



Hemajale Nabulon Women Group

Empowering Women, Transforming Communities

Strategic Plan

2025 - 2027



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Acronyms

AGYW	Adolescent Girls and Young Women
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CBO	Community Based Organization
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FON	Feminists Opportunity Network
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GBV	Gender Based Violence
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GVRC	Gender Based Violence Recovery Centre
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MERL	Monitoring, Evaluation, Research and Learning
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PBO	Public Benefit Organization
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SGBV	Sexual and Gender Based Violence
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SHG	Self Help Group
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SRH	Sexual and Reproductive Health
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SSV	Survivors of Sexual Violence
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Statement from the Chairlady



Since its formation, Hemajale Nabulon Women Group has provided a second home for women survivors of sexual violence, single mothers and women living with HIV. As a beneficiary myself, I have witnessed firsthand the group's profound impact.

The strategic plan development journey provided the organization with an opportunity for in-depth reflections and action points. Importantly, we have been able to craft what we consider as the most efficient and effective interventions that we will pursue over the next 3 years in line with our three Key Result Areas; Comprehensive Management to GBV, Improving HIV Awareness and Support; and Institutional Growth and Development.

The plan outlines our strategic philosophy, analyses of both our internal and external environment, stakeholders and defines our change theory. It also provides a three year results framework which will provide the datum for our day to day activities. I am more confident that the organization will, in transforming itself, be able to transform its immediate environment over the next three years.

We extend our heartfelt gratitude to members of the Hemajale Nabulon Women Group for their invaluable contributions to the development of this strategic plan.

Our deepest appreciation goes to our beneficiaries and GBV survivors—your strength and resilience are the foundation of our existence and the driving force behind our vision.

We are sincerely grateful to Wangu Kanja Foundation and Feminist Opportunities Now for their unwavering support in advancing this noble cause.

Lastly, we thank Empresario Consulting Ltd for their expertise and guidance, which played a crucial role in shaping this strategic plan.

Lobei Akamais Margaret
Chairlady

Statement from Vice Secretary



Our vision is to create a community that values and respects women's rights and wellness

Over the years, we have extended our support in various ways, addressing immediate needs of our beneficiaries while fostering long-term empowerment. As we continue to grow, it is crucial to have a clear roadmap to guide our efforts effectively.

This strategic plan provides the necessary direction, ensuring that our activities align with our vision and mission. It enables us to streamline our initiatives, maximize our impact and nurture a resilient and self-sustaining community.

Through this plan, we reaffirm our commitment to creating meaningful change, strengthening our programs and empowering more women and children to reclaim their independence and dignity.

Hellen Arot

Vice Secretary



Executive Summary

This strategic plan serves as a roadmap for the organization's growth and impact over the 2025–2027 period. It defines Hemajale Nabulon's vision, mission, objectives and core values while outlining key focus areas, strategic approaches and expected outcomes. The plan was developed through a participatory process that included brainstorming sessions, workshops, stakeholder consultations and internal and external assessments, ensuring it reflects both beneficiaries and institutional needs and community level change theory. It also considers the interests of various stakeholders, presenting a clear value proposition for each.

The implementation of this plan will be guided by three key pillars: Gender-Based Violence (GBV) Management, Increasing HIV Awareness and Support and Institutional Development and Growth. Through this strategic plan framework, Hemajale Nabulon Women Group aims to create lasting change by fostering resilience, empowerment and community-driven solutions.



1.0 Introduction

1.1 About Hemajale Nabulon Women Group

Hemajale Nabulon Women Group was established in 2020 by 10 resilient women who were both survivors of Gender Based Violence (GBV) and single mothers. The coming together was to create a peer and mutual support base for addressing the legal and socio-economic challenges that they and many other women like them were going through. The organization is registered as a self-help organization and is based in Kanamkemer Ward, Nabulon Village.

1.2 Objectives of the strategic planning process

The objective of this strategic plan is:

- i. To provide a clear roadmap to achieve our vision, focusing on combating gender-based violence and supporting vulnerable women and children.
- ii. To strengthen partnerships with local, international organizations, governments and community stakeholders to create a support network and amplify impact.
- iii. To improve internal structures, processes and leadership to enhance service delivery to beneficiaries.
- iv. To develop a strategy to secure funding for program support.

