



From Shadows To Safety

Strategic Plan

2025 - 2027





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Young Survivors Initiative (YSI) Community Based Organization

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Acronyms

AGYW	Adolescent Girls and Young Women
CBO	Community Based Organization
FON	Feminist Opportunities Now
M&E	Monitoring and Evaluation
PBO	Public Benefit Organization
PESTEL	Political, Economic, Social, Technological, Economic and Legal
SGBV	Sexual and Gender Based Violence
SSV	Survivors of Sexual Violence
SWOT	Strengths, Weaknesses, Opportunities and Threats
YSI	Young Survivors Initiative
SRHR	Sexual and Reproductive Health and RightsCSR
UNFPA	United Nations Population Fund
WKF	Wangu Kanja Foundation

Statement from the Coordinator



Creating our strategic plan has been both a challenging and rewarding experience, providing me with the opportunity to lead a process that shapes the future direction of our organization.

The process has been an invaluable opportunity to assess where we currently stand, identify our goals, and align our resources and efforts towards a shared vision for the future. Collaborating with team members, stakeholders, and external partners has provided diverse perspectives that have enriched the plan and made it more comprehensive.

Throughout the journey, I've gained deeper insights into our organization's strengths and areas for growth, and it has highlighted the importance of flexibility and adaptability in navigating the complexities of the future. While the process has not been without its obstacles, it has reinforced the value of clear communication, teamwork, and a focus on long-term sustainability.

Ultimately, the strategic plan represents a collective effort and a clear roadmap for our organization's success. It is exciting to see our vision taking shape, and I am optimistic about the positive impact it will have on both our internal operations and our wider community.

Sharon Milanya
Coordinator

Statement from the Chairperson



The strategic plan for the Young Survivors Initiative (YSI) reflects a comprehensive and deeply considered approach to addressing the complex challenges of sexual violence and human trafficking. The organization focuses on supporting young women aged 13-26 who have experienced various forms of exploitation, providing them with a safe environment, healing, and empowerment. The formulation process prioritized the survivor voices, ensuring that the plan is grounded in the experiences of those it aims to serve.

Through careful internal and external analyses, YSI has identified key areas for intervention, from community awareness, stakeholder engagement, and legal aid to organizational strengthening and sustainable empowerment. The plan demonstrates a collaborative spirit that shows a commitment to collective action and recognition that getting an impactful and lasting change requires a holistic approach. The implementation framework effectively translates strategic objectives into tangible actions, showcasing YSI's commitment to accountability and measurable impact. The plan aims to combat SGBV and human trafficking by promoting prevention, intervention, and advocacy, focusing on strengthening local systems, building stakeholder capacity, and raising awareness of sexual and reproductive health rights.

The YSI team's dedication and passion in creating a safe environment for survivors are admirable. Despite immense challenges, their belief in recovery and systemic change will significantly impact vulnerable young women's lives. Their resilience is a beacon of hope for communities.

Grace Wanjiru
Chairperson

Acknowledgements

This strategic plan belongs, first and foremost, to the survivors of sexual violence and human trafficking. Their courage, resilience, and unwavering determination have not only shaped every aspect of this process, they the foundation of it. Their voices, experiences, and visions for justice and healing guided the priorities we set, the values we uphold, and the future we are working toward. This plan is a testament to their leadership, and we honor them as its rightful co-creators. We are deeply grateful to the survivors who entrusted us with their stories, participated in consultations, challenged us to do better, and held us accountable to our mission. Your strength drives this work forward and reminds us every day of why lasting, survivor-led change is essential. We also acknowledge the tireless support of our stakeholders and partners whose dedication has been instrumental in bringing this plan to life. To the local administration, thank you for your continued collaboration and for cultivating an environment where meaningful progress can take root. We are equally thankful to the Wangu Kanja Foundation and Feminists Opportunities Now, whose support made this process possible. Your engagement of Empresario Consulting Ltd helped us navigate this journey with clarity and purpose.

To all who contributed and especially to the fifteen survivors who lead the way this plan is yours. We are honored to walk alongside you in building a future grounded in dignity, justice, and empowerment..



Executive Summary

Young Survivors Initiative (YSI) was founded and registered as a Community Based Organization in June 2024 with the aim of championing for a future where young women are free from sexual violence and human trafficking in the sub counties of Makadara and Kamukunji in Nairobi County.

