

# SUED policy and strategy plan 2023-2025

## Introduction

Stitching Understanding & Development (SUED Org) is a registered as a community based Organization operating in Gilgil with projects in rural schools of Nakuru, Kericho and Bomet counties.

The organization derives from the recognition that many children in the rural areas have limited access to books. Hardly does one find a child that has a book that is not for mainstream curriculum to read and expand their knowledge. Even among educated Kenyans the habit of book reading barely exists so gaining knowledge after education ceases. Acquiring the reading habit will encourage these children to continue educating themselves after schooling.

Our goal is to prepare a generation of young people that appreciates high moral values as a way of life. We take the lead as a pillar in social development to transforming communities through books, capacity building and sustainable development in appreciating values. Through partnership we empower school leaders, parents and teachers to deliver great learning outcomes to enable children acquire an education that prepares them to be useful global citizens.

**Our Vision:** To implement sustainable programs that improves access to quality Education, Economic opportunities and environment today and for future generations.

**Our Mission:** To be the lead pillar in social development to transforming communities through Books, Capacity building and sustainable development that appreciates values.

## Organization development

SUED has been working with schools successfully since 2011. It has built a network of 16 schools where it is implementing activities, 14 in Gilgil, 1 in Kericho and 1 in Bomet. During the Covid years the organization has suffered financial challenges.

In 2022 the organization invested in strengthening the board and developing strategic goals. The board now has 5 active members who will work on expanding and professionalizing the organization. In 2023 we will work on developing a TOC, fundraising strategy, communication strategy and schoolworkplan.

## Our approach

Our (following) formulated dream gives us direction for our programs.

‘To nurture a generation of changemakers. With children that are competent and resilient to face challenges. They are reliable global citizens that appreciate values and contribute to a healthy society and a healthy environment.’

We work in a holistic approach, where the whole child and child development is at the center of all our activities.

Our activities are focused on four areas of approach.



## Education & Values

Books help instill values important to their future as useful members of society and to promote learning, social and ethical values.

In primary schools we reward children with books. We want children to develop a culture of reading, to develop values and skills and to mentorship their reading. We distribute books that illustrate role models in society or are autobiographical. In addition we establish student-book clubs. Children that have been rewarded with those books for exhibiting certain values are able to share the books with the others. They are encouraged to have them rotate or be used within the club and by extent also within the school.

## Environment

Climate change has become a global issue and it is impacting lives and livelihoods across the world, Africa and Kenya to be specific.

We raise awareness for the impact of climate change and global warming. The seriousness of this needs to engrave into the minds of our children. So that they can be able to grow up not just having the information but also knowing what they need to do within their local context.

One of our key values we incorporate in our program is ‘Care for nature’.

We support schools to plant trees and start kitchen gardens for the schools. In this way the school can support better health, better learning and better environment.

First the trees will provide shade and a healthy learning environment for the children. The children learn about nature and farming and to support nature and reduce their carbon footprints. The fruit trees and vegetable gardens can provide very important nutritional value to them once they start harvesting.

We demonstrate how they can use the local seeds that are resistant to some of the diseases and are resistant to drought. We provide seeds so that they can harvest food while water rainfall from the rooftops of their buildings and use tap water to grow crops. Also for the communities to be able to see that in the event of prolonged drought. To mitigate because we realize also food security is becoming an issue, especially in Africa.

### **Livelihood & Entrepreneurship**

In the schools there are families that struggle with daily income and to provide a living for themselves and their children. Most of the parents are single parents. We want to empower these people.

We support them to start a small business or income generating project. We give these families a boost to upgrade their situation and acquire important amenities. So they can provide sufficient meals, school materials and buy school uniforms for the children which in turn results in confidence in the children.

### **Child rights & Child protection**

There isn't much talked about rights in schools. We need to help the teachers understand those rights and be able to teach the children to know their rights so that they can speak out whenever those rights are infringed. We bring the teachers together from the neighboring schools and train them together so they learn from each other.

We also give this training to parents and students in the schools that we work with. Through capacity building we create child protection clubs in schools.

We collaborate with the Advisory Council Children Services. They recognize that it really helps to reduce issues over child abuse in schools.

### **Teacher**

We train, encourage and champion the teachers who are running the programme in the school. We conduct training programmes for the teachers and we train teachers on several areas like leadership, communication and children rights.

