



Empowering Women, Transforming Communities

Strategic Plan

2025 - 2027





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Acronyms

CBO	Community Based Organization
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FON	Feminist Opportunities Now
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GBV	Gender Based Violence
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KLA	Kenya Land Alliance
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MERL	Monitoring, Evaluation, Research and Learning
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PBO	Public Benefit Organization
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SGBV	Sexual and Gender Based Violence
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SRH	Sexual and Reproductive Health
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SRHR	Sexual and Reproductive Health Rights
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TTCWA	Taita Taveta County Widows Association
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WKF	Wangu Kanja Foundation
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Statement from the Chairperson



I would like to express my sincere appreciation to the Wangu Kanja Foundation for their invaluable support in helping us develop our Strategic Plan for 2025-2027. I am deeply grateful to the dedicated team from the Taita Taveta Widows Association, whose tireless efforts and unwavering commitment played a key role in bringing this vision to life.

The process was highly collaborative, characterized by open communication and shared dedication. Though the journey was challenging at times, it has been incredibly rewarding. We learned valuable lessons, and throughout the process, we were encouraged, lovingly corrected and given hope during moments when we felt discouraged.

We are happy with the final plan and eagerly look forward to future collaborations that will help support our mission, particularly in securing the financial resources necessary to fund our activities and transform the lives of widows through spiritual encouragement and business development.

Christine Makumbo Senja
Chairperson and Founder

Statement from the Treasurer



I would like to express my sincere gratitude to Wangu Kanja Foundation and Feminist Opportunities Now for supporting us through the development of our first strategic plan. The process of developing the plan was so intensive yet so exciting! We are now clearer on our mission and strategies. We thank the consultants, Empresario Consulting Ltd, for being able to understand us and for helping us present our intentions through this document.

In the beginning, the process seemed complex to me and my colleagues. However, as we gained a better understanding of the approach, it became clear that this was exactly what was needed for the success of the Taita Taveta Widows Association. As the treasurer of the organization, this plan will be instrumental in guiding our financial plans and budgets.

Our commitment to following the steps outlined in the strategic plan will enhance our ability to meet our vision of supporting widows to thrive in both faith and enterprise. Without a strategic plan and without a clear budget, running an organization would be nearly impossible.

Hope Wawuda
Treasurer and Founder

Acknowledgement

We extend our heartfelt appreciation to the members of the Taita Taveta County Widows Association. Your unwavering resilience and commitment continue to inspire and sustain our journey.

We also recognize and thank our dedicated leadership team, whose hard work and determination have been instrumental in seeing this process through.

Our sincere gratitude goes to the Wangu Kanja Foundation and Feminist Opportunities Now for their steadfast support and belief in our cause.

Special thanks to Empresario Consulting Ltd, our consulting partner, for their invaluable guidance, expertise and support throughout this strategic planning journey. Your contribution has been vital in shaping our path forward.

We couldn't have done it without all of you. Be encouraged by the words of Isaiah 41:10; *'Basi, usiogope, mimi nipo pamoja nawe. Usifadhaike, mimi ni Mungu wako. Nitakuimarisha na kukusaidia; nitakulinda kwa mkono wangu wa ushindi.'*

Executive Summary

Taita Taveta County Widows Association (TTCWA) is a women-led women-for-women collective committed to uniting widows across four sub-counties of Taita Taveta to address gender-based violence (GBV) and support widows and their households to thrive in faith and enterprise. Currently with a membership of over 4,000 the organisation was formed and registered as a Society with the Registrar of Societies in November 2013.

The development of this strategic plan has been made possible with the support of Wangu Kanja through a grant from Feminist Opportunities Now. With this inaugural strategic plan, TTCWA sets forth a clear roadmap for 2025–2027 period, charting its course through well-defined objectives, guiding principles and thematic priorities. This document details the strategies, activities and theory of change framework that will drive impact. Developed through an inclusive and participatory process, the plan incorporates diverse perspectives from research, workshops, discussions and consultations. It also offers a comprehensive analysis of TTCWA operational landscape, ensuring alignment with stakeholder needs and external realities.

The plan highlights TTCWA's thematic areas of Gender-Based Violence (GBV) Management and Institutional Development and Growth. It highlights the plight of widows in Taita Taveta County who face significant social vulnerabilities and legal challenges related to land rights, child custody, exploitation and abuse. Through this strategic plan, TTCWA reaffirms its commitment to empowering widows, advocating for their rights and fostering an environment where they can thrive spiritually and economically.



