



TUZO WORSHIP CENTER CHILD DEVELOPMENT CENTER

P.O.BOX 912-80108 KILIFI

E-mail ke0288tuzo@gmail.com



KE0288 TUZO WORSHIP CENTRE CDC

2018-2022

STRATEGIC PLAN

FIRST EDITION

FORWARD

FOREWORD-CPC CHAIRMAN

Tuzo Worship centre child development centre came into being in the year 2018. This was realized as a result of the existence of Compassion International Kenya in the Malindi/Kilifi areas. Tuzo Worship centre child development centre entered into a partnership with Compassion International in order to realize holistic child development and a focus on the church mission attainment.

Since its inception the centre has made strides in achieving the initial child development outcomes. Compassion on the other end has also been able to partially achieve capacity building and the journey is still on. The centre on its side appreciates the partnership and remains optimistic to continue the journey together hoping to achieve even more.

Through this strategic plan the centre hopes to get a guide in furtherance of its development plan in the years to come. The strategic plan is the work of many stakeholders whom the write up has attempted to recognize in the list of stakeholders making it one of the most inclusive documents that the church has been able to realize since its many years in evangelism.

The centre aims to increase child sponsorship by targeting the maximum possible enrolment of 300 registered children in the next five years. To date 150 children are registered with the centre. Such planning is just but the right tool to even convince the partner and stakeholders that something good can be born out of the centre in the years to come. It is said failing to plan is planning to fail and the centre can risk taking such a path hence the justification of this plan.

Tuzo Worship centre child development centre aims at increasing child sponsorship especially to the children of matanomane and its environs. This is achievable through performance evaluation, building of more infrastructures and starting unique processes and training for the child and the caregivers. To uphold its vision the centre will aim to deliver all round adults out of the registered children and those to be registered.

All the recognized stakeholders and those with a heart to change a child are called upon to board the centre train in realizing what is envisioned in this strategic plan.

BY Pst Charles Gona

CDC CHAIRPERSON

PREFACE

Holistic child development remains a dreamland thing in Ganze sub-county and its environs considering the few available NGOs (Non-governmental Organizations) and stakeholders available. Only less than 3000 children are registered by Compassion in the larger Kilifi-Ganze cluster. The child population in Kilifi during the 2009 census constitutes about 47% of the 1.1 million people in the larger Kilifi. Of the 517,000 children only 154,848 are school going. These statistics are pathetic but true. Of the 2000 children registered Tuzo Worship Centre Child development centre has 150 which is less than 1% of the children population that are not sure of getting holistic development considering the caregivers are not empowered.

The centre is a blessing to the community and therefore every effort should be made to make it more result oriented and vibrant. There should be an aim to one day attain self-reliance and even graduate from the Compassion partnership. The centre strategic plan is just but the first step in capturing the management vision of developing the child's mind spiritually by imparting knowledge, skills and attitude to enable them attain self-reliance.

Tuzo Worship Centre CDC (Child development centre) came into being at a time when Ganze sub-county schools (both primary and secondary schools) were being ranked as some of the poorest performing in the entire country. This poses challenges and opportunities which this strategic plan seeks to identify and maximize. For example, the inception of the centre coincided with the rallying call by the area MP that all class 8 candidates to join form one and all primary school dropouts to go back to school failure to which the law will take its course. The centre can count on the new wave of school going in the sub-county to improve child development in the area.

The centre hopes to improve its networking with more stakeholders to build a solution-based institution where a child attains full potential in the future. It is therefore an appeal to all stakeholders to partner in building a centre where everyone can wish to be associated with far and wide. God bless Tuzo Worship Centre CDC.

By JOSEPH BAHATI CHARO

PROJECT DIRECTOR

EXECUTIVE SUMMARY

The Tuzo worship centre child development centre plan adjudicates the way for the centre to become the leading in the country and wherever Compassion International has partnered with churches in the provision of holistic development needs in Jesus name. It is a guide in line with Compassion Kenya wish or what is called the CKE 2020 vision.

The Tuzo worship centre child development centre is committed to reaching out to all the children of Matanomane irrespective of their religious affiliation; targeting to make them fulfilled Christian adults. The centre recognizes its strengths and available opportunities which serve as stepping stone towards its endeared vision. 150 fulfilled Christian adults from its registered children population will mean a better Matanomane and a better Kenya which in turn means a better world. It may appear like a drop in the ocean but it is said that it only requires one innovative mind to change a nation.

To achieve realistic child development the centre tasks itself to enrol more children while not compromising the holistic development of the already registered children. The spiritual well-being of the child remains a high priority in developing a holistic adult out of a needy child. The economic, academic, social-emotional and physical development too can't be underrated at any stage of the developmental cycle.

