

**FIVE - YEAR STRATEGIC PLAN 2025 - 2030**

# **STRATEGIC PLAN 2025 – 2030**

**FOR**

**Wanume Foundation For Child & Woman  
Protect.**



APPROVAL AND  
ADOPTION



This Strategic Plan (2025–2030) for Wanume Foundation for Child & Women Protection has been reviewed and formally approved by the Board of Directors.

The Board affirms its commitment to providing strategic oversight and ensuring effective implementation of this plan in alignment with the organization’s vision, mission, and core values.



This plan will guide the organization’s programs, partnerships, and resource mobilization efforts over the period 2025–2030.

The plan will be reviewed periodically to assess progress and make necessary adjustments in response to emerging needs and opportunities.

| Name              | Position           |
|-------------------|--------------------|
| Christine Nabirye | Board Chairperson  |
| Brenda Iwala      | Executive Director |

Signature

# Executive Summary

Wanume Foundation for Child & Woman Protection is a community-based organization committed to improving the lives of vulnerable children and women in Uganda through education support, economic empowerment, health awareness, and social protection initiatives.

Since its establishment in 2023, the foundation has implemented programs in Budondo and Mafubira Sub-counties that address some of the most pressing social challenges affecting communities, including poverty, gender inequality, school dropout, and limited access to economic opportunities.

The 2025–2030 Strategic Plan provides a roadmap for expanding this impact by scaling programs, strengthening institutional capacity, and building partnerships.

Over the next five years, The Foundation aims to reach more than 6,000 beneficiaries, strengthen women's economic independence, improve educational outcomes for vulnerable children, and promote healthier, safer communities.



# Organizational Background

The Foundation is a non-profit organization dedicated to transforming the lives of vulnerable children and women who face social and economic hardships.

The organization focuses on building supportive environments where individuals can gain knowledge, skills, and opportunities that allow them to achieve dignity and self-reliance.

Wanume Foundation believes that empowering a child or woman creates ripple effects that benefit families, schools, and entire communities.



# Key Achievements 2024-2025

**01**

**Over 250**

Women trained in vocational skills

**02**

**5**

Women started small scale businesses

**03**

**Over 1,200**

Students reached through awareness programs

**04**

**over 50**

Students supported with school materials and fees

# Vision

To build a gender-equal community where marginalized children and women transition from vulnerability and dependency to self-sufficiency and well-being.



# Mission

To empower vulnerable children and women in Uganda through education, health, economic empowerment, and social welfare programs.



# Core Values

01

## Partnership

Collaborating with communities and stakeholders

02

## Resilience

Strengthening communities to overcome challenges

03

## Integrity

Upholding transparency and accountability

04

## Cultural Sensitivity

Respecting community traditions and contexts

05

## Empathy

Understanding the needs of vulnerable populations

06

## Excellence

Delivering high-quality and impactful programs

# Strategic Context - Key Challenges & Impacts

1

## Poverty

Poverty remains one of the most significant barriers affecting both children and women in these communities. Many households struggle to meet basic needs such as food, school fees, and healthcare.

2

## School dropout

High school dropout rates reduce future opportunities for children, especially girls. Once children leave school, it becomes very difficult for them to return.

3

## Early Pregnancy and Child Marriage

Early pregnancy disrupts girls' education and exposes them to health and economic challenges.

4

## Cultural stigma around SRHR

Lack of accurate information leaves adolescents vulnerable to misinformation, risky behavior, and poor health decisions, leading to the spread of sexually transmitted infections.

5

## Gender inequality

Women and girls often have fewer opportunities compared to men and boys, especially in education, employment, and decision-making.

