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## LIST OF ABBREVIATION

DC-District Commissioner

DED- District Executive Director

GBV- Gender Based Violence

KPI- Key Performance Indicators

MWO - Miinjeni Women Organisation

NGO- Non-Governmental Organisation

RAS- Regional Administrative Secretary

RC-Regional Commissioner

SO-Strategic Objectives

SWOT- Strength, Weakness, Opportunity and Threats

TZS-Tanzania shillings

USD-United States Dollars

VICOBA- Village Community Bank

## EXECUTIVE SUMMARY:

The Miinjeni Women Organization (MWO) 2022-2026 Strategic plan is a result of the participatory process that engaged to the entire family of MWO. The strategic plan is organization road map for the coming five years which indeed, in order for the MWO to bear much fruits, all things must be done properly and in orderly manner.

The process of preparing this strategic plan was proceeding by several meetings and workshops for stakeholders to be aware of their potentialities and capacities. It was a demanding task that aimed at refreshing the minds on SWOT analysis, strategic planning and problem analysis before we begun the actual strategic planning process of 2022-2026.

In this MWO 2022-2026 strategic planning, we have identified 4 key strategic objectives (SO) to which we would like to direct our resources and energies. These strategic objectives are: SO#1. Improving incomes for 500 Uru East and Uru Shimbwe's women by 70%. SO#2. Reducing non-communicable diseases for Uru East and Uru Shimbwe Communities by 30%. SO#3. Increasing the number of day care centre from one centre to two centres so as to increase access to day care support and improving working opportunities for parents/caretakers of children in our day care centers. SO#4. Enhancing cross-cutting issues such as gender, HIV and AIDS, COVID-19, Climate change and Human Rights.

To achieve these strategic objectives by 2026, we need the total budget of **TZS 979,080,700= USD 391,632.28**. This total amount will be utilized as follows: TZS.60, 634,200 in Pig Project, TZS 32,716,000 in Chicken Project, TZS.7, 089,500 in Sewing Project, TZS.48, 720,000 in Health Project, TZS.150,000,000 in Finishing Day care and running costs, and TZS.680,505,000, in Office Administration and supplies. The proposed projects will help us to reach our 5 years strategic objectives and organizational operating works.

Thus, I call upon all MWO stakeholders to translate the strategic planning strategies and activities into action.

## CHAPTER ONE

### 1.1 Introduction

Miinjeni Women Group was started in 2005 as a group of 100 members, the main purpose of the group was to support each other in social and economic condition so as to raise the living standard of each other. The group started by creating communities' awareness on human rights, HIV and AIDS and on the care of orphans and most vulnerable children through seminars and group discussions. Then the group started to support the existing small income generating projects such as pig rearing, tailoring and poultry farming so as to improve their living standards and to adhere with the impact caused by awareness seminars. During this time, group was registered under BRELA in 2005 and the Ministry of Home Affairs respectively, however due to changes of the government policies, the group become registered under the Ministry of Health, community Development, Gender, Elder and Children on September 20<sup>th</sup>, 2019 which lead to be an Organization and not a group anymore. This also led to change its name from Minjeni Women Group to Miinjeni Women Organization. It also improved its working area from District wise to National wise.

Currently Miinjeni Women Organization (MWO) is an Independent Organization with registered office and Headquarter at Ushirika, Mfumuni ward, Kilimanjaro Region.

**1.2 The Miinjeni Women Organization motto: ‘KWA PAMOJA TUNaweza’ which mean together we can.**

## CHAPTER TWO

### 2.1. Vision

A Livelihood condition of the women, children and elders in Tanzania mainland is improved.

### 2.2. Mission:

To facilitate the empowerment of women, elders and children in social and economic areas of entrepreneurship skills, health, psychosocial counseling, gender and human rights.

### 2.3. Goal:

Empowered sustainable community in Social and economic development

### 2.4. Specific objectives

1. Five hundred women income from Uru East and Uru Uru Shimbwe will be increased by 70% in 2026
2. The non-communicable diseases from 12,000 people to 7,500 people of Uru East and Uru Shimbwe wards will be reduced by 30% in 2026
3. Increased access to day care support for children under the age of four years, from one centre to two centres by 2026
4. Enhance Human rights, Sexual and Reproductive Health and Rights, COVID-19, Gender and inequality and Climate Change awareness to 21,000 residents of Uru East and Uru Shimbwe wards by 2026.

### 2.5. Core Values

The essential and enduring core values of MWO are:

Volunteerism – Is a first priority to all staff who are directly working with MWO

Transparency –Promotion of transparency in all stages

Accountability – All stakeholders should be accountable for MWO to succeed

Integrity – Commitment to being honest, accountable and open minded

Team working – To achieve the intended goal, working in collaboration will be much emphasized

Love – Love one another

Respect – Admiration of each of the MWO members and beneficiaries.

Professionalism – Different professionals in the different sectors

## 2.6. Registration status

Miinjeni Women Organization is legally registered by **No: OONGO/R/0639 on 20<sup>th</sup> 09.2019.**

## 2.7. Key strategies and Approaches

In order for MWO to develop, the following approaches shall be applied;

- i. Fundraising, this will be done locally and externally
- ii. Team building, staff and other members will work as a team to simplify work and for the best achievements.
- iii. Smooth communication through meetings, workshops, seminars and report. Both communication within and outside will be highly considered
- iv. Consultation meetings: Through meetings all stakeholders will share the experiences and this will be done once in a year
- v. Media engagement: Sharing different events will be done through media for the purpose of public awareness and this will be done twice in a year
- vi. Capacity building: The knowledge and skills will be given to the staff, board members and the targeted communities for common understanding and proper project management.

## 2.8 Key activities

**Objective one:** Five hundred (500) women income from Uru East and Uru Shimbwe will be increased by 70% in 2026

- Capacity building in entrepreneurship
- Training in tailoring
- Training in saving and credits (VICOBA)



- Training in animal husbandry practices in pigs, dairy goats and poultry
- Training in horticulture production
- Training in sustainable agriculture
- To organize exchange visits

**Objective two:** The non-communicable diseases from 12000 people to 7500 people Uru East and Uru Shimbwe wards will be reduced by 30% in 2026.