The Young Survivors Initiative's inaugural three-year strategic plan (2025-2027) presents a comprehensive framework to combat sexual violence and human trafficking. The plan emphasizes a survivor-centered approach, focusing on empowering survivors, strengthening community engagement, partnership and collaboration among stakeholders and flexibility and adaptation. By leveraging the expertise and support of partners, YSI is confident in achieving meaningful, long-lasting change.

This strategic plan is a combination of qualitative and quantitative approaches. It relied on analysis of combination of success stories from beneficiaries, insights from consultant, staff and volunteers, existing research and reports and alignment with existing policies.

Central to this strategy is its four key results areas; *Sexual Gender-Based Violence (SGBV) Management, Sexual and Reproductive Health and Rights, Human Trafficking and Organizational Development and Systems Strengthening.*

This plan serves as a call to action for continued collaboration and resilience in the collective effort to eliminate sexual violence and human trafficking while supporting the recovery and empowerment of survivors.



1.0 Introduction

1.1 About Young Survivors Initiative

The Young Survivors Initiative (YSI) was born out of a deep need for connection, belonging, and continuity after life in a safe house. In 2024, fifteen courageous girls survivors of sexual violence came together with a shared vision: to create a space where girls could continue to belong, connect, and thrive beyond the structured support of the shelter.

These girls had completed their time in the safe house, but found themselves grappling with isolation, stigma, and the challenge of reintegrating into communities that often did not understand their journey. They wanted more than survival; they wanted to heal together, build lasting bonds, and create pathways for leadership, sisterhood, and impact.

What started as informal check-ins and peer support gatherings has since grown into a vibrant survivor-led movement. YSI provides a safe and empowering space for young women to share their stories, develop skills, engage in advocacy, and support one another as they navigate life after trauma. It is a space built on empathy and the belief that no girl should walk the path of healing alone.

1.2 Rationale for the Strategic Plan Development

We anticipate that this strategic plan will be valuable to YSI by:

- i. Establishing a clear, long-term vision and direction to ensure that every action and initiative aligns with the overall purpose.
- ii. Providing the basis for performance tracking, helping YSI make data-driven adjustments as needed.
- iii. Supporting Identification of key partnerships and collaborations that will support YSI mission and initiatives.
- iv. Strengthening YSI's capacity and institutional infrastructure to enhance its operational and programmatic efficiency and effectiveness.

1.3 Strategic Plan Development Process

To ensure relevance and effectiveness of the Strategic plan, an organizational capacity assessment was conducted to understand YSI's ability to achieve its goals. A mixed-methods approach was then employed, combining both qualitative and quantitative research. This involved discussions with beneficiaries, partners, staff, and volunteers, alongside a review of relevant internal and external reports. SWOT and PESTEL analysis were used to evaluate internal and external factors. The process emphasized impact harvesting, collective learning and collaborative decision-making.

The development of the plan was supported by Wangu Kanja Foundation and Feminist Opportunities Now, who engaged an external consultant, Empresario Consulting Ltd for additional expertise.

2.0 Organizational Profile



2.1 Vision

A future where young women are free from sexual violence and human trafficking.



2.2 Mission

To protect adolescent girls and young women against sexual violence and human trafficking through a holistic approach that aims at empowering survivors and stakeholders while addressing the root causes.



2.3 Our Values

To ensure that our work reflects commitment to the individuals we have dedicated to help, we live each day by the following principles:

- **Dignity** - We are dedicated to restoring each individual's dignity, empowering survivors, affirming their worth, and helping them reclaim their sense of self and purpose.
- **Compassion** - We offer a safe, non-judgmental environment allowing survivors to share their stories at their own pace ensuring that each person feels seen, heard and cared for.
- **Hope** - We believe that every survivor has the potential for recovery, regardless of the depth of their trauma.
- **Empathy** - We listen actively and offer culturally sensitive, trauma-informed emotional support fostering safety and comfort during the recovery process.
- **Honesty** - We believe in providing clear, truthful information about the services we offer and the steps in the recovery process to help survivors make informed choices.



