

Karambi Group of People with Disabilities (KaGPWD)

Strategic Plan 2015-2019



VISION

A community where persons with disabilities can enjoy their freedom.

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Acknowledgements

This document was developed with the support of Karambi Group of People with Disabilities Volunteers and Board of Trustees, the Foundation for Community Development and Empowerment (FCDE) - Kasese and other community stakeholders. We thank them for their time and commitment towards persons with disabilities.

A big thank you goes to Tony Van our friend in the United States of America, he is the first donor for KaPWD. We are proud of him.

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Mumbere Godfrey	Community Educator	Social Worker

Organization Partners/Stakeholders

Foundation for Community Development and
Empowerment (FCDE)/ International Service
Learning Alliance (ISLA)

Nonprofit Organization, USA

The National Union of Disabled Persons of
Uganda (NUDIPU)

Nonprofit organization Uganda

Kasese District Union of Persons with
Disabilities (KADUPEDI)

Nonprofit Organization Uganda, Kasese

The Sustainable Lush Fund (Slush)

Charity organization, United Kingdom

The Uganda Local Government

Government of Uganda

Tony Van Werkhoven

Well-wisher United

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Donors

Foundation for Community Development and Empowerment, USA/Uganda

The National Union of Persons with Disabilities, Uganda

The Sustainable Lush Fund, United Kingdom

Tony Van Werkhoven - Well-wisher in the United States of America

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EXECUTIVE SUMMARY

The umbrella problems faced by persons with disabilities in Karambi Sub County and Mpondwe Lhubiriha Town Council are; limited community based rehabilitation initiatives, discrimination against social services delivery leading to low educations rates, limited access to information, ignorance, employability and poverty among persons with disabilities.

Since 1995, KaGPWD has been implementing activities based on short-term planning, and during the institutional self-assessment process facilitated by FCDE in 2013 this was identified as a major gap affecting the quality of programing in the organization. In adopting long-term planning, KaGPWD developed this 5 years strategic plan as a guiding tool for the implementation of programs.

Furthermore, KaGPWD has undergone an extensive strategic planning process in an effort to better address the needs of the PWDs, identify areas of importance and improve service delivery. Additionally, a community needs assessment was conducted. This strategic plan serves as a living document and outlines the KaGPWD objectives for the 2015-2020. Recognizing that KaGPWD is still a growing organization, objectives have been developed with careful consideration of organizational capacity.

INTRODUCTION

PWDs in Uganda have always struggled to integrate into societies that tend to exclude the disabled or demand conformity. As the number of PWDs surpasses two million people country wide, the struggle cannot be ignored. Uganda faces a considerable challenge in integrating the disabled community. National disability concerns include poverty and unemployment.

In addition PWDs lack access to appropriate health, quality education and other social services. These challenges stem from discriminatory attitudes towards People with Disabilities, limited resources devoted to addressing disability issues, and lack of political and technocratic will to resolving such issues. The People with Disability Act of 2006 established the freedom of association and the right to education, health, employment and interaction without any forms of discrimination.

VISION

A community where persons with disabilities can enjoy their freedom.

Mission

Karambi Group of People with Disabilities advocates and promotes basic human rights for persons with disabilities through social economic inclusion, rehabilitation, engaging PWDs to conserve their environment and working together with the citizens, the development actors and human right defenders at all levels to ensure that PWDs achieve their full potential.

CORE VALUES

- Respect for humanity.
- Transparency and accountable.
- Charity and volunteerism.
- Engaging people with disabilities for inclusion in social economic development.
- Disability is not inability

CORE OPERATIONAL AREAS

- Human Rights
- Economic empowerment for persons with disabilities
- Environmental Conservation

- Institutional Development

OVER VIEW OF THE PAST KAGPWD ACHIEVEMENT (MAJOR ACHIEVEMENTS)