1.0 Introduction

1.1 About Taita Taveta County Widows Association

The formation of TTCWA was pioneered by Hon. Joyce Lay, the first Woman Representative of Taita Taveta County in 2013. The Association has remained steadfast in its commitment to advancing the rights and welfare of widows by promoting solidarity, economic self-reliance and dignity through community-led initiatives.

The Association cover all the four sub-counties –Mwatate, Taveta, Voi, and Wundanyi—with the shared goal of addressing gender-based violence and fostering both spiritual and economic empowerment among its members.

1.2 Objectives of the strategic planning process

The development of this strategic plan answers, in part, one of the recommendations of the CBO's capacity assessment conducted on 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 Association's members, beneficiaries and key stakeholders was useful in rethinking the Association'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. SWOT and PESTEL analysis were also conducted to assess organizational capacity to thrive within the wider environment. The gathered information was compiled into a draft, shared with stakeholders for feedback and adjustments were made to validate and refine the plan. The technical and facilitative service of an external consultant was employed – courtesy of Wangu Kanja Foundation (WKF) with funding from Feminist Opportunities Now (FON).

The specific objectives of this process included:

- i. Setting clear objectives and strategies to guide TTCWA's efforts in promoting and protecting the rights and potential of women and children.
- ii. Strengthening TTCWA's organizational and programmatic capacity to be able to deliver on its mission with efficiency and effectiveness.
- iii. Providing a framework for strategic partnerships with local, national and international stakeholders to maximize collective impact and sustainability of outcomes.

2.0 Organizational Profile



2.1 Vision

To see women communities that thrive in faith and enterprise



2.2 Mission

To transform the welfare of widows through spiritual encouragement and business development.



2.3 Our Core Values

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

- **Accountability**–We take responsibility for actions and decisions that we make.
- **Equality and non-discrimination**–We are committed to creating spaces and practices that are inclusive and non- judgmental.
- **Commitment**–We provide continuous support to widows, advocate for policy changes and work towards eliminating all forms of GBV within our community.
- **Honesty**–We engage in an open, truthful manner, fostering trust and ensuring that all communications are clear and sincere.
- **Teamwork**–We share responsibility across teams and with our partners to achieve lasting change.
- **Timeliness**–We are committed to running our programs within the expected time frames

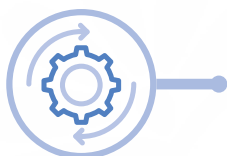


2.4 Our Thematic Focus

- **Addressing Gender-Based Violence (GBV) against Widows** – In Kenya, there are an estimated 8 million widows, representing 15% of the total population. Widows are among vulnerable groups in many cultures especially, patriarchal societies where a woman's identity and worth are often tied to her husband's status. According to The Loomba Foundation's World Widows Report, Kenya ranks 33rd globally for having a harsh environment for widows. The report highlights that Kenyan widows endure systemic property seizure, discrimination and evictions by their late husband's families.

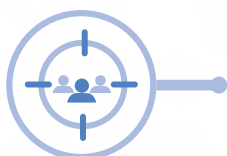
Widows in Taita Taveta County face significant social vulnerabilities and legal challenges related to land rights, child custody, exploitation and abuse. They also lack adequate protection and often remain economically dependent, moreover, a significant portion of the population in the county have limited literacy levels. TTCWA will employ a comprehensive approach to GBV management, addressing prevention, protection, response, empowerment and accountability.

- **Institutional Development and Growth** – We are keen at continuously enhancing both our members and organizational capacities to be able to deliver on our areas of focus with great efficacy. We have relied on the findings and recommendations following the capacity assessment report.



