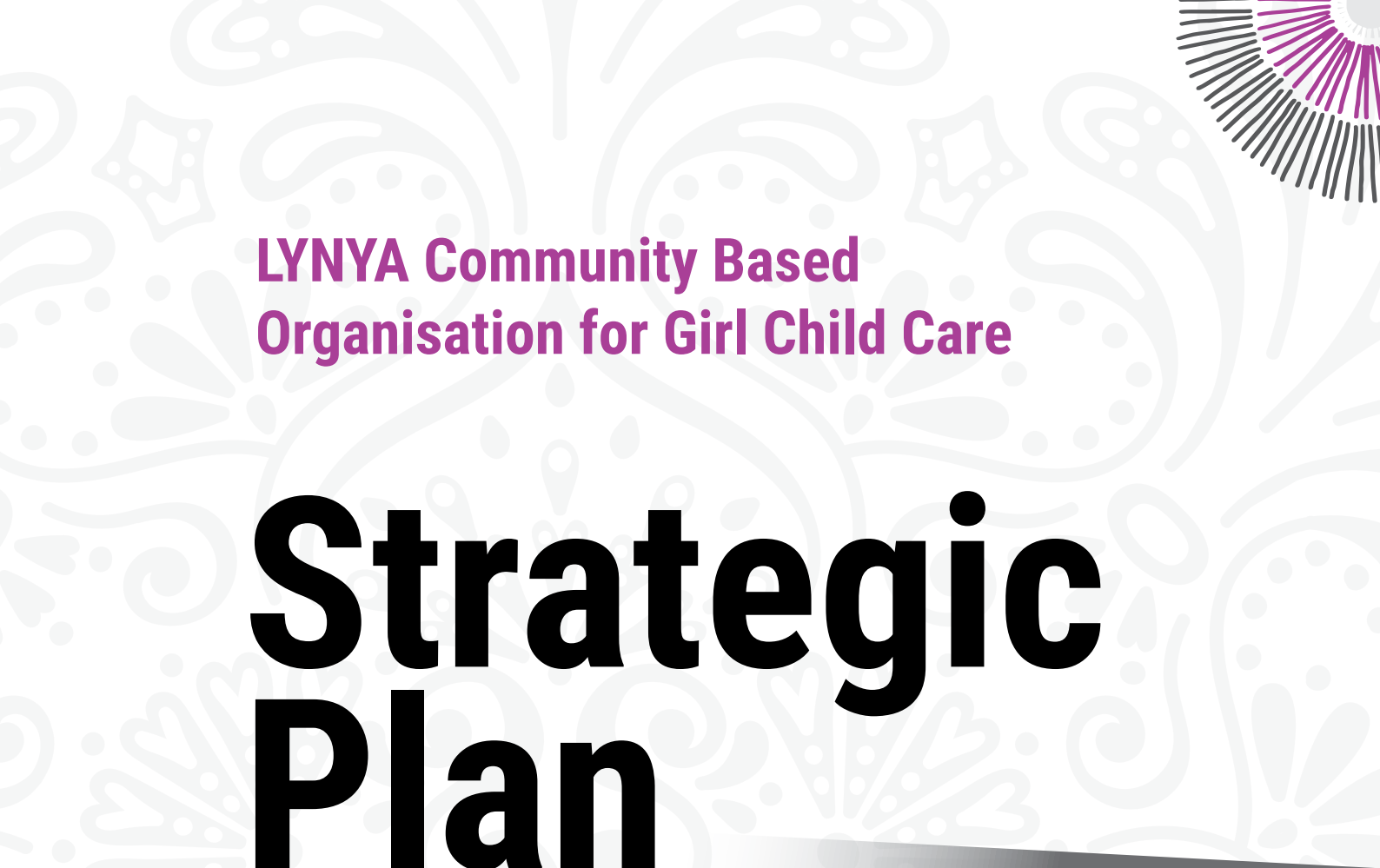




**LYNYA Community Based
Organisation for Girl Child Care**

Strategic Plan

2025 - 2027



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Acronyms

CBO	Community Based Organization
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CSO	Civic Society Organization
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FON	Feminist Opportunities Now
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GBV	Gender Based Violence
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M&E	Monitoring and Evaluation
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PBO	Public Benefit Organization
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SGBV	Sexual and Gender Based Violence
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SSV	Survivors of Sexual Violence
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WKF	Wangu Kanja Foundation
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Statement from the Executive Director

At the heart of our mission is a firm and unwavering stand that SGBV is both a human rights and developmental concern. We envision a society that is safe and free from all forms of sexual SGBV against any person; woman or man, girl or boy.