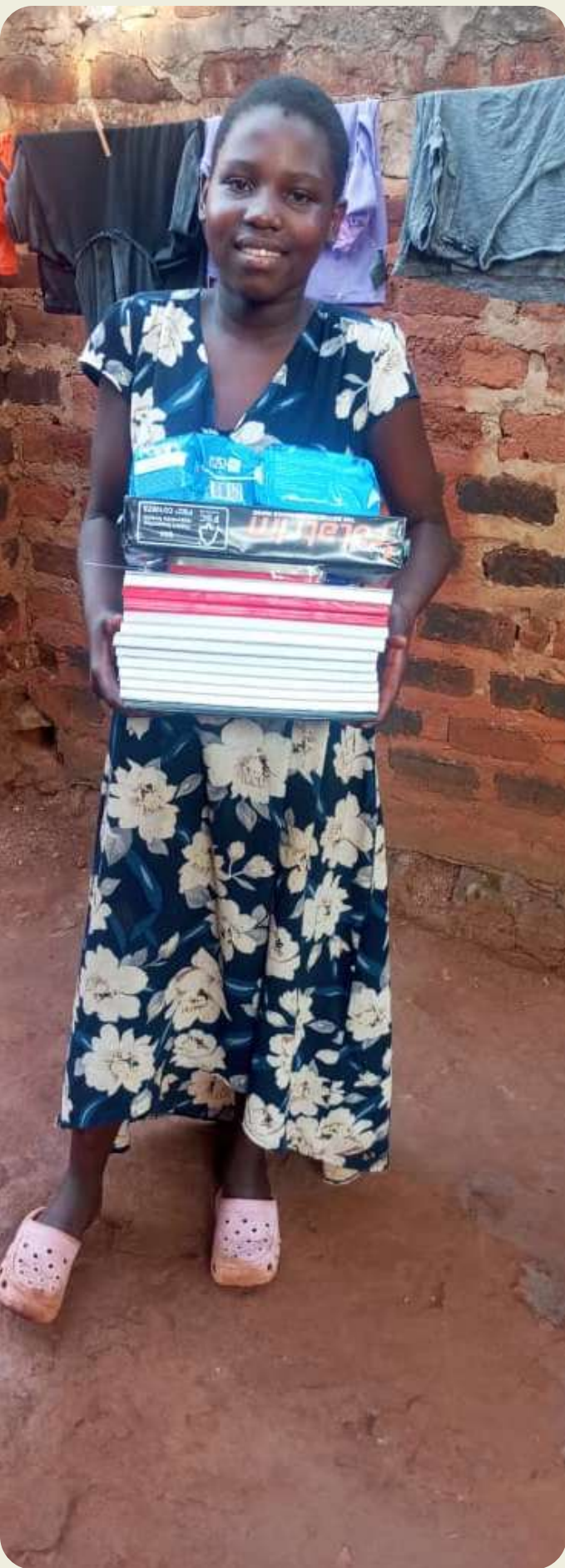
# Theory of Change

---

The Foundation's Theory of Change explains how the organization believes change occurs.

## Core Assumption

If the Foundation provides targeted education support to vulnerable children, practical skills and startup support to women, and accurate health education to adolescents, then children will stay in school, women will earn stable incomes, and communities will become safer and more resilient within 5 years.



# THEORY OF CHANGE FRAMEWORK

| Level                        | What We Will Do (Specific)                                                                                                                                                 | Measurable Indicator                                                                                                                                                                          | Timeline  |
|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Inputs                       | <ul style="list-style-type: none"><li>• Funding, training staff, partnerships with schools &amp; communities.</li></ul>                                                    | <ul style="list-style-type: none"><li>• Funds mobilized annually, number of staff trained</li></ul>                                                                                           | Annual    |
| Activities                   | <ul style="list-style-type: none"><li>• Train women in vocational skills</li><li>• Provide school support to children</li><li>• Deliver SRHR sessions in schools</li></ul> | <ul style="list-style-type: none"><li>• Trainings conducted</li><li>• Children supported</li><li>• Sessions delivered</li></ul>                                                               | Quarterly |
| Outputs                      | <ul style="list-style-type: none"><li>• Women complete training</li><li>• Children receive school materials</li><li>• Adolescents attend awareness sessions</li></ul>      | <ul style="list-style-type: none"><li>• 1,000 women trained</li><li>• 1,500 children supported</li><li>• 5,000 adolescents reached</li></ul>                                                  | By 2030   |
| Outcomes (Short–Medium Term) | <ul style="list-style-type: none"><li>• Women start income-generating activities</li><li>• Increased school attendance</li><li>• Improved SRHR knowledge</li></ul>         | <ul style="list-style-type: none"><li>• 70% of trained women earning income</li><li>• 95% school retention among supported children</li><li>• 60% increase in SRHR knowledge scores</li></ul> | 1–3 years |
|                              |                                                                                                                                                                            |                                                                                                                                                                                               |           |