- Min research on why people prefer traditional medicine
- Sensitization on the problems related to non-communicable diseases
- Training on the importance of testing non communicable diseases
- Training in nutrition and balanced diet
- Linking with hospital and or health centers
- Training in the importance of health insurance

**Objective three:** Increased access to day care support for children under age of four years, from one centre to two centers by 2025

- Awareness creation on the importance of day care centre
- Completing / finishing the existing day care centre building
- Training parents / guardians on good parenting skills
- Building of one day care centre
- Registration of the centre
- Recruitment of the teachers

**Objective four:** Enhance cross cutting issues such as gender, HIV/AIDS, COVID-19, Climate change and human rights by 2026.

- Identification of key GBV cases at Eastern Uru and Uru Shimbwe Wards
- Provide anti- GBV advice
- Identification of the communities' members who will be trained to become Paralegals
- Training to 30 Paralegals
- Promote positive social moralities
- Conduct training on human rights and Gender.

- Community awareness on human trafficking
- Establishment of tree nurseries and Provision of trees to the groups
- Training in environmental conservation
- Lobbying and advocacy to the Local Government identity to have gender sensitive budget
- Participating 16 days against Gender Based Violence
- Advocate for COVID-19 vaccines

## 2.9 General Activities

- Purchasing of the office equipment's
- Staff capacity building
- Mobilization of the groups
- Monitoring of the activities
- Evaluations
- Conducting staff meeting
- Needs assessment
- Recruitment of the newly staff / volunteers

## CHAPTER THREE

### 3.0 SWOT ANALYSIS

The MWO exists within the Tanzania Political, economic and social environment. Issues of cultural, economic, social and regional diversity influence in one way or another. These are both external and internal factors that affect the way MWO accomplishes her vision and mission. As a matter of fact, some threats and opportunities are available to guide MWO towards specific objectives.

#### 3.1. Internal Environment Analysis

##### 3.1.1. Strength

- ❖ Strong leadership
- ❖ Guiding and followed constitution
- ❖ Legally registered
- ❖ Operational Board of Directors
- ❖ Team work among staff and volunteers

##### 3.1.2. Weakness

- ❖ Lack of permanent office
- ❖ Insufficient office equipment's
- ❖ Insufficient resources (human, finance and materials)
- ❖ Inadequate qualified personnel

#### 3.2. External Environment Analysis

##### 3.2.1. Opportunities (PESTLCE) Political, Economic, Social, Technological, Law, Cultural, Environment.

- Good Collaboration with the Moshi District Council Office

- Available strategy for National Action Plan to end Violence against women and Children in Tanzania
- Existence of Local and National level Media will contribute to publicize the Organization activities.
- Access to financial institutions
- Women and organizations are allowed to own land for enterprises development activities “according to land law”
- Government recognizes the contribution of civil societies organization’s

### **3.2.2 Threats**

- Eruption of some communicable diseases
- Existence of oppressive cultural practices such as women denial to inherit, rights to decision making, early/ forced marriage, female genital mutilation and sexual violence.
- Unpredictable weather
- Change of policies in NGO operations
- Inflation
- Un controlled Pests and Diseases in animal and plants
- Donor dependency





## CHAPTER FOUR

### 4.0 STRATEGIC STAKEHOLDERS' ANALYSIS

<b>Name of stakeholder</b>	<b>Contribution ( + influence)(H/M/L</b>	<b>Resistance (-ve influence) (H/M/L)</b>
WEO, DED, RAS and RC	High	Low
Religious leaders	Medium	Low
NGOs (KWIECO, Neema Group, World Unite)	High	Low
Pamoja Tunaweza - NGO	Medium	Low
KCMC and Mawenzi hospitals	Low	Low
Media	High	Low
Volunteers	High	Low
The general public	High	Low
Livestock department	High	Low
Clan leaders	Low	Medium
Women (especially the destitute and the widows)	High	Low
Children	High	Low
Elder men and women	High	Low
Ministry of Health, Community Development, Gender, children and Elders.	Medium	Low
Police	Medium	Low
Courts	Low	Low
Development partners (Donors)	High	Low
Ministry of Education	Medium	Low
Ministry of Agriculture and Cooperative	Medium	Low
Ministry of livestock and fisheries	Medium	Low
Ministry of Construction	Medium	Low
Moshi DC Coalition	Medium	Low

## CHAPTER FIVE

### 5.0 Logic model / theory of Change

Impact	Empowered sustainable community in social and economic development				
Outcome			Improved economic production Increased income Improved health status 		
Output		People engaged in social and economic activities	People are trained in entrepreneurship, animal husbandry, horticulture, saving and credit, health, 		
Process		People will have access with health services, economic and social			
Inputs such as personnel, equipment's, land, money.			Stationaries, man power (facilitator), Funds, equipment's 		



## CHAPTER SIX

### 6.0 Result Based Monitoring Learning and Evaluation

#### 6.1. Input monitoring

The project Coordinator / Manager will make follow up of the activities planned by considering the inputs available and invested in the projects. Proper monitoring format will be developed

#### 6.2. Process/ activity monitoring

Monitoring will be conducted based on the action plan indicated in the project. Incorporation of the target groups to the monitoring process will also considered sustainability reasons.

#### 6.3. Output monitoring

The direct output of the activities will be also monitored by reflecting the inputs invested. Thus refers to short term results example number of people trained

#### 6.4. Outcome Monitoring

Monitoring of the effects /outcome will be done to assess the effectiveness of the project. Thus refer long term results example knowledge gained or acquired.

#### 6.5. Key Performance Indicators (KPIs)

Output indicators

- Number pig project established from 2021-2026
- Number of pigs raised from 2021-2026
- Number of poultry project established from 2021-2026
- Number of chickens raised from 2021-2026
- Number of sewing machines purchased from 2021-2026

- Numbers of trainings done from 2021-2026
- Numbers of meetings done from 2021-2026
- Numbers of day care Centre built
- Numbers of patients seek for advice
- 
- **Outcome indicators**
- % of women engaging in poultry project by 2025
- % of women accepting to have increased their income for poverty alleviation by 2025.
- % of women acquired knowledge increased by 50%
- % of women engaged in VICOBA increased by 40%
- Maize production increased from 3kg to 10kgs of 100 bags
- 59% of farmers have access to marketing
- Numbers of women who practiced agriculture increased by 40%
- Reduction of diabetes by 40%
- Number of people who have health insurance increased by 20%
- Numbers of cases reported
- Numbers of cases solved
- Numbers of cases linked with GBV actors