2.5 Strategic Approach

- **Partnerships and Collaboration** – We recognize that meaningful support requires a collective effort and we are committed to working with partners who can provide targeted interventions to meet widows at their points of need. By leveraging these partnerships, we aim to create sustainable solutions that empower widows, protect their rights and enhance their well-being.
- **Learning and Growth** – We recognize that every widow's experience is unique, shaped by complex social, economic and cultural dynamics that require tailored interventions. As an organization, we are committed to continuous learning, embracing new ideas and adopting innovative strategies to better support survivors. We refine our response efforts, ensuring they remain relevant, effective and impactful in meeting the evolving needs of widows.
- **Community Engagement** – We believe that an empowered community holds the power to create and drive meaningful change. True transformation requires more than individual support—it demands a shift in societal attitudes. We actively engage and mobilize communities to challenge the harmful norms and stigmas that marginalize widows, ensuring that change begins at the community level and fosters a culture of inclusion, respect, and support. Our commitment is to identify widows within our communities, restore their hope and support them in rebuilding their lives. Through holistic empowerment, we aim to equip widows with the resources, skills and opportunities they need to reclaim their independence and dignity.
- **Resource Mobilization** – Given the unique vulnerabilities widows face we are keen on mobilizing resources to ensure they receive the assistance they need. We leverage on different stakeholders to secure funding, legal aid, psychosocial support, and economic empowerment opportunities. We advocate for policy changes and create sustainable support systems.



2.6 Primary Target groups

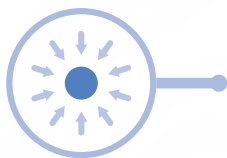
Over the next 3 years, Taita Taveta Widow Association will give primary attention to:

- Widows
- Children and/or Grandchildren of Widows
- Orphans



2.7 Target areas

Our programs will be majorly focused in all the four sub-counties (Mwatate, Taveta, Voi, and Wundanyi) of Taita- Taveta County.



2.8 Our achievements over the last three years

- a. Successful collaborations and partnerships
We have gained goodwill and support from communities and various stakeholders in Taita-Taveta County. With the support of County Government, the beneficiaries receive training in empowerment programs such as poultry production, goat rearing and kitchen gardening equipping them with sustainable livelihood skills. Our partnership with Kenya Land Alliance (KLA) has seen us provide legal representation for widows facing eviction and land disputes.
- b. Livelihood support
We support our beneficiaries with initiatives to improve their lives. Each year, at least 200 school-going children and/or grandchildren of widows receive support to return to school through bursary linkages.

We have established ongoing income-generating activities (IGAs) through grants including provision of two greenhouses for vegetable production, enabling widows to generate income and improve on their food security. In response to water scarcity, we have supplied 20 water tanks for rainwater harvesting in drier areas of Taita Taveta County ensuring better access to clean water. Additionally, we have supported provision of 200 chairs and four tents to various widow support groups, supporting community gatherings and income-generating initiatives.
- c. Spiritual Nourishment
Our work goes beyond addressing the immediate needs of widows—such as food, clothing, and shelter. We also uplift widows spiritually by sharing the Word of God, reading the Bible together and praying together. This spiritual nourishment gives them hope, healing and a connection to a power greater than their struggles. We offer faith based counseling and reaffirm their worth and Identity and empower them to rise from their desperate situations. Each year, approximately 80 women are able to reconnect with their purpose in life while surrounded by a supportive prayerful widow community encouraged by their testimonies of how far they have come.



2.9 Current challenges

- i. Limited financial resources for effective implementation of all programs.
- ii. High demand for services against limited capacity to support everyone.
- iii. Societal stigma around gender based violence survivors, making outreach harder.

3.0 Environmental Scanning

3.1 Internal Context

This section highlights our 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 Intervention
1	Committed and passionate team	Continuous staff development and motivation programs
2	High membership in all the four sub counties of Taita Taveta, total of 4,000 members	Involve members in programs and decision making Strengthen leadership across all levels Put in place sub county specific programs
3	Strong leadership and a common sense of purpose	Periodic evaluation of governance performance Encourage shared responsibility and team work
4	Experienced staff in networking and linkages	Set and periodically review networking goals and priorities Participate in initiating and organizing joint events
5	Programs align well with beneficiary interests	Put in place program feedback mechanisms Conduct periodic needs analysis reviews
	Areas of improvement	Strategic Intervention
1	Lack of office space and office bearers are from different sub counties making physical meetings difficult	Fundraising to acquire office space and equipment Decentralize/ Delegate some activities to Sub county levels Explore online meetings for office bearers Leverage referral of survivors to other partners
2	Inadequate human resource and capacity (paralegalism, social enterprise, financial management, digital literacy etc)	Periodic capacity development of staff and volunteers on key program and operational areas
3	Inadequate operating procedures and trainings to support programs and operations	Prioritize development of key policies (Safeguarding, Equality and Nondiscrimination, MERL framework,)
4	Uncertainty over programs sustainability	Fundraising Adaptability plan Income Generating Activities Owned space
5	Poor corporate imaging–branding, profile, etc	Capacity building staff of corporate development, communication and public relations.
6	Weak at partners exploration	Periodic Stakeholder analysis and review Stakeholder roundtables Stakeholders database
7	Weak MERL practices	Staff training MERL framework
8	Weak grants seeking skills	Resource mobilization strategy Periodic Stakeholder Analysis Capacity building on resource mobilization
9	Irregular implementation of program	Fundraising Proper Budget Streamline Focus areas