# THEORY OF CHANGE FRAMEWORK

| Level              | What We Will Do (Specific)                                                                                                       | Measurable Indicator                                                                                                                                                                                           | Timeline |
|--------------------|----------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
| Impact (Long Term) | <ul style="list-style-type: none"><li>Reduced poverty and vulnerability among women and children in target communities</li></ul> | <ul style="list-style-type: none"><li>40–60% increase in household income</li><li>50% reduction in school dropout among beneficiaries</li><li>Reduction in teenage pregnancy cases in target schools</li></ul> | By 2030  |



# STRATEGIC GOALS (2025–2030)

The Foundation's 2025–2030 Strategic Plan provides a clear roadmap to expand impact and strengthen community resilience.

By focusing on education, women's empowerment, health awareness, and institutional growth, the organization will contribute to building communities where children are protected and women are empowered.

Through strong partnerships, community engagement, and evidence-based programs, Wanume Foundation aims to create lasting and transformative change.

The Foundation will support 1,500 children to stay in school, enable 1,000 women to earn sustainable incomes, and equip 5,000 adolescents with life-saving health knowledge, leading to a measurable reduction in poverty, school dropout, and teenage pregnancy by 2030.

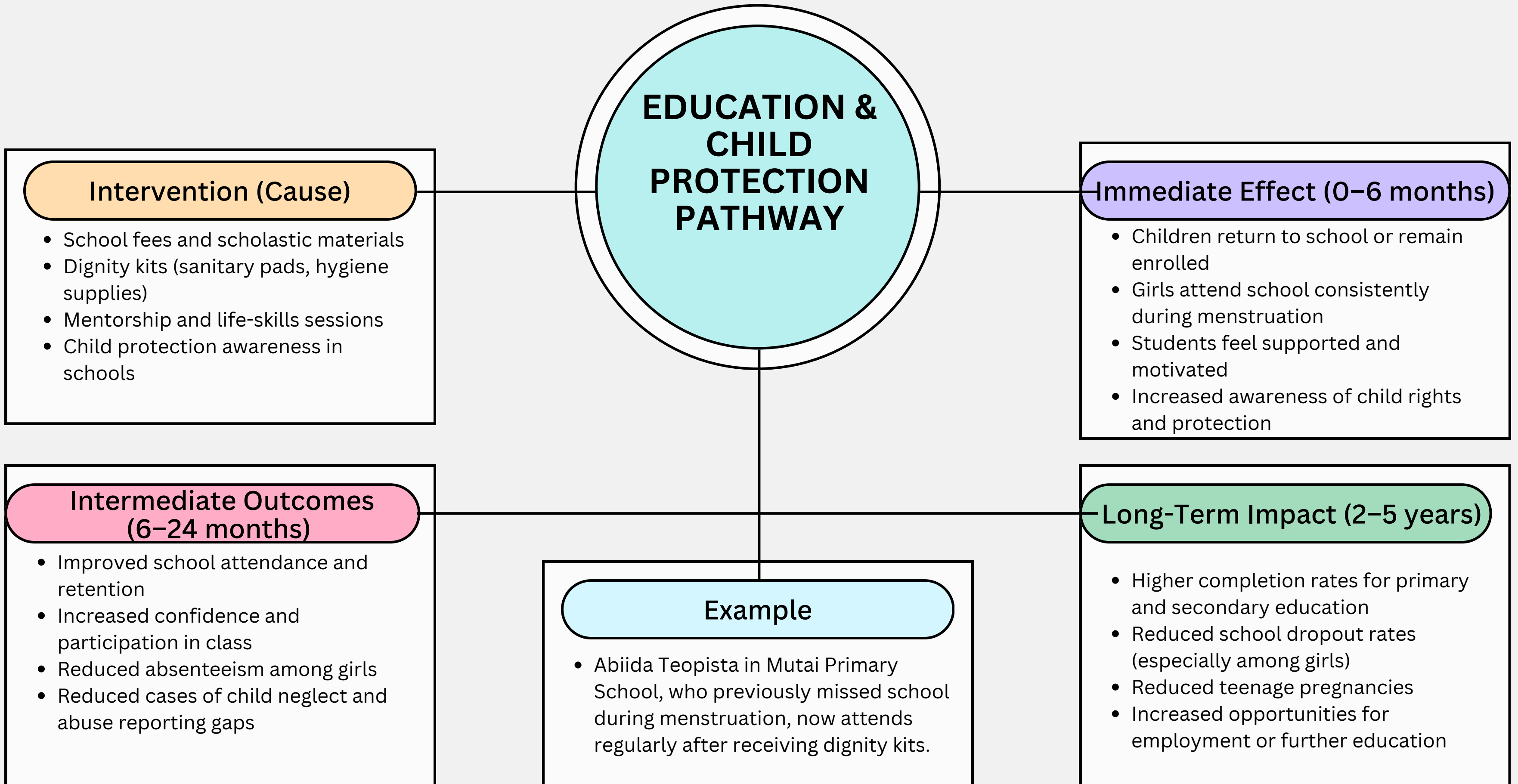


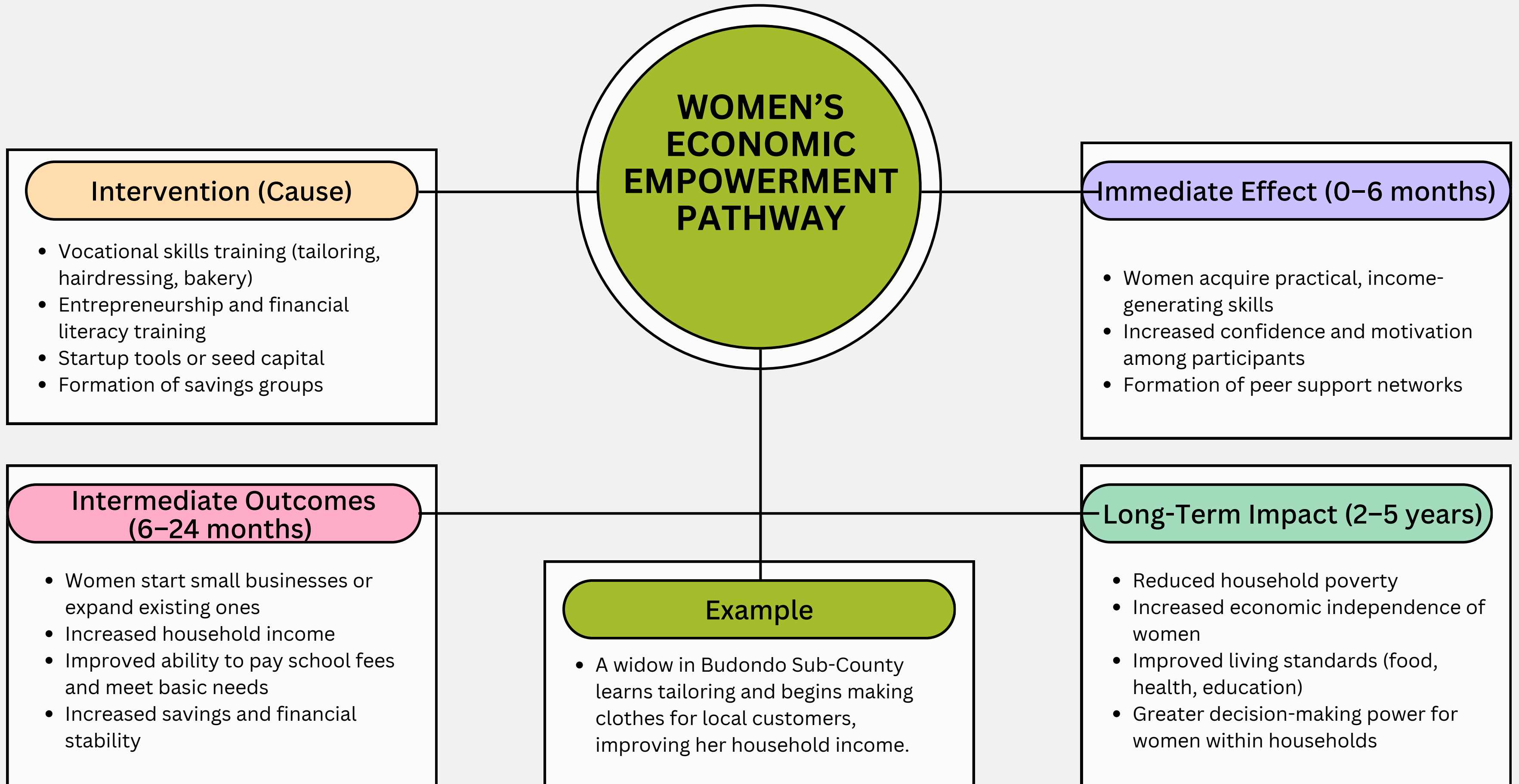
# STRATEGIC GOALS (2025–2030)

