



Strategic Plan

2025 - 2027





ReBuilding Community Organization

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Acronyms

AGYW	Adolescent Girls and Young Women
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CBO	Community-Based Organization
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GBV	Gender-Based Violence
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M&E	Monitoring and Evaluation
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NGO	Non-Governmental Organization
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PBO	Public Benefit Organization
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PWDs	Persons with Disabilities
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RBC	ReBuilding Community Organizations
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SDGs	Strategic Development Goals
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SGBV	Sexual and Gender Based Violence
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SSV	Survivors of Sexual Violence
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ToC	Theory of Change
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Statement from the Board Chairperson



It is with great pride and enthusiasm that I present this Strategic Plan on behalf of the ReBuilding Community Organisation. As the Board Chairperson, I have had the honour and privilege of witnessing the dedication and resilience that drive our mission forward each day.

Since our inception, RBC has remained committed to empowering communities through gender equality and women rights, Economic empowerment and livelihoods and environmental sustainability and climate action. This document represents not only our achievements but also our unwavering commitment to building stronger, more inclusive communities.

We are deeply grateful to our staff, volunteers, partners, and community members who continue to support and inspire our work. Your contributions have been instrumental in shaping our journey and future direction.

As we move ahead, I invite you to read through this document with the same hope and passion that guided its creation. Together, we can continue to make a lasting impact.

Warm regards,

Humphrey Okeyo
Board Chairperson

Statement from the Executive Director



This inaugural strategic plan marks a significant milestone in the growth and development of ReBuilding Community Organization (RBC). It provides a roadmap which the organization has committed to pursue over the next three years.

The development of the Strategic Plan is informed by a recommendation of the Organizational Capacity Assessment, undertaken in February 2025, to support the CBO in streamlining its operations and resources and the desire of the leadership of the organization to scale up its impacts. The process was supported by Wangu Kanja Foundation through a grant from the Feminist Opportunities Now.

This plan is a product of participatory and consultative processes. A thorough situational analysis was done considering both the internal and external factors that weigh on the organization's thematic focus, stakeholders interests and influences and its capacity to deliver on the strategic aspirations. More specifically, through this plan, ReBuilding CBO seeks to intervene on three thematic focus areas, namely; Gender Based Violence Prevention and Response, Environmental Justice and Institutional Growth and Development.

The Plan has proposed an elaborate results framework and provided budget estimates for each activity. It recommends among others, the need for a robust resource mobilization framework and a stakeholders engagement strategy for purposes of enhancing adaptability and sustainability of the programs. Further a monitoring and evaluation framework has been defined with details on how the implementation of the Plan will be tracked and evaluated.

Looking back to our past performance and milestones, we highly recognize and count on the goodwill and continued support of our very committed stakeholders - community groups, partners, donors and members – to be able to effectively deliver on this plan. We acknowledge that the issues we are addressing call for multi-stakeholder collaboration and investment.

Our special thanks go to ReBuilding Community Organization (RBC) members; Wangu Kanja Foundation and Feminist Opportunities Now for the technical and financial support that has enabled this process.

With gratitude,

Ms. Lorraine Adhiambo Ong'injo
Founder, Co-ordinator

Executive Summary

ReBuilding Community Organization is a grassroots initiative dedicated to empowering women, girls, and at-risk youth by addressing key issues of gender equality, economic empowerment, and environmental sustainability. The organization was registered in 2023 with the Department of Social Services as a Community Based Organization (CBO). Our mission is to create an inclusive and sustainable society where vulnerable populations can thrive, free from discrimination, economic hardship, and environmental threats. The CBO has an operational office in Dandora Phase 3, Social Hall premises, from where it coordinates its activities.

The development of this strategic plan was made possible with the support of Wangu Kanja Foundation and Feminist Opportunities Now. An organizational capacity assessment conducted in the month of February 2025, identified the strategic plan as one of the core needs of the organization. The process of developing this inaugural strategic plan was both participatory and consultative—bringing together our volunteers, program beneficiaries and key stakeholders. It allowed for the reviewing of the organization's vision, mission, core principles and thematic focus. It also looked at the environmental (both internal and external) factors that weigh on ReBuilding CBO's work, assessed the interest and influence of different stakeholders and refined the strategic objectives towards creating the most impact of the organization's strategies and activities.