2.4 Our Thematic Focus

- a. **Comprehensive Management of Sexual Gender-Based Violence (SGBV)** – The national data on the prevalence of Sexual and Gender-Based Violence (SGBV) paints a grim picture, with the incidence of SGBV steadily rising and becoming increasingly normalized in Kenya. According to the World Health Organization, 1 in 3 women in Kenya are at risk of experiencing SGBV. Kamukunji and Makadara, both urban areas in Nairobi County, are not exempt from this disturbing trend. Several factors contribute to the high rates of SGBV in these areas, including urban poverty, widespread unemployment, lack of economic empowerment and limited awareness and education about SGBV.

We adopt a multi-faceted approach that integrates social, economic, educational, and legal interventions. This approach focuses on empowering communities economically, enhancing public education on SGBV, improving services for survivors, addressing broader socio-economic factors and strengthening legal frameworks. Our strategy is designed to prevent

violence, protect survivors, provide better support systems, and prevent future occurrences through increased community awareness and robust legal frameworks.

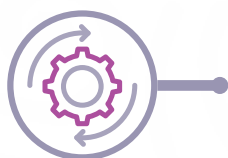
- b. Championing AGYWs Sexual and Reproductive Health and Rights** – According to UNFPA Kenya, one in six adolescent girls aged 15 to 19 either becomes pregnant or is already a mother, leading to more than 260,000 pregnancies each year. In 2022, approximately 7,307 new HIV infections occurred among adolescents and young people aged 15-24, representing 41% of all new infections in the country. Survivors of sexual and gender-based violence (SGBV) are particularly vulnerable, facing increased risks of unwanted pregnancies, sexually transmitted infections (STIs) and other reproductive health issues. Fear of stigma or retaliation often prevents survivors from seeking help or accessing the care they need.

Adolescent girls and young women have the fundamental right to control their bodies and determine their futures. While Nairobi generally offers better access to healthcare compared to rural areas, many low-income residents in Kamukunji and Makadara continue to face significant barriers to accessing quality sexual and reproductive health services. We are committed to ensuring equitable access to sexual and reproductive health and rights (SRHR) services, information and education, provided in an accurate, comprehensive, and culturally sensitive manner.

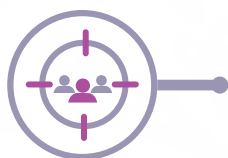
- c. Human Trafficking Monitoring & Reporting** – Kenya is a source, transit, and destination country for human trafficking, with labor and sexual exploitation being the most prevalent forms. A 2022 study by the National Crime Research Center highlighted the high rates of trafficking in Kenya, with labor trafficking accounting for 96% of cases in 2020 and 98.3% in 2021. The majority of trafficking cases were external (64.7%), with the victims primarily being adult and young women aged 18-34. Domestic trafficking accounted for 35.3% of cases. Key contributing factors include poverty, unemployment, demand for cheap labor, and lack of awareness. We advocate for a comprehensive approach to combating human trafficking that includes prevention, victim identification, protection and the prosecution of offenders. Our interventions involve awareness campaigns, physical rehabilitation, psycho-social support and diligent monitoring, documentation and reporting to ensure accountability.
- d. Organizational Development and Systems Strengthening** – We are focused on building the capacity, effectiveness and sustainability of our organization. With so many factors affecting our work areas, we strive to be able to adapt to the changing environments and to be able to deliver impactful programs. This strategic plan builds on the findings of the OCA conducted in February 2025 to identify and prioritize key strategic capacity enhancing strategies for the organization.

2.5 Our Strategic Approach

- **Community engagement** - Our programs are keen on a proactive approach to actively involve community members in the identification of issues, solutions and implementation of programs thereby promoting a culture where the community plays an active role in the support of our programs.



- **Survivor-led intervention** - We recognize that survivors are active agents of change in their lives. Our programs and interventions reflect the real needs and aspirations of those most affected. We are committed to empower them to lead their own recovery and contribute to solutions that affect their lives and communities.
- **Partnerships and collaborations** - We recognize that there is a collective response by different partners in our area of focus using different approaches. We are keen on leveraging the strengths of multiple partners to ensure that resources are used efficiently and our interventions are more effective and far-reaching.
- **Flexibility, adaptation and sustainability** - We acknowledge the changing circumstances, challenges and evolving needs of our beneficiaries during our programs. We commit to programs that will remain responsive, dynamic, adaptable and create a lasting change by supporting self-sufficiency of our beneficiaries
- **Monitoring performance against goals** - It is crucial to us that efforts to combat sexual violence and human trafficking are effectively achieving their intended outcomes. We consistently monitor progress, evaluate success, and make necessary adjustments to ensure continuous improvement and accountability. To support evidence-based actions, we will implement performance-enhancing practices, including feedback mechanisms, data management systems and standardized reporting systems.