## STRATEGIC PLAN LOGIC MODEL

Strategic goal	Specific objectives	Strategic Intervention	Desired Outcome	KIP s	Baseline	Means of Verification	Time frame	Responsible person
Empowered sustainable community in Social and economic development								
	Five hundred (500) women income from Uru East and Uru Shimbwe will be increased by 70%	-Capacity building in entrepreneurship -Training in saving and credits (VICOBA) -Training in animal husbandry practices in pigs, dairy goats and poultry -Training in	% --of women engaging in poultry project by 2025 %-- of women accepting to have increased their income for poverty alleviation by 2025. %--of women acquired increased by 40% % Of women engaged in VICOBA increased by 40%	-Number of poultry project established -Number of chickens raised -Number of sewing machines	0	Training reports Field visits Photos Success stories Sewing for growing group	2021-2025	Managing Director Program Manager Members

Strategic goal	Specific objectives	Strategic Intervention	Desired Outcome	KIP s	Baseline	Means of Verification	Time frame	Responsible person
		horticulture production -Training in sustainable agriculture - Exchange visits	Maize production increased from 3kg to 10kgs of 100 bags 59% of farmers have access to marketing Numbers of women who practiced sustainable agriculture increased by 40%	purchased from -Number pig project established -Number of pigs raised from -Numbers of training conducted				
	The non-communicable diseases from 12000 people to	-Sensitization on the problems related to non-communicable diseases	Reduction of diabetes by 40% Number of people who have health insurance increased by 20%	- u m be rs	0	Training reports Field visits Photos Success stories Reports from the	2021-2025	Managing Director Program Manager Members

<b>Strategic goal</b>	<b>Specific objectives</b>	<b>Strategic Intervention</b>	<b>Desired Outcome</b>	<b>KIP s</b>	<b>Baseline</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Responsible person</b>
	7500 people Uru East and Uru Shimbwe wards will be reduced by 30% in 2025.	-Training on the importance of testing non communicable diseases -Training in nutrition and balanced diet -Linking with hospital and or health centers -Training in the importance of health insurance				hospitals or health centres Home visits		
	Increased access to day care support for children under age of four years,	-Awareness creation on the importance of day care Centre -Training parents / guardians on	-50% children enrolled in day care centre -40% of the parents and guardians practiced good parenting	One day care centre built Numbers of parents	0	Day care Narrative Report Evaluation report Certificate of registration Employment	2021-2025	Managing Director Program Manager Members

<b>Strategic goal</b>	<b>Specific objectives</b>	<b>Strategic Intervention</b>	<b>Desired Outcome</b>	<b>KIP s</b>	<b>Baseline</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Responsible person</b>
	from one centre to two centers by 2025	good parenting skills -Building of one day care Centre -Completing and finishing the existing one - Recruitment of teachers -Registration of day care centre		trained in good parenting Registere d day care centre Recruited teachers		Contracts		
	Enhance cross cutting issues such as gender, HIV/AIDS, Climate change and human rights by 2025	-Identification of key GBV cases at Eastern Uru Uru Shimbwe Wards -Provide anti-GBV advice -Linking with Paralegals centre to provide legal	Numbers of cases reported Numbers of cases solved Numbers of cases linked with GBV actors	Number of people trained in gender Numbers of forums conducted Numbers of victims	0	Narrative Report Evaluation Report Field visits Photo GBV Cases	2021-2025	Managing Director Program Manager Members

<b>Strategic goal</b>	<b>Specific objectives</b>	<b>Strategic Intervention</b>	<b>Desired Outcome</b>	<b>KIP s</b>	<b>Baseline</b>	<b>Means of Verification</b>	<b>Time frame</b>	<b>Responsible person</b>
		counseling -Awareness on impacts of homosexuality and promote positive social moralities. -Conduct training on human rights SRHRs and Gender Equality. -Community awareness on human trafficking -Lobbying and advocacy to the Local Government identity to have gender sensitive		shared their success stories				

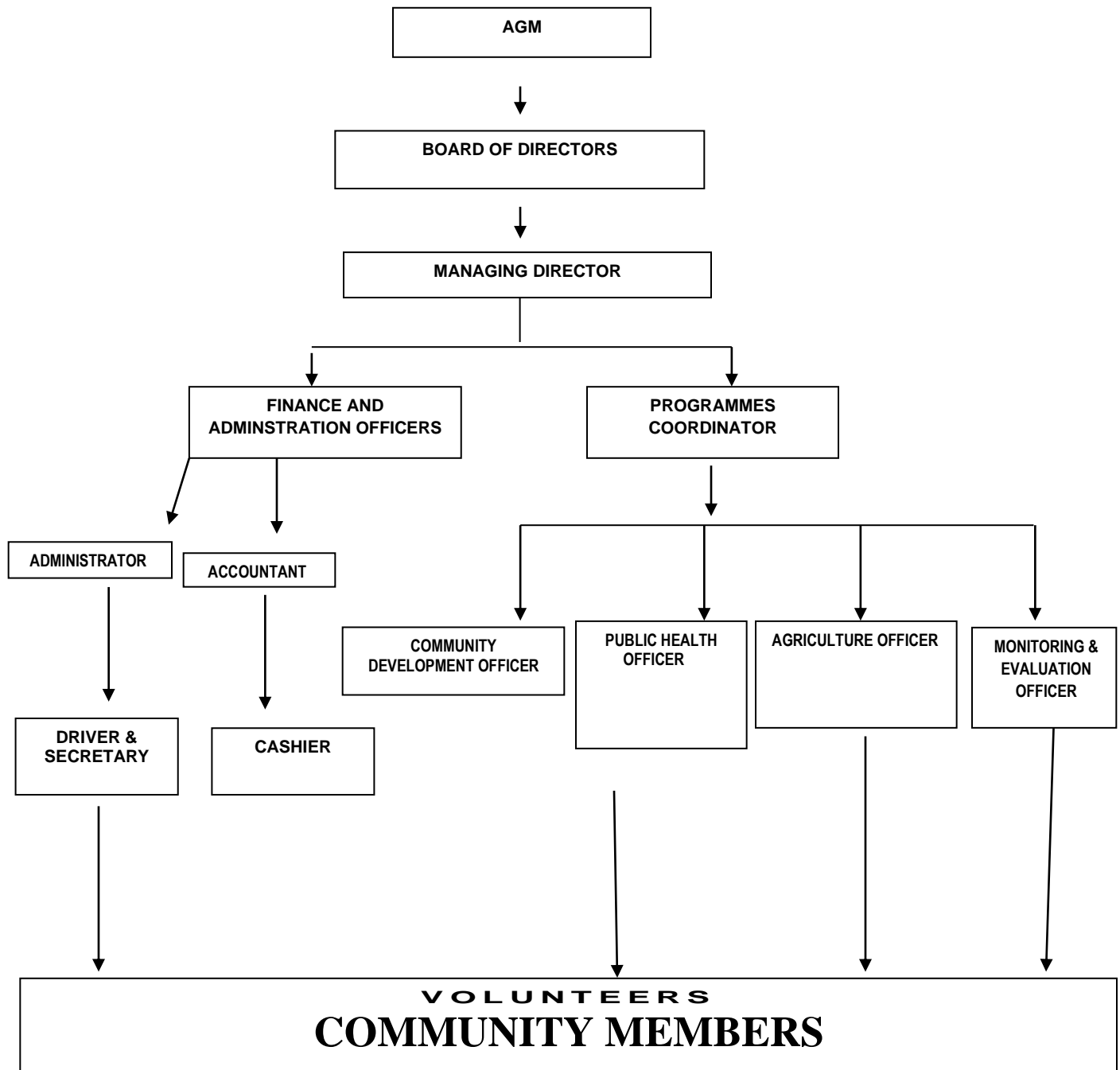
Strategic goal	Specific objectives	Strategic Intervention	Desired Outcome	KIP s	Baseline	Means of Verification	Time frame	Responsible person
		budget -Participating 16days against Gender Based Violence - Identification of 30 People who will become paralegals -Training of the 30 newly Paralegals						

