



Strategic Plan

2025 - 2027





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Table of Contents

Acronyms	6
Statement from the Executive Director	7
Statement from the Strategic Planning Committee Chairperson	8
Acknowledgements	9
Executive Summary	10
1.0 Introduction	11
1.1 About Surviving Sisters in Love	11
1.2 Strategic Plan development process	11
2.0 Organisational Profile	12
2.1 Vision	12
2.2 Mission	12
2.3 Our Motto	12
2.4 Values	12
2.5 Strategic Thematic Focus	12
2.6 Strategic Approaches	13
2.7 Primary Target	13
2.8 Target Areas	14
2.9 Our key achievements for the past one year	14
3.0 Contextual Analysis	15
3.1 Internal Context	15
3.2 External Context	15
3.3 Stakeholders Analysis	17
3.4 Organization's Governance Model	19
3.5 Change Theory	20
4.0 Strategic Plan Implementation Matrix	21

Acronyms

CBO	Community Based Organization
CREAW	Centre for Rights Education and Awareness
FON	Feminist Opportunities Now
GBV	Gender Based Violence
M&E	Monitoring and Evaluation
PBO	Public Benefit Organization
SGBV	Sexual Gender Based Violence
SRH	Sexual Reproductive Health
SSV	Survivors of Sexual Violence
WKF	Wangu Kanja Foundation
WIMA	Women on the Move against GBV

Statement from the Executive Director



We are deeply committed to supporting survivors of sexual violence, empowering them on their healing journeys and advocating for meaningful systemic change. As part of our ongoing efforts to enhance our impact and ensure sustainability of our work, we are entering a critical phase in shaping our future through a comprehensive strategic planning process.

This strategic plan will serve as a clear roadmap, aligning our resources, programs and partnerships with our mission, vision and core values. It reflects our commitment to remaining responsive to the evolving needs of those we serve, while creating a supportive environment for all who seek our assistance.

The planning process was inclusive, drawing insights from our staff, survivors, community stakeholders and partners, ensuring that our goals are both ambitious and attainable. We have reflected on our past successes, learnt from the challenges we have faced and charted a course forward with a renewed focus on the well-being and empowerment of those we support.

I would like to express my sincere gratitude to all our members and supporters for their tremendous dedication to the work of eradicating gender-based violence (GBV). Together we are building a future where survivors not only heal but thrive.

Helda Lameck
Chief Executive Officer

Statement from the Strategic Planning Committee Chairperson



As a member of the strategic planning committee at Surviving Sisters in Love, I would like to express my sincere gratitude for the support and active engagement of our partners and community stakeholders throughout the development of our strategic plan. Their invaluable contributions have been important in shaping our future direction.

While the prevalence of gender-based violence (GBV) remains a pressing issue, it is deeply rooted in systemic gender inequalities and entrenched patriarchal norms. In light of this, our strategic plan offers a comprehensive roadmap for the organization over the next three years, with a clear focus on empowering survivors to rebuild their lives and thrive.

This plan highlights specific areas of concern where coordinated, collective action will be critical to making meaningful progress toward the realization of our vision. The planning was inclusive; it drew insights from our staff, survivors, community stakeholders and partners, ensuring that our objectives are both ambitious and attainable. Through a thorough reflection on our achievements, as well as lessons learned from the challenges we have faced, we have developed a forward-looking strategy that prioritizes the well-being and empowerment of those we serve.

Together, we are committed to driving transformative change and fostering a future of hope, resilience, and opportunity for all survivors.

Asha Musa Hassan

Planning Committee Member

Acknowledgements

We extend our heartfelt gratitude to all those who contributed to the development of this strategic plan.

First and foremost, we express our sincere appreciation to the Wangu Kanja Foundation for their leadership, guidance and unwavering support in shaping the direction of this plan. Your strategic insights and commitment have been invaluable in crafting a roadmap that reflects our shared vision.

We are also deeply grateful to our esteemed stakeholders and partners namely CREAM (Centre for Rights, Education and Awareness), Kenya Red Cross Society Malindi Branch, Malindi GBV Network, WIMA (Women on the Move against GBV) and the County Government of Kilifi. Your expertise, collaborative spirit, and constructive feedback have played a pivotal role in ensuring this plan aligns with our collective goals and aspirations.