Our work is rooted in justice, dignity and restoration. We are committed to fighting SGBV through a comprehensive approach that explores prevention, protection and empowerment of communities, duty bearers and survivors of sexual violence. We therefore strive to create pathways for survivors to reclaim agency over their futures. We believe that justice must be accessible to all despite their gender.

We would like to extend our heartfelt gratitude to everyone who contributed to the development of this strategic plan. Your insights, dedication, and collaboration have been invaluable in shaping a roadmap that will strengthen our work in addressing sexual and gender-based violence and empowering survivors in Trans Nzoia County.

Special appreciation goes to the Chief of Kinyoro Location, Gender Desk Officers at Kinyoro Police Post and Saboti Sub County Community Health Promoters for their tireless efforts in grassroots mobilization, survivor support, and awareness creation. We equally thank our donors, partners within the CSOs and community groups who have ensured that our interventions get the best outcomes.

Lastly, we extend our deepest gratitude to our staff, volunteers and direct program beneficiaries who have been instrumental in developing this strategic plan. Your courage and resilience continue to inspire our work, and we remain committed to building a safer, more just society for all.

Lydia Simiyu
Executive Director



Executive Summary

Lynya Community-Based Organization (CBO) is committed to promoting a comprehensive approach to sexual and gender-based violence (SGBV) management that emphasizes prevention, protection, response, empowerment, accountability and advocacy. Founded in 2012, by survivors of the 2007 – 2008 post-election violence, the CBO envisions a society that is safe and free from all forms of sexual gender based violence. The mission is towards championing systematic and structural transformation in the management of SGBV by addressing the root causes, strengthening response mechanisms and empowering survivors to rebuild and seek justice.

This strategic plan (2025-2028) provides a roadmap and implementation framework for strengthening survivor support systems, enhancing advocacy efforts, and expanding economic empowerment programs. The plan is built around four strategic objectives:

- a. Promoting gender equality and addressing the root causes of SGBV in Trans Nzoia County.
- b. Developing and implementing community-based SGBV prevention and response programs
- c. Supporting survivors of SGBV through healing, rebuilding and in seeking justice.
- d. To improve efficiency and effectiveness of our operational and programmatic performance, outcomes and sustainability.

The success of interventions that support the strategic objectives will be measured by improvements in survivor protection and partners collaboration, increased economic opportunities, enhanced community awareness, and strengthened legal support structures.

Targeting SGBV survivors from all genders, teenage mothers, vulnerable women, children at risk, and key community stakeholders, LYNYA employs a survivor-centred and rights-based approach. Through partnerships and sustainable programming, the organization remains dedicated to creating a just and inclusive society where all individuals, especially women and girls, can live free from violence and oppression.



1.0 Introduction

1.1 About the Organisation

Lynya Community Based Organization (CBO) is a non-profit organization that was founded in the year 2012 by survivors of sexual violence following the 2007-2008 post-election violence. In the early days, the CBO offered a safe space for healing and access to justice for the survivors of the post-election violence and adolescent girls and young women (AGYWs).

Concerned about the realization of the rising cases of sexual gender based violence (SGBV) across all genders in Trans Nzoia County and the demand for support by the survivors, the organization opened its doors to support all survivors of SGBV regardless of their gender. Our interventions focus on prevention, protection, response, accountability and advocacy.

We envision a society that is safe and free from all forms of sexual gender based violence. Our mission is towards championing systematic and structural transformation in the management of SGBV by addressing the root causes, strengthening response mechanisms and empowering survivors to rebuild and seek justice.

1.2 Objectives of the strategic planning

This strategic plan has been developed with the intention of:

- Defining Lynya CBO's strategic roadmap; including programs, objectives, strategies, activities and key result areas over the next three years;
- Analysing the CBO's internal and external environments and designing strategies that it will leverage on to get the best of each situation – ensuring better outcomes and sustainability of programs.
- Communicating the CBO's mission to its stakeholders with the intention of building strategic partnerships and collaborations.

1.3 Strategic Plan Development Process

The strategic planning process was conducted through a participatory and inclusive approach, ensuring that diverse perspectives were incorporated to create a comprehensive and effective plan. The following methods were used:

a. Members Consultations

Board members, the executive committee members and programs staff and volunteers were engaged in structured discussions to identify key priorities, challenges, and opportunities. Consultations took place through focus group discussions, feedback sessions, and brainstorming sessions to ensure a broad range of insights.

b. Interviews

Key informant interviews were conducted with stakeholders within the SGBV referral pathways and partner organizations to gain expert opinions and refine our strategic direction. Program beneficiaries and survivors of sexual gender-based violence were also interviewed to incorporate their lived experiences into the planning process.

c. Community Participation

Community forums and dialogues were organized to engage residents and marginalized groups in identifying pressing issues and potential solutions. Participatory workshops allowed community members to contribute ideas on sustainability, partnerships, and economic empowerment.

d. Desktop Analysis

A thorough review of existing policies, reports, and best practices was conducted to align the strategic plan with current legal frameworks and global trends. Data from previous programs, evaluations, and research studies were analyzed to inform evidence-based decision-making.



