

5-YEAR STRATEGIC DEVELOPMENT PLAN SEECHILD UGANDA

2017-2022

EXECUTIVE SUMMARY

SEECHILD (Sustainable and Effective Empowerment of **CHILD**ren with Disabilities) came into existence after one of the directors Fredrick Kirigwajjo Matovu, together with his colleagues (Susan Namujjumbi, Florence Mukwaya and Charles Ddungu) who for over 10 years had been working with Daughters of Charity, resigned from that organization and formed the latter.

At the former organization, they developed the passion of working for children with special needs categorized as mental and physical disabilities. The four directors have come up with innovative solutions through their CBO SEECHILD which they are convinced will make impact and contribute to bridge the gap that is making the life of these children and their families very difficult.

SEECHILD has a 5 year strategic development plan that includes different objectives, strategies and activities which will be carried out in order to fulfill its vision and mission

STRATEGIC DEVELOPMENT PLAN DESCRIPTION

SEECHILD will carry out extensive awareness and advocacy programs; it will provide skills to children with disabilities and their families. SEECHILD seeks to contribute effectively to this cause through continuous research and innovation to create a happy and sustainable life for the beneficiaries. The research will also form a foundation for the establishment of SEECHILD Training Centre where training activities will be implemented.

ACHIEVEMENTS AND CURRENT SITUATION

The founders of SEECHILD have over 10years of experience working with vulnerable children. They carry out advocacy Campaigns at Butabika hospital and various churches to sensitize parents who have vulnerable children to be able to understand their children in a better way and provide parental skills for proper grooming of these children.

Through these activities, they have realized the problems which families face to raise disadvantaged people. They suffer a great deal; undergo discrimination and isolation imposed on them by the communities in which they live because of wide spread biases and ignorance of the causes and nature of various disabilities. Very often, it is attributed to witchcraft.

Research and a needs assessment survey for the project will soon be conducted for 9 weeks, a stakeholders meeting to share the findings of the research will be held and on the same day, the Skills Training Centre will be launched.

SEECHILD has been registered as a Company with limited liability by guarantee.

SEECHILD Staff

	Name	Position
1.	Fred K Matovu	Project coordinator
2.	Susan Nnamujjumbi	Social worker
3.	Flora Mukwaya	Administrator
4.	Charles Ddungu	Social worker, partly employed
5.	Hired-in employee	As far as required

SWOT Analysis

Strengths:

- We have professional people who are willing to offer their time, skills and knowledge.
- We are experienced in setting up well planned and organized infrastructure
- We have the skills of looking for funds to support our activities
- The founders have a long experience of working together and have built a strong bond
- We have a strong network of partners

Weaknesses:

- The organization is new, not known by the community and most of the basic organizational and management structures are not yet set up e.g. the Board.
- We have no means of transport for our outreach programs.
- Limited means of communication.

Opportunities:

- There are many vulnerable children in Wakiso district.
- Availability of funding opportunities.
- Existence of consultants who are willing to help us with managerial, administrative technical support to run SEECHILD.
- Networking in our area of intervention.
- We offer subsidized services to low income families compared to other expensive offerings.
- Availability of social media to create awareness of the interventions.

Threats:

- Many parents are not willing to educate handicapped people.
- The challenge of competitors.

VISION

To celebrate skillful and healthy (partly) handicapped people.

MISSION

SEECHILD aims to be a sustainable organization empowering families and children with disabilities through awareness raising, advocacy and skills training

MOTTO

Skilling disarms Disability

CORE VALUES

- Dignity of Human life
- Love and Kindness
- Transparency and Accountability
- Equal Opportunities for all
- Creativity and Innovativeness

OBJECTIVES AND STRATEGIES

a. To equip the beneficiaries with skills required for their livelihood by;

- Establishing a facilitated day skills Training Center
- Drawing up and following a well-organized customized curriculum
- Buying land and constructing a permanent home/ skills Training Center.
- Acquiring means of transport for outreach interventions.
- Training vocational skills for beneficiaries generate their own income.

b. To promote continuous awareness and advocacy of the Centre by;

- Identifying and establishing cordial working relationships and information sharing with relevant stake holders
- Sensitizing communities on children's rights.
- Forming community monitoring teams to ensure children's rights are respected.
- Creating a website and face-book page for SEECHILD.
- Supplying communication documents i.e. Brochures, and business cards.

c. To ensure that children with disabilities receive proper health-care by;

- Making medical / health awareness programs for beneficiaries in hospitals, health centers and the community.
- Working hand in hand with medical experts for the service of the children.
- Considering first line health care out of the Centre.

d. To generate adequate funds to run the Organization by;

- Identifying prospective donors nationally and internationally
- Starting income generating projects in order to raise funds

ACTION PLANNING

Annually, the above strategies (main lines of action) will be worked out in a detailed action plan with projects and budgets, serving as basis for fundraising.

The 1st Action Plan for the second half of 2017 consists of the following short-term actions;

- Implementing a 9 weeks research program to assess the needs for the Training Centre,
- Equipping the Training Centre with minimum office requirements.

Those actions have been formulated in a project application for funding to the Mirembe Foundation in the Netherlands for UGX 17.490.000. The Mirembe Foundation has granted the required funding.

The table below provides a rough estimate of the required annual fundraising per area of intervention for each of the next 5 years.

Financial fundraising projections for 2018-2022

Areas of intervention	2017	2018	2019	2020	2021	2022
Market Research (for 2017 including furniture, equipment, paints and repairs and launch)	17.190.000	8.480.000	5.000.000	5.000.000	5.000.000	5.000.000
Skills Training		15.000.000				
Workshops (1.2m per workshop)		(3x per year)	(3x per year)	(3x per year)	(3x per year)	(3x per year)
• January		3.600.000				
• June			3.600.000	3.600.000	3.600.000	3.600.000
• November						
Outreach						
• Hospitals		11.000.000	11.000.000	11.000.000	11.000.000	11.000.000
• Churches						
• Homes						
Organizational Requirements						
• Bought in Service/ Consultancy		300.000	300.000	500.000	500.000	500.000
• Mobility						
• Purchase of Motorcycle		3.000.000	3.000.000	3.000.000	3.000.000	3.000.000
• Purchase of Van			4.500.000			
• Stationery		2.400.000	2.400.000	2.400.000	50.000.000	2.400.000
					2.400.000	
TOTAL	17.490.000	43.780.000	29.800.000	25.500.000	75.500.000	25.500.000

BOARD OF MANAGEMENT'S VIEW ON INVESTMENTS

It is our intention to prove the viability and sustainability of SEECHILD based on rented facilities and services. However, in view of lowering operational costs, it will be beneficial to finally dispose of own accommodation and transport. This will ask for heavy investments which we cannot afford ourselves and for which we need donor help. Such investments could be easily more than 100 million. We will not ask for such support till we have proven SEECHILD's viability and sustainability.

Signed on the 21 of September, 2017



Fredrick Kirigwajjo Matovu, Director

[Signature] 21/9/2017

Susan Namujjumbi, Director

[Signature] 21/9/2017

Florence Mukwaya, Director

[Signature] 21/9/2017

Charles Ddungu, Director

[Signature] 21/9/2017