3.2 External Context

Focus area	Opportunities	Threats	Strategic Response
Political	Government support for women's empowerment and GBV prevention through policies and funding. Opportunities to partner with county and national government programs for funding and policy influence. Rising support from Politicians in addressing GBV and women's empowerment.	Manipulation by politicians Delay in funding approvals and policy changes. Political instability or elections-related tensions affecting program implementation.	Leverage support from government programs Undertake political risk assessment on programs Leverage support from politicians
Economic	Climate change affecting livelihood projects (e.g., farming, small businesses) run by women. Growing interest in women-led entrepreneurship and social enterprises that TTCWA can tap into. Potential for partnerships with corporate organizations and NGOs offering grants and funding for gender-focused programs. Access to microfinance institutions and skills development programs for women.	Rising cost of living making it harder for beneficiaries to achieve financial independence. Limited funding opportunities due to economic downturns or shifting donor priorities. High unemployment rates leading to increased dependency on financial support. Inadequate skills due to survivors previous lives as housewives High economic dependency of survivor	Explore applying for affirmative action funds offered by the government. Consider making joint proposals with like-minded organizations Consider investing in climate resilient IGAs.
Socio-cultural	Increased public awareness of gender-based violence, mental health, and economic empowerment, leading to more community engagement. Rising support from male allies, community and religious leaders in addressing GBV and women's empowerment. Growing women networks that can be mobilized for mentorship and advocacy.	Harmful patriarchal norms and cultural traditions Deep-rooted gender norms and stigma that belittle widows and prevent women from speaking out against GBV. Social stigma and Isolation Vulnerability to health risks Increase in mental health issues due to GBV, poverty and economic dependence	Increased awareness raising Targeted population interventions. Intergenerational and cross-gender engagements
Technological	Use of apps such as Haki Ardhi app to empower women to report land rights abuses in a safe and timely manner Digital platforms (social media, online fundraising, mobile banking) that can enhance awareness, fundraising, and service delivery. Use of virtual training and mentorship programs to reach a wider audience.	Digital divide limiting access to online learning, online services and financial services for some beneficiaries. Limited access to modern technology and digital skills among beneficiaries.	Digital security training. Leverage social media for programming and advocacy. Leverage technology for data, information and communication management

Environmental	Climate change and environmental conservation programs that promote green businesses and sustainable livelihoods for women. Collaboration with health institutions and organizations for better service delivery to survivors of GBV.	Extreme Climatic conditions such as Drought and Floods contributing to increased cases of GBV Extreme weather conditions affecting livelihood projects Displacements lead to loss of livelihood and social instability, increased GBV	Consider programming around the intersection between GBV and climate change. Strengthen GBV climate change early warning signs
Legal	Existing laws and frameworks (e.g., Sexual Offenses Act, Protection against Domestic Violence Act) that can be leveraged for advocacy.	Weak enforcement of GBV laws, leading to continued violence and impunity. Bureaucratic and technical processes that delay administration of justice	Enhance policy advocacy through lobbying, litigations and campaigns