2.0 Organisational Profile



2.1 Vision

A society that is safe and free from all forms of sexual gender based violence.



2.2 Mission

To champion systematic and structural transformation in the management of SGBV in Trans Nzoia County by addressing the root causes, strengthening response mechanisms and empowering survivors to rebuild and seek justice.



2.3 Values

The core values of the organisation are:

- Transparency – We ensure that our dealings are above board. We ensure that our we provide our stakeholders with the right information to enable them make informed decisions.
- Integrity–We are committed to the maintenance of high standards of behavior and work professionalism.
- Accountability–We are committed to taking responsibility and being answerable for all our undertakings.
- Confidentiality–we are committed to respecting our program beneficiaries' right to privacy and protecting the information they share with us.

2.4 Thematic Focus

a. Comprehensive Management of Sexual Gender Based Violence



Sexual and Gender Based Violence is one of the leading and most prevalent forms of crime in Trans Nzoia County. Statistics show that GBV (including intimate partner violence), rape and defilement incidences are way above the national averages.

#	Violation	County Incidence rate	National Incidence rate
1	GBV (including assault and IPV)	74.0	45.4
2	Rape	12.5	19.9
3	Defilement	77.1	31.3

Some of the notable drivers include little accountability for violations, retrogressive gender beliefs, harmful cultural practices, little awareness on gender rights and inadequate systems to support survivors – like lack of safe houses – among others. We are committed to ensuring a holistic approach to SGBV management. Our strategies therefore incorporate the following aspects: prevention, protection, response, empowerment, accountability and advocacy.

There are two strategic objectives under this thematic focus:

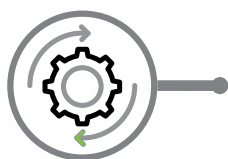
- Promoting gender equality and addressing the root causes of SGBV in Trans Nzoia County.

- b. Developing and implementing community-based SGBV prevention and response programs
- c. Supporting survivors of SGBV through healing, rebuilding and in seeking justice.

b. Institutional Growth and Development

The overall objective under this thematic focus is to:

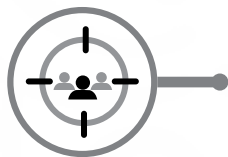
- d. To improve efficiency and effectiveness of our operational and programmatic performance, outcomes and sustainability.



2.5 Strategic Approach

In order to ensure focus, alignment, and accountability and ultimately drive performance and great impacts, the CBO will employ the following thinking and strategies in implementing its interventions.

- Strategic partnerships and collaborations – we are keen on leveraging multi-stakeholder support for increased ownership, visibility and impact.
- Survivor-centred approach – we ensure that our programming is sensitive to the wishes of survivors and work towards empowering them to be able to make free and informed choices. We ensure that survivors consent is sought at every step of engagement. Additionally, our interventions will explore equipping survivors with livelihood skills and education.
- Evidence – based interventions – we ensure that our decisions and actions are based on facts rather than bias, leading to more effective and efficient support. Additionally, evidence-based interventions promote continuous learning and professional development of our members and partners.
- Community-Based Interventions: We are keen on establishing grassroots networks to identify and support survivors – to enhance ownership and sustainability of our interventions.
- Advocacy & Policy Influence: Engaging policymakers to create a supportive legal and policy environment.



2.6 Target groups

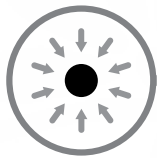
The primary targets of our programs include:

- All survivors of SGBV in Trans Nzoia County
- SGBV referral pathways actors in Trans Nzoia County
- Teenage mothers
- Social and Cultural gatekeepers
- Activists and media houses



2.7 Geographical Coverage

Our activities will be implemented in the five sub counties of Trans Nzoia County (Saboti, Kiminini, Kwanza, Endebes and Cherang'any). We currently have a centralized office in Saboti Sub County and work closely with partner organizations and strategic community resource persons in other sub counties.



2.8 Major Achievements

Over the years, the CBO has made significant strides in supporting and advocating for survivors in Trans Nzoia County. The organization has:

- Assisted over 300 survivors in accessing legal aid and psychosocial support.
- Trained more than 300 young women in vocational skills, fostering financial independence.
- Reached thousands of community members through awareness campaigns across Trans Nzoia County.
- Built a strong network of survivor advocates, pushing for justice and policy reforms.
- Successfully influenced local policies to enhance survivor protection and promote gender equality.