2.6 Target groups

The following categories of adolescent girls and young women will form our primary target audience for the next three years:

- School going girls
- Girls who have dropped out of school
- Girls who are abusing drugs
- Teenage mothers
- Homeless girls
- Survivors of child marriage
- Women survivors of SGBV



2.7 Target areas

Young Survivors Initiative will work in:

- Kamukunji Sub County
- Makadara sub county



2.8 Our impact and achievements over the last three years

a. Grant acquisition

We successfully secured Survivor Led Fund from The Freedom Fund which was useful towards strengthening support for organizational development and economic empowerment for survivors. Awarded in January 2025, the fund has already facilitated the return to school of three members marking a positive step towards their personal growth and independence.

b. Programming and Operational Policies development:

We have successfully developed and implemented comprehensive policies that streamline and enhance the efficiency of our operations. Among the policies developed in the past one year include Financial Policy, Human Resources Policy, Child Protection Policy, Safeguarding Policy, Data Protection Policy and Fraud Prevention Policy



2.9 Current challenges

- i. Branding and visibility–Establishing a brand identity and gaining visibility both in the physical and online platforms is a significant hurdle.
- ii. Limited resources to implement programs- We are restricted in scope and effectiveness of programs due to limited resources. This in turn affects the number of survivors we can support.



3.0 Environmental Scanning

3.1 Internal Context

This section highlights where we stand in terms of our strengths and areas of improvement. We are committed to maximize our strengths and actively address areas of improvement.

	What is working well	Strategic Response
1	Adequate staff, Committed and passionate team with a common sense of purpose	Continuous strategic training, Career development and team building opportunities for staff
2	Equipped office- Infrastructure, equipment, chair computer and reliable internet	Investment in technology and tools to support program
3	Clear organizations organogram ,Well defined code of conduct and operational procedures	Effective decision making and communication channels
4	Vibrant Volunteer Program	Develop structured volunteer engagement plan
5	Programs in line with beneficiary interests	Feedback mechanism customize programs to adapt to changing needs
6	Updated programming and Financial policies- policies on finance, human resources, child protection, safeguarding, data protection, fraud prevention	Ensure policies and guidelines are communicated to staff and stakeholders for transparency and compliance
7	Active presence in social media platforms- Facebook, Instagram	Develop a social media strategy to engage with followers and build brand Produce content to appeal to different audience and drive engagement
	Areas of Improvement	Strategic Response
1	Limited Resources or budget constraints	Resource mobilization strategy, Encourage skill diversity
2	Inadequate knowledge on Proposal writing and fundraising	Periodic capacity development of staff and volunteers on resource mobilization, proposal writing and fundraising
3	Inadequate knowledge on thematic areas of program	Streamline thematic areas Capacity building of staff, strengthening partnerships and collaboration in thematic areas

3.2 External Context

We were able to identify presenting opportunities and threats by examining six key areas in the PESTEL analysis.

Focus area	Opportunities	Threats	Strategic Response
Political	- Government support through anti trafficking laws and victim protection programs - Opportunities to partner with county and national government programs for funding and policy influence. - Increased funding opportunities for social issues	- Corruption leading to complacency in trafficking activities - Shifting focus areas with change in political leadership leading to reduced support or funding - Political instability affecting program implementation.	- Collaborate with government for better outcomes, policy changes and awareness campaign - Strengthen partnerships and engagement - Flexibility in program design
Economic	- Increased funding through Corporate social responsibility (CSR) initiatives and individual donors - Potential for partnerships with corporate organizations and NGOs offering grants and funding for human trafficking and sexual violence programs. - Access to education opportunities and skills development programs for young women	- Economic vulnerability making individuals more susceptible to exploitation - Limited funding opportunities due to economic downturns or shifting donor priorities. - Financial exploitation	- Strengthen community empowerment and resilience - Strengthen partnerships and engagement with relevant partners
Socio-cultural	- Growing demand for survivor direct services eg Counseling services, Legal aid, Justice and Shelters - Increased public awareness of gender-based violence and human trafficking leading to more community engagement. - Rising support from community in terms of volunteers and activists - Growing youth and women networks that can be mobilized for mentorship and advocacy.	- Deep-rooted gender norms and stigma that prevent women from speaking out against GBV. - Societal stigma and blaming attitudes discourage survivors from seeking help. - Societal perceptions a barrier to successful reintegration of survivors	- Staff development and volunteer programs - Strengthen community support networks - Leverage global awareness days and movements - Awareness and education campaigns - Advocacy for Gender Equality