1.3 Process of developing the Strategic Plan

The development of this strategic plan forms part of the recommendations of the Organizational Capacity Assessment (OCA) for Hemajale Nabulon Women Group carried out in February 2025. Both the assessment and the strategic plan development have been supported by Wangu Kanja Foundation through a grant from Feminist Opportunities Now (FON). An external consultant was engaged in both instances.

A strategic planning committee was formed to collaborate with the consultant, define roles, and set timelines. A literature review was conducted to understand program contexts, while data was gathered from members and beneficiaries through case studies, focus group discussions, interviews, and surveys. SWOT and PESTEL analysis were also carried out to assess the organization's strengths, challenges and external factors.

The collected information was analyzed to shape the strategic plan. A draft report was then compiled and shared with key stakeholders for validation, ensuring it accurately reflected the needs and priorities of the organization. Their feedback was incorporated into the final document, making the plan comprehensive, practical and actionable.

2.0 Organizational Profile



2.1 Vision

A community that values and respects women's rights and wellness



2.2 Mission

To champion for comprehensive and gender-sensitive management of GBV and HIV in Kanamkemer Ward by focusing on transformational prevention, response, accountability and collaborative interventions



2.3 Our Values

We hold strongly that to achieve our vision and mission we will need to promote an organizational culture with embodies the following principles:

- **Respect-** We treat all our members and beneficiaries with fairness regardless of differences in status and backgrounds
- **Teamwork and Cooperation-** We believe in working together across teams and with our partners to achieve our shared goals and create lasting change.
- **Transparency and accountability-** We are open and honest in all our dealings and take full responsibility for all our actions.
- **Integrity-** We uphold the highest ethical standards in all our actions, ensuring that we are honest in decisions and practice.
- **Professionalism-** We commit to high standards of competence in our service towards vulnerable women and children



2.4 Our Strategic Focus

- **Gender-Based Violence (GBV) Management** – In December 2024, the Kenyan government declared Gender-Based Violence (GBV) the nation's most pressing security threat after 100 women were killed within four months—most at the hands of men they knew, including intimate partners. Turkana County has one of the highest GBV prevalence rates in the country, with the Kenya Demographic and Health Survey reporting a rate of 42%, significantly higher than the national average of 35%. This alarming trend is driven by factors such as lack of awareness, harmful cultural practices like child marriages and limited understanding of what constitutes GBV.

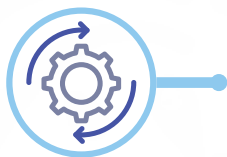
We are committed to combating GBV through a holistic approach that includes prevention, protection, response, empowerment, and accountability. Our initiatives focus on capacity-building, economic empowerment and advocacy to eliminate GBV and create a safer, more equitable society.

- **HIV Awareness and Support**– Kenya has made significant progress in its HIV/AIDS response, with 95% of people aware of their HIV status, 97% receiving treatment and 94% achieving viral suppression, according to the National Syndemic Diseases Control Council (2024). In Turkana County, the HIV prevalence rate stands at 3.6%, with a viral suppression

rate of approximately 87%—below the UNAIDS target of 95%. The county's prevalence has risen from 2.2% in 2020 to 3.1% in 2021, compared to the national average of 4.5%. Currently, 20,092 residents in Turkana are living with HIV, and new infections across all age groups increased from 418 to 665 within the same period. This rise highlights the need for intensified prevention, treatment, and awareness efforts to curb the spread of HIV in the region.

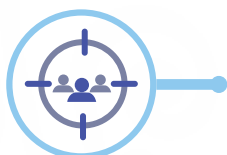
To build on these gains, it is essential to prevent new infections, enhance care for those affected and eliminate the stigma surrounding HIV/AIDS. Our approach prioritizes community education, expanded access to treatment and care and robust support systems for individuals living with HIV. By fostering awareness, reducing stigma, and ensuring equitable access to compassionate care and vital resources, we strive to enhance the quality of life for those affected and promote a healthier, more informed society.

- **Institutional Development and Growth** – We are keen at improving both our members and organizational capacities to be able to deliver our services effectively and efficiently. This strategic plan leverages the recommendations of the OCA undertaken in the month of February 2025, and further discussions with the organization's key stakeholders.



