

Future Hopes Integrated Development Organization (FHIDO)

Five Year Strategic Plan (2025-2029)

Together We Can Make Visible Difference

Message from the Director

As FHIDO launches its five-year strategic plan for 2025-2029, we are committed to creating a brighter future for children and vulnerable communities in Ethiopia. Reflecting on our achievements from the 2020-2024 strategic plan, we successfully expanded our reach to increasingly vulnerable communities through impactful humanitarian interventions.

Our multifaceted approach addressed pressing needs by implementing economic empowerment programs that equipped families with the resources and skills to enhance their livelihoods. We improved access to education, particularly for girls, ensuring they could learn and thrive in safe environments. Our initiatives also focused on better health and nutrition, enhancing community wellness, and protecting individuals from gender-based violence (GBV), while prioritizing access to sexual and reproductive health (SRH) services and HIV/AIDS prevention. During this period, we achieved significant milestones, including geographic expansion into regions like Tigray and Afar, which allowed us to support even more communities in need. Additionally, our increased visibility, media engagement, and strategic partnerships with new donors bolstered our mission, securing essential funding to amplify our impact and reinforce our commitment to vulnerable populations across Ethiopia.

As we move forward, our new five year strategic plan (2025- 2029) objectives prioritize expanding access to quality



Early Childhood Development (ECD) programs and advancing equitable education to ensure no child is left behind. We will reinforce child protection systems and implement comprehensive programs to prevent and address gender-based violence (GBV), with a strong focus on empowering girls through education.

In addition, FHIDO will enhance the economic resilience of vulnerable communities while promoting sustainable natural resource management and environmental protection. Recognizing the critical links between health, nutrition, and WASH services, we will champion integrated health initiatives that improve overall community well-being.

Our commitment to peace building and humanitarian interventions will be central to fostering stability and resilience in the communities we serve, aligning with the nexus approach.

FHIDO is delighted to call stakeholders to collaborate with us in implementing this strategic plan and building a sustainable and inclusive environment where every individual has the opportunity to thrive.

Who We Are

Future Hopes Integrated Development Organization (FHIDO) is a local non-governmental organization operating in Ethiopia since 1986. It is a non-profit organization to address the social, economic, and humanitarian needs of marginalized and excluded members of the community.

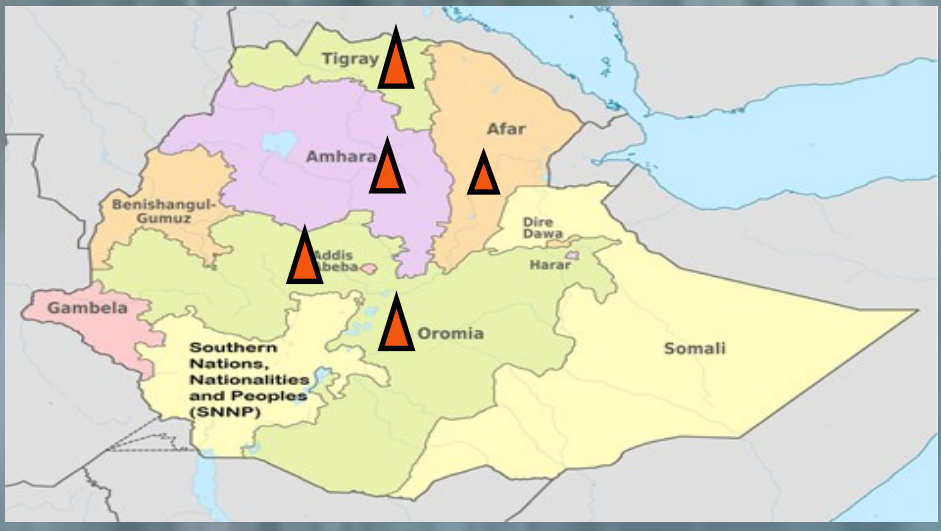
Our Goal

Contribute to the national effort of promoting sustainable development by addressing the challenges faced by the most affected communities in FHIDO's target areas, empowering them to lead dignified and respected lives.

Our Organizational Objectives

Enhance quality of life and resilience by improving access to basic services while promoting empowerment, equality, peace building, social inclusion, and sustainable natural resource management for holistic community development.

