estimate about 4000 people engaged in the campaigns from decision making to the campaign action events.*** | * ***Training Costs*** | ***Materials, training spaces and excursions*** | ***11500*** |
| * ***Building the fellowship coaching framework*** | ***Staff hours (accounted for in program salaries)***  ***Logistical costs (Transportation and communication expenses)*** |  |
| * ***Program development, management and maintenance.*** * ***Running training spaces*** * ***Building program partnerships and collaborations*** | ***Program salaries***  ***5 program full time staff:***  ***Tatua Kenya team lead***  ***Fellowship manager***  ***Community manager***  ***Learning/content manager***  ***Program operations and legal manager*** | ***17700*** |
| * ***Program structural/ operational support*** | ***Organizational review support***  ***Research, measurement and evaluation framework***  ***Legal payments*** | ***8000*** |