

GAESO STRATEGIC PLAN 2019 - 2022

I. MISSION STATEMENT

Support right and equality of children, women and youth through sustainable projects especially in agriculture and livestock, poultry and helping to avoid an early pregnancy in schools.

II. VISION

A country in which every women and youth is free to participate in productive and sustainable projects, where an equal right of the children is observed and given and eradication of physical abuse and pregnancy in school is attained.

III. VALUES

GAESO works in partnership with African communities to achieve healthy and productive societies. We place communities at the center of our development activities as we believe that only through strong communities can Africa feed itself, appropriately exploit its natural resources, educate, care for and protect its children, promote the economic well being of African people and live in peace. As such, GAESO is committed to the following 7 key values in its work and organizational life. These values serve as our working norms and establish the behavioral guidelines for successful organizational performance.

IV. GAESO works in line with the following objectives;

1. Strengthening and empowering youth and women in entrepreneurship activity, sustainable projects such as farming, livestock and poultry from the family level to national level
 2. To promote the rights of the students and oppose all acts of physical abuses in schools.
 3. Advocate for vulnerable children to adequate better education
 4. Advocate against early pregnancy in schools
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- **Excellence in Performance:** organization works to ensure that its programs are high quality, effective and efficient in nature. They are results-oriented, achieving both development effectiveness and desired results; and are gender and age sensitive as well.
 - **Partnership:** GAESO works respectfully in collaboration with government, communities, the private sector and donors, bringing together the unique resources of all to achieve common objectives. GAESO enjoys unique access to decision-makers given our long experience and track record of development effectiveness.
 - **Teamwork:** GAESO board and staff work on the basis of mutual respect and accountability, dialogue and collaboration. In our work we seek to understand the views and ideas of others, as well as to recognize the positive contributions of each person, so as to build strong relationships within and beyond Africare.
 - **Integrity:** GAESO consistently works in a spirit of mutual trust, honesty, transparency and accountability.
 - **Open communications:** GAESO is committed to sharing information in a respectful and collegial manner. The timely and regular exchange of quality information – between

headquarters and field offices, board members and our partners – provides the basis for informed, consultative decision-making in our operations.

- **Diversity:** GAESO seeks to have a workforce that reflects inclusiveness and is diverse by race, gender and geography.
- **Heritage:** Africare takes pride in being the best and largest organization.

IV. HISTORY AND CURRENT PROGRAMS

Founded in 2018 as a nongovernmental organization GAESO works to resolve existing social predicament including teenage pregnancy and abolition of physical abuse in school. GAESO has been guided by three basic principles: **go where the need is greatest; support local initiatives** by Tanzanian in conceiving and implementing projects; and **integrate activities across sectors**. Galvanized by the acceleration of social problems and economic stagnation of the vulnerable families, GAESO sought to find durable solutions to development challenges facing Tanzania in the wake of this and subsequent humanitarian problems. Since then, GAESO shall channel more fund in development and relief assistance to Tanzanian communities. Projects have historically been in the areas of health and HIV/AIDS, agriculture and food security, humanitarian and emergency assistance, water resources, natural resources management, as well as gender education and, education micro-enterprise development. .

A. Health and HIV/AIDS

Since its founding, GAESO shall emphasized community-based, primary health care approaches spanning interventions such as: training community health workers; Child Survival programs; malaria control; vaccination campaigns; strengthening of health management systems; construction and rehabilitation of rural health posts; and others. Fighting the current HIV/AIDS pandemic is currently organization overarching priority. GAESO is thus carrying out a number of stand-alone projects in that regard, focusing on containing spread of the disease, and including interventions such as IEC - Information, Education and Communication (IEC) campaigns; BCC – Behavioral Change Campaigns; voluntary counseling and testing initiatives (VCT); home-based care and some treatment programs. Moreover, we have targeted communities that have been devastated by HIV/AIDS providing support to AIDS orphans and their caregivers – ranging from income-generation initiatives (IGA) to legal aid assistance. Our approach is holistic and we try to integrate HIV/AIDS components into all of our programs. GAESO has also put in place an HIV/AIDS Work Place policy, geared to assist staffs who have been infected with this disease.

B. Agriculture and Food Security

GAESO agricultural programs respond to the needs of rural farmers, enabling them to improve their skills and increase their productivity through access to information and modern technology. Our priorities focus on crop productivity, diversification, food processing and marketing as a means to increase household food security and raise household incomes. We also seek to promote enhanced family nutrition. Projects provide: capacity building and organizational formation; credit to farmers; small-scale business training; improved seeds and tools; training in improved production techniques, post-harvest storage and food processing; and nutrition training. We also seek to provide farmers with enhanced local, cross-border and international

market linkages. GAESO will traditionally work with farmer groups, cooperatives and especially with women's groups in advocating of entrepreneurship skills

C. Water Resources

GAESO shall work in thousands of communities to ensure the existence of reliable supplies of water ranging from shallow hand-dug wells; capped and protected natural springs; rainwater harvesting; and GAESO shall construct earthen dams and irrigation schemes. Africare has also integrated sanitation into its programs, constructing traditional and ventilated improved pit latrines (VIP), thereby ensuring that water supplies are not contaminated by human and animal waste. GAESO will also promote community-based management of water points and cost-recovery systems, whereby local communities are engaged in all aspects of project development and they learn how to manage and maintain their water points.

D. Natural Resource Management

Much of GAESO work to protect and conserve the environment has occurred within the context of its agricultural programs. Reforestation, soil restoration and conservation, land reclamation, tree planting and village woodlots, and agro-forestry are some of the interventions GAESO has undertaken to preserve Africa's land and water resources. Africare has consistently worked with communities to instill greater understanding of the long-term, potentially negative consequences of environmental degradation and to engage them in sustainable natural resource management programs.

E. Education

GAESO works in the education sector has included construction and equipment of primary and vocational education institutions; as well as providing opportunities, especially for women and disadvantaged youth to access education and training programs at these institutions with a view to improving their livelihoods. In addition, there has been a focus on basic literacy and numeracy training, especially for women, in an effort to reinforce their capacity to become more active and productive agents in their communities.

H. Micro-credit/Enterprise Development

organization supports micro-enterprises which is a combination of professional and vocational training, followed by the provision of needed financial resources to make these enterprises viable, to apply their skills and to establish profitable economic operations. In general, this support has been channeled through GAESO in the form of small scale credit operations; while other times, we have worked through established micro-finance institutions. These programs have worked with individuals, community groups and engagement of NGOS; and more formally with small enterprises producing goods for local, regional as well as international markets.