The plan explores the organization's interventions under the following thematic focus areas: Gender Based Violence Prevention and Response, Environmental Justice and Institutional Growth and Development.

The plan, which will be implemented over a three year period (2025 -2027), proved to be an effective way of building the organization and forging partnerships and identifying strategic priorities for the next three (3) years. It has also acted as an eye opener to review our successes, weaknesses and opportunities over the past years, conduct a capacity needs assessment and take action for future programming.

If well-resourced and implemented, the strategic plan will see a transformation in the development and growth of organization and better outcomes for its program beneficiaries. The empowerment and participation of different stakeholders makes interventions both adaptable and sustainable.

1.0 Introduction

1.1 About ReBuilding Community Organization

ReBuilding Community Organization is a grassroots initiative formed in 2021 to respond to concerns of rising cases of insecurity, youth unemployment, violence against women and girls, child pregnancies and school dropout in Dandora Phase 3 area. The initiative was registered in 2023 with the Department of Social Services as a Community Based Organization ((CBO).

The founders' mission was to pursue an inclusive and sustainable society where vulnerable populations, especially the youth and women living in informal settlements, can thrive, free from violence, discrimination and economic marginalization. Among the immediate concerns was the need to bring to the fore the threats and violations, especially against women and girls, that the management of the Dandora dumpsite posed.

The CBO has an operational office in Dandora Phase 3, Social Hall premises, from where it coordinates its activities. It has also spread its operations beyond Nairobi to Samburu and the Nyanza region.

1.2 Strategic Plan development process

The development of this strategic plan answers, in part, one of the recommendations of the CBO's capacity assessment conducted in February 2025. It also serves to streamline the organization's programs and resources for optimization and increased impact.

The development process was both participatory and consultative. The participation of the CBO's members, beneficiaries and key stakeholders was useful in rethinking the CBO's strategic direction, organizational culture and priorities over the next three years. A mixed methodology approach to information gathering was employed, allowing for brainstorming, focused group discussions, key informant interviews and desktop reviews sessions. The technical and facilitative service of an external consultant was employed – courtesy of Wangu Kanja Foundation (WKF) with funding from Feminist Opportunities Now (FON).



2.0 Strategic Direction



2.1 Vision

A world where children, women and youth are free from violence and thrive



2.2 Mission

To pursue an inclusive and sustainable society where women, youth and children coexist and thrive free from violence and discrimination through inclusive development models and transformative social relations.



2.3 Our Motto

“Empower, Thrive, Transform.”



2.4 Values

The core values for Rebuilding Community Organization (RBC) are:

- a. **Integrity** – We are committed to upholding honesty and ethical practices in all our efforts.
- b. **Responsibility** – We believe in taking ownership of actions that drive positive change
- c. **Accountability** – We are committed to ensuring transparency and responsibility in decisions.
- d. **Inclusivity** – We welcome diversity and ensure equal opportunities.
- e. **Collaboration** – We believe in working together for greater impact.



2.5 Thematic Focus

i. Gender Based Violence Prevention and Response

Dandora estate is home to Kenya’s biggest garbage disposal site, Dandora dumpsite. While the dumpsite is not the direct cause of GBV, its environment and the associated crime increases the risk of violence, including rape and defilement, especially against women, girls and boys. The dumpsite is linked to high rates of poverty, crime, and violence, including gender-based violence (GBV).

RBC strategy is to target the waste handlers with information against GBV and recruit champions amongst them. RBC will also continue to involve the handlers in environmental justice initiatives that contribute to their livelihood through value addition.

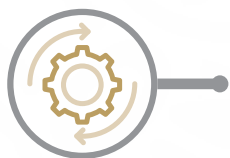
ii. Environmental Justice

The nexus between environmental justice and GBV is both complex and dynamic. Environmental degradation, climate change and resource scarcity increases GBV, especially for women and girls, while GBV can also hinder environmental action and sustainable development efforts.. In both Nairobi and Samburu, where RBC implements, the extent to which climate

change impacts on women's security and livelihood is glaring – increasing existing gender inequalities and conflicts.

iii. Institutional Growth and Development

We are committed to the ongoing growth and development of both our members and the organization as a whole. This dedication ensures that we are fully equipped to consistently deliver high-quality services to our beneficiaries.