- Legally registered as a non-governmental organization at the NGO Board and with the central government of Uganda and a functional coordinating office.
- The organization owns six acres of land, two of them were planted with trees which raise incomes for the organization. And also KaGPWD owns a plot at lower Customs where we plan to construct a permanent coordinating office and the building materials are already at the site.
- We have trained over 40 people in tailoring skills after receiving a grant from Community Driven (CDD). After receiving skills on tracking impact from FCDE few beneficiaries were assessed and they are generating incomes that can enable them to pay school fees for the children and buying basic home needs.
- HIV and AIDS funds from trust fund National Union of Disabled Persons of Uganda (NUDIPU). Where 25 stakeholders were trained on disability and HIV and AIDS, 12 Peer educators were also educated on HIV/AIDS and disability. 123 people with disabilities were tested for HIV. Seven were HIV positive and they were referred for CD4 testing.
- Games and sports materials for inclusion of Persons with Disabilities (PWD) supported by Handicap International.
- Hosted an intern from Sweden through our partner organization FCDE on advocating for the rights and policies of PWDs. She supported Karambi to develop an advocacy strategy for PWDs
- A motorcycle donated by the Handicap International.
- Plastic chairs, pan and plate project used for hiring. The IGA support our organization to raise incomes to implement activities.

STRATEGIC PROCESS

Throughout the duration of the strategic planning process various meetings were conducted that included board members, KaGPWD volunteers and key community stakeholders.

This resulted in the creation of a SWOT Analysis. From this process, we determined KaGPWD strategic objectives.

SWOT ANALYSIS

Strengths	Weaknesses	Opportunities	Threats
<p>Legal registration as an NGO.</p> <p>Strong relationship with partners</p> <p>Team work among the Board and volunteers.</p> <p>The organization owns land as an asset which can be used for income generation</p> <p>Advocacy strategy which is guiding in raising awareness on Rights and Responsibilities and policies of PWDs</p> <p>Routine meetings to review progress of activities and developing progress reports</p>	<p>High expenditure on rent for office.</p> <p>Limited funding to effectively implement the programs to support PWDs.</p> <p>Lack of comprehensive M&E system to track the organization activities.</p> <p>lack of comprehensive data on different categories of disabilities in Uganda</p> <p>Limited awareness on Rights of PWDs among families</p>	<p>Availability of well-wishers, politicians, donors and partners to support the programs of PWDs</p> <p>Existence of international & national policies that protect PWDs.</p> <p>Existence of government programs e.g. CDD, special grant, special needs education, CBR workers that KAGPWD can utilize</p> <p>PWDs representatives at all government levels and parliament provide good advocacy opportunities for PWDs</p>	<p>High levels of illiteracy among PWDS.</p> <p>Limited funding opportunities for programs supporting PWDs</p> <p>Low esteem among PWDs which hinders them from participating in programs promotes their Rights.</p> <p>Limited support from government to groups implementing activities to support PWDs.</p> <p>Lack of sign language interpreters for the deaf, white cane for walking, brails for the blind and hearing aids for the PWDs at Sub Counties, health centers, community</p>

STRATEGIC OBJECTIVES

We have learned that community driven projects are the best tools to engage the disability communities. This engagement is best implemented by getting government, community stakeholders and international development agencies to be involved in information sharing and supporting the local initiatives that can release persons with disabilities from vulnerability.

Recognizing that KaGPWD faces various challenges, specifically in the area of financial resources, having full time staff and equipment to implement various program and services. Our organization volunteers, dedicated well-wishers and donors have done a great job to this point of having long term initiative to make the organizational activities, programs and services more visible and sustainable.

Objectives for our operational areas and general organization operations have been outlined. Recognizing that many of our organizations programs and services are fairly new, all programs before implementation a baseline will be conducted to ascertain the current situation and will compare after our initiative. A Comprehensive community needs assessment was conducted in July 2014 that gave birth of this strategic plan.

CORE OPERATIONAL AREAS

1.1 HUMAN RIGHTS

Goal: A community that respects the rights of persons with disabilities.