2.5 Current approaches

- **Community Organizing** – Our services are designed to empower communities to understand their rights, identify their needs and take collective action to bring about positive change. We mobilize survivors and different stakeholders to create safer communities and change harmful social norms.
- **Linkage to service**—We are keen to connect survivors to appropriate support services to ensure their safety, healing and justice. Through existing networks, we are able to offer more coordinated responses so that survivors receive holistic care without barriers.
- **Advocacy**—We believe communities need to be empowered to stand up and fight for their rights, especially the vulnerable communities whose voices are not heard. We advocate for the rights of survivors, helping them navigate the appropriate channels to receive support. This includes providing legal assistance, raising awareness about their rights and connecting them with relevant resources and services.



2.6 Target groups

Over the next 3 years, Hemajale Nabulon Women Group will give primary attention to:

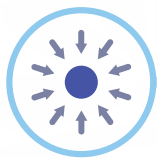
- Survivors of sexual violence under the following categories:
 - Widows
 - Single mothers
 - Adolescent Girls and Young Women
 - Children
- Women Living with HIV/AIDS



2.7 Target areas

Our programs will be majorly focused in:

- Kanamkemer Ward in Turkana Central Sub county, Turkana County



2.8 Our impact and achievements over the last three years

- Strengthening HIV Treatment Continuity*—Since 2020, we have reintegrated an average of 25 treatment defaulters per year back into the HIV care program, ensuring uninterrupted access to life-saving medication and significantly improving treatment adherence.
- Justice for SGBV Survivors*—Over the past 3 years, we have facilitated justice in 200 SGBV cases through consistent case follow-ups, ensuring survivor centered support from initial reporting to final resolution.
- Empowering Persons living with HIV*—To date, we have empowered 120 individuals living with HIV to manage their condition and improve quality of life by enhancing access to healthcare, treatment and psychosocial support services.
- Supporting Women's Right and Economic Empowerment*—Since 2023, we have empowered 80 women (primarily, single mothers and widows) to assert their rights, access essential resources and achieve financial independence through advocacy, economic empowerment and support programs.
- Supporting Education for vulnerable children*—Since 2020, we have enrolled 8 vulnerable children into educational institutions, 1 in University, 3 in College and 4 in Secondary school while providing ongoing mentorship and support to ensure their success.
- Restoring property rights*—To date, we have assisted 58 widows in reclaiming property that was wrongfully taken from them by family members, restoring their dignity and economic stability through legal aid and advocacy efforts.



2.9 Current challenges

Our organizations most pressing needs that will demand urgent attention during this strategic plan year include;

- Limited financial resources for effective implementation of all programs.
- High demand for services against limited capacity to support everyone.

3.0 Environmental Analysis

3.1 Internal Context

This section highlights our strengths and areas of improvement, how they affect our ability to reach our goals and the strategic interventions that we will work towards undertaking.

	What is working well	Strategic Response
1	Committed and passionate team	Capacity development for members and volunteers on key capacity gaps
2	Close working relationships with partners making easy referral of survivors to relevant partners where their needs can be met	- Set and periodically review networking goals and priorities against program needs. - Participate in joint events
3	Strong leadership and a common sense of purpose	- Clarify vision, mission and goals - Encourage sharing responsibilities
	Areas of Improvement	Strategic Response
1	Limited geographic and program scope due to nature of registration	- Transition from SHG to CBO - Leverage referral of survivors to other partners
2	Inadequate human resource and capacity (paralegalism, social enterprise, legal aid, financial management, digital literacy etc)	- Periodic capacity development of staff and volunteers on key program and operational areas - Leverage referrals
3	Inadequate operating procedures to support programs and operations	Prioritize development of key policies (Safeguarding, Equality and Nondiscrimination, MERL framework,)
4	Inadequate resource mobilization skills	- Training on resource mobilization / strategy - Strategic recruitment - Adaptability plan - Income Generating Activities
5	Low organizational visibility	- Capacity building on corporate development, communication and public relations. - Use of social media platforms
6	Weak MERL practices	- Staff training - MERL framework
7	Lack of rescue center	- Fundraising to build a rescue center - Leverage on referrals for rescue center needs

3.2 External Context

This section highlights our opportunities and threats and the strategic measures will undertake to maximize opportunities, minimize threats and achieve our goals.