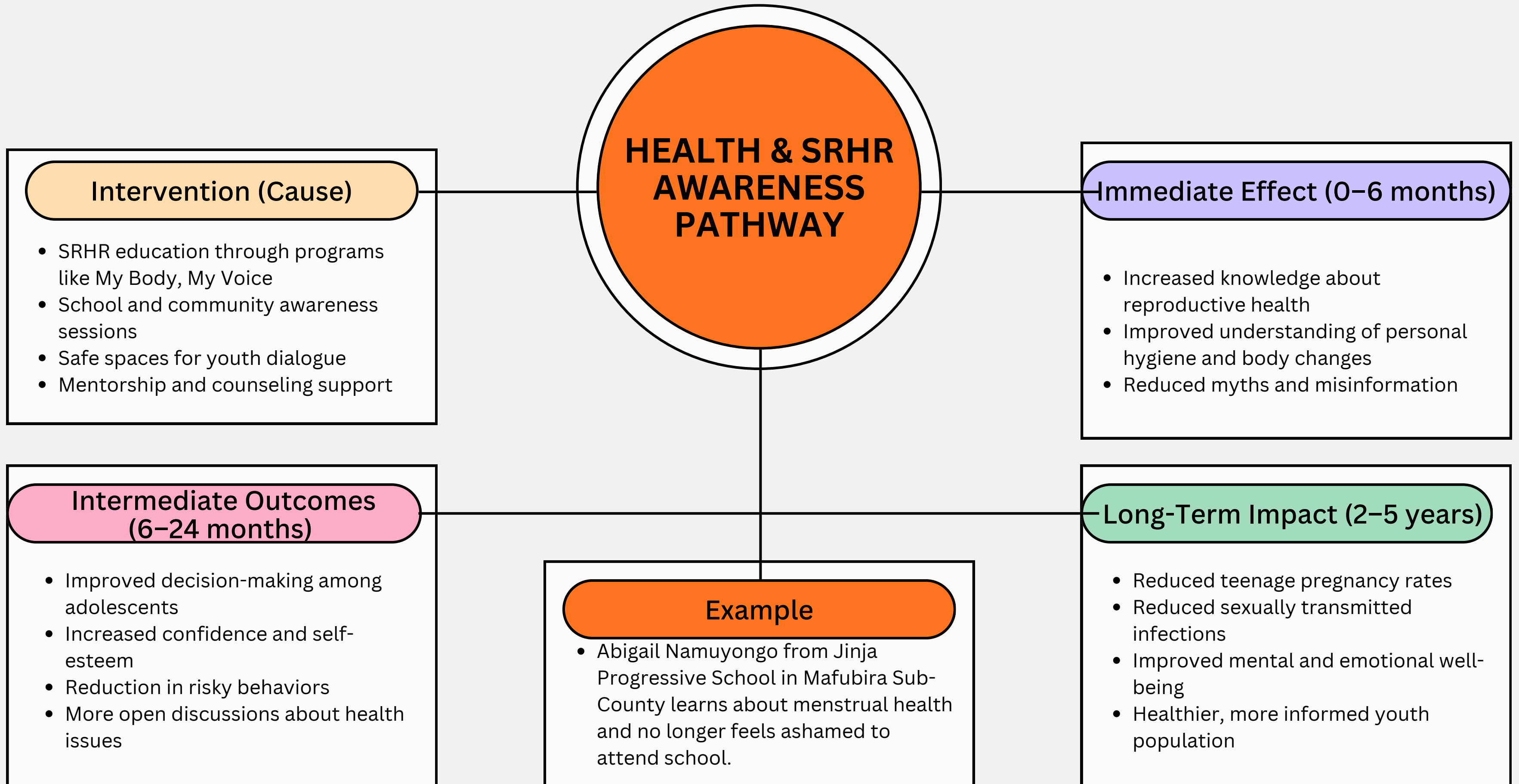


# CAUSE-EFFECT PATHWAY









## Financial Sustainability

- Develop and implement a resource mobilization strategy
- Apply for grants from International NGOs & Foundations
- Build relationships with local and diaspora donors
- Introduce individual giving campaigns
- Leverage partnerships for co-funding opportunities

## Institutional Strengthening

- Strengthen governance (active Board oversight)
- Implement strong financial management systems
- Develop and enforce organizational policies
- Invest in staff training and retention
- Build a strong Monitoring & Evaluation (M&E) system

# SUSTAINABILITY STRATEGY

## Community Ownership and Participation

- Involve community leaders in program design and implementation
- Establish community committees and champions
- Strengthen parent and school engagement
- Promote peer-to-peer learning models

## Capacity Building of Beneficiaries

- Provide practical, market-relevant skills (tailoring, bakery, hairdressing)
- Offer financial literacy training
- Promote savings and investment culture
- Support formation of self-sustaining savings groups