2.9 Current challenges

Despite its significant impact, the CBO faces several challenges that hinder the full realization of its mission. These include:

- **Financial Constraints**—Limited funding remains one of the biggest obstacles, affecting the sustainability and expansion of key programs such as survivor support services, vocational training, and advocacy initiatives. The organization has not benefitted from any donor funding, due to capacity issues, making long-term planning and program implementation difficult. A lack of consistent financial resources also limits the number of survivors who can receive direct support, including legal aid and counselling.
- **Lack of Rescue Homes**—The absence of a dedicated rescue home poses a significant challenge in providing immediate safety and protection for survivors of sexual and gender-based violence. Many survivors, especially women and children, are forced to remain in unsafe environments due to the lack of secure shelter options. Sometimes the organization has to organize a makeshift effort for survivors.

3.0 Environmental Scanning

3.1 Internal Environment

This analysis highlights the organization's current capacity, identifying key strengths that drive its success and areas that require improvement to enhance service delivery. By leveraging its dedicated team, available resources, and strong community engagement, while addressing financial constraints and infrastructural gaps, the organization can strengthen its impact and sustainability.

The table below outlines Lynya CBO's internal strengths and weaknesses / areas of improvement:

	What is working well /strengths	Strategic Response
1	Committed & Skilled Personnel – a dedicated team with expertise in advocacy, legal rights, education, and community engagement, ensuring effective program implementation.	- Continuous knowledge and skill building opportunities. - Sustain teamwork and peer learning
2	Office Space – The organization has a physical office that serves as a coordination center for its operations and outreach programs.	- Establish risk management plans, and improve office security infrastructure. - Leverage referrals and linkages
3	Equipment for Practicals – Availability of tools and resources for vocational training programs, enabling survivors to gain practical skills.	- Invest in office security - Invest in proper asset management
4	Trainers for Vocational Skills – Skilled trainers provide technical and business training, helping survivors gain financial independence.	- Secure additional equipment and materials to enhance practical training opportunities. - Encourage peer learning for sustainability
5	Volunteers – A strong network of committed volunteers supports the organization's activities, extending its reach within the community.	Put in place a motivation scheme for volunteers
	Areas of Improvement	Strategic Response
1	Limited Financial Resources – Funding constraints affect the sustainability and expansion of programs, limiting the number of survivors who can be supported	Develop a resource mobilization strategy, diversify funding sources (grants, partnerships, social enterprise), and build donor engagement initiatives.
2	Security Challenges – The organization faces security concerns, which can impact both its operations and the safety of survivors.	Conduct regular risk assessments, establish security protocols, train staff on safety measures
3	Lack of Proper Document Storage – Weak documentation and storage systems can hinder record-keeping and tracking of progress in service delivery.	Establish secure digital documentation systems and train staff in data management and confidentiality protocols.
4	Insufficient Equipment for Vocational Training – A shortage of essential tools for skills development programs reduces the effectiveness of training.	Form partnerships with technical institutions and donors to acquire tools, and prioritize equipment investment in resource mobilization efforts.
5	Lack of a Safe Home for Survivors – The absence of a rescue center or safe house forces survivors to remain in unsafe environments, increasing their vulnerability	Advocate for support to establish a safe space, and explore temporary housing partnerships with existing safe spaces or faith institutions.

3.2 External Environment

Lynya CBO operates within a dynamic external environment influenced by political, economic, social,

technological, environmental, and legal factors. These external factors present both **opportunities** that can be leveraged to enhance impact and **threats** that may hinder the organization's ability to achieve its mission. Understanding these external dynamics is crucial in developing adaptive strategies to ensure sustainability and effectiveness in addressing sexual and gender-based violence (SGBV).

The following analysis outlines the key external opportunities and threats affecting Lynya CBO:

Focus area	Opportunities	Threats	Strategic Response
Political	Government Support: The presence of supportive government policies and initiatives aimed at addressing gender-based violence (GBV) and community development can enhance the organization's work. Elections: Political cycles provide opportunities to engage with policymakers and advocate for survivor-centered policies and funding. Bordering Uganda: The proximity to Uganda creates cross-border collaboration opportunities in advocacy and policy alignment for human rights and GBV prevention.	Election-Related Instability: Political changes and election cycles may lead to funding uncertainties and shifts in policy priorities. Government Bureaucracy: Lengthy and complex regulatory processes can delay program implementation and access to resources. Cross-Border Legal Differences: Variations in legal frameworks between Kenya and Uganda may create challenges in cross-border support for survivors.	Establish formal partnerships with relevant government departments and align programs with national and county development plans to strengthen legitimacy and access to resources Conduct legal mapping of counties and countries' frameworks, and advocate for bilateral MOUs that facilitate survivor support and protection across borders. Initiate bilateral partnerships with Ugandan-based organizations and legal entities to harmonize advocacy efforts and survivor support strategies.
Economic	Funding Availability: There are opportunities to secure grants from NGOs, government bodies, and international donors to support programs. Community Awareness: Increased economic literacy and entrepreneurship training can empower survivors and reduce financial dependency.	High Rent Costs: Rising operational costs, including office rent and utility expenses, can strain financial resources. Unemployment: High unemployment levels in Trans Nzoia County increase the vulnerability of women and girls, making economic empowerment programs crucial but challenging to sustain. Funding Constraints: Inconsistent donor funding and lack of sustainable income sources affect long-term planning and project execution.	Diversify funding sources and build flexible program designs that can adapt to policy shifts or temporary funding gaps. Engage in scenario planning for high-risk election periods. Establish economic empowerment programs such as vocational training, savings groups, and small business support tailored for survivors.