With an existing curriculum developed by the partners the centre will endeavour to build on it and take children through the holistic development curriculum during the available contact time. Other than the written age graded curriculum the centre will put in place strategies to have its own centre-based life skills training curriculum to complement what the partner has provided.

Information technology is the present direction globally and the centre will put in place mechanisms to impact ICT (Information Communication Technology) knowledge into the registered children while networking with innovative stakeholders will always remain a priority during the strategic plan period and beyond.

Monitoring and evaluation will remain a motto in implementation of the centre strategic plan where annual reviews will be undertaken to ensure the plan goes with the times as stipulated.

TABLE OF CONTENTS

LIST OF STAKEHOLDERS

- Compassion International
- Ministry of Education
- Ministry of Gender and social services development
- The County Children office
- The county government representatives
- Ministry of health
- Ministry of public health and sanitation
- Parents and care givers
- Well wishers
- National bank
- Pwani University College
- Other CBOs

LIST OF TABLES

CHAPTER ONE:

BACKGROUND AND THE CENTRE FRAMEWORK (To be given by patron)

2.0 CHAPTER TWO

2.1 OUR VISION

To develop the child's mind spiritually by imparting knowledge, skills and attitude to enable them attain self-reliance

2.2 OUR MISSION

To produce doctrinally sound Christians dedicated to connecting people with God and transforming their lives throughout the world, as we occupy till Jesus comes again.... Luke 19:13

2.3 OUR CORE VALUES

1. Transformed living (New life in Christ)
2. Intimacy with God for maturity and service
3. Holiness unto God
4. Reaching out for souls
5. Family concern
6. Visionary leadership
7. Integrity
8. Finishing well

BALANCED SCORECARD DEFINITIONS

Mission: What we are about; our purpose; what we do

Vision: Our picture of the future; what we want to accomplish in the future

Core Values: Our guiding principles; what we believe in, principles and philosophy at the centre of our CDC

Strategy: How we intend to accomplish our Vision; an approach, or “game plan”

Perspectives: Different views of our organization; performance dimensions; what performance lenses we use to evaluate results

Strategic Themes: Main focus areas for our organization; the organization’s “Pillars of Excellence”, used to focus staff effort on accomplishing the vision

Strategic Results: Desired outcome for the main focus areas of the CDC

Strategic Objectives: This is a continuous improvement activity that must be performed to get results

Strategy Map: The “Big Picture” of how we create value that demonstrates the cause-effect relationships among the objectives that make up our strategy

Performance Measures & Targets: Indicators of past and future performance, which show how successful we were or how successful we will be in future

Strategic Initiatives: High impact projects designed to significantly impact strategic performance

2.4 SITUATION ANALYSIS

Tuzo Worship Centre church and the child development centre is aware of its situational internal and external variables that might, in one way or another, affect the project either positively or negatively through the SWOT and PESTEL analysis already done.

2.4.1 Strengths

The centre is endowed with the following strengths;

- A simple management structure
- Young, motivated, competent and experienced staff with ICT know how
- Registered children population
- The local community
- Many stakeholders/ networks

- Cooperative parents
- School with Income
- Infrastructure like church hall, offices and classrooms
- Financial management system provided by our major partner ie toolkit
- Cosmopolitan setting
- Regular monthly funding by our major donor-Compassion Kenya
- Reliable sources of water
- Team work
- Well organized non-profit making church school
-

2.4.2 Weaknesses

- Some management committee members without much technical knowhow
- Inadequate and compromised learning infrastructure
- A very needy people
- No personnel with special needs training
- Weak links with potential donors
- Wanting local ownership of church projects
- Insecure setting e.g. no perimeter wall
- Limited financial resources
- Poor sanitation and drainage system
- Lack of enough facilities such as computer lab, store, playground, classrooms
- High level of illiteracy among the caregiver
- Low church participation in project affairs

2.4.3 Opportunities

- Well established Network with administrative structures i.e chief, county administrative offices
- Availability of strong communication network coverage, i.e mobile service coverage is good.
- Availability of cheap laborers.
- Networking
- Proximity to natural resources- Arabuko Sokoke forest
- Interests from potential collaborators
- Training opportunities

- Proximity to the ACC offices
- Marketing children skills
- Educate caregivers on parenting

2.4.4 Threats

- Poverty
- HIV/AIDS and other illnesses
- Cultural drawbacks and anti-social practices such as Early marriages, Polygamous family, Burial ceremonies & keshas etc.
- Low interest in education and poor performances
- Gender disparity
- Few role models
- Drugs and substance abuse
- Brewing of local brew from coconut trees
- High level of illiteracy in our area

2.5 PESTEL ANALYSIS

During the time the strategic plan will be in use challenges are bound to continue while other forces may interfere or promote progress in the child development sector and the centre has realized this and has done a PESTEL analysis whose findings are stated here in;

2.5.1 Political Factors

Since the general election fall in between the strategic plan period the shift in power will have an effect on the centre's growth but this can't be predetermined.