3.3 Stakeholders Analysis

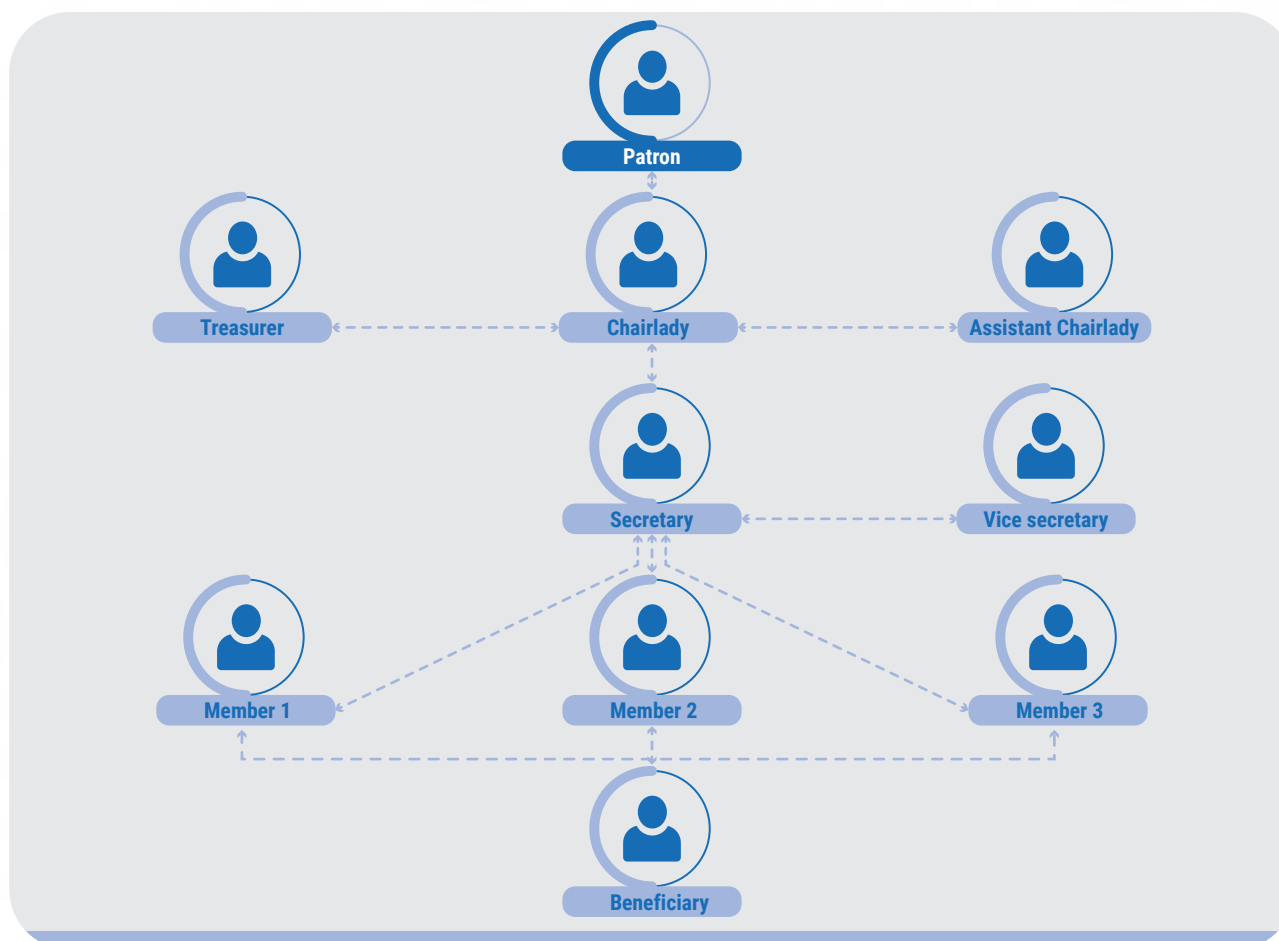
This stakeholder analysis will help identify individuals and institutions with an interest or influence in our programs, enabling effective engagement and collaboration.

Stakeholder	Stakeholder expectation from us	Our organization's expectation from Stakeholder	Current stakeholders	Remarks
Survivors of GBV	Empathy Support (legal, medical, economic & psychosocial)	Active participation & commitment to programs Identify need area Provide feedback	Widows Children and/or Grandchildren of Widows Orphans	Consider beneficiary feedback in programming Conduct beneficiary needs assessment before onboarding
Community	Focus on specific local issues Awareness and sensitization Leadership, Direction and support	Participate and support programs Provide feedback	Churches Widow groups Women groups	Clear communication Increase community engagements
Duty bearers	Compliance Impact Partnership and collaboration Awareness and sensitization Safeguarding	Effective service provision Respect, defend and promote human rights Policy support Exercise accountability Partnership and collaboration	National Police Service National Government Administration Officers National and County Gender Officers Department of Children	Strategic alliances Oversight Referrals and follow ups
CSOs	Partnership, collaboration and networking Joint campaigns	Partnership, collaboration and networking Joint campaigns	SSV Network, WKF, Kenya Land Alliance	Periodic stakeholder analysis Stakeholder management plan Joint fundraising