## CHARTER SEVEN

### 7.0 Organization Structure and Roles

#### 7.1. The Organogram

#### 4. MIINJENI WOMEN GROUP ORGANIZATIONAL STRUCTURE.



## 7.2 Roles

### 7.2.1 ANNUAL GENERAL MEETING

- Receiving Implementation report of both narrative and financial
- Managing staff moral

### 7.2.2 BOARD OF DIRECTORS

- Review the recruitment of the Managing Director
- Responsible in ensuring resources are used economical

### 7.2.3 MANAGING DIRECTOR

- Responsible in writing all reports and submit to donors and board of directors
- Managing staff
- Safeguarding the property of the Organisation
- Responsible in ensuring funds are used economical

### 7.2.4 ADMINSTRATOR

- Responsible to managing day to day administration

### 7.2.5 ACCOUNTANT

- Responsible in writing financial report
- Responsible in ensuring resources are used economical

### 7.2.6 SECRETARY

- Writing minutes and reports of the organisation

### 7.2.7 DRIVER

- In charge of the vehicle
- Ensuring car serviced on time
- Ensuring car maintained on time



### **7.2.8 AGRICULTURE OFFICER**

- Training farmers
- Demonstration of farms
- Advising farmers and livestock keepers

### **7.2.9 MONITORING AND EVALUATION OFFICER**

- Monitoring all project activities
- Evaluating projects as per project time frame

### **7.2.10 COMMUNITY DEVELOPMENT OFFICES**

- Training community in gender, entrepreneurship, VICOBA etc
- Follow up income generating projects
- Link farmers and groups with credit facilities
- Preparing exchange visits

### **7.2.11 PUBLIC HEALTH OFFICER**

- Training community in non-communicable diseases
- Link them with health centers

### **7.2.12 COMMUNITIES**

- Active participation in trainings
- Formulate groups
- Sustain projects

### **7.2.13 VOLUNTEERS**

- Facilitate training
- Linking with donors partners
- Provide Constructive advice

## CHAPTER EIGHT

### 8.0 Resource mapping and Planning

#### 8.1 Pig Project

##### 8.1.1. Finances of the pig house

(Exchange rate 11-14-2023 is 2 500 TZS to 1 USD).

PIG HOUSES (PIG PROJECT)			
<b>Big pig house (3 m x 3 m)</b>			
<i>These calculations are approximate numbers for one big houses for 100 members</i>			
<b>NEEDS</b>		<b>TZS</b>	<b>USD</b>
Cement	4 x 100 bags	6 000 000	
Sand	32 x 100 buckets	4 800 000	
Gravel (Moramu)	32 x 100 buckets	4 800 000	
<b>House</b>			
Wood	40 units (10-foot x 6 x 2 inches)	100 000 x 100 = 10 000 000	
Corrugated roof	4 units (3m x 0,9m)	58 400 x 100 = 5 840 000	
Nails and other accessories	20000@x100	2 000 000	
<b>Sub Total</b>		<b>33 ,440,000</b>	<b>13,376</b>

### 8.1.2. Training

Publicity day, seminar 5 days and after one year a refresher-1-day.

Needs	Explanation	Total TZS	cash	Funds from donors TZS	Man power
Publicity 1day	1 000 000/=	1 000 000		1 000 000	
Facilitator	2 @ 30 000 x 5day /=	300 000		300 000	
Hire chairs	100 @ 300 x 5day/=	150 000		150 000	
Transport of chairs to & fro	2 0000/= x 2 =	40 000		40 000	
Stationaries Notebook and pen	1 200/= @ x 100	120 000		120 000	
Food plate	100 @ 6 000 x 5 day /=	3 000 000		3 000 000	
Refresh & snacks	100 @ 1 500 x 5days /=	750 000		750 000	
Transport to and fro	100 @ 3 000 x 5 days	1 500 000		1 500 000	
Venue	250 000 /= x 5 days	1 250 000		1 250 000	
Refresher 1 day	7 110 000 : 5	1 422 000		1 422 000	
<b>Sub Total</b>				<b>8, 532 ,000</b>	

### 8.1.3. Pig cost

Needs	Explanation	Total TZS	Cash	Fund from donor TZS	Man power
Piglet of two months	80 000 /= @ x 100 members	8 000 000		8 000 000	
Food 25 kg	100 @ x 36 000 /=	3 600 000		3 600 000	
Drugs	100 pct @ x 3 000 /=	300 000		300 000	
Consultation veterinarian officer 3 consultations per year	100 @ x 3 000 /= x 3	900 000		900 000	
Transport 4 cars {25 piglet one trip} (kirikuu) pickup	1 trip @ 60 000 /= x 4	240 000		240 000	
Food transport	2 trips @ 60 000 /=	120 000		120 000	
<b>Sub Total</b>				<b>13, 160, 000</b>	

### 8.1.4. Total costs for the piggy project

items	Costs in TZS	USD
Pig houses	33 440 000	
Training	8 532 000	
Pigs	13 160 000	
<b>Sub Total</b>	<b>55 122 000</b>	
Unforeseen 10 %	5 512 200	
<b>Grand total</b>	<b>60, 634 200</b>	<b>24,253.68</b>

## 8. 2 Chicken Project

**About the project:** The chicken project started in 2012. The project has 15 Miinjeni members from both Uru Uru Shimbwe and Uru East.