Our Operational Areas



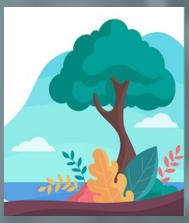
Our Core Program Focus



1. Child, Youth and Women Empowerment: The initiative aims to enhance access to ECD programs, promote quality education, strengthen child protection, prevent and respond to GBV, and advance girls' education.



2. Livelihood Promotion : Aims to enhance the economic resilience of marginalized communities by providing sustainable income-generating opportunities through skill development, access to resources and market linkages.



3. Natural Resource Management and Environmental Protection: Designed to enhance knowledge and skills necessary to address the complex challenges facing our environment and focuses on sustainable management practices that promote ecological balance and social equity.



4. Health, Nutrition &WASH: aims to enhance the overall well-being of communities by promoting access to essential health services, improving nutritional outcomes, and ensuring sustainable WASH practices. Through integrated interventions, it seeks to empower individuals and families, fostering healthier environments and reducing disease burden.



5. Peace building and Humanitarian Interventions : aims to foster sustainable peace by addressing the root causes of conflict through collaborative dialogue and community engagement. Also it seeks to provide essential humanitarian support to vulnerable populations, ensuring their immediate needs are met while empowering them to build resilience for the future.

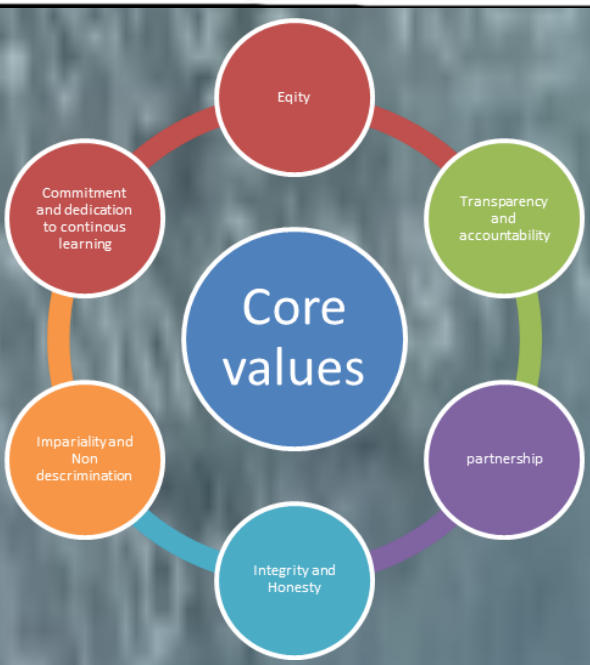
OUR VISION

Aspires to see An empowered and self-reliant society in which children' and women's rights are respected

OUR Mission

Support Children, Youth, Women & their families to use their full potential & transform their lives.

FHIDO'S CORE VALUES



Situation Analysis

In Ethiopia, children, youth, and women face significant barriers to empowerment, driven by socio-economic challenges, entrenched cultural norms, and limited access to education and resources. High poverty rates, gender-based violence, and harmful traditional practices continue to restrict opportunities, with many children engaged in labor and women often excluded from decision-making processes. Empowering these groups is essential for sustainable development. Quality education in Ethiopia, particularly in literacy and numeracy, is lagging as systemic issues such as inadequate resources, poorly trained teachers, and infrastructure hinder effective learning. Expanding access to education, skills training, and leadership opportunities can break the cycle of poverty, promote gender equality, and contribute to healthier families and stronger communities.

Currently, FHIDO's sponsorship program intervention, especially in Addis Ababa, faces challenges due to the government corridor redevelopment program in the city. Many project beneficiaries have been displaced to areas far from the organization's common operational areas, particularly affecting community members who previously lived around the Arada sub-city area. Although the services provided before have not been interrupted, this displacement poses greater challenges for FHIDO in delivering necessary services to enrolled target beneficiary children and their families.

The Ethiopian economy also struggles with food insecurity and unemployment, compounded by climate change, limited market access, and inadequate infrastructure. Supporting diversified income-generating activities and vocational training can strengthen food security, boost economic resilience, and promote self-sufficiency, ultimately enhancing community well-being.

Despite Ethiopia's rich biodiversity, environmental degradation, deforestation, and soil erosion present major threats. Unsustainable agricultural practices and rapid population growth exacerbate these issues. Effective natural resource management is critical to ensuring long-term sustainability. Promoting biodiversity, improving soil health, and advancing water conservation efforts can enhance community resilience and safeguard resources for future generations.