A special thanks goes to our board members for their continuous support, strategic counsel, and invaluable contributions. Your guidance has been instrumental in refining our objectives and strengthening the foundation of this strategic plan.

Much thanks to Empresario Consulting Ltd for their patience, exceptional guidance, and invaluable support throughout this journey. Their expertise, dedication and thoughtful approach have played a significant role in helping us navigate challenges and achieve success. We appreciate their collaborative partnership that has helped us grow and reach new heights. Thank you for being such an integral part of our process.

Lastly, we acknowledge the community we serve, whose needs and aspirations have been the driving force behind this plan. We remain steadfast in our commitment to deliver on our mission with integrity, purpose and dedication.

Together, these contributions have made this strategic plan possible, and we look forward to working in unity to achieve our shared objectives.

Executive Summary

Surviving Sisters in Love was founded in December 2023 and later registered as a Community Based Organization (CBO) at the Department of Social Development on 18th February 2025. Our focus is on empowering and offering support services to survivors of sexual gender-based violence within Malindi sub-county and its environs.

In this inaugural strategic plan, Surviving Sisters in Love has established a roadmap that it aims to follow during the strategic plan years of 2025, 2026, and 2027. The plan highlights its strategic direction in terms of vision, mission, objectives and guiding principles. It also outlines its thematic focus areas and specifies the strategies, actions, results frameworks, and the theory of change.

This plan is the result of a combination of collaborative methods, such as co-creation workshops, focus group discussions, interviews with key stakeholders, literature review and analysis, and brainstorming sessions. The process of developing the plan involved evaluating both the internal and external environments of Surviving Sisters in Love's operations. It also considers the interests and influence of different stakeholders and offers a value proposition tailored to each stakeholder group.

The plan will be delivered through four key results areas, namely; Comprehensive and holistic management of Sexual Gender Based Violence (SGBV), Women Survivors Livelihood Support and Institutional Growth and Development.

The distinctiveness of Surviving Sisters in Love's initiatives will stem from its capacity to adjust its programs to evolving environmental conditions, while maintaining a strong commitment to its core values and ensuring high-quality results.



1.0 Introduction

1.1 About Surviving Sisters in Love

We are a women – led community-based organization (CBO) committed towards empowering and supporting survivors of gender-based violence within Malindi sub-county and its environs. The organization was founded in December 2023 by 23 women survivors of sexual and gender-based violence and registered as a CBO by the department of social development on 18th February 2025. We provide safe and supportive spaces for survivors of sexual and gender-based violence to heal, experience- share, get emotional support and rebuild their lives with dignity.

Through mentorship, counselling, skill development and advocacy, we work to break the cycle of violence, promote self-sufficiency, foster resilience and create a future where individuals can live free from fear and harm. Surviving Sister in Love is dedicated to addressing the psychological and emotional needs of survivors, creating a thriving community that inspires recovery and sustainable livelihoods. Our mission is rooted in compassion, resilience, and the belief that no survivor should walk their journey alone.

1.2 Strategic Plan development process

The development of this inaugural strategic plan was borne out of the need for the CBO to streamline its programs and increase its operational efficiency and effectiveness. The process was both participatory and consultative, reflecting the contributions of key stakeholders, including program beneficiaries, volunteers, members, board and key partners. An external consultant, Empresario Consulting Ltd, was engaged with the support from the Wangu Kanja Foundation and Feminist Opportunities Now, to provide technical support and facilitate the processes.

The plan will be useful towards helping the organization in:

- a. **Setting a clear definition of its mission and vision** – We seek to create a roadmap for sustainable growth and success by clearly defining the organization’s purpose, strategic priorities, and measurable outcomes, ensuring adaptability in a dynamic environment.
- b. **Setting measurable goals and priorities** – Our activities are geared towards establishing clear, quantifiable outputs that will enable us to track progress, measure success, and make data-driven decisions, promoting accountability and continuous improvement.
- c. **Fostering partnerships and collaborations** - We seek to build and strengthen strategic partnerships with key stakeholders including government agencies and community organizations to leverage collective expertise and resources for adaptability, sustainability and mutual benefit.
- d. **Ensure sustainability and growth** – This process aims at fostering innovation, continuous improvement, and resource optimization to ensure the organization can continue to thrive and adapt to changing market conditions.