Technological	• Digital platforms (Internet and social media platforms) can raise awareness, viral campaigns, fundraising, and service delivery. • Use of online education and outreach programs to reach a wider audience.	• New avenues for perpetrators to easily exploit and traffic individuals (online grooming and cyber enabled trafficking and all other Technology assisted violence	• Use technology to scale services • Raise awareness and build digital literacy
Environmental	• Partnerships with organizations working in disaster relief during natural disasters or armed conflicts. • Eco-friendly initiatives incorporated into rehabilitation and reintegration programs eg agriculture or eco-tourism	• Environmental crises such as natural disasters increase vulnerability of individuals to exploitation • Resource scarcity increases susceptibility of girls and young women to exploitation	• Strengthen disaster preparedness plans • Community engagement and empowerment • Collaboration with humanitarian organizations
Legal	• Existing laws and frameworks (e.g., Sexual Offenses Act, Protection against Domestic Violence Act, Counter –Trafficking in Persons Act) that can be leveraged for advocacy. • Ongoing development of international human rights law regarding trafficking and sexual violence can help provide global support and coordination	• Weak enforcement of GBV laws, leading to continued violence and impunity. • New strict laws on Immigration that restrict activities of non-profits, thus limiting its ability to assist victims as intended • Bureaucratic and technical processes that delay administration of justice	• Hold authorities accountable • Leverage on existing laws and frameworks for rights and policy reforms