Access to healthcare, nutrition, and clean water remains a pressing concern. High rates of malnutrition and inadequate sanitation contribute to poor health outcomes, particularly among vulnerable populations. Addressing these challenges can reduce disease burdens and improve overall community health. Lastly, ethnic tensions and conflicts in Ethiopia have led to displacement and humanitarian crises, driven by political instability and socio-economic disparities. Promoting peace and providing humanitarian support are crucial for fostering stability. Through dialogue and conflict resolution initiatives, FHIDO can play a pivotal role in building a more peaceful and resilient society.

LESSONS LEARNED FROM PREVIOUS STRATEGIC PLAN

1. A review of FHIDO's 2021-2024 strategic plan provides valuable insights to guide the next phase. Key lessons highlight the importance of expanding and diversifying intervention areas. Successful initiatives in Afar and Tigray reflect FHIDO's dedication and the strength of its regional partnerships. Building on these achievements, the upcoming strategic plan will focus on deepening collaboration and extending outreach to new regions, ensuring greater support for vulnerable populations.

2. Reflecting on FHIDO's 2021-2024 strategic plan, the expansion into humanitarian interventions has significantly benefited affected communities. In light of increasing conflicts and displacement, there is a pressing need to scale up these efforts. The next strategic plan will prioritize strengthening humanitarian response, ensuring timely and effective support for those in crisis. This approach will foster resilience and provide greater protection for vulnerable populations.

3. Lessons from FHIDO's 2021-2024 strategic plan highlight the importance of strengthening community engagement and showcasing successful initiatives. Effectively communicating achievements and positive outcomes will enhance FHIDO's visibility and reinforce its commitment to the community. The upcoming strategic period will focus on fostering stronger partnerships, implementing innovative outreach strategies, and amplifying success stories. These efforts aim to promote FHIDO's services, drive sustained impact, and cultivate lasting community support.

4. FHIDO's efforts to enhance visibility through diverse media channels have significantly expanded outreach and impact. This approach has delivered positive results and established a solid foundation for stakeholder engagement. Building on this success, the upcoming strategic plan will further strengthen these initiatives by leveraging emerging media opportunities. Innovative communication strategies will amplify FHIDO's mission and deepen community awareness.

5. FHIDO learned valuable lessons from its previous strategic plan, particularly regarding its sponsorship program in Addis Ababa, which faced significant challenges due to the government's corridor redevelopment program that displaced many project beneficiaries to areas like Nifas Silk Lafto, far from it's typical operational sub cities. In response, FHIDO committed to ensuring continuity of basic services for relocated children and their families by extending various support packages directly to their new locations, leveraging data gathered from caregivers to minimize disruption. The organization successfully assisted those relocated to Lafto in adapting to their new circumstances facilitating access to essential services and stabilizing their living conditions. Additionally, FHIDO strengthened its partnerships with local government in the new sub-city to enhance alignment of local development initiatives allowing it to maintain its sponsorship program and deliver necessary service packages effectively.

KEY CHANGES FROM PREVIOUS STRATEGIC PLAN

During the previous strategic plan period, FHIDO faced several challenges that impacted its operations, including displacement of its beneficiaries due to redevelopment programs by government. The various government initiatives aimed at urban redevelopment have led to the displacement of beneficiaries served by FHIDO. This displacement has disrupted housing stability and community cohesion, creating challenges in maintaining effective operations. In response to these challenges, FHIDO's new strategic plan for 2025-2029 aims to incorporate several key initiatives which include involving beneficiaries in planning and decision-making processes, developing strong partnerships with government and private sectors to cater unhindered service that accommodate displaced families and mitigate the impact of redevelopment and enhancing social support services for affected families.

In its past strategic period, there were rising inflation, currency devaluation and funding shortage pressures which resulted in increased operational costs and hindered the organization's ability to implement programs effectively. Hence during this new five year strategic planning period , FHIDO will strengthen its efforts to reduce the impacts of inflation, currency devaluation and shortages of funding through diversifying funding sources, optimizing resource allocation, exploring innovative and local funding mechanisms as well as developing adaptive budgeting techniques that account for inflation and currency fluctuations which includes forming partnerships with financial institutions and public-private partnerships.