2.0 Organisational Profile



2.1 Vision

We envision a community that is free from sexual violence and where survivors of sexual violence can rebuild and thrive.



2.2 Mission

To end sexual gender based violence by creating systems that support women's rights, dignity and wellness and demand accountability.



2.3 Our Motto

'Just a Hug'



2.4 Values

The core values of the organization are:

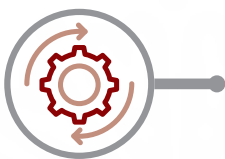
- **Resilience** – We will remain strong and adaptable, fostering a culture of determination and innovation to navigate dynamic environments, uncertainty and change.
- **Compassion and empathy** – Our conduct will embody unconditional love and understanding while creating an inclusive and supportive environment where survivors of sexual violence feel valued and understood.
- **Community-centered** – In our operations, we commit to prioritize the needs, voices, and well-being of the community, actively collaborating with stakeholders to create sustainable solutions around SGBV management.
- **Sisterhood and Solidarity** – We are dedicated to building strong, supportive relationships where individuals stand together, share common goals and work collaboratively to uplift and empower one another through support groups.



2.5 Strategic Thematic Focus

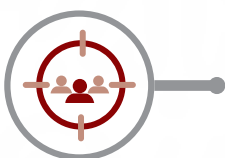
- a. **Comprehensive and holistic management of Sexual Gender Based Violence** – Sexual Gender Based Violence (SGBV) is one of the most prevalent human rights violations not only in Kenya but across various parts of the developing world. Despite its adverse effects on the survivors, SGBV is still the least talked about violation of mainly women's and girl's human rights. It remains largely unreported or in reported instances, retracted and "amicably" settled. We employ a comprehensive approach to SGBV management which allows us to look into mechanisms around SGBV prevention, protection, response and accountability. We have tailored our services to embody the principles of survivor-centered approach to SGBV case management. In particular, our strategy revolves around prevention, protection, survivor support, economic empowerment and advocacy.

- b. Women SGBV Survivors Livelihood Support** – Investing in women’s economic empowerment is crucial in reducing their vulnerability to GBV. Economic factors, such as economic reliance on male partners, and economic stressors such as household income or employment loss, play an important role in the risk of intimate partner violence, particularly where patriarchal and gender inequitable norms persists like in Malindi. We are committed to promoting gender equality, mentorship, supporting women’s leadership, and creating opportunities for women survivors of sexual violence to thrive professionally through our skill development sessions.
- c. Institutional growth and development** - We are keen at continuously enhancing both our members and organizational capacities to be able to measure up to the many dynamics that define our work and context and deliver on our areas of focus with great efficacy.



2.6 Strategic Approaches

- a. Community Organizing** – Given the dynamic social environments, we are keen on grassroots involvement, mobilizing and empowering local individuals and groups to collectively address common issues, ensuring the organization’s goals are aligned with the needs of the community.
- b. Survivor-Centered Approach** – We commit to employ a survivor- centric approach in all our measures aimed at preventing, protecting, responding or fulfilling survivor’s rights and dignity.
- c. Empowerment** – We are keen on equipping our stakeholders with essential skills, knowledge, and confidence needed to take initiative, make informed decisions and contribute actively towards their restoration and justice needs. We foster skill development for women survivors of sexual violence to reduce their vulnerabilities to violations and promote their sustainability.
- d. Partnerships and collaboration** – We acknowledge that the gravity of the issues we are dealing with are beyond the means of any single organization. We also recognize that there are already organizations working on different aspects of the same issues using different approaches. We are therefore keen on leveraging the different stakeholder contributions and sharing learnings and successes
- e. Continuous monitoring, evaluation research and learning** – We are keen on continuously assessing the effectiveness of our programs and interventions through feedback mechanisms, regular collection and analysis of data to understand evolving challenges, and incorporate new insights to improve practices with regards to SGBV management and reintegration programs.



2.7 Primary Target

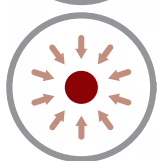
Whereas our main goal is to ensure that no woman or girl becomes a victim of violence or insecurity, we recognize that women and girls are at different levels of risk when it comes to violence. For the next 3 years, Surviving Sisters in Love, based on internal reports and different statistics from other sources, have identified the following categories of women as its primary constituency:

- a. Women survivors of Sexual Gender Based Violence
- b. Adolescent Girls who are at risk of SGBV



2.8 Target Areas

For the next 3 years, Surviving Sisters in Love will work within Malindi Sub-County.