Area of assessment	Opportunities	Strategic Response
Political	Government support for women's empowerment and GBV prevention through institutions, policies and funding.	• Leverage support from government institutions.
Economic	• Potential for partnerships with corporate organizations and NGOs offering grants and funding for gender-focused programs. • Access to microfinance institutions and skills development programs for women and young people.	• Explore applying for affirmative action funds offered by the government. • Consider making joint proposals with like-minded organizations
Social	• Increased public awareness of gender-based violence and economic empowerment, leading to more community engagement. • Rising support from male allies and community leaders in addressing GBV and women's empowerment. • Growing youth and women networks that can be mobilized for mentorship and advocacy.	• Periodic stakeholder analysis. • Discussions with key government bodies providing affirmative action funds. • Promote intergenerational and cross-gender engagements
Technological	• Digital platforms (social media, online fundraising, mobile banking) that can enhance awareness, fundraising, and service delivery.	• Digital security training. • Leverage social media for programming and advocacy. • Leverage technology for data, information and communication management
Environmental	• Climate change and environmental conservation programs that promote green businesses and sustainable livelihoods for women. • Collaboration with health institutions and organizations for better service delivery to survivors of GBV.	• Climate adaptation programs • Promote alternative climate resilient livelihood projects for women.
Legal	• Existing laws and frameworks (e.g., Sexual Offenses Act, Protection against Domestic Violence Act) that can be leveraged for advocacy. • Underreporting and withdrawal of GBV cases	• Increased awareness raising targeting key stakeholders. • Establishment of SGBV courts • Effective gender based violence recovery centers.

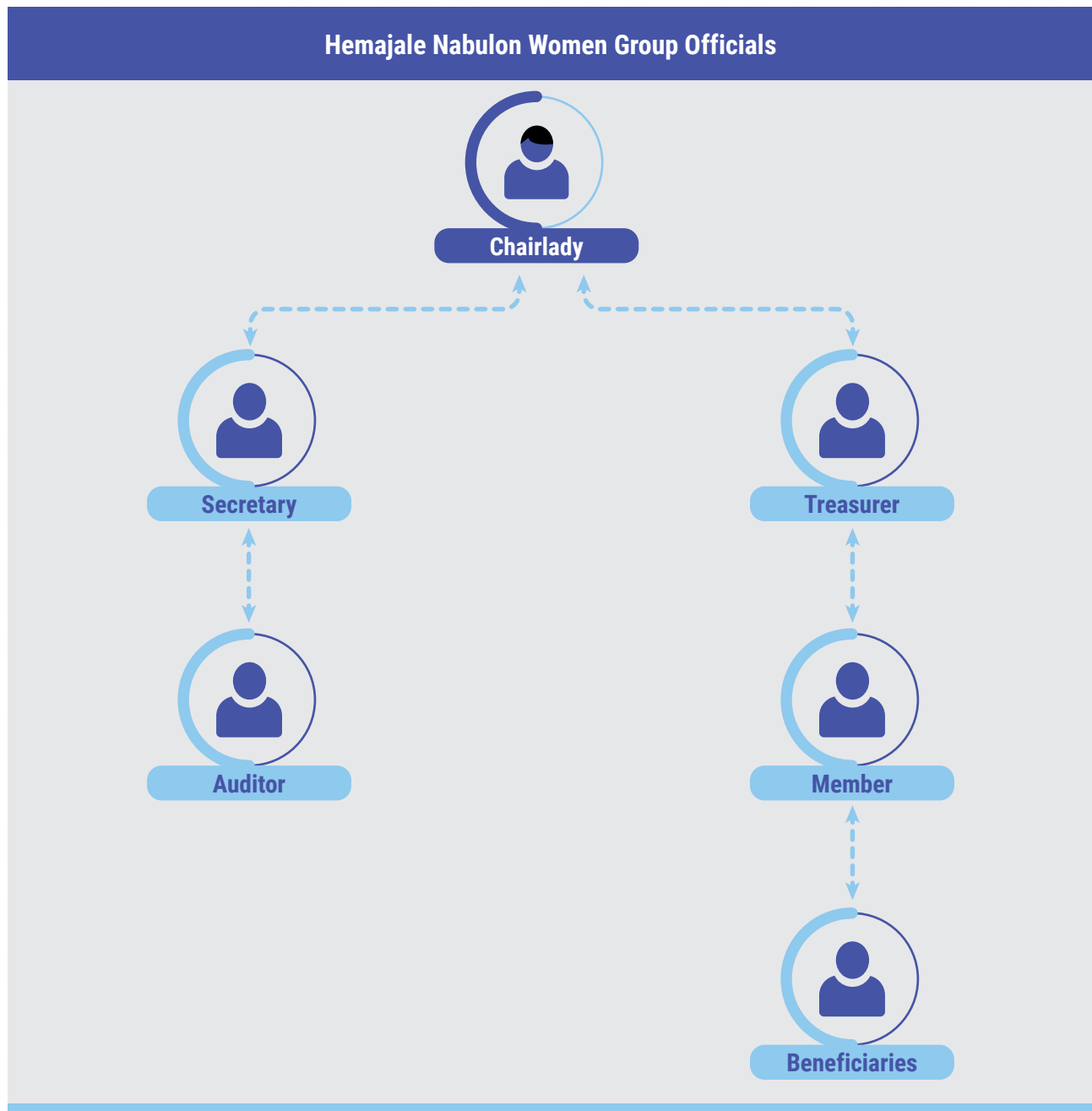
Area of enquiry	Threats	Strategic Response
Political	• Delay in funding approvals and policy changes. • Corruption and bureaucratic inefficiencies	• Undertake political risk assessment on programs. • Diversify fundraising streams
Economic	• Rising cost of living makes it harder for beneficiaries to achieve financial independence. • Limited funding opportunities due to economic downturns or shifting donor priorities. • High unemployment rates leading to increased dependency on financial support.	• Explore applying for affirmative action funds offered by the government. • Consider making joint proposals with like-minded organizations • Consider investing in climate resilient IGAs.
Social	• Deep-rooted gender norms and stigma that prevent women from reaching out • Pastoralist way of life increasing women and widows vulnerability and difficulty for follow- ups • Risk of victim-blaming attitudes discouraging survivors from seeking help.	• Consistent and targeted awareness raising. • Intergenerational and cross-gender engagements
Technological	• Limited access to modern technology and digital skills among beneficiaries. • Data privacy risks	• Put up hotlines to enhance reporting and feedback • Leverage social media for programming and advocacy. • Leverage technology for data, information and communication management
Environmental	• Extreme Climatic conditions such as Drought and Floods contributing to increased cases of GBV and low production • Arid and semi-arid areas harsh conditions	• Consider programming around the intersection between GBV and climate change. • Climate adaptation programs • Strengthen GBV climate change early warning signs
Legal	• Weak enforcement of GBV laws, leading to continued violence and impunity. • Legal technicalities allowing perpetrators to escape justice and delay of cases	• Enhance policy advocacy through lobbying, litigations and campaigns • Support court community outreaches