FHIDO successfully addressed several key programmatic and organizational priorities. However, certain strategic areas require additional focus in the upcoming period. While FHIDO made significant progress in diversifying funding sources by engaging new donors and mobilizing non-monetary resources through volunteerism and community participation, efforts to secure sustainable financing through the construction of a multipurpose building were not realized. Prioritizing this initiative will be a central focus in the current planning period.

STRATEGIC OBJECTIVES (2025-2029)

Strategic Objective 1 : Increase access to ECD programs and quality education by 20%, while strengthening child protection mechanisms and reducing instances of GBV by 30% through comprehensive community engagement initiatives, girls' education and programs that address the unique needs of children and vulnerable populations in target areas by the end of 2029.



To achieve this objective, our interventions will focus on:

- Strengthening the involvement of families and communities in promoting inclusive education initiatives, promoting supportive environments for marginalized children.
- Improving the Capacity of preschools and schools through training and resources to enhance quality of education service delivery .
- Ensuring all children, especially girls and marginalized groups, have access to quality education.
- Enhancing community awareness campaigns to educate individuals on child protection, GBV and its impacts.
- Establish and enhance referral systems and services for survivors of abuse, including counseling, legal aid, and shelter.
- Enhance the capacity of community leaders, service providers, school community, school clubs and law enforcement on GBV in general and on school based violence response mechanisms.
- Promote leadership opportunities for girls and empower them through life skills and vocational training.





STRATEGIC OBJECTIVES (2025-2029)

Outcome:



- Improved cognitive, emotional, and social skills among children aged 0-5.
- Improvement in educational outcomes, demonstrated by higher literacy and numeracy rates among students.
- Increased enrollment rates in education programs, particularly in underserved areas.
- Enhanced parental involvement and community support for Education initiatives.
- Enhanced Capacity of education service Providers.
- Reduced Vulnerability of children at risk of abuse, neglect, and exploitation
- Enhanced Capacity of workforce capable of responding effectively to child protection cases.
- Improved access to support services for survivors, leading to enhanced recovery and empowerment.
- Improved leadership and vocational skills Development of school girls.







STRATEGIC OBJECTIVES (2025-2029)

Strategic Objective 2 : By 2029, enhance the economic resilience of 10,000 vulnerable community members through comprehensive skills training, the establishment of savings groups, enhanced access to financial resources, and support for the development of income-generating activities in targeted regions.

To achieve this objective, our interventions will focus on:

- Enhancing the skills and capacities of community members to increase their income-generating opportunities.
- Facilitate access to microfinance and savings programs to empower individuals and communities financially.
- Promoting the innovation and creativity skills and capacities of youths through TVET training to increase their job opportunities.



Outcome:

- Increased Household Income of beneficiaries leading to improved living standards.
- Enhanced Skills and Capacities of targets that enhance their employability and productivity.
- Improved Access to Financial Resources:





STRATEGIC OBJECTIVES (2025-2029)

Strategic Objective 3 : Elevate the involvement of 15,000 community members in natural resource management initiatives while executing a minimum of five impactful environmental protection projects concentrating on reforestation, soil conservation, and the promotion of sustainable agricultural practices in designated areas by 2029.

To achieve this objective, our interventions will focus on:

- Enhance Local Capacity for Resource Management that ensures the sustainable utilization of natural resources in any development efforts.
- Enhance climate change mitigation and adaptation strategies to climate impacts.
- Foster Sustainable Livelihoods that reduce dependence on natural resources.
- Foster awareness and skills among communities to actively participate in NRM and environmental protection efforts.
- Strengthen Policy Advocacy that support natural resource sustainability at the local and national levels

Outcome:

- Enhanced biodiversity and ecosystem services that support livelihoods and enhance community resilience in target areas.
- Increased target community resilience to adapt to environmental changes and mitigate risks.
- Economic opportunities that arise from sustainable practices, leading to improved quality of life.



STRATEGIC OBJECTIVES (2025-2029)



Strategic Objective 4 : Increase target communities health outcomes, nutritional status, and access to clean water and sanitation by 30% as measured by community health assessments and surveys by the end of 2029 .