| RRESULTS FRAMEWORK / LOGFRAME (2025-2030)<br>Wanume Foundation for Child & Woman Protection              |                                                           |                      |                             |                                    |                                       |
|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|----------------------|-----------------------------|------------------------------------|---------------------------------------|
| GOAL LEVEL (IMPACT)                                                                                      |                                                           |                      |                             |                                    |                                       |
| Impact Statement                                                                                         | Indicators                                                | Baseline (2024)      | Target                      | Means of Verification              | Assumptions                           |
| Improved socio-economic well-being of vulnerable children and women in Budondo and Mafubira Sub-counties | % increase in household income among beneficiary families | Estimated baseline   | +40–60% increase            | Household surveys, income tracking | Stable economic environment           |
|                                                                                                          | % reduction in school dropout among supported children    | High dropout levels  | ≥50% reduction              | School records, attendance reports | Continued school cooperation          |
|                                                                                                          | % reduction in teenage pregnancy cases in target schools  | High                 | Measurable reduction (≥30%) | School reports, health data        | Community acceptance of SRHR programs |
| STRATEGIC GOAL 1: EDUCATION & CHILD PROTECTION                                                           |                                                           |                      |                             |                                    |                                       |
| Results Level                                                                                            | Indicators                                                | Baseline (2024)      | Target                      | Means of Verification              | Assumptions                           |
| Outcome 1.1: Increased school retention among vulnerable children                                        | % of supported children completing school year            | 85%                  | ≥95%                        | School attendance records          | Parents support education             |
|                                                                                                          | % reduction in absenteeism among girls                    | Moderate absenteeism | ≥50% reduction              | School reports                     | Access to dignity kits maintained     |
| Output 1.1.1: Education support provided                                                                 | No. of children receiving school support annually         | 15                   | 500 (cumulative)            | Beneficiary records                | Funding availability                  |
| Output 1.1.2: Child protection awareness strengthened                                                    | No. of child protection sessions conducted                | Limited              | 200+ sessions               | Training reports                   | School participation                  |
| Output 1.1.3: Dignity kits distributed                                                                   | No. of girls receiving dignity kits                       | Low coverage         | 1,000+ girls                | Distribution records               | Supply chain consistency              |
| STRATEGIC GOAL 2: WOMEN’S ECONOMIC EMPOWERMENT                                                           |                                                           |                      |                             |                                    |                                       |
| Results Level                                                                                            | Indicators                                                | Baseline (2024)      | Target                      | Means of Verification              | Assumptions                           |
| Outcome 2.1: Increased income among women beneficiaries                                                  | % of women earning regular income post-training           | 38%                  | ≥70%                        | Follow-up surveys                  | Market demand exists                  |
|                                                                                                          | Average % increase in women’s income                      | 38%                  | ≥60%                        | Income tracking surveys            | Economic stability                    |