2.9 Our key achievements for the past one year

- a. Trained 35 women SGBV champions on paralegalism and gender rights.
- b. Successfully conducted 50 school-based SGBV management sensitization fora and trainings.
- c. Successfully referred 20 women SGBV survivors to specialized services for ongoing support.
- d. Successfully engaged women SGBV survivors to conduct a baseline study on, 'underlying drivers of GBV in Malindi Sub County'.
- e. Conducted 3 economic empowerment trainings for 40 women SGBV survivors to equip them with entrepreneurial and livelihood skills
- f. Conducted more than 30 dialogues with over 900 participants.



3.0 Contextual Analysis

3.1 Internal Context

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

	What is working well	Strategic Response
1	Committed ad passionate members and volunteers	• Implement a volunteer training and retention program • Create leadership opportunities for active volunteers
2	Available internal professional expertise (i.e. counsellors and paralegals)	• Continuous training and learning • Involve professionals in program design and advocacy
3	Effective Community organizing skills– (i.e. awareness creation, mobilization)	• Entrench community feedback in programs • Encourage community involvement and ownership of programs
5	Structured leadership framework	• Provide continuous leadership training • Align roles with programs to improve coordination and strategy delivery
	Areas of Improvement	Strategic response
1	Developing a clear impact measurement system to track progress and success	• Development of MERL framework • Training on MERL
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. • Encourage members motivation and feedback
5	Limited availability of skilled counsellors/ counselling services	• Recruitment of skilled counsellors • 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 PESTEL analysis – and considered what we need to put in place as a response to the analysis.

Focus Area	Opportunities	Strategic interventions
Political	Support by the government and presence of policies. Partnership with government agencies, NGO and CBO	Utilize government support and policies to foster public-private partnerships for growth Foster collaborative partnerships
Economical	Organizing fundraising events and grant applications Available affirmative action funds	Maximize fundraising and grants Optimize funding opportunities

Socio-cultural	Increased awareness and community involvement in addressing SGBV Increased male engagement in SGBV prevention and awareness programs. Volunteer and mentorship programs	Promote community-led SGBV initiatives Encourage male participation in SGBV programs Expand volunteer and mentorship initiatives
Technological	Digital campaigns Leveraging technology and digital space, use of social media and online space for campaigns and advocacy.	Leverage digital campaigns for outreach Utilize social media and online platforms for targeted campaigns
Environment & Health	Collaboration with health institutions and organizations for better service delivery to survivors of SGBV Public health initiatives (e.g., mental health awareness, counselling, SGBV awareness) that align with Surviving Sister's mission.	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
Legal	Availability of laws and policies i.e. Sexual offences Act, legal support for survivors Available data on sexual violence perpetrators.	Advocate for 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 can disrupt 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	Rising cost of living making it harder for beneficiaries to achieve financial independence High unemployment rates leading to increased dependency on financial support Shrinking donor support	Implement financial empowerment programs to support beneficiary independence Promote skills training and employment opportunities Diversify funding sources to reduce reliance on donors
Social	Deep-rooted gender norms and stigma that prevent women from speaking out against SGBV and reporting Social and cultural burnout	Launch 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	Rising public insecurity(including climate change)	Partner with security agencies to enhance community safety and resilience
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