2.5.2 Economic Factors

The economic levels of the coastal people of Kenya are low and the centre is situated in this area. The existing global melt down threatens the ability of parents and donors to participate and give to the centre who form a bulk of the funding option for the church and its departments. This means that the centre will have to go that extra mile to realize more funding of the strategic plan.

2.5.3 Environmental Factors

Matanomane where the projected is located is endowed with natural resources e.g. the Arabuko Sokoke forest, where some tourists' activities such as bird watching take place. The centre will strive to take advantage of the proximity to the Arabuko Sokoke forest while fighting negative effects of tourism.

2.5.4 Legal Factors

The new constitution of Kenya is a great resource for the Tuzo Worship Centre Church. Its freedom of worship enshrined therein and girded by the bill of rights for all Kenyans assures the church protection. The church is therefore legally empowered to engage the community in matters of faith, development and community wellbeing.

2.5.5 Social

The negative cultural practices and believes like the Islamic religion, death dirges and overnight vigils, child labour, being against intermarriages like Mijikenda not marrying upcountry people, polygamy, early marriages, local brews, idolization, casual dowry claims which lead to withdrawal of female spouses in families and killing of grey-haired people over false accusations related to witchcraft by the communities impacts negatively toward the center's goals. The HIV/AIDs pandemic has had its share of the mesh of the socio well-being of the Matanomane people and continues and the centre is aware of these drawbacks even in its planning.

2.5.6 Technological

With the emergence of the modern fibre optics and the gallant competition by the service providers like Safaricom and Airtel the centre is sure to take advantage of the lowered technological services to push its developmental agenda.

CHAPTER THREE

3.0 Strategic issues

In summary the centre identified the following critical issues to be addressed in the course of the implementation of the strategic plan from 2018 to 2022

1. Child development issues
 - a. Spiritual issues
 - b. Physical issues
 - c. Cognitive issues
 - d. Social emotional issues
2. Retrogressive cultural practices
3. Physical infrastructures and facilities issues
4. Centre management and capacity issues
5. Networking issues

3.1 Child development

Currently the church has a population of over 70 growing children who need to be nurtured. These children belong to caregivers and congregants who number in tens. As a church and child development centre the holistic approach will guide the church in achieving its vision of developing the child's mind spiritually by imparting knowledge, skills and attitude to enable them attain self-reliance. The four domain areas of child development will be explored. These are;

- Spiritual
- Cognitive
- Socio-emotional and
- Physical development of the child.

In the course of the strategic plan the church will work with the partner(compassion) and other collaborators of good will to revise and enrich areas emerging those currently inadequately addressed. Quantifiable achievements will be what the centre will use in furtherance of collaborations and the plan enrichment.

The centre will aim to remain vibrant by not underscoring any of the four areas of child development. Key elements of focus will be competence in staff, increasing of learning facilities while concentrating and incorporating modern Information communication technological trends.

3.1.1 Spiritual Development Issues

This domain enables Children to know and understand, “who God is?”

- **Background**

Spiritual development begins with the knowledge of God’s Word. This brings the understanding of who God is, whom He created each child to be, His purposes, and the gospel message. Each child or youth needs to come to a personal understanding of the message of salvation and have the opportunity to receive Christ as Savior.

- **Problem statement**

Lack of confession of Christ Jesus as Saviour among registered children at KE0288

- **Goal**

Nurture all registered children to demonstrate commitment to the Lordship of Christ during their time at the program and beyond

- **Objective**

The following strategic objectives will be pursued by the child development Centre in enabling the young person know Christ as Savior

- i. Each child to be ministered to confess Jesus Christ as his / her Savior during his/her time at the program and beyond
- ii. Each child to be Mentored and become an evangelist to his/her peers in the program, school and Community
- iii. Each child to be able to read and understand the Word of God and apply it in his/her daily life.

- **Activities**

- a) Residential and outsidess camps in holidays
- b) Children rallies
- c) Bible study classes on Saturday afternoons and holiday
- d) Have children memorizing bible verses during morning devotion
- e) Buy pictorial bibles for the beneficiaries
- f) Evangelism and outreaches
- g) Children to give testimonies during Saturday morning devotions