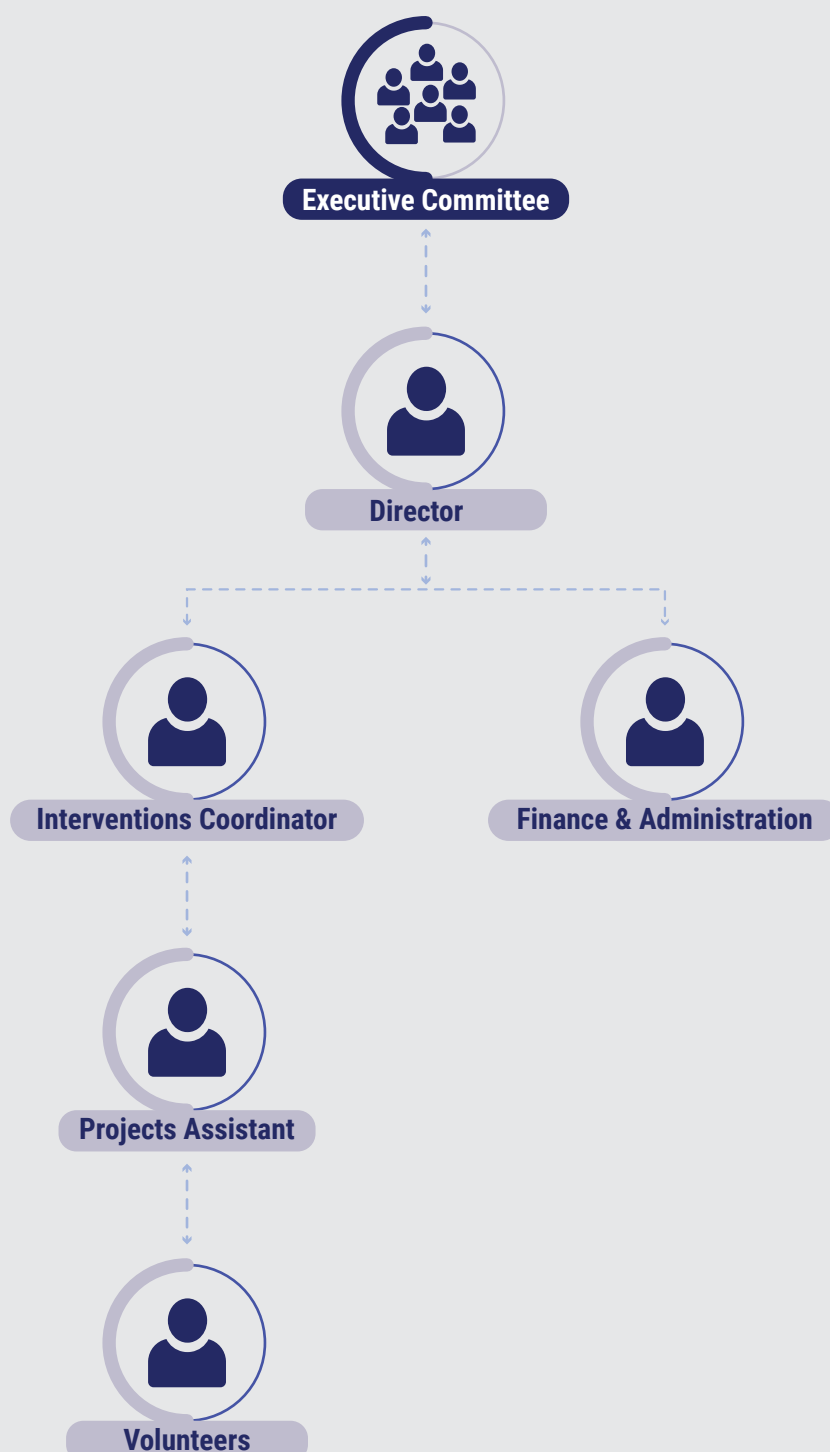
3.3 Stakeholders Analysis

We were able to identify our key stakeholders and assessed how they influenced and interacted with our programs. This will help us engage with our stakeholders effectively and improve our relationship with them

Stakeholder	Stakeholder expectation from us	Our organization's expectation from Stakeholder	Current stakeholders	Strategic Response
Survivors (SGBV, Human Trafficking)	Access to safe spaces, psychosocial support, legal assistance, economic empowerment	Active participation in programs, Provide feedback, Show commitment to economic and social rehabilitation	School going girls, Girls who have dropped out of school, Girls who are abusing drugs, Teenage mothers, Homeless girls, Survivors of child marriage, Any woman survivor of SGBV, AGYWs in Kamukunji and Makadara sub counties.	Integrate beneficiary feedback into program design and implementation. Perform a needs assessment with beneficiaries before program initiation.
Community	Awareness and sensitization, Inclusive participation, Leadership and Support	Engagement and participation, Feedback for improvement Trust and Confidentiality	Community in Kamukunji and Makadara sub county	Needs assessment Community engagement and participation sustainability and long term impact
Duty Bearers	Awareness and Sensitization, Partnership and Collaboration, Support and Protection	Partnership and Collaboration, Effective service provision, Safeguard beneficiary, Defend and promote human rights, Exercise accountability	National Government County Government National Police Service Administration Officers National and County Gender Officers Department of Children Nairobi Gender Based Violence Recovery Center Ministry of Health	Capacity building and Training, Strategic alliances, Oversight Referrals and follow ups
CSO partners	Partnerships, Collaboration, networking, Joint advocacy, Ethical practices	Partnerships, Mutual support in advocacy, Resource and knowledge sharing	Wangu Kanja Foundation, Maisha girls safe house	Periodic stakeholder analysis Stakeholder management plan Joint fundraising
Donor Community	Transparency and accountability, demonstrate impact, Regular reporting as per guidelines	Flexibility and long term commitment on financial support, Timely funding, feedback and collaboration	Freedom Fund	Accountability and compliance Demonstrating Impact and value Fundraising strategy
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

3.4 YSI's Governance Model

Part of institutional strengthening work that awaits YSI in the next three years has to do with evaluating its governance performance, redefining its organizational structure, role and responsibilities. Borrowing from the recommendations of the February 2025 OCA report, YSI will seek to come up with a board establishment which will take lead in reengineering the operations of the organization.