2.6 Strategic Approaches

- a. **Empowerment** – We work to enhance the capacity of our beneficiaries, partners, duty bearers and staff at community, county, and national levels. This includes training of our staff, improving coordination mechanisms, and advocating for stronger policy frameworks, their enforcement and resource allocation. Through organizing and building the capacity of communities, we enable individuals to advocate for themselves, drive their own socio-economic development, and create sustainable, long-lasting change.
- b. **Survivor-Centred Response and Care** – Our interventions prioritize the safety, dignity, and healing of children who have experienced violence or trauma. We offer tailored psychosocial support, medical care, legal assistance, and follow-up services to aid in their recovery and reintegration in collaboration with the local children's office and the police service.
- c. **Evidence-Based Programming and Learning** – We are committed to using data and research to inform our strategies. Continuous monitoring, evaluation, and learning (MEL) processes allow us to adapt programs for greater effectiveness and scale up what works and shelve what doesn't work. This also supports us to iterate our program accordingly based on trends and policy changes.
- d. **Community Empowerment and Participation** – We engage communities as active partners in protecting and nurturing women rights and the environment. By building local ownership and capacity, we ensure long-term and holistic sustainability and cultural relevance of our interventions.
- e. **Partnership and Collaboration** – We recognize the importance of collaborative efforts among stakeholders to address social issues effectively. We cannot achieve a large-scale change on our own, therefore we are keen to pool resources, knowledge and skills to address complex issues faced by our beneficiaries in an efficient way.
- f. **Adaptability and Sustainability** – We understand that the circumstances surrounding the programs which we undertake are constantly changing. We employ initiatives that are flexible and can respond to changing circumstances and solutions that can continue to work over time.



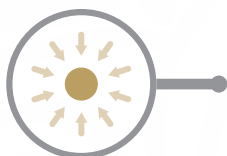
2.7 Primary Target

- a. Women and Children GBV survivors
- b. Adolescent Girls and Young Women (AGYWs)
- c. Youth (involved in garbage collection at Dandora dumpsite,



2.8 Target Areas

- a. Nairobi Informal Settlements
- b. Arid and Semi-Arid Areas –Samburu
- c. Western Kenya–Nyakach, Rarieda, Kano and Siaya–in partnership with grassroots organizations



2.9 Our key achievements for the past one year

a. GBV Prevention and Response:

- Established community response networks that have supported 500+ survivors of GBV with legal, health, and psychosocial services.
- Trained 200+ local leaders and law enforcement officers in handling GBV cases effectively.
- Successfully advocated for stricter enforcement of GBV laws in collaboration with policy makers.
- Reached over 20,000 people through radio, social media, and community outreach campaigns on GBV prevention and climate action.
- Participated in national policy dialogues, leading to the integration of gender-sensitive climate strategies into local governance plans.
- Created youth-led digital platforms for advocacy, engaging thousands of young activists in climate justice and GBV prevention.
- Provided platforms for engagement of GBV referral pathways actors which were crucial in contributing to strengthening the work of different actors.

b. Climate Change Adaptation and Resilience:

- Engaged 500+ women and youth in climate-smart agriculture, clean energy, and water conservation projects.
- Organised 17 youths groups involved in waste collection trained them and linked them with Nairobi River Commission under the Nairobi River Regeneration Program.
- Planted over 2,000 trees and restored degraded land, benefiting entire communities.

c. Institutional Growth and Development

- We conduct regular leadership training for staff and volunteers.
- Established effective collaborations with governmental, private, and international organizations.
- We are effective at utilizing social media for visibility and impact.
- We have been able to sustain our programs against a backdrop of limited funds by empowering and building a sense of ownership among the communities where we work.

3.0 Contextual Analysis

We undertook a contextual examination of both our institutional and external environments to be able to decipher how they impact on our programs and strategies. Additionally, we were able to make considerations on how to either leverage or mitigate the impacts.

3.1 Internal Context

This section highlights our internal capacity analysis in terms of strengths and areas of improvement. We are keen on leveraging our strengths and mitigating our vulnerabilities over the next 3 years.