**Outcome #1** Poverty elimination

**Outcome #2** Making women more independent

**Outcome #3** To increase soil fertility through its waste product.



**How does it work:** As a new participant you first have to be a member of Miinjeni. The Miinjeni membership entrance fee 6000 /= paid once and annual fee of TZS 6000/= paid yearly. First you get a seminar on how to care of the chicken and all about total care and the Miinjeni provide with capital 10 hens and one cook of two months together with feed of 25 kg of chicken food to start.

After 6 months the chicken is ready to breed. The first 20 chicken, that means 2 of every hen, must be returned of 2 months of age to Miinjeni, as a revolving. One for the Miinjeni organisation to grow and one to pass to the community members. After that it is up to each woman how she will organize her new business. Further on the participants will continue with breeding, caring and sale of their eggs and chickens. They will have to provide food, vaccines and medicines by themselves. When it comes to selling, the price is much higher for big chickens. It is therefore smart for the participants to keep their chickens for a longer time.

### Prices for chicken and its products

Eggs: TZS 400 – 500 each

Small chicken of 2 months of age: TZS 4 000 - 5 000

Big chicken: TZS 10 000 - 20 000

### **Benefits:**

- They can provide food and clothes for their families
- They can send their children to school
- They are better prepared for illness and hard times
- They are easy to care

### Challenges:

- Due to increased prices for chicken food and medicines the project is no longer as profitable as previously
- Because they have to wait 6 months until the chicken is ready to lay eggs, they will not get any income in a while

### 8.2.1 Training

Publicity day for 100 members (already counted in the pig project, seminar 5 days for 25 members a time and after one year a refresher-1-day for 25 members a time.

<b>WORKSHOPS for 5 days (chicken)</b>	<b>AMOUNT (TZS)</b>	<b>AMOUNT (US)</b>
Transport to and fro for participants 25 <i>members</i>	300 000	
Two facilitators	600 000	
Exercise books & pens	30 000	
Hall 250 000 TZS per day	1 250 000	
Education material	90 000	
Follow up, business training	600 000	
Lunch	660 000	
Consultation Fee (2x per year)	1 200 000	
Refreshment and snacks	220 000	
<b>SUBTOTAL for 1 seminar 5 days, 25 members</b>	<b>4, 200,000</b>	<b>1,680</b>
Refresher day 4 200 000: 5 =	840, 000	
<b>SUBTOTAL seminar and refresher</b>	<b>5 040 000</b>	<b>2,016</b>
10% unforeseen	504 000	
<b>GRAND TOTAL for 1 seminar</b>	<b>5 544 000</b>	<b>2 410</b>
<b>ALL Seminars = Grand Total x 4 =</b>	<b>22, 176 ,000</b>	<b>8,870.4</b>

### 8.2.2 Chicken cost

Needs	Explanation	Total TZS	Cash	Fund from donor TZS	Man power
Chicken of two months	5 000 /= @ x 11 x 100 members	5 500 000		5 500 000	
Food 25 kg	100 @ x 36 000 /=	3 600 000		3 600 000	
Drugs	100 pct @ x 3 000 /=	300 000		300 000	
Consultation veterinarian officer 3 consultations per year	100 @ x 3 000 /= x 3	900 000		900 000	
Transport 2 cars {550 chickens one trip} (kirikuu) pickup	1 trip @ 60 000 /= x 2	120 000		120 000	
Food transport	2 trips @ 60 000 /=	120 000		120 000	
<b>Sub Total</b>				<b>10, 540, 000</b>	<b>4,216.</b>

### 8.2.3. Total costs for the chicken project

items	Costs in TZS	USD
Publicity 1 day and Training 5 days and Refresher 1 day	22 ,176 ,000	
Chicken flock of 11	10 540 000	
<b>Grand total chicken project</b>	<b>32, 716, 000</b>	<b>13,086.4</b>

### 3.3 Sewing for Growing



#### About the project:

The project started in 2009 after the survey that conducted in Uru Shimbwe ward to see the magnitude of the poverty. The first tailor was the community member who joined Miinjani after survey and was supported by given machine and its accessories to work with to increase income for her children. In 2009 the idea was supported by other Miinjani members who underwent a seminar to make other goods for sells out of normal clothes. This is the first project to be supported by 'Wilde Ganzen', with capital of 11 sewing machine 2 overlock machine and its accessories. The project was joined by members in 2012 from Uru East and Uru Shimbwe to make them 14 members. Therefore, the group is made up of Miinjani members and non-Miinjani members. To join the group is any member from project area with knowledge of tailoring and interested to work with Miinjani Women Group as we believe that **'TOGETHER WE CAN'**.

**Outcome #1:** Income source to the group and support to other projects of the Organization.

**Outcome #2:** Create a social arena where the tailors can engage in a fellowship. They can share their thoughts and feelings, and create bonds to each other.

**Outcome #3:** Support environment to be clean by using left overs clothes, Cement bags into use again in different design.

**How does it work:** All tailors have attended seminars in tailoring and entrepreneurship? They make small and big handbags, wallets in different sizes, aprons, pot holders, oven gloves and computer bags for selling etc. They also take orders and make customized dresses, other clothes and bags for locals and visitors. The money they get from selling goes 1/3 for Miinjani, 1/3 to the tailors and 1/3 for capital. The money Miinjani gets goes to covering daily costs and supporting other projects. They keep the record of everything they do.