### **Community**

We listen to the community and the plans of the community and involve the community in our programs by training community members.

We want the schools to be role model centers where the communities around can come and learn. To see practically how the impact of climate change can be mitigated, because we realize also food security is becoming an issue, especially in Africa.

## Goals and objectives 2023-2025

- Start international fundraising and building a healthy financial organization
- Give sustainable support to the current 16 schools.
- Expand our network of school and grow with 10 schools in Bomet and 10 schools in Kericho

## Fundraising

To build a healthy financial organization we need to raise more and bigger funds.

To run the projects in our 16 schools fully and sustainably we need € 40.000,-- or KES 6.300.000,-- per year. In the meantime our network of schools is growing which means this will not be sufficient in the future.

- We keep on putting effort in private fundraising in our current network, personal networks of the board and through social media.
- We build partnerships with other organizations to do joint fundraising toward private companies in Europe and Kenya. Starting with CorrectBook.
- To be able to do that we need an ANBI status so companies can deduct their taxes and we show our legitimacy.
- We will apply for (international) grants and charity funds that fit our goals and projects specifically. We build on our portfolio in applications.

## Expenditure

With the money we raise with private fundraising we:

- Invest in individual schools and do parts of the program depending on the available funds.
- Make sure the basic needs of the organization are met to enable the organizations to do fundraising. For instance having a professional website and accountancy reports.

When we raise bigger funds we make specific expenditure plans that fit the grant or specific donor demands. When we raise funds within partnerships the fundraising plan will target specific schools of topics that we will invest in.

## Financial management

The Board shall oversee the overall financial health of the organization. To ensure this is attained it shall appoint one of the members to the Chief Executive Officer referred as “Program Coordinator” of the projects and will report directly to the board.

- The CEO will oversee the daily running of the organization and will be the accounting officer to the Organization. He/she will implement a budget approved by the Board in adherence to the organization policy and compliance with government/international/donor requirements.
- The organization shall operate a bank account where all finances will be channeled to and drawn from as per the policy.

SUED, P.O Box 135-20116, Gilgil, Nakuru Kenya, +254 721 146 342, info@thesued.org

- The Board shall have a representative besides the CEO to approve the transactions at any given time.
- Whenever the organization hires other support employees/ Volunteers the CEO will account to the board and ensure compliance to the policy.
- During every bi-annual meeting the CEO will provide the summaries of expenditures as approved by the board.
- Annually the organization will prepare accounts and submit to an external Auditor approved by the Board for a term of 3 years who will prepare an Independent Audit Report. The report will be presented to the board members before June 30th Every Year for scrutiny and approval.

### **Purpose of revenue**

The Financial report details the expenditure of funds received and balances as at the end of the year. The following activities

#### 1. Programs Activities

2. Administration i.e office rent, communication, electricity, office stationery and office maintenance

3. Staff costs The expenditure is per the approved budget projections. The capital assets is the property of the organization and the Board are entrusted to as per the policy all funds are held in one account.

### **Activity report**

#### **Program activities:-**

- supported 30 Teachers attending training
- Purchased Books for learners to reinforce values and improve their reading culture in 16 schools
- Supported sub-county ministry of education performance workshop -purchased and facilitated planting of 3,000 tree in 9 schools
- Facilitated Child protection activities including their participation in International Day of the African Child celebration
- Monitored schools supplied with books through-out the 16 schools
- Volunteer staff were facilitated to ensure the activities were running smoothly.

### **Remuneration**

The Stipends for Staff are negotiated by the Board and where a long term engagement is involved a salary negotiation is made and agreed.

The Board does not draw salaries however from time and again where their technical services are needed their travel and accommodation expenses are taken into account by the organization. During physical meetings the organization facilitates the Board members on reasonable reimbursements.

### **Statement of expenditure**

The organization income was raised through donations from individuals and interest from banks where applicable and balances accrued in the year. The Financial report details the expenditure of funds received and balances as at the end of the year.

The following activities done

1. Programs; purchase of books for children, Teachers training, conferences & meetings and Monitoring of project
2. Administration; Office rent, Communication, Electricity, Office stationery and Office maintenance
3. Staff; stipends and Government Statutory levies.