3.3 Stakeholders Analysis

This section identifies key stakeholders interested in our work and explains how they will be engaged, informed and related to.

Stakeholder	Stakeholder expectation from us	Our organization's expectation from Stakeholder	Current stakeholders	Remarks
Primary target audience	- Access to services - Support services	- Participate in program, - Provide feedback - Engage in advocacy effort	- GBV survivors (widows, single mothers, AGYWs and children) - Women living with HIV/AIDS	- Consider beneficiary feedback in programming - Conduct beneficiary needs assessment before onboarding
Community groups	Leadership and support	- Participate and support programs - Provide feedback	FBOs, women groups, transport actors,	- Clear communication - Increase community engagements
Duty bearers	- Partnership and collaboration - Awareness and sensitization - Monitoring, documentation, reporting & referrals	- Effective service provision - Exercise accountability - Partnership and collaboration - Awareness raising	National Police Service National Government Administration Officers National and County Gender Officers Department of Children	- Strategic alliances - Oversight - Referrals and follow ups
CSOs	- Partnership, collaboration and networking - Joint campaigns	- Partnership, collaboration and networking - Joint campaigns - Research & publications	WKF, World Vision-Kenya	- Periodic stakeholder analysis - Stakeholder management plan - Joint fundraising
Private Sector	- Policy development awareness raising - Job opportunities - Strengthen public order and security	- Respect for human rights - Support local human rights initiatives - Partnership and collaboration - Support sustainability projects	None at the moment	- Explore leveraging strategic private sector partnerships - Understand interest of local private sector actors in relation to program areas
Development partners	- Demonstrate impact - Accountability for funds - Timely Reporting	- Understand our mission and goal - Open communication - Feedback and collaboration - Linkage and referrals - Funding flexibility		- Fundraising strategy - Effective compliance mechanisms