| Output 2.1.1: Vocational training delivered                                                              | No. of women trained                                      | 20                   | 500                         | Training records                   | Participation remains high            |
| Output 2.1.2: Women supported to start businesses                                                        | No. of women starting businesses                          | 5                    | 100                         | Business tracking reports          | Access to startup capital             |
| Output 2.1.3: Savings groups established                                                                 | No. of active savings groups                              | 1                    | 10+ groups                  | Group records                      | Community cohesion                    |
| STRATEGIC GOAL 3: HEALTH, WELL-BEING & GENDER EQUALITY                                                   |                                                           |                      |                             |                                    |                                       |
| Results Level                                                                                            | Indicators                                                | Baseline (2024)      | Target                      | Means of Verification              | Assumptions                           |
| Outcome 3.1: Improved SRHR knowledge among adolescents                                                   | % increase in SRHR knowledge scores                       | Low–Moderate         | ≥60% increase               | Pre/post surveys                   | Youth engagement sustained            |

| RRESULTS FRAMEWORK / LOGFRAME (2025-2030)<br>Wanume Foundation for Child & Woman Protection |                                                  |                 |                                  |                       |                               |
|---------------------------------------------------------------------------------------------|--------------------------------------------------|-----------------|----------------------------------|-----------------------|-------------------------------|
|                                                                                             | % reduction in risky behaviors among adolescents | High            | Measurable reduction             | Behavioral surveys    | Cultural openness improves    |
| Output 3.1.1: SRHR sessions conducted                                                       | No. of adolescents reached                       | 500             | 5000                             | Attendance records    | School access maintained      |
| Output 3.1.2: Schools implementing SRHR programs                                            | No. of schools engaged                           | 5               | 30                               | Program reports       | School partnerships sustained |
| Output 3.1.3: Youth safe spaces created                                                     | No. of safe spaces established                   | 1               | 20+                              | Field reports         | Community acceptance          |
| STRATEGIC GOAL 4: INSTITUTIONAL CAPACITY & SUSTAINABILITY                                   |                                                  |                 |                                  |                       |                               |
| Results Level                                                                               | Indicators                                       | Baseline (2024) | Target                           | Means of Verification | Assumptions                   |
| Outcome 4.1: Strengthened organizational capacity and sustainability                        | % increase in annual funding                     | Current level   | All strategic goals fully funded | Financial reports     | Donor environment stable      |
|                                                                                             | No. of long-term partnerships established        | 3               | 10+                              | MOUs, agreements      | Partner engagement sustained  |
| Output 4.1.1: Governance systems strengthened                                               | No. of policies developed and implemented        | Limited         | Full policy framework            | Policy documents      | Board commitment              |
| Output 4.1.2: Monitoring systems established                                                | Functional M&E system in place                   | Partial         | Fully operational system         | M&E reports           | Staff capacity built          |
| Output 4.1.3: Staff capacity improved                                                       | No. of staff trained annually                    | Low             | 100% staff trained yearly        | Training reports      | Staff retention               |