	What is working well	Strategic Response
1	Human Resources: We currently have enough personnel with adequate capacity to deliver on programs	Continuous training and motivation
2	Infrastructure & Technology: We have adequate office space, digital tools, and communication systems to deliver programs effectively.	Office and equipment security and maintenance
3	Leadership & Decision-Making: Strong governance, accountability mechanisms, and strategic leadership.	Encourage teamwork and succession planning
4	Internal Policies & Systems: Operational guidelines, gender policies, and safeguarding frameworks.	Training on SOPs implementation and periodic reviews to align with program needs
5	Relevance of Programs: Alignment with community needs in gender, economic empowerment, and climate resilience.	Provide beneficiary feedback mechanism and involve them from program design
6	Community Engagement & Trust: Relationships with beneficiaries and effectiveness in grassroots mobilization.	Encourage community ownership and participation
7	Partnerships & Networks: Collaboration with government agencies, PBOs, and private sector actors.	Develop a stakeholder engagement policy and periodically review strategies
	Areas of Improvement	Strategic response
1	Developing a clear impact measurement system to track progress and success	Development of MERL framework and train members on the same
2	Strengthening the leadership and management structure for sustainability	Build members capacities to improve their efficiency Encourage shared responsibilities
3	Streamlining operations through digital platforms for better coordination	Leverage on social media platforms to improve the organization's visibility.
4	High turnover of volunteers and mentees	Capacity development for key support members to enhance both organizational and program efficacy. Motivate members and encourage feedback
5	Inadequate skilled psycho-social counselors	Recruitment of skilled counselors Leverage case referrals

3.2 External Context

We assessed how the external environment impacts on our work by pairing an analysis of our opportunities and threats with the PESTLE analysis – and considered what we need to put in place as a response to the analysis.

Focus Area	Opportunities	Strategic interventions
Political	Impact of political changes on funding, partnerships, and policy implementation. Government commitment to climate change and women empowerment President's commitment to ending GBV and femicide	Utilize government support and policies to foster public-private partnerships for growth Foster collaborative partnerships
Economical	Opportunities for fundraising through grant applications and fundraisers Available affirmative action funds	Maximize fundraising and grants Optimize funding opportunities including affirmative action funds and programs
Socio-cultural	Cultural barriers to women's participation in economic and leadership roles. Resistance to gender equity and youth empowerment initiatives.	Promote community-led SGBV initiatives Encourage male participation in SGBV programs Expand volunteer and mentorship initiatives
Technological	Increased digital coverage and awareness Alternative digital platforms	Leverage digital campaigns for outreach Utilize social media and online platforms for targeted campaigns
Environment & Health	Increased attention to mental health by government and private sector Increased women involvement in climate change actions	Collaborate with health institutions to enhance SGBV survivor support Promote integrated public health initiatives. Strike collaborations with Community Health Promoters for wider reach and impact Consider women sensitive disaster response mechanisms
Legal	Laws on gender equality, women's rights, and youth empowerment. Courts determination to reduce SGBV case load	Advocate for the effective implementation of laws and policies supporting survivors Utilize data on sexual violence perpetrators to inform prevention and accountability strategies
	Threats	Strategic Intervention
Political	Inconsistent policy enforcement limiting their impact Political instability disrupting programs or shift priorities away from GBV issues	Advocate for consistent policy enforcement to enhance organizational impact Advocate for GBV priority amid political instability
Economic	Economic hardship affecting women, girls, and youth in low-income communities. Competition for limited resources from donors and international organizations.	Implement financial empowerment programs to support beneficiary independence Promote skills training and employment opportunities Diversify funding sources to reduce reliance on donors
Social	Social norms and structural discrimination limiting women's participation and empowerment.	targeted awareness campaigns to challenge gender norms and encourage SGBV reporting Implement community support systems Foster mental health and resilience programs

Technological	Risk of cyber bullying and online harassment targeting women and activists. Limited access to modern technology and digital skills among beneficiaries. Safety and security risks for survivors of sexual violence.	Implement digital safety training and strengthen online support networks Provide digital literacy training and increase access to technology for beneficiaries Develop secure digital platforms and provide safety protocols for survivors
Environmental	Impact of environmental degradation on livelihoods, food security, and displacement. Challenges in ensuring sustainable and eco-friendly solutions in marginalized areas.	Partner with security agencies to enhance community safety and resilience Develop a disaster response strategy
Legal	Weak enforcement of GBV laws leading to continued violence and impunity. Bureaucratic and technical processes that delay administration of justice	Collaborate with legal authorities to strengthen GBV law enforcement Advocate for streamlined legal processes to accelerate justice for survivors

3.3 Stakeholders Analysis

Analysis of our stakeholder provides us the opportunity to locate individuals and institutions that have some interest or influence over our programs for the purposes of engaging with them strategically and maximizing our outcomes.