To achieve this objective, our interventions will focus on:

- Enhancing the capacity of local health systems to deliver quality health services.
- Promoting Nutritional Security programs that address malnutrition and promote healthy dietary practices.
- Improving WASH Access for target communities to clean water and adequate sanitation facilities.
- Enhance Community Engagement to take ownership of their health, nutrition, and WASH initiatives.
- Capacity Building of local health workers and community leaders to sustain health, nutrition, and WASH programs.

Outcome:

- Reduction in morbidity and mortality rates related to preventable diseases.
- Decreased prevalence of malnutrition among children and vulnerable populations.
- Increased access to safe drinking water and improved sanitation facilities.
- Active community participation in health, nutrition, and WASH initiatives leading to sustainable practices.
- Strengthened Local Capacity capable of implementing and sustaining health and WASH programs.

STRATEGIC OBJECTIVES (2025-2029)

Strategic Objective 5: Promote in building peaceful and resilient society through strengthening dialogues, conflict resolution initiatives and delivering humanitarian support to 5,000 conflict-affected individuals in target operational areas by the end of 2029.

To achieve this objective, our interventions will focus on:

- Enhance Community engagement and empowerment to foster local ownership of peace initiatives.
- Empower local communities by enhancing their capacity to respond to and recover from crises.
- Improve timely and effective humanitarian assistance to those in need to access basic necessities and protection.
- Strengthen the capabilities of local organizations and stakeholders to sustain peace and resilience efforts.
- Increased awareness about the importance of peace building and humanitarian work and advocate for policies that support these efforts.

Outcome:



- Increased Peaceful Coexistence among diverse groups, leading to reduced violence and increased cooperation.
- Improved Community Resilience to withstand and recover from shocks, leading to sustained development.
- Effective Humanitarian Response to affected populations, resulting in improved living conditions and recovery.
- Strengthened Local Capacity to lead peace building and humanitarian initiatives, ensuring sustainability.

Overarching Issues

1. Gender Equality: Ensure all programs address gender disparities and promote the empowerment of women and girls.

2. Policy Advocacy : Advocate for policies that support child rights and welfare.

3.Emergency Response Preparedness: Develop and implement emergency response plans for humanitarian crises.

4. Empowering People with Disabilities: Enhance access to education, healthcare and economic empowerment and livelihoods for marginalized groups.

Organizational Priorities

1.Improve fund raising for institutional continuity

What we will do

* Identify potential funding sources (grants, corporate sponsorships, and individual donors)
* Establish partnerships with local businesses, community organizations, and NGOs to expand outreach.
* Invest in online donation platforms to streamline processes and improve donor experience.
* Leverage social media and digital marketing to promote fundraising campaigns and engage with supporters.
* Increase visibility through community engagement activities, like workshops, volunteer opportunities.

2. Increase geographic operation and demographic reach of programs

What we will do

* Geographic Expansion: Identify and establish operations in new underserved regions , particularly in rural and marginalized areas.
* Develop programs that cater to diverse demographic groups, including women, children, the elderly, and people with disabilities.

3. Increase partnership, networking, membership and learning

What we will do

* Cultivate partnerships to leverage resources, expertise, and best practices.
* Networking and Collaboration to foster collaboration that addresses shared challenges and promotes collective impact.
* Experience Sharing and Learning to enhance effectiveness and fosters innovation

4. Monitoring and evaluation and program development and impact measurement:

* Implement a robust system for monitoring and evaluating programs and initiatives to measure effectiveness and make data-driven decisions.
* Establish metrics for assessing the impact of these programs to ensure accountability and continuous improvement.

5. Risk Management:

Identify potential risks and develop strategies to mitigate them, ensuring the organization can adapt to changes in funding, regulations, or community .

Implementation Approach

Capacity Building:
Enhance the skills and knowledge of local partners and community members.

Community Engagement and advocacy
Foster active community involvement in program design and implementation.