Social	Churches as Key Influencers: Religious institutions provide platforms for community engagement, awareness creation, and survivor support. Bordering Uganda: Cross-cultural exchange and advocacy efforts can strengthen community support and shared learning on best practices for addressing GBV.	Traditional Practices: Harmful cultural beliefs and practices, such as early marriages and gender discrimination, pose a challenge to survivor empowerment. Poverty: Economic hardships force many survivors to remain in abusive environments due to financial dependence. Illiteracy: Low literacy levels hinder awareness and access to legal and economic empowerment opportunities.	Partner with faith-based leaders and institutions to integrate GBV messaging into sermons, events, and community activities. Train clergy on survivor-centered approaches. Engage cultural leaders, elders, and youth in dialogue sessions to challenge harmful norms and promote positive cultural change. Develop alternative rites of passage.
Technology	Ease of Reporting: Digital platforms and mobile applications enable survivors to report GBV cases more efficiently and access support services remotely.	Misuse of Technology: Online platforms can be used for cyber bullying, exploitation, and misinformation, further exposing survivors to harm.	Invest in or collaborate with developers to create secure, user-friendly reporting tools; train community members on how to use them safely and confidentially. Launch digital literacy and online safety campaigns; establish monitoring and reporting systems for online abuse, and advocate for stricter cybercrime regulations.
Environment	Climate Change Adaptation Initiatives: The organization can integrate climate justice and resilience-building programs into its activities to support affected communities.	Impact of Climate Change: Climate-related disasters, such as floods and droughts, increase economic vulnerabilities, displacement, and the risk of GBV in affected communities.	Develop emergency response and GBV risk mitigation strategies for climate-affected areas; provide mobile outreach and psychosocial support in displacement settings.
Legal	Supportive Policies: Existing national and county-level policies on gender equality, human rights, and GBV prevention provide a legal framework to support the organization's work.	Weak Policy Implementation: Despite the presence of policies, enforcement gaps and corruption hinder access to justice for survivors. Complex Legal Processes: Lengthy legal proceedings and lack of survivor-friendly legal aid services make it difficult for victims to seek justice.	Align organizational programs with existing laws and policies; engage in policy advocacy and participate in policy review forums to strengthen legal protections. Build coalitions to monitor policy implementation, document cases of inaction, and hold duty-bearers accountable through strategic advocacy and public pressure. Establish partnerships with legal aid organizations, offer paralegal support, and advocate for simplified, trauma-informed legal procedures.

3.3 Stakeholders Analysis

Lynya CBO works with a diverse range of stakeholders who play a crucial role in supporting its mission to address sexual and gender-based violence (SGBV) and empower survivors. These stakeholders, including survivors, government agencies, law enforcement, partners, donors, healthcare institutions, and the community, contribute to the organization's success in different ways.

A strong stakeholder engagement strategy ensures effective collaboration, resource mobilization, and advocacy efforts. By understanding stakeholder expectations and aligning them with the organization's objectives, Lynya CBO can build sustainable partnerships and enhance service delivery.

The table below provides a detailed analysis of the key stakeholders, their roles, and the mutual expectations between them and Lynya CBO.