	Stakeholder	Role of the stakeholder	Stakeholders' expectations from us	Our organization's expectations from Stakeholder	Current stakeholders	Remarks
1.	Survivors of Sexual Violence	Beneficiaries to the Programs Participate in program design Provide feedback	Access to safe spaces, economic empowerment, psychosocial support, and legal assistance	Active participation, feedback and engagement with programs	Women and girls SGBV survivors in Samburu and Nairobi	Core beneficiaries actively engaged in feedback sessions and program design
2.	Media and Advocacy groups	Information dissemination, Media campaigns, community mobilization and education to promote understanding of SGBV and its consequences	Collaboration on joint campaigns and initiatives. Advocate for comprehensive national and international frameworks that address SGBV management.	Elevate campaigns on SGBV increasing organization's visibility and reach, and increasing public pressure on policymakers to act.	Local radio stations, Human rights-focused advocacy organizations	Partially engaged, some media houses involved; need to strengthen collaboration for broader GBV coverage and advocacy

3.	Civil Societies and NGOs	Awareness creation, funding support, partnerships and collaborations on SGBV campaigns and initiatives.	Mobilization, awareness and community engagement Partnerships and collaborations on SGBV initiatives.	Financial, technical and psychosocial support for implementation of SGBV initiatives and programs.	CBOs, FBOs, involved in SGBV response	Key partners in SGBV prevention and response efforts; ongoing collaborations on advocacy, technical support, and service delivery
4.	Law enforcement; Police	Act as Primary point of contact for survivors; investigate reported cases, ensuring victim safety.	Mobilization, awareness and community engagement	Strengthening GBV response mechanisms Law enforcement, professionalism, collaboration	Gender desk within police stations	Key responders in SGBV cases, but often under resourced and require training on survivor-centered approaches
5.	Government and Legal institutions	Access to justice, protection of survivors, legislation and policy development.	Mobilization, awareness and community engagement	Strengthening GBV response mechanisms, law legal reforms, professionalism	Office of the Director of the Public Prosecutions Judiciary Legal aid services Gender departments	Strong policy mandate, but coordination and enforcement remain inconsistent. Capacity building needed for survivor-centered legal processes
6.	Community members and leaders	Mobilization, awareness and community engagement	Inclusive engagement, economic support and respect for cultural dynamics	Active participation, feedback	Local elders and chiefs Faith-based leaders Women and youth groups CBOs	Influential in shaping community attitudes and practices
7.	International organizations and Donors	Funding, mentorship and capacity building.	Program implementation, impact and financial accountability and reporting.	Financial support, grants and partnerships, Offer specialized and technical support for programs that provide campaigns on SGBV	Yet to be engaged	Potential stakeholders identified; the organization is actively seeking strategic partnerships and funding opportunities