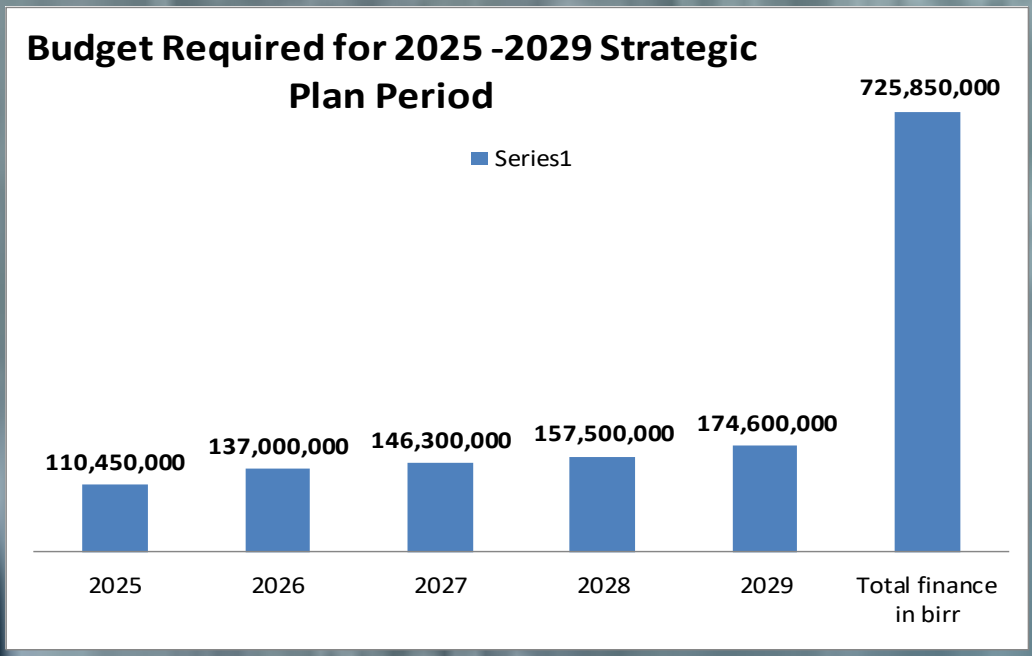
Coordination and Collaboration:
Strengthen partnerships with government, NGOs, and community organizations.

Resilience Building:
Enhance the resilience of communities to shocks and stresses.

Data and Evidence-Based Decision Making:
Utilize data to drive programmatic decisions and monitor outcomes effectively.

Projected finance need

Strategic Objectives	2025	2026	2027	2028	2029	Total finance in birr
Objectives 1	35,000,000	45,000,000	47,000,000	50,000,000	55,000,000	232,000,000
Objectives 2	30,000,000	31,000,000	32,000,000	33,000,000	34,500,000	160,500,000
Objectives 3	25,000,000	26,000,000	27,300,000	28,000,000	29,300,000	135,600,000
Objectives 4	10,450,000	20,000,000	22,000,000	24,500,000	28,300,000	105,250,000
Objectives 5	10,000,000	15,000,000	18,000,000	22,000,000	27,500,000	92,500,000
Total	**110,450,000**	**137,000,000**	**146,300,000**	**157,500,000**	**174,600,000**	**725,850,000**



Monitoring and Evaluation Frame work

SO	Expected Outcomes	Indicators	Targets	Means of Verification	Frequency of Evaluation
SO:1	Improved cognitive, emotional, and social skills among children aged 0-5.	-Percentage of children aged 0-5 scoring at or above the national standard in developmental assessments.	Increase from baseline to 30% by 2029.	Developmental assessment reports and surveys conducted	Annual
	Improvement in educational outcomes, demonstrated by higher literacy and numeracy rates among students.	Literacy and numeracy rates for students in grades 1-8.	Increase literacy rates of targets by 20% and numeracy rates to 80% by 2029.	Education assessment reports and evaluation results.	Annually
	Increased enrollment rates in education programs, particularly in underserved areas.	Enrollment rates in early childhood and primary education programs in targeted areas.	Increase enrollment by 20% in underserved areas by 2029.	School enrollment records and regional Education statistics.	Annually
	Enhanced parental involvement and community support for Education initiatives.	Percentage of parents and community members participating in school meetings and educational activities.	40 % Increase of participation by 2029.	Meeting attendance records and community engagement surveys.	Annually
	Enhanced Capacity of education service Providers	Percentage of teachers trained on child-centered teaching methods and child protection	Train 100% of target teachers in targeted areas by 2029.	Training completion certificates and teacher performance evaluations.	Quarterly Annually
	Reduced Vulnerability of children at risk of abuse, neglect, and exploitation	Number of reported cases of abuse, neglect, and exploitation of children.	Decrease reported cases by 30% by 2029.	Case management records from child protection units, WYCA .	Bi-annually Annually
	Enhanced Capacity of workforce capable of responding effectively to child protection cases.	Percentage of child protection professionals receiving training and certification.	Certify at least 80% of child protection force by 2029.	Certification records and training attendance logs.	Quarterly Biannually Annually
	Improved access to support services for survivors, leading to enhanced recovery and empowerment.	Percentage of survivors accessing support services (counseling, legal aid, etc.).	Increase access to 75% by 2029.	Service provider records and survivor feedback surveys	Annually
	Improved leadership and vocational skills Development of school girls	Percentage of girls participating in leadership and vocational training programs.	Increase participation from to 35% by 2029.	Program enrollment records and participant evaluations.	Quarterly Annually