3.5 Change Theory

1



OUR VISION

A future where young women are free from sexual violence and human trafficking

2



EXPECTED OUTCOMES

- Increased reporting and actions on SGBV and Human trafficking cases
- Successful tracing & reintegration of human trafficking survivors
- Increased school transition for survivors
- Reduced cases of human trafficking & SGBV in Kamukunji
- Increased collaboration among stakeholders
- Increased community involvement in SGBV & human trafficking monitoring & security interventions
- Positive shifts in community knowledge, attitudes and perceptions on gender equality and public safety
- Improved capacity of COGWIN to run programs effectively

3



OUR STRATEGIES

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

4



STRATEGIC OBJECTIVES

- To contribute to the comprehensive management of GBV in Embakasi North Constituency
- To promote the safety, well-being and rights of children by preventing abuse, neglect and exploitation.
- To increase awareness about breast cancer and provide emotional, physical and social support to breast cancer survivors
- To improve the capacity, efficiency and sustainability of the organization.

5



THEMATIC FOCUS AREAS

- Comprehensive Management of SGBV
- Championing AGYW's Sexual & Reproductive Health & Rights
- Human Trafficking Monitoring & Reporting
- Organizational Development & Systems Strengthening

6



CURRENT SITUATION

- Increasing reports of SGBV, FEMICIDE and human trafficking against AGYW
- SGBV cases dropped in court for lack of sufficient evidence or withdrawal of complainants.
- Poverty and inadequate livelihood support for AGYW
- Poor coordination among justice actors.
- Corruption
- Public insecurity Fear and stigma inhibits reporting of violations

4.0 Strategic Plan Implementation Framework

This implementation framework outlines various strategies, activities, targets and funding requirements to achieve the Key Result Area which YSI will pursue over the next three years.

Key Result Area 1:		Comprehensive Management of Sexual Gender Based Violence						
Strategic Objective 1:		☒ To increase awareness and reduce cases of sexual and gender-based violence (SGBV) in Kamukunji and Makadara sub county						
Primary Target Groups		☒ Adolescent girls and young women, Girls who are abusing drugs, Teenage mothers, Homeless girls and Survivors of child marriage,						
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, social media campaigns, radio shows, school outreaches)	No. of awareness sessions No. of people reached	8	8	10	26	910
		Trainings						
2	Response	Referrals, Linkages and Follow ups	No. of referrals, linkages and follow ups Type of referrals Referral success	60	60	70	190	950
		Emergency response and rescue	No. emergency responses and rescues, Time taken to rescues Areas of rescue Immediate post rescue support	24	24	24	72	360
		Legal aid	No of legal cases handled No of legal counsel provided No of fair legal aid outcomes No of survivors satisfied with legal aid	8	8	8	24	240
		Compassion support	No. receiving support No. of support sessions conducted	0	12	12	24	192



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	2	2	4	8	400
		Trainings / Mentorship for survivor support groups	No. of support groups trained No of training sessions conducted % of survivors reporting uptake	8	8	10	26	1040
		Seed capital for business startups support	No. receiving capital Amount of capital granted No of new business started % of running business	5	7	9	21	630
		Market linkages and career development	No. receiving market linkage, No. receiving job placement	5	5	5	15	300
4	Strategic collaboration	CUC meetings	No. of sessions held No. of organizations attending	4	4	4	12	720
		Gender Sector Working Group Meetings and Partnerships	No. of sessions held No. of organizations attending	4	4	4	12	360
		Partnership mtgs with referral pathways actors	No. of partnership meetings held No of new partners engaged No. of commitments made	3	3	3	9	360
		Community level GBV stakeholders forums	No. of forums conducted No. attending No of actions launched	4	4	4	12	600
		Joint campaigns	No. of campaigns organised No.of organizations participating No. reached No. of materials distributed	6	6	8	20	1000
		Development of a stakeholder engagement strategy	Stakeholder mapping No. of stakeholder engaged Strategy developed		1		1	100

5	GBV Monitoring, Documentation and Reporting	Development of case management database	Database developed No. of staff trained No of cases entered No. of updates	1	1	1	3	240
		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	300
6	Advocacy	Legal aid clinics	No. held No. provided with service No accessing follow up % successfully resolved	2	2	4	8	400
		annual observances						
		Direct actions (petitions, litigations, protests, etc)	No of petitions, litigations, protests held	0	1	1	2	600
		Media engagements (talk shows, pressers etc)	No. conducted No. of media outlets involved	4	4	4	12	180
		Development of advocacy strategy	Advocacy strategy document	1			1	200