8.	Health facilities, practitioners and counselors	Medical and mental support for GBV survivors	Proper case documentation and collaboration. Timely referrals and patient confidentiality	Ensure timely medical examination and treatment to survivors proper medical documentation for legal action, collaboration sensitisation on health impact of SGBV. Accessible and affordable health service	Ministry of Health County Health department local health facilities	Crucial for survivor care; need ongoing training, coordinated referral systems, and improved response time for effective service delivery
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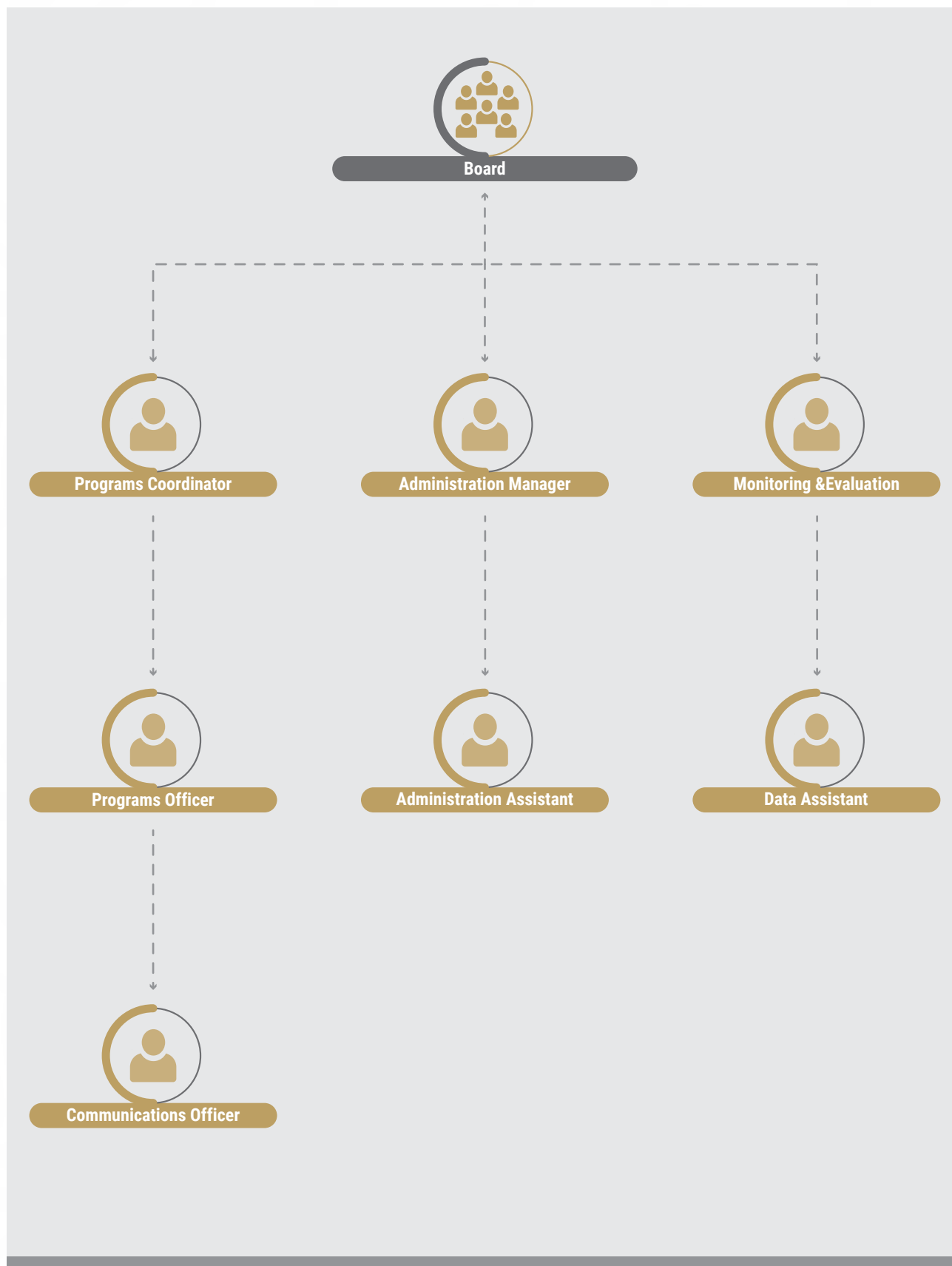


3.4 Change Theory

We have designed our interventions in a way that allows us to clearly demonstrate the relationships between our strategies, inputs, outputs and outcomes. This will allow us to effectively communicate with our stakeholders, including beneficiaries, partners, duty bearers and potential funders, demonstrating the organization's commitment to evidence-based practices and measureable impact.



3.5 ReBuilding Community Organization's Governance Model



4.0 Strategic Plan Implementation Matrix

This section presents an elaborate results framework developed to facilitate effective delivery, monitoring and evaluation of the results and interventions for each of the three key result areas. The same will be supported with detailed activities and performance metrics to be elaborated in annual implementation plans.