**Benefits:**

- Together the tailors create a social and caring environment. They can share aspects of their daily lives and give each other comfort and advice
- Each tailor's income gets increased by selling their goods
- Miinjeni get an income they can use for their daily costs

**Challenges**

- The tailors are very engaged in the sewing but not so engaged in the selling. In order to get money, they have to be visible in local markets.
- The chairs in the sewing room are not so good for long time working. It would have been better and more comfortable with new chairs.
- They have other project apart from sewing which reduce their commitment
- The sewing machines they use for 10 years they should renew
- The group needs refresh course to update about new products and marketing

**3.3.1 Budget sewing for growing**

Needs	Period	Who involved	costs	Total in TZS	USD
<b>Training</b>					
Refreshment training	3 days	14 tailors	14 @ x 15 000/= x 3days	630 000	
Facilitators	3 days	2 facilitators	2 @ x 20 000 /= x 3 days	120 000	
Refreshments & snacks	3 days	16	16 @ x 2000 /= x 3 days	96 000	
Food	3 days	16	16 @ x 6 000 /= x 3 days	2 880 000	
Stationaries*		14	14 @ x 1 500 /=	21 000	
Venue	3 days		100 000 /= x 3 days	300 000	
<b>Tailors' office</b>					
Accessories (rippers, protective gears, spoke,		300 000	300 000 /=	300000	

quilt measure bars, etc)					
Overlock machine		2 machines	2 @ x 300 000 /=	600 000	
Pair of scissors NR 11		14	14 @ x 11 000 /=	154 000	
Prevention for dust from fabrics**		14 tailors	14 x ½ litre @ day x 8 days per months x 12 @ year x 1 000 /=	1, 344 ,000	
<b>Sub total</b>				<b>6, 445, 000</b>	<b>2,578.</b>
Unforeseen 10%				644, 500	257.8
<b>Total</b>				<b>7, 089, 500</b>	<b>2835.8</b>

*\*Pen, notebook*

*\*\* to work with fabric gives a lot of dust, which can give lungs problem there for the fundi needs to drink ½ a liter milk per day*

## 8.4 Health projects



## **Introduction**

Miinjeni women group has three projects for health! Pressure clinic and Neema group we like to continue. Because health policy is changing, we would like to introduce home visiting some people can't afford the costs of health.

### **Pressure clinic**

**About the project:** The clinic is conducted second and fourth of the month to Uru Uru Shimbwe and Uru East wards. The clinic is about blood pressure, blood sugar, voluntary counseling and testing blood for HIV. We are also having caravan services with networking partners KCMC and Pamoja Tunaweza on eye diseases and all health problems occasionally, also screening for cervical- and breast cancer.

This health program started 2008 after survey conducted by Miinjeni women group. The survey was about health in general where by 95% of people in Uru Shimbwe seek health treatment in dispensaries. Miinjeni women group started, in the dispensary, a pressure clinic with the purpose of giving health education to prevent some communicable diseases. Normally there are about 35-70 people visiting the clinic each month. The mobile clinic is now advanced increased other non- communicable like cancer diabetic and eye conditions.

**Outcome #1** Develop a healthy local community

**Outcome #2** Decrease the spread of HIV and AIDS

**Outcome#3** Decrease burden of the cost to visit regional and referral hospitals.

**Outcome#4** Create arena for practice volunteer and internship to university students in the community from local and outside countries.

**Outcome#5** To have health people in the community who are health and fully engaged in their development activities for themselves, the community and for nation.

**How does it work:** The aim for Pressure Day is to offer an affordable health services to the people in Uru Shimbwe and Uru East. Both men, women and children are welcome to test blood pressure, blood sugar and HIV. The nurses, doctor and the social workers are working voluntarily. Patients who have high or low blood pressure and blood sugar have to visit the clinic the next month for a check-up. If there is no sign of improvement or recovery, the clinic refers these patients to governmental hospitals following referral channels.

Miinjeni also insisting members to adhere to the government policy to have health insurances for easy accessing the health services, this will also be taught during home visiting.

**Benefits:** Pressure Day gives the local community health care they can afford. Without this offer the people of Uru Shimbwe and Uru East's health would have been considerably weakened.

**Challenges:** The costs of medicine and equipment have increased over the years, while the income of the local people has stood still or decreased.

-volunteer fatigue which caused by lack of money to support them for lunch and transport the amount given now is too small to compare with price for food and time spent average of 8 hours per clinic.

-Less number of volunteers.

**A new service.** Home visiting

Miinjeni women group is planning to expand the services to visiting families at home because in our survey we saw 32% of household in the community, seeks self-treatment. Also, they lack education and cost sharing knowledge.

Also, seminars about human rights issues, gender-based violence, marriage counseling, psychosocial counseling and legal issues like land and inheritance.



### **How does the new service works?**

First, we need to introduce the idea of home visiting in the community, because the government changed the health policy from cost sharing to health insurance to all individuals. Miinjeni is opting to do home visiting to help people at home with health education, first aid and advocate more for health insurance to all community members.

Before starting the service, we will have meetings in the community, the leaders of the community, people of the community, doctors and nurses in the hospitals etc. to inform them and even to get their commitment. We also will have a survey to look for the real needs of the people.

## Objectives/outcome

1.To improve and strengthening health status of client of long-standing diseases by the end of five years from 2019 to 2024

## Results

Improved health services delivered to clients

Increased awareness on health education about hygiene and nutrition

Increased number of communities, family and clients accessing health education services.

### 8.4.1 Costs health project

Explanation	Period	Person involved	costs	Total in TZS.	Total in USD
Home visiting training team for ten people	Five years	8 nurses 1 doctor 1 social worker	30 000 x 10 x 5 day	1 500 000	
Two facilitators		Two facilitators Organisation director	60 000 /= x 2 x 5 day	600 000	
Stationaries		Project manager/director	30 000/=	30 000	
Food		Team	6 000 /= x 12 x 5 day	360 000	
Refreshment and snacks		Team	1500 /= x 12 x 5 day	90 000	
Venue		Team	100 000 /= x 5 day	500 000	
Home visiting kit		4 kits	80 000 /= @ x 4	320 000	
Boots, umbrellas, raincoats			Boots @ 50 000 /= x 10 Umbrella @ 10 000 /=	780 000	