Stakeholder	Role of the Stakeholder	Stakeholder expectation Lynya CBO	Lynya CBO's expectation from Stakeholder
Survivors of Sexual Violence	Primary beneficiaries of support services. Advocates for justice and policy changes. Participants in economic empowerment programs.	Access to psychosocial, legal, and economic support. Safe spaces for healing and empowerment. Timely response and justice for their cases	Active participation in programs and advocacy efforts. Willingness to share experiences to improve interventions. Commitment to personal empowerment and rebuilding
National Government Administration Officers (NGAO)	Provides administrative and policy support. Facilitates access to government resources. Enforces policies related to GBV prevention and justice	Collaboration in community outreach and policy advocacy. Support in handling cases of GBV and ensuring justice. Capacity building for officers on GBV response.	Commitment to enforcing laws that protect survivors. Facilitation of government resources and referrals. Support in awareness creation and prevention efforts
COUNTY GOVERNMENT	Develops and implements county-level policies on GBV. Provides funding and support for GBV programs. Strengthens service delivery for survivors.	Collaboration on policy formulation and implementation. Budgetary allocation for GBV response and prevention. Support in infrastructure development for rescue homes	Prioritization of GBV issues in county planning and budgeting. Inclusion of Lynya CBO in decision-making forums. Strengthening of survivor-centered services in county hospitals.
POLICE	Handles GBV-related cases and investigations. Ensures justice and protection for survivors. Enforces laws on GBV perpetrators.	Training and sensitization on survivor-centered policing. Timely response to GBV cases. Protection of survivors from further harm.	Commitment to impartial investigations and justice. Strengthening of GBV response units. Close collaboration in handling survivor cases

PARTNERS	Collaborates in advocacy, funding, and service delivery. Supports capacity building and training. Shares best practices in GBV response.	Strong partnerships for effective implementation of programs. Joint advocacy efforts to influence policies. Capacity-building opportunities for Lynya CBO.	Funding, technical support, and mentorship. Joint initiatives to scale up impact. Knowledge sharing and networking.
DONORS	Provides financial and technical support. Strengthens sustainability of programs. Holds the organization accountable for results.	Transparency and accountability in resource utilization. Measurable impact of funded programs. Effective communication and reporting.	Continued financial support for sustainability. Flexibility in funding and project timelines. Opportunities for organizational growth and learning.
HOSPITALS	Provides medical care for GBV survivors. Offers forensic examinations for evidence in legal cases. Supports mental health and counselling services.	Strengthened referral mechanisms for survivors. Collaboration in community health awareness. Training of healthcare providers on GBV response.	Timely medical care and forensic services for survivors. Commitment to survivor-friendly services. Support in policy advocacy on health-related GBV issues.
STAFF	Implements programs and provides direct support. Engages in advocacy and capacity building. Ensures accountability in service delivery.	Competitive compensation and career growth. Safe and supportive working environment. Professional development opportunities	Dedication to the mission and values of Lynya CBO. Effective service delivery and professionalism. Commitment to ethical practices and accountability.
COMMUNITY	Key allies in awareness and prevention of GBV. Beneficiaries of community outreach and training. Support system for survivors.	Inclusion in decision-making and awareness campaigns. Socio-economic support and capacity building. Access to legal and psychosocial services.	Active participation in GBV prevention and advocacy. – Support in reintegration of survivors. Willingness to challenge harmful cultural norms.
BOARD OF MANAGEMENT	Provides strategic direction and oversight. Ensures accountability and transparency. Strengthens governance and decision-making.	Regular updates on organizational progress. Sound financial management and governance. Involvement in strategic decision-making.	Effective leadership and policy guidance. Resource mobilization and networking. Commitment to organizational sustainability.

3.4 Organization's Governance Model

Lynya CBO operates under a structured governance framework that ensures accountability, effective decision-making and smooth implementation of its programs. The hierarchy establishes clear roles and relationships among different levels of leadership and operational teams.

1. Board of Management

The **Board of Management** provides overall strategic direction, governance, and oversight of the organization's activities. It ensures that Lynya CBO remains aligned with its vision, mission, and core values. Over the next 3 years, the CBO will seek to revamp the board membership, develop a charter and support its meetings.

2. Executive Leadership

The **Executive Team**, led by the Chairperson, is responsible for translating the board's decisions into actionable plans and ensuring smooth day-to-day operations.

- **Chairperson (Chair)** – Leads the organization, represents Lynya CBO in partnerships and decision-making processes, and oversees policy implementation.
- **Vice Chairperson (Vice Chair)** – Supports the Chairperson and assumes leadership responsibilities in their absence.

3. Administrative and Financial Leadership

- **Secretary (Sec)** – Responsible for official documentation, communication, and coordination of organizational activities.
- **Vice Secretary (Vice Sec)** – Assists the Secretary and ensures continuity in administrative functions.
- **Treasurer (Treas)** – Manages financial resources, oversees budgeting, and ensures transparency in financial reporting.

4. Committees and Working Groups

- **Committee Members** – Represent different functional areas, such as advocacy, survivor support, community engagement, and resource mobilization. They support program implementation and provide expertise in specific areas.

