



EBENEZA GROUP

P.O.BOX67, SHINYANGA; MOBILE: 0754 245206;0715 245206

EMAIL: kwaebenezagroup@yahoo.com

PROFILLE OF EBENEZA GROUP (EG)

Basic information:

- i. Name of Organization: Ebeneza Group (EG)
- ii. Head Office Address: Banduka Street, Market area, Room N0: 34, 35,&36
- iii. Contact and Mailing Address: P.O.B Ox 67, Shinyanga
- iv. Phone: +255 754 245 206
- v. Email: kwaebenezagroup@yahoo.com
- vi. Web site: N/A
- vii. Name of Chief Executive: Joseph M.Ndataala
- viii. Designation: Chairman
- ix. Contact Person: Joseph M.Ndataala
- x. Contact Address: P.O.Box 67, Shinyanga
- xi. Year of Establishment 22 October 2007
- xii. Legal status: Ebeneza Group was established with 15 people of concerned voluntary Tanzania, it is registered on 22 October 2007 and has legal certificate bearing number **SMC/0105**.

2. Background Information of Ebeneza Group

Established in 2007, Ebeneza Group is a non- for profit Community Based Organization with main offices in Ndala in Shinyanga region Tanzania.

Ebeneza Group has three overarching operational subgroup, The Ebeneza Orphans Children care centre (EOCC) that provide Orphans care and Children Rights, the Ebeneza Faraja ya Bwana women Group that provide Human Rights and income generating acvities, and the Ebeneza Kusaidiana Group (KG) which provide support to People living with HIV/AIDS in Shinyanga Region.

Moreover, Ebeneza Group implements community based Health Education and Promotion programs aiming at building capacity of youth, individuals and Communitymembers in heath and economic development.

3. Vision and Mission Statement of Ebeneza Group

Vision of the Organization.

To recognize People as Valuable resources who have the right to Knowledge of their social, environment, and Political challenges and be assisted in development of their abilities for own full Development

Mission of the Organization:

To empower People with the right tools that helps them to be conscious of Challenges around them, especially Women and Children (Ensuring the rights of Women and Children)

4. Goal and Objectives of Ebeneza Group

Goal: To build the capacities of Communities in the identification and responding to economic challenges, diseases prevention, environmental protection and Improvement of Rights of Women and Children.

Objectives:

- a) Building the capacity of the communities towards the identification of their challenges and finds appropriate ways of responding to them.
- b) Build the capacity of the communities in order to be able to identify resources available in their localities for proper and effective utilization.
- c) To mobilize communities, local government and other development partners towards looking for appropriate solution for challenges faced by the Children and protection for them.
- d) To build partnership and network with internal and external agencies who have good reputation and successful programs on community capacity building.

5. Ebeneza Group Values for excellence.

5.1. Human dignity and Gender equity: All women and men are equal. They have equal rights in the society and participate in the development activities equally.

- Ebeneza Group will ensure participation of all poor people living in the working areas and provide special emphasis to the women participation as they considerably in backward position.

- All Ebeneza staff shall have the equal opportunities for promotion based on their experience and qualification considering gender perspective.

- Ebeneza Group Staff and management will ensure gender justice in all aspect of the organization.

5.2 Honesty, Integrity, Sincerity and Transparency

- All Projects/Programs personnel of Ebeneza Group shall promote Honesty, Integrity, Sincerity and Transparency in all activities.

- Staff behavior and conduct must consider this value and remain honest, sincere and transparent.

- Staff and organization will never hide any information to the stakeholders

5.3 Cost Consciousness and sound management of resources

- All Projects/Programs of Ebeneza Group shall manage and use their resources cost effectively and in some cases cost recovery basis.

- Staff of Ebeneza shall remain highly concerned on best use of resources.

5.4 Concern for Environment

- All Projects/Programs of Ebeneza Group would be environmentally sound.

- Ebeneza Office premises will be free from dangerous cigarette smoke.

- Garbage must be managed appropriately.

- Staff of Ebeneza shall work in a threat free and congenial environment.

5.5 Quality services

- All Projects/Programs Services of Ebeneza will be high quality.

- Staff of Ebeneza shall be responsible for maintaining the quality of the program performance.

5.6 Capability and Accountability

- Beneficiaries of Ebeneza shall possess the knowledge, understanding and capability to identify and resolve their problems. Staff of Ebeneza shall facilitate process.

- The Management and Staff of Ebeneza shall remain strict to their work plan and demonstrate accountability to the organization.

5.7 Creativity and Innovation

- In all cases the creativity and innovation will be appreciated in the whole project or program cycle.
- Creativity and innovative work the staff would be rewarded
- Innovative and creative work would be replicated

5.8 Discipline

- All staff, beneficiaries and counterparts shall respect the organizational rules and regulation.
- Staff shall remain committed to the policy, procedures and system of the organization.
- **Any violation of rules and regulations would be treated seriously and disciplinary actions would take accordingly**

6. Operational Areas of Ebeneza

Ebeneza Group is currently operational in 17 wards within Shinyanga Municipal.

7. Type of beneficiaries

Ebeneza's beneficiaries are poor and marginal small scale farmers, Vulnerable, women, Orphans children & youths and general public.

8. Bank Accounts and Signatories

Ebeneza own a bank Account at Tanzania Postal Bank, Shinyanga Branch.

Account Number 016 – 00001561 with three signatories

9. Management Structure of Ebeneza Group

Ebeneza Group has a General Assembly, which is the highest decision making body of the organization. It has also an active Executive committee, composed of seven members, The Chairperson is the in Charge of daily organization activities supported by General Secretary, bursar, Programs Officer and Volunteer.

10. Organizational Transparency

- Ebeneza Group is transparent to the donors and is providing all types of information considering the requirement.
- Ebeneza Group is transparent to the participants .It is always very much open to the participants/beneficiaries especially about information.
- Ebeneza Group is also transparent to the Counterpart and Partners.
- Ebeneza Group never try to hide any information to the stakeholders it is working with.
- Ebeneza Group is maintaining close touch with Government and providing all necessary information to the authorities at the, Ward, District and Regional.

11. Written Policy, procedure and Manual.

- Policy and manual exists in the organization of Ebeneza Group are Personnel Policy/service rule, gender policy, financial manual, and strategic plan.