Key Result Area 1:		Gender Based Violence Prevention and Response						
Strategic Objective 1:		To contribute to comprehensive management of GBV by generating, sharing and connecting organizations, communities and government to the knowledge, skills and evidence they need to support change.						
Primary target		School-going Children Women – survivors, AGYW Dandora Dumpsite Waste Pickers Youth 70% AGYWs and 30% men Elderly men in Samburu as cultural gatekeepers						
Outcomes:		Increased understanding of sexual violence among all stakeholders Enhanced capacities of individuals, organizations, communities and governments to prevent and respond to sexual violence Best practices for different actors intervening on sexual violence Increased reporting of SGBV among women Increased collaboration among SGBV actors						
Strategies:		Key Activities	Output Indicators	Performance Targets				Indicative Budget (Ksh.) '000
				2025	2026	2027	Total	
1	Prevention	School outreaches	Feedback reports	10	10	20	40	400
			No. of champions recruited					
			No. of cases reported /addressed					
		Community dialogue forums	Feedback reports Key actions and recommendations New champions identified	10	10	20	40	1600
		Male engagement forums	No. of new champions recruited Feedback reports	17	10	20	47	1400
		Intergenerational dialogues	Session reports No. of sessions & key gatekeepers involved	2	3	5	10	200
2	Protection	Referrals & follow ups	No. of successful referral Beneficiary feedback	10	10	20	40	200
		Emergency response	No. of (successful) responses Beneficiary feedback Nature of support given	10	10	15	35	175

		Trainings (self-defence, safety and security, case management)	Training reports No. of sessions held	10	10	10	30	90
		Develop VAWG Risk Register	Register developed and adopted Members trained on use of register	1	-	-	1	100
3	Response	Monitoring, documentation & reporting	No. of persons consenting for documentation Standardized reporting tools developed	3	3	4	10	200
		Referrals and follow ups	No. of successful referrals No. of partners accepting referrals Beneficiary feedback	10	10	15	35	175
		Psychosocial counseling	Beneficiary feedback No. of persons handled	12	12	15	39	312
		Court / police follow ups	Beneficiary feedback Court directions Average follow ups per person	5	5	10	20	100
		Legal aid (advisory and clinics)	No. of sessions held Feedback reports No. of participants served	3	2	3	9	90
		Livelihood support training/ empowerment	Training reports No. of participants trained	3	3	3	9	45
		Tracing school dropouts (Teen mums)	No. of beneficiaries supported No. of beneficiaries completing school	10	10	10	30	90
		School placement & enrolment	No. of beneficiaries supported Beneficiary feedback	10	10	10	30	60

4	Advocacy	IEC materials distribution	Type of materials developed Audience reach Audience feedback	1	1	1	3	300
		International day observances (8)	Key actions and resolutions No. of partners involved	8	8	8	24	2400
		Policy advocacy	Key issues being addressed Key stakeholders involved	3	3	3	9	450
	Strategic Partnership and collaboration	Supporting CUC meetings – Madakara law courts	No. of meetings held Key actions and resolutions Feedback reports	3	3	4	10	30
		Nairobi Gender Sector Working Group,	No. of meetings held Key actions and resolutions Feedback reports	2	2	2	6	2400
		Supporting member CSO Networks (SSV, Brave Movement)	No. of meetings held Key actions and resolutions Feedback reports	2	2	4	8	400
	SRHR	Sensitization forums	Audience feedback No. of campaigns / drives held Partners joining in support	3	3	3	9	360
		Distribution of dignity kits to school-going girls and boys	Quantity of kits distributed Beneficiary feedback No. of boys and girls benefiting	1500	2000	3500	7000	283
		Training on SRH	Training report No. of trained participants	2	2	4	8	240