			Rain coats @ 15 000 /= Torch @ 3 000 /=		
I-pad for report 1 Uru East and 1 Uru Shimbwe			300 000 /= @ x 2	600 000	
Lunch & transport allowance		Nurses, doctor and social worker	20 000 /= @ x 10 x 8 days x 8 month	12 800 000	
Blood pressure machine 1 for Uru Shimbwe and 1 for Uru East			200 000 @ blood pressure machine x 2	400 000	
Blood sugar machine 1 for Uru Shimbwe and 1 for Uru East			100 000 @ blood sugar machine x 2	200 000	
<b>Total</b>				<b>18, 180, 000</b>	<b>7,272.</b>

## 8.5 Empowering youth on HIV/AIDS prevention

### Problem Statement

Youth especially adolescent girls and young women (AGYW) in Tanzania face high risk of, and vulnerability to, HIV infection as shaped by deep-rooted and pervasive gender inequalities and violence (GBV). Youth do not have equal rights to adults in relation to decision making, household expenditure or inheritance. Traditional/cultural attitudes

systematically marginalize AGYW and stigmatize people living with HIV. HIV rate in Tanzania is 4.6% HIV, as well as broader Sexual Reproductive Health (SRH) and Family Planning (FP), are seen as ‘parental’ responsibility by educational authorities, yet parents are unable to discuss with their youth. • Public information & services relating to SRH, FP and HIV are insufficient, of poor quality, and focus on mainstream service users in metropolitan areas. The number of people living with HIV is increasing.

### **Project Description:**

The project will improve health and wellbeing of vulnerable youth including young women and men who are in and out of school by: (a) Improving access to quality SRH, FP and HIV services (b) Referrals & support for victims of GBV (c) Advice and support on nutritional intake (d) Training on life/business skills, and support to set up village savings & loans schemes. Beneficiaries, stakeholders and duty bearers will receive awareness rising on the equal rights of women and girls relating to decision making, health, household expenditure and access to resources. The project works through peer educators from beneficiary groups, and partners with government service providers and community leaders. The project is in line with the sustainable development goal number 3, promoting health and goal number 5, gender equality.

### **Key Target Population**

This Project is aiming at reducing new number of infections on HIV/AIDS at Uru Uru Shimbwe (Uru Shimbwe Chini and Uru Shimbwe Juu Villages) and Uru East (Mruwia and Materuni Villages). The following are the key beneficiaries of this project:

1. In school Youth (300 Students)
2. Out of School Youth (50 Youth)
3. PLHIVs (30 People)

### **General Objective**

The general Objective for this project is to empower the community to develop sustainable interventions on HIV/AIDS prevention and provision of life skills education to young people.

### **Specific Objectives**

1. Prevention on HIV/ AIDS interventions at community level targeting in-school and out-of-School Youth carried out and sustained.

2. Home visit to people living with HIV/AIDS made and Mobile Voluntary testing and counseling carried out.
3. Improve the right time ARV's adherence to existing and newly diagnosed patients identified during Mobile Voluntary testing program.

### **Project Approach**

In order for the project to achieve its objectives, the project team will use participatory methodology during implementing project activities, the project will also collaborate with local government especially health departments, social welfare and village leaders to ensure smooth implementation of the project. Young people will be imparted with life skills and peer education and sexual and reproduction health.

The project is intending to organize also home visit to the people living with HIV/AIDS for counseling and provision of medication and nutrition services. Furthermore, the project will conduct mobile testing and counseling to in and out of school Youth in Uru Shimbwe and Uru East. Vulnerable youth will be identified from Key Populations (KPs) through engagement with village Child Protection Committees, village leaders & existing local community groups. Peer educators will (i) receive training on SRH, FP, HIV & GBV; (ii) conduct generic community sensitization activities, (iii) identify & refer KPs to VCT services, (iv) deliver group training & individual support to KPs regarding behavior change & rights awareness. KPs, having received VCT services, will receive escorted referrals to CTCs for ART, Police Gender Desk for GBV. The combination of PEs & mobile VCT service serve as entry points for KPs into care, treatment & support services. They reinforce HIV & GBV prevention efforts by providing KPs with key messages on risk reduction & behavior change. PEs receive Social Behavior Change Communication as an important component of their training. They create demand for testing among their peers. Combined with condom promotion they assist and sustain positive behavior change in the reduction of risky sexual behaviors, and the identification & reporting of GBV. Community Awareness and Attitudes PEs & drama groups will conduct community sensitization sessions on KP/women's rights, SRH, VCT, FP, GBV & HIV at markets, & community events. Duty Bearers will improve their knowledge, attitudes & practice in relation to women's rights and KPs through training & engagement by PEs & project staff. The project will train Duty Bearers to take responsibility for protecting the rights of women & KPs. Police & magistrates will address GBV & protect the rights of women & KPs. PEs & project staff will establish VICOBA groups. The groups will promote the importance of nutrition & encourage KPs to invest in



kitchen gardens. The Miinjeni VCT staff will conduct quarterly evaluation meetings in collaboration with government HTC services and representatives from People living with HIV and AIDS (PLHA) groups.

## **Project Activities**

**The project is expected to carry-out the following activities:**

### **Activity 1: Inception Meeting with Stakeholders**

Under this activity the project is expecting to organize a one-day meeting with all stakeholders to introduce the project objectives and sharing with stakeholders on how the project will be implemented.

### **Activity 2: Training Workshop on Life Skills and Peer education**

The project will organize a training workshop aiming at empowering selected youth on life skills and peer education skills so as they can use these skills to share with other youth in the project areas and create sustainability of the project.

### **Activity 3: Organize and conduct Peer-to- Peer health talks to in and out of School Youth**

Youth of both genders will organize peer to health talks which will focus on HIV/AIDS and other sexually transmitted diseases.

### **Activity 4: Community Outreach**

Project Team will create awareness on HIV/AIDS/ COVID -19, Mobile Testing and Counseling home visit to PLHIVs and participatory drama.

## **Project Outcomes**

- HIV treatment and prevention.
- Financial access
- Accessing Sexual & Reproductive Health.
- Ending preventable child and maternal deaths.
- Income generation and poverty reduction
- Family planning users. Women and Girls empowerment
- Nutrition awareness
- Reduction of Violence against women and girls in Uru Shimbwe and Uru East.

## **Outcome statement.**

AGYW (including PLHIV) enjoy improved health and well-being in Uru Shimbwe and Uru East (Moshi, District, Kilimanjaro Region, Tanzania) and are socially and economically empowered to access their rights.