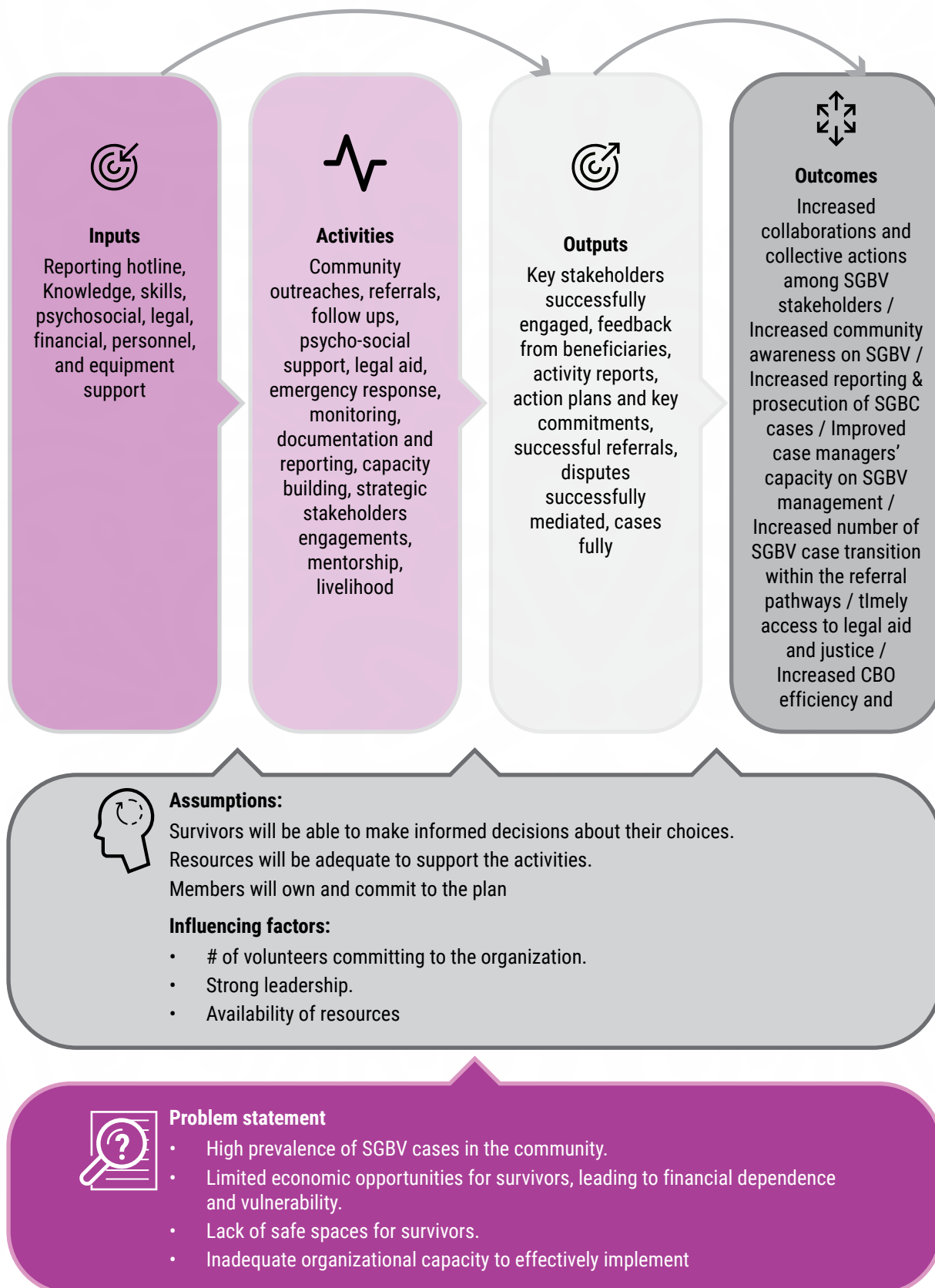
5. Operational Support

- **Volunteers** – Play a crucial role in community outreach, program implementation, and mobilization of resources. They work closely with committees to execute various initiatives on the ground.
- **Relationship Between Levels**
- The **Board of Management** sets strategic direction and provides oversight.
- The **Chairperson and Executive Team** ensure that board decisions are implemented effectively.
- The **Administrative and Financial Leaders** manage day-to-day operations, finances, and documentation.
- **Committee Members** drive specific programs and initiatives, working closely with both leadership and volunteers.
- **Volunteers** provide grassroots support, ensuring direct engagement with beneficiaries and communities.

This structure ensures a **collaborative and accountable approach**, fostering efficiency in achieving Lynya CBO's mission and objectives.