Program Performance Indicators	Action	2019 Target
Number of people who can mention at least four rights of persons with disabilities	Promote awareness on the rights and policies that protect PWDs among stakeholders, the PWDs and the entire community members.	Conduct 100 sessions each year on rights and policies the project PWDs. Advocate for the rights to health, education, employment and ownership of properties for PWDs. Ensure access to community based rehabilitation
Community members being able to present abuse of pwds to the duty bearers and being able to defend them.	Develop IEC materials to enhance the spread of rights awareness of PWDs,(flyers, posters, banners)	5000 flyers supplied 3000 Posters 20 Banners
Ensure access to quality rehabilitation inclusion for persons with disabilities.	Refer children with treatable disabilities for correction and ensure inclusion in education. Ensure access to assistive deviances after and thorough assessment. Construction of ramp for inclusion. Ensure monitoring of the use of the assistive deviances.	100 children accessed rehabilitation 95% of the PwDs in our scope. 50% of schools and health facilities with ramps

1.2 ECONOMIC EMPOWERMENT FOR PEOPLE WITH DISABILITIES

Goal 1: Improved livelihoods among the vulnerable persons with disabilities.

Program Performance Indicator	Action	2019 Target
Increased monthly income of persons with disabilities	Promote skill development training and provide access to finance literacy, loans and credit among Persons with Disabilities.	60 women with disabilities trained 80 youth with disabilities trained 50 men with disabilities trained
Number of pwds that have improved their livelihoods	Baseline, monitoring and evaluation	Weekly, Monthly, quarterly and annually

1.3 ENVIRONMENTAL CONSERVATION

Goal 1: Contribute towards environmental conservation and sustainable land management.

Program Performance Indicator	Action	2018 Target
A functional nursery bed established on our organization land/plot	Clear the nursery bed site, source for seedling, Potting of soil and putting the seedlings in pots, monitoring the nursery bed	Secure funding and avail local contribution. Establish a tree nursery bed with capacity of producing over 5000 tree seedling per rainy season.
Number of trees planted on our organizations land	Planting of environmental friendly trees	Plant 6000 lots and 100 fruit trees
Number of seedlings sold and planted	Marketing of tree seedlings and sale	Sale over 1000 grafted fruit trees and 5000 coffee seedlings per rainy season
Reduce environmental pollution	Put into use of the already used products and introduce clean energy in the households with pwds	100 charity walks while collecting pollythen bags, water bottles etc. 300 households using clean energy in their homes
Quality training on permaculture and increased productivity	Construct a training hall and a store	Training hall constructed with capacity to host over 40 people Store put in place to post harvest handling

1.4 INSTITUTIONAL DEVELOPMENT

Goal: Strengthened community organization of persons with disabilities that provided improved service to the vulnerable persons with disabilities.

Program Performance Indicator	Action	2019 Target
Number of grants written and awarded	Assessment of the community needs and designing projects proposals	100 proposals written and submitted to donors, charities, foundations and the government of Uganda
Make our organization land productive to meet 40% cost of the organization operations and invest on staff development.	Establish a nursery bed, a camp site, construct a community hall, organization office, acquire more land, introduce fish farming and permaculture and planting more fruits	One nursery bed established by 2016, an office by 2017, the community hall by 2018 and a camp site by 2019. Plant 1000 Fruits (mangoes, oranges, marina and jack fruits.

IMPLICATIONS OF THE STRATEGY

KaGPWD secretariat team will ensure the day to day implementation of this strategic plan. The board of directors shall conduct a meeting to allocate the activities that should be implemented in that financial year. The secretariat team shall be represented by the Executive Director in the board meeting. The 80% of the planned activities will be executed depending on the availability of funds. KaGPWD will use this strategic plan as the implementing tool to address the disability community problems.

After the board meeting the Executive Director and the staff shall conduct a staff for developing the annual implementation work plan.

KaGPWD will strengthen the coordination with the National Union of Disabled Persons of Uganda, Development Network of Indigenous Volunteers Association (DENIVA) and FCDE and partner with organizations that would like to support our strategy.

Monitoring and evaluation of the strategic plan

The monitoring and evaluation function will be strengthened through KaGPWD staff capacity building facilitated by management and supported by the FCDE. KaGPWD will develop an annual monitoring and evaluation plan for each program from the strategic plan to guide the staff in charge of its implementation, in order to track progress and aid in the documentation of reports. KaGPWD Executive Director will routinely monitor the implementation and assess the indicators.

Program monitoring results will provide feedback on progress and guide the implementation team to make evidence based decisions for programming. The M&E system will also help in assessing whether program activities are still relevant or being implemented as intended in the strategy.