3.4 Organization's Governance Model



3.5 Change Theory

1



CURRENT SITUATION

- Retrogressive cultural behaviors against women and children.
- Low regard for women land and property rights.
- Child marriage prevalence.
- Low regard for women right to economic empowerment
- Limited access to resources and support for GBV survivors,
- Low awareness and stigma surrounding GBV and HIV/AIDS survivors

2



WHERE WE WANT TO BE

A community that values and respects women's rights and wellness

3



HOW WE WANT TO GET THERE

- Community Organizing
- Promoting access to holistic and comprehensive service delivery
- Advocacy

4



WHAT WE'RE GOING TO DO TO GET THERE

- Monitoring, documentation and reporting; mobilizing supports for collective actions;
- Referrals, linkages and follow ups, capacity building support institutions; legal aid; emergency response.
- Awareness raising on gender and human rights; Institutional social audits;

5



HOW WE WILL KNOW CHANGE HAS HAPPENED

- Increased reporting and comprehensive response to GBV cases.
- Reduction of cases of women disinheritance
- More women are accessing and benefiting from economic empowerment programs.
- Reduction in child marriage cases
- Positive shifts in community attitudes toward gender equality.
- Strengthened collaborations with stakeholders in addressing GBV.
- Reduced defaulters in HIV/AIDS management

4.0 Strategic Plan Implementation Framework

This implementation framework provides a structured approach for Hemajale Nabulon Women Group to carry out the Strategic Plan over the next three years. It outlines key strategies, activities, targets, and the budget needed for successful implementation. Hemajale Nabulon Women Group will develop a MERL action plan to help with integrating MERL into every aspect of programming. We will also undertake annual reviews of the respective work plans whose development will be informed by this strategic plan.

Key Result Area 1:		Gender Based Violence Management						
Strategic Objective 1:		To contribute to the comprehensive management of GBV in Kanamkemer Ward, Turkana County						
Primary Target Groups		Widows, Survivors of Sexual Gender-Based Violence, Person living with HIV/AIDS						
Outcomes:		Increased community awareness on GB; Increased number of reported GBV cases; Improved GBV stakeholders' collaboration; Improved case managers' capacity on GBV management; Increased number of logically concluded GBV cases and Reduced defaulter rate in Persons living with HIV/ AIDS						
Strategies:		Key Activities	Output Indicators	Performance Targets			Total	Indicative Budget (Kshs.) '000
				2025	2026	2027		
1	Prevention	Awareness and sensitization (barazas, dialogues, social media campaigns, annual observances, radio shows, school outreaches and trainings)	No. of awareness sessions No. of people reached Feedback received Key campaigns run	8	12	16	36	200
2	Response	Referrals, Linkages and Follow ups	No. of successful referrals, linkages and follow ups Institutions referred to	200	240	260	700	1,050
		Emergency response and rescue	No. of successful emergency responses and rescues, Time taken to rescues Rescue service provided	50	50	80	180	120
		Legal aid advisories	No of legal aid sessions and cases Nature of cases handled Feedback from beneficiaries	100	150	200	450	500
		Temporary accommodation	No in temporary accommodation Duration of stay Condition of accommodation Feedback form beneficiaries	80	100	150	330	900
		Compassion support	No. receiving support No. of support sessions conducted	100	120	130	350	260

Key Result Area 1:		Gender Based Violence Management						
Strategic Objective 1:		To contribute to the comprehensive management of GBV in Kanamkemer Ward, Turkana County						
3	Empowerment	GBV Case Managers Capacity Development	No. of GBV case managers trained No. of case mgt tools developed/improved	15	20	25	45	100
		Trainings / Mentorship for survivor support groups	No. of support groups trained Areas of trainings conducted	20	25	30	75	1,875
		Seed capital for business startups	No. receiving capital Amount of capital granted No of new business started	52	52	52	156	3120
		Market linkages and job placements	No. successful linkages and work placements	30	30	30	90	450
4	Strategic collaboration	CUC meetings	No. of sessions held No. of organisations attending Commitments made	3	3	3	9	120
		Gender Sector Working Group Meetings and Partnerships	No. of sessions held No. of organisations attending Commitments made	4	4	4	12	200
		Partnership mtgs with referral pathways actors	No. of partnership meetings held No of new partners engaged No. of commitments made	4	4	4	12	600
		Community level GBV stakeholders forums	No. of forums conducted No of actions launched	1	1	1	3	900
		Joint campaigns	Nature of campaigns organised No.of organizations participating No. reached	4	4	4	12	800
		Development of a stakeholder engagement strategy	Key stakeholder mapped and engaged No. of stakeholder engaged Strategy developed	1	0	0	1	150
5	GBV Monitoring, Documentation and Reporting	Development of case management database	Database developed No. of staff trained No of cases and updates entered	1	0	0	1	100
		Development of GBV Monitoring, Documentation and Reporting SOPs	Developed tools No of staff trained % of cases documented in line with SOPs	3	0	0	3	150