3.5 Change Theory

Lynya CBO's programs are designed to address sexual and gender-based violence (SGBV), empower survivors, and create a gender-sensitive community free from violence. The table below outlines how the programs are expected to lead to the desired outcomes:



4.0 Strategic Plan Implementation Matrix

To ensure that our activities are meaningfully impacting the communities we serve, we will ensure we measure our progress from time to time. We therefore have come up with indicators that could help us determine how we will measure our objectives. Achievement of the objectives will be measured using the following key indicators:

Key Result Area 1:								
Strategic Objectives:		Promoting gender equality and addressing the root causes of SGBV in Trans Nzoia County. Developing and implementing community-based SGBV prevention and response programs Supporting survivors of SGBV through healing, rebuilding and in seeking justice.						
Outcomes:		Smooth reintegration of survivors to their communities Improved mental health for SGBV survivors.						
Strategies:		Key Activities	Output Indicators	Performance Targets				Indicative Budget (Kshs.) '000
				2025	2026	2027	Total	
1	Prevention	Awareness raising (outreaches in school & churches, barazas, dialogues)	No. of activities and reach Feedback reports Partners supporting / collaborating	25	30	35	90	4,500
		Training of community SGBV champions		20	25	25	70	2,100
2	Protection	Establish a rescue centre	No. rescued and supported Reduction in response time to rescue calls		1		1	6,000
		Put in place a rapid response mechanism	no of chp trained to respond to emergency rescue networks formed.	6	6	6	18	1,080
		Acquire a 24/7 emergency hotline number	No. of cases reported through the hotline	1	1	1	3	300



3	Access to Justice	Referrals, linkages & follow ups	No. of successful referrals made Beneficiary feedback Key institutions support with referrals	80	100	120	300	1,800
		Paralegal training	No. key stakeholders trained No. of cases supported by the trained paralegals Training reports and action plans	4	4	4	12	1,800
		Legal aid clinics and awareness	No. of legal aid beneficiaries No. of cases resolved through legal aid support No. of community legal aid sessions held		2	2	4	40
		Lobbying for policy reviews (gbv)	No. of dialogues held No. of policy reforms campaigns conducted	1	2	2	5	300
4	Psycho-social support	Train community-based counsellors to offer trauma-informed care.	No. of trained counsellors Key training resolutions and action plans No. of persons supported by trained counsellors No. of training sessions held	2	2	2	6	360
		Mental health awareness community outreaches	No. of outreaches conducted. Outreach feedback reports Key partners supporting the outreaches	2	2	2	6	360
		Setting up peer support groups for survivors.	No. of support groups established and running. Feedback reports	4	4	4	12	720
5	Empowerment	Vocational training support	No. of survivors supported through training. Key skills trained on. Training feedback reports.	15	20	35	70	1,400
		Entrepreneurship / business skills trainings	No. of trainings held. Beneficiary feedback reports. No. of new businesses initiated / growth recorded after training.	15	20	35	70	700
		Seed capital for business start up	Amount of seed capital granted. No. of survivors benefiting from the grant. New start-ups businesses initiated.	15	20	35	70	2,450
6	Strategic collaboration		No. of new key stakeholders engaged. New initiatives and successes as a result of the collaborations	4	4	4	12	480



Key Result Area 2	Institutional Growth and Development						
Strategic Objective 3	To improve efficiency and effectiveness of our operational and programmatic performance, outcomes and sustainability.						
Target areas:	Human, informational and physical resources.						
Outcomes	Improved organizational culture, Defined performance metrics, Increased organizational visibility						
Strategies	Key Activities	Output Indicators	Performance Targets				Indicative Budget Kshs. '000
			2025	2026	2027	Total	
Systems strengthening	Trainings	Key capacity gaps trainings held # of staff trained Key resolutions and commitments made	2	3	3	8	400
	Exchange programs	No. of exchange programs held	1	1	1	3	60
	Mentorship programs	Improvement in performance	2	5	2	9	90
	Internal policy review and development (Resource mobilization, Safeguarding, Sexual harassment, MERL and Risk Management plans).	No. of internal policies Reviewed or developed. Improvement in operations	1	1	1	3	30
	Governance performance review	Review report Lessons learnt	1	1	1	3	50
	Board establishment	Board establishment framework developed Board instituted Board trained	6	4	4	16	450
	Strategic stakeholder engagements	Key stakeholders engaged Commitments gained	2	3	3	8	400
	Financial audits	Audit reports	1	1	1	3	300
	Annual renewal of CBO certificate	Renewed certificate Annual narrative and fiscal reports	1	1	1	3	90
	Annual AGM and review meetings	Resolutions Work plans	1	1	1	3	450
	Strategic plan mid-term review	Review report	-	1	-	1	100
	Purchase of office equipment	Key office equipment purchased	5	-	1	6	300
	Communication and visibility	Increase in organizational reach Feedbacks received	1	2	1	4	400
	Administration	# of staff on stipend Ability to fund operations	1	1	1	1	3,000



Lynya Community Based Organization

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