Monitoring and Evaluation Frame work

SO	Expected Outcomes	Indicators	Targets	Means of Verification	Frequency of Evaluation
SO:2	Increased Household Income of beneficiaries leading to improved living standards.	Percentage increase in average household income of beneficiaries.	Achieve a 90% increase in average household income among targeted beneficiaries by 2029.	Household income surveys conducted annually.	Annual
		Number of households achieving a defined income threshold.	Ensure that 50% of participating households reach an annual income exceeding a defined threshold of 5000 birr	Financial records of beneficiaries to assess income changes.	Annually
	Enhanced Skills and Capacities of targets that enhance their employability and productivity	Number of beneficiaries completing skills training programs.	Train 300,000 vulnerable individuals in skills relevant to local job markets by 2029.	Training program completion certificates and attendance records.	Annually
		Percentage of trained individuals who gain employment or increase productivity in their current roles.	Achieve an employment rate of 85% among trained individuals within six months of program completion.	Follow-up surveys and interviews with beneficiaries regarding employment status.	Annually
	Improved Access to Financial Resources:	Number of savings groups established and active.	Establish 200 savings groups with active participation from at least 80% of members.	Reports from established savings groups documenting membership and activities.	Quarterly Annually
		Percentage of beneficiaries accessing financial resources (loans, grants) from formal institutions.	Increase the percentage of beneficiaries accessing financial resources to 50% by 2029.	Data from local financial institutions on loans and loans released to beneficiaries by saving groups.	Bi-annually Annually

Monitoring and Evaluation Frame work

SO	Expected Outcomes	Indicators	Targets	Means of Verification	Frequency of Evaluation
SO:3	Enhanced biodiversity and ecosystem services that support livelihoods and enhance community resilience in target areas.	Percentage increase in community conservation efforts in target areas.	At least 5 key community led conservation programs initiated by 2029	Reports from environmental impact assessments and community feedback surveys	Annual
		Number of community addressed on sustainable resource use	150,000 communities reached by 2029 in intervention areas	Participants records	Annually
	Increased target community resilience to adapt to environmental changes and mitigate risks.	Percentage of community members adopting climate-resilient practices.	50% of community members adopting these practices by 2029 compared with the base.	Surveys and interviews with community members conducted annually.	Annually
		Reduction in reported climate-related incidents and losses (crop failure, livestock loss).	15% reduction in climate-related incidents reported by communities by 2029 as compared with the baseline .	Community records and local government reports on farming/husbandry losses.	Annually
	Economic opportunities that arise from sustainable practices, leading to improved quality of life.	Increase in household income from sustainable farming/animal husbandry and resource management activities.	25% increase in average household income by 2029.	Household income surveys and economic assessments conducted every two years.	Every two years
		Number of new jobs created in sustainable resource management and related sectors.	Creation of at least 1,000 new jobs by 2029.	Employment records from local businesses and cooperatives engaged in sustainable practices.	Annually