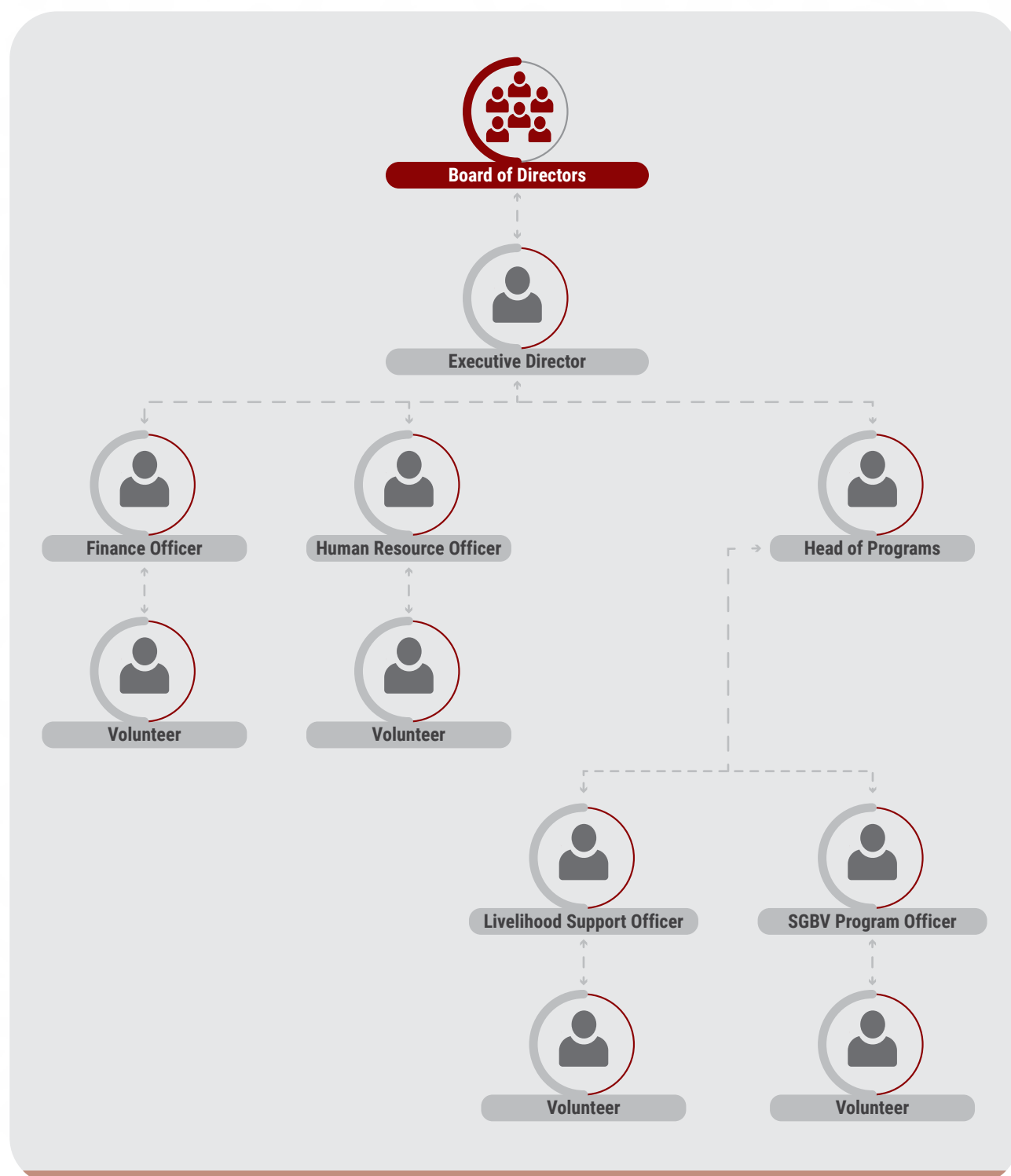
Analysis of our stakeholder provides us the opportunity to locate individuals and institutions that have some interest or influence over our programs for the purposes of engaging with them strategically and maximizing our outcomes.

	Stakeholder	Role of the stakeholder	Stakeholders expectation from us	Our organization's expectation from Stakeholder	Current stakeholders	Remarks
1.	Survivors of Sexual Violence	Beneficiaries to Surviving Sisters programs	Access to safe spaces, economic empowerment ,psychosocial support, and legal assistance	Active participation, feedback and engagement with programs	Women and girls SGBV survivors in Malindi sub county	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
3.	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 the police station	Key responders in SGBV cases, but often under resourced and require training on survivor-centered approaches
4.	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

5.	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
6.	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 provide campaigns on SGBV	To be engaged	Potential stakeholders identified; organization is actively seeking strategic partnerships and funding opportunities
7.	Health facilities ,practitioners and counsellors	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

3.4 Organization's Governance Model

The organization will undertake a review of its governance structure to establish a Board of Directors and redefine key relationships illustrated in the model below.