Key Result Area 2:		Championing Sexual and Reproductive Health and Rights						
Strategic Objective 2:		To increase awareness and understanding of sexual health and reproductive rights to Adolescent girls and young women						
Outcomes:		Improved Access and Availability of AGYW-friendly SRHS products and services, Increased public awareness and support for SRHR, Improved collaboration among stakeholders.						
Primary target:		Adolescent Girls and Young Women			Performance Targets			Indicative Budget
Strategies		Key Activities	Output Indicators	2025	2026	2027	Total	(Kshs.) 000
	Information and knowledge sharing	Awareness and sensitization(community outreaches, School programs, workshops)	No. of awareness session No. of people reached	8	8	12	28	900
		Mentorship	No. completing mentorship sessions Feedback reports	8	8	8	24	900

Access to service	Mobile Health Clinics	No. of Mobile clinics conducted	4	4	4	12	600
		No. of people reached					
	Referral and Linkages	No. of referrals and Linkages	2	2	2	6	60
		Type of referral					
		Referral success					
	SRH Product distribution	No. of products distributed	4	4	4	12	60
		No of recipients					
		Feedback reports					
Advocacy	Petitions and litigations	Progressive resolutions / actions	2	2	2	6	50
		Key achievements					
	formation of peer support groups	No. of support groups formed	1	1	1	3	60
	Direct action campaigns	No. of direct campaigns	1	1	2	4	200

Key Result Area 3:		Human Trafficking Monitoring and Reporting						
Strategic Objective 3:		To fight against human trafficking through awareness campaigns						
Outcomes:		Individuals able to recognize and report trafficking situations, Increased in number of survivors supported / rescued, increased stakeholder collaborations, strengthened legal protections and interventions to prevent trafficking and exploitation.						
Target Audience		School going girls / Girls who have dropped out of school / Girls who are abusing drugs / Homeless girls / Survivors of child marriage						
Strategies:		Key Activities	Output Indicators	Performance Targets				Indicative Budget (Kshs.) '000
				2025	2026	2027	Total	
1	Information and knowledge sharing	Awareness and sensitization(community outreaches, School programs, workshops)	No. of awareness session No. of people reached	8	8	10	26	2080
2	Protection and support	Referral information/ pathway	No. of people referred	2	2	2	6	120
		home tracing and reintegration	No of successful home tracing No. of successful reintegration	3	3	3	9	180
		Counseling and psychological support	No. of people counseled No. of counseling sessions	24	24	24	72	360
3	Empowerment	Scholarships	No. of scholarships awarded	4	4	4	12	360

Key Result Area 4:		Organizational Development and Systems Strengthening						
Strategic Objective 4:		To strengthen the organization's capacity for growth and effectiveness						
Outcomes:		Improved internal systems, Improved staff skills and morale, organization aligned with objectives						
Strategies:		Key Activities	Output Indicators 2025	Performance Targets				Indicative Budget (Kshs.) '000
				2026	2027	Total		
1	Capacity building	Leadership and Organizational systems training	change in leadership skills change in employee engagement change in team performance change in problem solving skills	2	2	2	4	600
		Financial management training	change in financial decision making skills change in budgeting accuracy and forecasting change in financial concepts	1	1	1	3	300
		Professional development of staff (short trainings)	No. of training sessions Skill enhancement programs attended	1	1	1	3	300
		Team building	Change in team communication change in team engagement	1	1	1	3	450
2	Policy formation and development	Establishment of a board of advisory	Board Charter selection of board members Induction of board	1	-	-	1	100
		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	100

3	Communication and visibility	Develop website	Website	1	-	-	1	100
4	Compliance	Training	No. of trainings completed Change in policy understanding	1	1	1	13	150
		Annual reregistration	Renewed certificate / annual reports	1	1	1	3	90
		Financial Audits	Audit findings	1	1	1	3	150
5	MERL	Quarterly feedback meetings	Reports / recommendations	4	4	4	12	840
		Annual review meetings	Reports / recommendations No. of pax attending	1	1	1	3	300
		Strategic Plan Mid-term review	Report findings	-	1	-	1	200

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