Private Sector	Open markets Promote public order and security	Respect for human rights Support local human rights initiatives Partnership and collaboration Support sustainability projects	None at the moment	Explore leveraging strategic private sector partnerships Understand interest of local private sector actors in relation to program areas
Development partners	Demonstrate impact Accountability for funds Reporting progress	Grants, sponsorships and partnerships Understand our mission and goal Open communication Feedback and collaboration Linkage and referrals	None at the moment	Fundraising strategy Effective compliance mechanisms

3.4 TTCWA's Governance Model

Having conducted an organizational capacity assessment in February 2025, we are committed to reviewing the current organizational structure—within the 2025–2027 strategic plan period—to reflect changes which align with our transformations. Among the changes that we anticipate are to introduce the place of a board of directors to replace the patron and to encourage a distributed leadership model – which will recognize the efforts of leaders at the various sub counties and the different committees.



3.5 Change Theory

1 

OUR VISION

To see women communities that thrive in faith and enterprise

2 

EXPECTED OUTCOMES

- Positive shifts in community perceptions and cultural beliefs about widows and gender equality.,
- Increased reporting and actions on GBV and human rights violations against widows cases
- Increased collaboration among stakeholders
- Increased community involvement in protecting widows against GBV, harmful cultural practices, stigma & human rights monitoring, documentation and reporting.
- More widows are accessing and benefiting from economic empowerment programs.
- Vibrant association, united with a strong voice. Improved capacity of TTCWA to run programs effectively

3 

OUR STRATEGIES

- Increase knowledge and information sharing
- Improve access to safety, security, justice and spiritual nourishment by widows
- Survivors Support and empowerment
- Monitoring, Documentation & Reporting
- Strategic Partnerships and collaboration
- Advocacy
- Organizational development and systems strengthening

4 

STRATEGIC OBJECTIVES

- Champion comprehensive management of GBV in Taita Taveta County.
- To enhance TTCWA's institutional and programmatic efficiency and effectiveness.

5 

THEMATIC FOCUS AREAS

- Gender Based Violence Management
- Institution Growth and Development

6 

CURRENT SITUATION

- Increased cases of eviction, disinheritance, GBV and femicide against women and widows.
- Widows' unemployment and limited economic support systems.
- Entrenched harmful practices like widow cleansing and forced remarriage.
- Rise in cases of depression among widows.
- Failure to report violations by widows because of fear and intimidations.
- Poor coordination among justice actors.
- Inadequate institutional capacity to meet program demands

4.0 Strategic Plan Implementation Framework

This framework outlines the strategies, activities, targets and funding requirements that will guide the Taita Taveta County Widows Association in achieving its thematic objectives over the next three years.

Key Result Area 1:		Gender Based Violence Management							
Strategic Objective 1:		Champion comprehensive management of GBV in Taita Taveta County.							
Target Groups		Widows, Children and/or Grandchildren of Widows, Orphans							
Outcomes:		Increased community awareness on GBV, Increased number of reported GBV cases, Improved GBV stakeholders’ collaboration, Improved case managers capacity on GBV management and Increased number GBV case transition along the referral pathways.							
Strategies:		Key Activities	Output Indicators	Performance Targets				Indicative Budget (Kshs.) ‘000	
				2025	2026	2027	Total		
1	Prevention	Awareness and sensitization (barazas, dialogues, annual observances, radio shows, political forums and trainings)	No. of awareness sessions No. of people reached	2	4	4	10	1,000	
		Enrolment of women(widows) to support groups	No. of widows enrolled	4	4	4	12	600	
2	Response	Referrals, Linkages and Follow ups	No. of referrals, linkages and follow ups Type of referrals Referral success	96	96	96	288	1,440	
		Emergency response and rescue	No. emergency responses and rescues, Time taken to rescues Areas of rescue Immediate post rescue support	40	40	40	120	600	
		Legal aid	No of legal cases handled (Land Cases) No of legal counsel provided No of fair legal aid outcomes No of survivors satisfied with legal aid	80	80	80	240	480	
		Temporary accommodation/ Prayer camps	No in temporary accommodation Capacity in use Duration of stay condition of accommodation	20	20	20	60	300	
		Compassion support	No. receiving support No. of support sessions conducted	20	20	20	60	120	