3.5 Change Theory

1 

CURRENT CONDITIONS

- Rise in Femicide and SGBV cases
- Access challenge to SGBV service delivery institutions
- Inadequate organizational capacity to effectively implement programs.
- Overdependence on male spousal support.
- Rise in public insecurity

2 

DRIVERS

- Entrenched harmful cultural and social norms
- Little coordination among SGBV stakeholders
- Weak enforcement of SGBV frameworks
- Weak resource mobilization skills
- High cost of living and unemployment rates

3 

THEMATIC FOCUS

- Comprehensive and holistic management of SGBV
- Women survivors livelihood support.
- Institutional growth and development

4 

KEY STRATEGIES

- Advocacy
- Survivor support
- Strategic partnerships, collaborations & networking
- Knowledge and skill development
- Organizational development and systems strengthening

5 

MAIN ACTIVITIES

- Monitoring, documentation & reporting
- Referrals and follow ups
- Awareness raising
- Economic support initiatives
- Capacity development trainings
- Joint initiatives and campaigns
- Developing key SOPs
- Periodic governance reviews

6 

HOW WE WILL KNOW CHANGE HAS HAPPENED

- Increased reporting of SGBV cases
- Increased transition of SGBV cases along the referral pathways
- Increased collaborations among SGBV stakeholders
- Increased feedback of economically empowered survivors
- Reduction in repeat SGBV violations
- Improved knowledge levels on SGBV protection, prevention and response.
- Enhanced access to psychosocial services for SGBV survivors
- Improved medical care, including sexual and reproductive health services, trauma care, and post-violence medical assistance.

7 

WHERE YOU WANT TO BE

A community that is free from SGBV and where survivors of SGBV can rebuild and thrive.

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 defined in this section of the plan. The same will be supported with detailed activities to be elaborated in annual implementation plans.

Key Result Area 1:		Sexual Gender Based Violence Management						
Strategic Objective 1:		To contribute to prevention and response to sexual violence through generating, sharing, and connecting organisations, communities and government to the knowledge, skills and evidence they need to support change.						
Primary target		Women SGBV survivors and SGBV Referral pathways actors						
Outcomes:		Increased understanding of sexual violence, its causes, and its consequences among organizations, communities and governments 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 in Malindi Sub County						
Strategies:		Key Activities	Output Indicators	Performance Targets				Indicative Budget (Ksh.) '000
				2025	2026	2027	Total	
1	Advocacy	Community outreaches (dialogues)	No. of awareness creation sessions held, attendees Feedback reports	12	12	12	36	720
		Monitoring, documenting and reporting	Monitoring reports Actions recommended	74	100	80	254	508
		Trainings	Training reports Participants feedback	4	4	4	12	1,200
		Online engagements and campaigns	Online reach Feedback reports Key stakeholders partnering	12	12	12	36	360
		Media engagements	Press briefs developed Press briefs done	4	4	4	12	600
		Research	Reports Key stakeholders partnering	1	1	1	3	300



		Service delivery social audits	Audit reports Petitions delivered Key stakeholders participating	1	1	2	4	800
		VInternational Days observances	Commitments made Key stakeholders participating	5	5	5	15	300
2	Strategic collaborations and partnerships	Quarterly gender sector working group meetings	Meeting reports	4	4	4	12	270
		Court Users Committee meetings	Meeting reports	4	4	4	12	360
		Joint campaigns and community outreaches	Key stakeholders partnering Reports No. of engagements	2	4	4	12	100
		Develop a partnership and engagement strategy	Strategy developed and adopted Database updated promptly	-	1	-	1	250
3	Support Services	Rapid response	Nature of service provided Beneficiary feedback	24	36	60	120	600
		Strengthening capacities of community safe spaces	Nature of service provided Feedback report	6	6	6	18	360
		Referrals, linkages and follow ups	No. of successful referrals made Beneficiary feedback	50	70	80	200	400
		Training of referral pathways actors	Key recommendations made Reports	2	2	2	6	600
		Psycho-social support	No. of beneficiaries supported Beneficiary feedback	50	70	80	200	600
		Survivors' reintegration	No. of survivors successfully reintegrated	30	50	80	160	460
		Strengthening survivors' support groups	No. of capacity building sessions Capacity building reports	4	4	4	12	360
		Legal aid advisory and clinics	No. of cases handled Beneficiary feedback Key partners supporting	4	4	4	12	480
		Establish a GBV hotline	Hotline number operational Cases reported Actions recommended	1	1	1	3	300