Key Result Area 2:		Environmental Justice						
Strategic Objective 2:		To identify, prevent and mitigate environmental injustices while leveraging community-led initiatives to build resilience, adaptability and conservation efforts						
Target audience		Dandora dumpsite waste collectors Samburu community						
Outcomes:		More women participating in conservation efforts and climate change resilient livelihood projects More women being involved in climate actions decision making at all levels Reduced cases of gender conflicts related to environmental management						
Strategies:		Key Activities	Output Indicators	Performance Targets				Indicative Budget (Ksh.) '000
				2025	2026	2027	Total	
1	Climate Education and Awareness	Awareness raising on alternative livelihood (agriculture)	No. of pax reached Feedback reports	5	5	5	15	450
		Comprehensive waste management campaigns	No. of groups involved Formation of a network Feedback reports	5	4	3	12	240
		Trainings	Training reports Key recommendations and actions Partners engaged	3	3	3	9	450
2	Community-led conservation efforts	Sinking boreholes	No. of boreholes sunk No. of beneficiaries Feedback reports	1	1	1	3	3.000
		Support with irrigation equipment	Key equipment acquired Change attributed to new equipment Feedback report	1	1	1	3	300
		Quality air monitoring (to include stakeholder analysis, planting of trees, installing quality air monitors, and providing real-time data on air pollution)	Data sharing with key stakeholders development of a quality air monitoring App	3	3	3	9	900
		Tree planting / ecologically appropriate	No. of trees planted Feedback reports	1000	1000	1000	3000	90
		Reclaiming riparian areas	Size of area reclaimed No. of participants involved	2	2	2	6	300

		Creating carbon sinks within community amenities areas – increase the quality air to residents	Feedback reports No. of carbon sinks created	5	6	7	17	700000
		Advocacy on Policy reforms and environmental conservation	Key policy statements issued No. of campaigns conducted No. of partners collaborating	6	6	4	16	1600
3	Disaster Preparedness Programs	Emergency preparedness (focus on long rains and drought)	Key actions implemented Early warning signs issued	2	3	3	8	1600
		Rapid response	No. of persons rescued Type of support offered	1	1	1	3	1,500

Key Result Area 5:		Institutional Development and Systems Strengthening						
Strategic Objective:		To foster sustainable growth and development within the organization by enhancing internal capacity, improving operational efficiency and expanding strategic partnerships.						
Outcomes:		Enhanced organizational capacity (equipment and skills) Improved operational efficiency (response time, reporting templates, MERL framework) Stronger leadership and governance Enhanced financial management and resource mobilization strategies Strengthened institutional culture Existing Standard Operating Procedures Functional Board						
Strategies:		Key Activities	Output Indicators	Performance Targets			Total	Indicative Budget (Kshs.) '000
				2025	2026	2027		
1	Knowledge and Skill Development	Staff training on key capacity gaps (Digital communication & security, advocacy, leadership, safeguarding, financial management, professional development)	Training reports Action plans Key realignments in operations and programs No. of trainings held	2	2	2	6	600
		Board members trainings	Reports Key recommendations	2	2	2	6	30
		Performance appraisals	Appraisal reports Key commitments, recommendations & action plans	1	1	1	3	100
		Exchange programs	No. of exchanges done Feedback report	1	1	1	3	100

		Team building and debrief	Key resolutions Team feedback and commitments	1	1	1	3	1500
2	Systems strengthening	Board establishment	Board Charter Board of directors on boarded Training report	3	1	1	1	250
		Review constitution	Reviewed constitution	-	1	-	1	50
		Development of Resource Mobilization strategy	Resource Mobilization Strategy Document Training report	3	1	-	4	200
		Develop a MERL framework	MERL Framework Staff trained on MERL Data collection tools	3	1	-	4	200
		Development of safeguarding policy	Safeguarding policy developed and adopted Members trained on policy	-	3	1	1	200
		Development of members database	Database adopted and updated duly. Key staff trained on database management	1	-	-	1	200
		Mid-term Strategic Plan Review	Annual program reports Mid-term review report recommendations	-	1	-	1	150
		Equipment acquisition (2 computers, two printers, 2 digital cameras and 1 photocopier machine and more furniture.)	No. of equipment acquired Immediate change attributed to acquisition	1	2	2	5	500
3	Communication and visibility	Annual General Meeting	AGM minutes Key alignments and action plans	1	1	1	3	300
		Develop website	Website developed and running No. of interactions Record of benefits	1	-	-	1	150

		Social media sponsorships	Increase in audience reach Feedback reports	1	2	3	6	600
		Recognition and awards	Selection panel endorsed Feedback reports	1	1	1	3	1,500
4	Compliance	Annual renewal of CBO registration	No. of trainings completed Change in policy understanding	1	1	1	3	300
		Financial Audits	Audit findings and reports	1	1	1	3	300
		Personnel costs	No. of personnel getting remunerations Signed contracts	3	4	5	12	7200
		Logistics costs	Type of logistical service offered	1	1	1	3	300

ReBuilding Community Organization

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