PROJECT TITLE:		EMPOWERING YOUTH ON HIV/AIDS PREVENTION			
DETAILED PROJECT BUDGET					
ACTIVITY	ITEM	# OF ITEM	#OF DAYS	COSTS	TOTAL
Project Activities Implementation					
1:00	Hold 1 meeting with key stakeholders and influencer s to introduce the project				
	venue hire	1	1	150,000.00	150,000.00
	Refreshments	33	1	5000	165,000.00
	Transport to participants	33	1	20000	660,000.00
	Ball pen 1 BOX	1	1	4000	4,000.00
	Note books	33	1	2000	66,000.00
	Flip Charts	3	1	8000	24,000.00
	marker pen	1	1	10000	10,000.00
	sub-Total1				1,079,000.00
2:00	Conducting participatory Workshops on HIV/AIDS Prevention, life skills and Peer education				
	venue hire 1 for 6 days	2	5	150000	1500000
	marker pen	6	1	10000	60000
	Ball pen	4	1	8000	32000
	Masking tapes	6	1	1500	9000
	Note books	60	1	2000	120000
	meals	60	6	10000	3600000
	Water	60	6	1000	360000
	Tea and snacks	60	6	3000	1080000
	Transport to participants	60	6	20000	7200000
	Facilitation Fees	2	6	200000	2400000
	Sub-Total 2				16,361,000.00
Organize and conduct peer-to- Peer health talks to In and out of School Youth					
	Venue	1	20	50000	1000000
	Soda and Snacks	20	20	3000	1200000
	Stationeries	20	6	2000	240000
	Stipends for Volunteers	2	20	10000	400000
	Coordination	5	20	20000	2000000
	Sub-Total3				4,840,000.00
Conducting					
Community					
events					
meetings on					
	Drama Group Hire	1	22	150000	3300000
	transport Costs	1	22	50000	1100000
	stipends Volunteers	4	22	20000	1760000
	Coordination	1	3	60000	180000
	PA System costs	1	22	200000	4400000
	Sub-Total 4				10,740,000.00
Conducting					
outreach for					
Bar					
attendants					
and key					
	Transport	1	30	5000	150000
	Purchase Condoms	1000	1	500	500000
	Transport Volunteers	10	30	5000	1500000
	stipends Volunteers	10	30	10000	3000000
	sub-Total 5				5,150,000.00
	Total Budget				0
					0
	Total Activity Budget				43,320,000.00
ADMINISTRATION COSTS					
Office Rent	Months	12	1	60000	720,000.00
Subsistence Allowance		12	2	60000	1,440,000.00
Communication & Stationeries		1	12	45000	540,000.00
					2,700,000.00
GRAND TOTAL					48,720,000.00

## 8.6 Office

Miinjeni is a non-profit organization formulated since 2005 with the focus to support marginalized groups to improve their livelihood through use of various strategies. In two wards of Moshi Rural namely Uru Shimbwe and Uru East the organization has served to understand and take appropriate measures towards poverty alleviation, take appropriate measure against HIV/AIDS and its associated effects, support individuals especially marginalized ones to regularly check and improve their health condition through decentralized medical facilities within the rural communities.

Our last strategies plan was from 2012 up 2016.

Miinjeni in her development journey reflected and realized that it is an appropriate time to develop strategic business plans since the organization has grown reach experience the started community. The time spent confirms a lot of lessons and emerging issues which the organization needed to put more clear strategies to create a larger impact in the communities.

To make the project of Miinjeni more sustainable we need better equipment in the office (computer, printer, telephone, internet etc.). We also need a project manager. A project manager has to follow the continuation of the project, organize meetings, discuss the challenges and look for the outcomes of the projects etc.

### 8.6.1 BUDGET Office

OFFICE COSTS	AMOUNT (TZS)	AMOUNT (US)
Stationery	600, 000	
Night-guard 2 persons @ 500 000/month x 60 x 2	60 ,000 ,000	
Internet installation	195 000	
Filing cabinet	6, 000, 000	
Computer (with printer, cabinet, desk, chair) *	3, 000, 000	
Photocopy machine	700, 000	
Motorbike*	3 000 000	
Water	180 000	
Electricity	340 000	
Office rental	4 000 000	
Refreshments	1 000 000	
Body and committee meeting	16 000 000	

<b>OFFICE COSTS</b>	<b>AMOUNT (TZS)</b>	<b>AMOUNT (US)</b>
Postage	200, 000.	
Managing Director	120, 000 ,000	
Project Manager*	10, 260, 000.	
program accountant	8 ,000, 000	
Driver	30, 000, 000	
Program Officers	192, 000, 000	
Supportive staff 2`	24, 000,000	
Telephone Charges	30, 000	
Auditor	600, 000	
Staff Capacity Building	11, 500, 000.	
Exchange visits to the groups, members and staff	26, 000,000	
Participating 16 days against GBV, Nane nane and women's day	17, 000, 000.	
Annual General Meeting	22 ,500, 000	
Board members 7	840, 000	
Lunch during board meetings 7	560, 000	
Vehicle Maintenance	6 ,000 ,000	
Purchasing vehicle	80 ,000, 000	
Hiring Vehicle	36, 000 ,000	
<b>TOTAL-585,490,000=284,196.</b>	<b>680,505,000</b>	

**8.6 Grand Total:**

	<b>AMOUNT (TZS)</b>	<b>AMOUNT (US)</b>
Pig project	60, 634 200	
Chicken project	32, 716 000	
Sewing for growing project	7, 089 500	
Health project	18, 180 000	
Empowering youth on HIV/AIDS prevention	48, 720 000	
Day Care- Finishing.	60,000,000.	
Day Care- Running Cost for five years.	90,000,000.	
Office	680 ,505, 000	272,202
<b>TOTAL</b>	<b>979,080,700</b>	<b>391,632.28</b>

**GRAND TOTAL: 979,080,700 TZS = 391,632.28 USD:**



## CHAPTER NINE

### 9.0 CONCLUSION

The strategic plan went through a massive and arduous process that began with the review of the previous one. In this process we were guided by a SWOT analysis in order to have a comprehensive overview of the performance of the previous years in each area. Having set up our objectives for the next five years, we know pretty well that the successful implementation of the strategic plan demand team work. It is therefore appropriate to thank all local and external donors from material and financial support. We call upon all partners to appreciate our efforts and think with us through the course of the implementation of this plan.