3	Empowerment	GBV Case Managers Capacity Development	No. of GBV case managers trained No of workshops conducted No. of case mgt tools developed/improved % of case managers applying new skills	3	3	3	6	180
		Trainings / Mentorship for survivor support groups	No. of support groups trained No of training sessions conducted % of survivors reporting uptake	4	4	4	12	1,600
		Seed capital for business startups support	No. receiving capital Amount of capital granted No of new business started % of running business	100	100	100	300	3,000
		Market linkages and job placements	No. receiving market linkage, No. receiving job placement	150	150	150	450	300
4	Strategic collaboration	CUC meetings	No. of sessions held No. of organizations attending	2	2	2	6	60
		Gender Sector Working Group Meetings and Partnerships	No. of sessions held No. of organizations attending	4	4	4	12	1,200
		Partnership meetings with referral pathways actors	No. of partnership meetings held No of new partners engaged No. of commitments made	5	5	5	15	225
		Community level GBV stakeholders forums	No. of forums conducted No. attending No of actions launched	3	3	3	9	45
		Joint campaigns	No. of campaigns organized No.of organizations participating No. reached No. of materials distributed	3	3	3	9	3600
		Development of a stakeholder engagement strategy	Stakeholder mapping No. of stakeholder engaged Strategy developed	1	0	0	1	200



5	GBV Monitoring, Documentation and Reporting	Development of case management database	Database developed No. of staff trained No of cases entered No. of updates	4	4	4	12	200
		Development of GBV Monitoring, Documentation and Reporting SOPs	Developed tools No of staff trained % of cases documented in line with SOPs	1	1	1	3	150
6	Advocacy	Legal aid clinics	No. held No. provided with service No accessing follow up % successfully resolved	2	2	2	6	50
		Community outreaches (radio, dialogue forums, social media, IEC material, barazas etc)	No. held No. of people reached No. of IEC distributed No. actively participating	16	16	16	48	2,400
		Direct actions (petitions, litigations, protests, etc)	No of petitions, Litigations, protests held	4	4	4	12	240
		Media engagements (talk shows, pressers etc)	No. conducted No. of media outlets involved	4	4	4	12	240
		Development of advocacy strategy	No. of stakeholders consulted Advocacy strategy document No. of advocacy tool developed	1	0	0	1	200



Key Result Area 2:		Institutional Growth and Development						
Strategic Objective 2:		To enhance TTCWA’s institutional and programmatic efficiency and effectiveness.						
Outcomes:		Strong/effective institution, smoothly operating institution, Faster decision making, Knowledgeable employee						
Strategies:		Key Activities	Output Indicators	Performance Targets				Indicative Budget (Kshs.) ‘000
				2025	2026	2027	Total	
1	Capacity building	Leadership and Organizational systems training	No. of leadership and Org system training Change in leadership skills Change in employee engagement Change in team performance Change in problem solving skills	3	3	3	9	900
		Financial management training	change in financial decision making skills change in budgeting accuracy and forecasting change in financial concepts	2	2	2	6	600
		Record keeping and Report writing skills	Records Reports	1	1	1	3	300
		Professional development of staff	No. of training sessions Skill enhancement	2	2	2	6	600
		Team building	Change in team communication change in team engagement	1	1	1	3	
2	Policy formation and development	Build Office (Already donated land of 2 acres)	Office, Guidance and counseling and Hall and Prayer room	1	-	-	1	4,500
		Acquire equipment	Equipment	-	-	-	1	500
		Development of a board charter	Board Charter	1	0	0	1	150
		Development of Resource Mobilization strategy	Resource Mobilization Strategy Document	-	1	-	1	150
		Develop a MERL framework	MERL Framework Staff trained on MERL Data collection tools	1	-	-	1	150
3	Communication and visibility	Activate existing website	Website	1	-	-	1	60

4	Compliance	Training	No. of trainings completed Change in policy understanding	1	1	1	3	300
		Financial Audits	Audit findings	1	1	1	3	300
5	Sustainability	Fund raising	No. of fundraising sessions Amount raised Partners participating	1	1	1	3	600
6	Performance Evaluation	MERL training	No of trainings No of staff trained MERL tools developed	1	1	1	3	300
		Annual Reviews	Annual reports	1	1	1	3	300
7		Mid-term strategic plan review	Mid-term strategic plan review report		1		1	150

Taita Taveta County Widows' Association

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