Monitoring and Evaluation Frame work

SO	Expected Outcomes	Indicators	Targets	Means of Verification	Frequency of Evaluation
SO 4	Reduction in morbidity and mortality rates related to preventable diseases.	Percentage increase in awareness on preventive health measures and healthy lifestyles.	80% increase on awareness by the end of 2029 as compared with baseline	Assessment report Training reports Workshop participant list	Quarterly Annual
		Percentage decrease in mortality rates for children under five due to preventable diseases.	Achieve a 20% decrease in mortality rates for children under five by the end of 2029 as compared with baseline	Annual woreda health surveys Community health assessments. Health facility records	Annually
	Decreased prevalence of malnutrition among children and vulnerable populations.	Percentage reduction in stunting rates among children under five and among vulnerable populations..	Achieve a 25% reduction in stunting rates by the end of 2029 as compared with baseline.	Regional nutrition surveys Community-based assessments. Health facility records	Annually
		Percentage increase in the number of communities reached on sessions on nutrition and food security	35% increase in participation of communities in awareness sessions by the end of 2029 as compared to the baseline.	Participant records Project reports	Quarterly
	Increased access to safe drinking water and improved sanitation facilities.	Percentage of households and school facilities with access to safe drinking water.	Achieve 80% access to safe drinking water by the end of 2029.	Community surveys and WASH assessments.	Annually
		Percentage of households and school facilities with access to improved sanitation facilities.	Achieve 95% access to improved sanitation facilities by the end of 2029.	Local government and school reports on water and sanitation access.	Annually
	Active community participation in health, nutrition, and WASH initiatives leading to sustainable practices.	Percentage of community members actively participating in health and nutrition programs.	Achieve 60% community participation in initiatives by the end of 2029.	Community meeting records and attendance sheets.	Annual
		Number of community-led initiatives in health, nutrition, and WASH.	Establish at least 30 community-led initiatives by the end of 2029.	Reports from local community organizations and health committees.	Annually
	Strengthened Local Capacity capable of implementing and sustaining health and WASH programs.	Number of local health workers trained in health and WASH programs.	Train at least 1000 local health workers by the end of 2029.	Training records and certificates.	Annually
		Percentage of local health facilities supported for quality standards for service delivery.	Minimum of 20 health facilities supported to meet quality standards by the end of 2029 .	Facility assessments Observations Material delivery slips	Annually

Monitoring and Evaluation Frame work

SO	Expected Outcomes	Indicators	Targets	Means of Verification	Frequency of Evaluation
SO 5	Increased Peaceful Coexistence among diverse groups, leading to reduced violence and increased cooperation.	Availability and usage of conflict resolution mechanisms to make residents feel safe in their community	At least 5 local mediation sessions conducted by the end of 2029	Records of mediation sessions, participant feedback Surveys on personal safety and community security.	Annually
		Number of educational programs promoting multicultural understanding.	75% increase in participation in community dialogues by 2029 as compared to the base year.	Attendance records from community meetings and dialogues	Quarterly Annual
	Improved Community Resilience to withstand and recover from shocks, leading to sustained development.	Percentage of the population to return to pre-shock conditions with access to clean water, healthcare, and education.	75% of target communities by 2029.	Surveys conducted within communities	Annually
		Percentage of affected households engaged in income-generating activities within six months of the response.	75% increase in leading daily lives peacefully aftershocks by 2029 compared with the base year	Livelihood assessments, income surveys Returnees records	Annually
	Effective Humanitarian Response to affected populations, resulting in improved living conditions and recovery.	Percentage increase of humanitarian assistance delivery aid for affected communities.	10,000 communities assisted through humanitarian assistance by 2029.	Reports from humanitarian agencies.; List of affected communities	Annually
		Percentage of beneficiaries reporting improved living condition	90% of beneficiaries report improved living conditions by 2029.	Beneficiary feedback surveys and assessments.	Annually
	Strengthened Local Capacity to lead peace building and humanitarian initiatives, ensuring sustainability.	Number of local organizations and community groups trained in peace-building and humanitarian response	Train at least 1000 local organizations and communities by 2029.	Training attendance records and evaluation reports.	Quarterly Annually
		Increased involvement of local organizations in humanitarian efforts:	40% of humanitarian initiatives led by local organizations by 2029.	Reports on humanitarian initiatives from local organizations.	Quarterly Annually
	Greater public and governmental support for peace building and humanitarian efforts.	Number of local governmental initiatives launched that support peace-building efforts	At least three new governmental initiatives supporting peace initiatives by 2029.	Government records of changes and initiative	Annually
		Increased attitude of the public towards peace initiatives	90% the local community attitude and support for peace initiatives by 2029 as compared to baseline .	Public opinion surveys conducted at regular intervals. surveys assessing awareness and.	Annually

FHIDO FIVE YEAR STRATEGIC PLAN

(2025-2029)



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(FHIDO)

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