Key Result Area 2: Survivors Livelihood Support								
Strategic Objective 1:		To mentor and provide women with skills, resources, and support to start and grow businesses						
Outcomes:		Increased opportunities for career advancement and professional growth Improved self-efficacy in overcoming challenges and making strategic decisions Development of essential business skills such as financial management, marketing and leadership.						
Strategies:		Key Activities	Output Indicators	Performance Targets				Indicative Budget (Ksh.) '000
				2025	2026	2027	Total	
1	Knowledge and skill development	Capacity Needs assessments	Capacity assessment reports and sessions Key recommendations No. of survivors assessed No. of survivors on-boarded	36	36	36	72	180
		Trainings / skill development (group formation, financial literacy, business start-ups)	Areas of training / workshops conducted No. trained and report	4	4	4	12	600
		Apprenticeship / mentorship	Successful placements made Mentorship reports	36	36	36	72	360
2	Networking	Trainings	Reports and action plans Support groups formed	4	4	4	12	240
		Strategic exchange programs	No. of exchanges and reports Beneficiary feedback	4	4	4	12	360
		Referrals, linkages and Follow ups (affirmative action funds)	No. of successful referrals done No. of stakeholders engaged No. of follow-ups made and responses	50	70	100	220	430
3	Supporting business start-ups	Writing proposals and business plans	No. of proposals / business plans developed No. of groups/ individuals supported	-	6	12	18	320
		Providing seed grants for start-ups	No. of groups / individuals supported	-	6	12	18	540

Key Result Area 3:		Institutional Growth and Development						
Strategic Objective 3:		To foster sustainable institutional growth and development by enhancing organizational capacity, improving operational efficiency, and strengthening leadership, governance, and human resources, ensuring the institution's long-term effectiveness, adaptability, and impact in achieving its mission.						
Outcomes:		Enhanced organizational capacity Improved operational efficiency Stronger leadership and governance Enhanced financial management and resource mobilization strategies Strengthened institutional culture						
Strategies:		Key Activities	Output Indicators	Performance Targets				Indicative Budget (Ksh.) '000
				2025	2026	2027	Total	
1	Knowledge and Skill Development	Trainings (operational and programmatic)	Capacity assessment reports	4	4	4	12	440
			Training reports					
			Recommendations and action plans					
			No. of trainings					
		Exchange programmes	Exchange reports and key lessons	3	4	4	11	440
			No. of exchanges done					
			No. of members participating					
		Performance appraisals	Feedback reports	1	1	1	3	300
2	Governance and Infrastructural development	Board establishment	Board charter	3	1	1	5	500
			Board members induction					
			Board meetings					
		Acquisition of key office equipment	Equipment acquired	1	2	2	5	250
		Development of SOPs (Strategic plan, Safeguarding, Sexual harassment, Resource mobilization, Asset management)	SOPs developed and adopted Key organizational alignments made SOPs implementation trainings conducted	1	2	2	5	1,000
		AGMs	Annual reports	1	1	1	3	300
			Awards and motivations Action plans					
		Mid-term review of the strategic plan	Mid-term review report	-	1	-	1	100

		Admin	Personnel motivation	18	18	18	54	1,080
			Logistics and stationery	1	1	1	3	300
3	Compliance	Conduct annual fiscal audits	Annual audited reports; financial and narrative reports (internal & external auditors)	1	1	1	3	300
		Annual CBO registration renewal	Certificate renewed	1	1	1	3	150
		Membership register update	Membership renewal Updated register	1	1	1	3	15
4	Corporate identity	Social media platforms for visibility.	No. of people reached through social media platform	2	3	4	9	450
			No. of events sponsored					
		Branding & IEC	T-shirts produced	2	3	3	8	400
			Logos development Graffiti's and murals done					
		Website development	Website traffic, user engagement and experience, technical performance	4	1	1		300
5	Sustainability Alternatives	Fund drives	Successful invitations	1	2	2	5	250
			Fundraising initiatives ran (online and physical)					
		Income Generating Activities (IGAs)	Projects successfully initiated Project team formed	1	2	3	6	300

Surviving Sisters in Love

📍 *Kwa zomolo Wanje along Ganda Road
Opposite Tiger petrol station*

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