Key Result Area 1:		Gender Based Violence Management						
Strategic Objective 1:		To contribute to the comprehensive management of GBV in Kanamkemer Ward, Turkana County						
6	Advocacy	Legal aid clinics	No. held No. provided with service No accessing follow up % successfully resolved	4	4	4	12	1500
		Community outreaches (radio, dialogue forums, social media, IEC material, barazas etc)	No. outreaches held / people reached No. of IEC distributed No. actively participating	11	14	18	43	860
		Direct actions (petitions, litigations, protests, etc)	No of petitions, litigations, protests held	8	8	10	26	150
		Media engagements (talk shows, pressers etc)	No. conducted No. of media outlets involved	3	3	3	9	180
		Development of advocacy strategy	No. of stakeholders consulted Advocacy strategy document No. of advocacy tools developed	1	0	0	1	200

Key Result Area 2:		Increase HIV Awareness and Support						
Strategic Objective 2:		To raise awareness about HIV, its prevention and treatment options while promoting support for persons living with HIV.						
Outcomes:		Increased community awareness and participation; Reduced cases of stigma & Low defaulter rates						
Strategies:		Key Activities	Output Indicators	Performance Targets			Total	Indicative Budget (Kshs.) '000
				2025	2026	2027		
1	Awareness & sensitization	Community outreaches (barazas, radio, ealth facilities & social media)	No. of awareness sessions Documentation of feedback received	20	24	30	74	370
2	Direct support	Health screening	No. of people screened Key partnerships	15	20	30	65	325
		Referrals	No. successful referrals Referral feedbacks	3	5	8	16	300
		Defaulter Tracing	No. of successful defaulters tracings	36	40	50	126	400
		Establishing Support Groups	No. of support groups established	15	20	30	65	1,300
		Compassion support	Type of support received No. of people receiving support	6	8	10	24	120

Key Result Area 3:		Institutional Growth and Development						
Strategic Objective 3:		To build a strong organizational culture, enhance operational efficiency and support continuous learning and innovation.						
Outcomes:		Faster decision making, Enhanced skills, Improvement in teamwork, Operational internal policies						
Strategies:		Key Activities	Output Indicators	Performance Targets			Total	Indicative Budget (Kshs.) '000
				2025	2026	2027		
1	Internal systems strengthening	Upgrade registration to CBO	CBO registration certificate Minutes and resolutions	1	0	0	1	20
		Board establishment	Board Charter	1	0	0	1	200
			Board training and induction					
		Development of key policies and SOPs (resource mobilization, M&E, Risk Management Planning)	SOPs developed and operationalized Staff trainings held	2		0	1	200
		Staff knowledge and skill development trainings	Action plans developed Strategies reviewed Operational and program efficiency SOPs developed Capacity gaps resolved Skill and knowledge gaps identified	4	4	4	12	850
		Team building	Key resolutions made Strategic realignments made	1	1	1	3	300
2	Fiscal compliance	Trainings	No. of trainings completed Change in policy understanding	1	1	1	3	300
		Financial Audits	Audit report	1	1	1	3	450
3	Partnerships and collaborations	Roundtable meetings	New key stakeholders mobilized	3	3	3	9	45
		Joint meetings / activities	Number of joint activities supported	2	2	2	6	60
4	Communication and visibility	Develop website and social media platforms	Website and social media platforms	1	0	0	1	100
5	Admin	Personnel / stipends	No. of volunteers on stipend Improvement in staff / volunteers performance	3	6	6	15	1,800
		Logistics	Increase in organization efficiency and effectiveness	1	1	2	4	600

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