STRATEGIC WORK PLAN

Strategic issue 1: Enhance Child Development Outcomes					M& E						
Goal 1: Spiritual						2018	2019	2020	2021	2022	
Strategic objective	Outcome	Activity description	Key resources	Owner	Indicator	Month	Month	Month	Month	Month	
Each Child to be ministered to confess Jesus Christ as Saviour	Demonstrates commitment to the Lordship of Christ	Bible classes on Saturday afternoons and holiday Have children memorizing bible verses during morning devotion Buy pictorial bibles for below 8 years Bible quiz	Money Bible Teachers CDW's Mentors Curriculum book	PD/PATRON	Knows and understands the bible	JAN	JAN	FEB	MAR	APRIL	
Each child to be Mentored and become an evangelist to his/her peers in the program		Individual beneficiary follows up and evangelism			Confesses Jesus as Saviour	JAN	FEB	FEB	APRIL	JUNE	
Each child to be able to read and understand		Form prayer group Bible study sessions			Practices Spiritual disciplines of	APR	MAY	JUNE	JULY	AUG	

nd the Word of God and apply it in his/her daily life.		on Saturday afternoon and holidays Have worship team in place			Prayer, Bible study, worship and service						
--	--	---	--	--	--	--	--	--	--	--	--

3.1.2 Cognitive Development issues

a) High level of illiteracy

Background

Cognitive development refers to how a person perceives, thinks and gains an understanding of his/her world. It is also defined as the ability of an individual to acquire knowledge to enhance his/her skills, through formal and informal learning. Formal learning usually occurs in school and may be reinforced by tutoring. Non-formal learning is education and training which takes place outside recognized educational institutions. Both formal and non-formal cognitive development is key in enabling all registered children reaching economic self-sufficiency.

More than 7.8 million (38.5 per cent) youth and adults in Kenya lack the minimum literacy levels required to participate in national development. Kilifi county is the leading among other counties in Kenya with an average of 18% out of 38.5% which amount to a total of 50,000 people.

- **Problem statement**

A reasonable percentage of the Matanomane population consists of those people who cannot read or write; approximately 5% of these populations are from Maekani & Mwarandinda villages where a big percentage (about 75%) of our caregivers come from, 15% being people less than 35 years .This has lead also to poor performance in academic.

- **Goal**

Promote skills acquisition to all registered children and caregivers to be economically self-supporting during their time at the program and beyond

- **Objectives**

The broad objective is to reduce illiteracy level among the caregivers and registered children within Matanomane area and its surrounding areas from 25% to 15% between

year 2018 to 2022. This broad objective will be guided by the following specific objectives:

- i. To recognize the unique abilities and talents in each child in order to mentor and coach him or her to develop the required future skills.
 - ii. To ensure each child Completes at least primary education
 - iii. To Cultivate unique vocational interests and intelligence in each registered child
 - iv. To train and ensure each child utilizes at least one (1) income generating skill.
- **Activities**
 - Pay school fees for all registered children
 - Train all registered children on skills of their interests
 - Employ well knowledgeable and skilled manpower in skills
 - Look for market for the finished products
 - Have mentorship programs for beneficiaries
 - Organize for beneficiaries talk days especially during holidays
 - Have beneficiaries Exposure visit to various projects or industries that produces different items e.g. baskets
 - Promote value of education among the caregivers through recognizing committed caregiver in Education of their children
 - Networking with other stake holders for Enrollment of all those people who are over 15 years into technical schools to acquire hand skills
 - Campaigning for caregivers to take children to school through public awareness, chief baraza

Strategic issue 1: Enhance Child Development Outcomes					M& E						
Goal 1: Cognitive						2018	2019	2020	2021	2022	
Strategic objective	Outcome	Activity description	Key resources	Owner	Indicator	Month	Month	Month	Month	Month	
To ensure each child Completes at least primary education	Exhibits the skills and motivation to be economically self-supporting	Pay school fees for all registered School visits Children bring their report cards Children	Curriculum books Mentors Skilled manpower Materials for each skill	Accountant	Completes at least primary education	Nov	NOV	NOV	NOV	NOV	

		Mentorship programs for registered children Beneficiary talks during holidays	Industries Sister Projects Money								
To Cultivate unique vocational interests and intelligence in each registered child		Exposure visits Mentorship programs for registered children Beneficiary talks in holidays		Accountant	Cultivates unique vocational interests and intelligence	APR	AUG	DEC	APR	AUG	
To train and ensure each child utilizes at least one (1) income generating skill		Train all registered Children on skills of their interests Employ well knowledgeable and skilled manpower in skills Look for Market for the finished products		Accountant	Learns and utilizes at least one income-generating skill	APR	AUG	DEC	APR	AUG	

a) High level of unemployment

Background

Youth account for a third of Kenya's population yet they have the largest percentage of unemployment. When youth are unemployed for long periods, they are likely to engage in antisocial behaviour including drug and alcohol abuse, unsafe sex, criminal activities including terrorism. Youth unemployment in Kenya is compounded by substantial levels of underemployment and poor-quality jobs in the informal sector. Coupled with this, there are rising concerns over increasing poverty, HIV/AIDS and prostitution, drug and substance abuse (NACADA), engagement in extremist activities among the youth, youth are misused and turned into political pawns by politicians and group- up and idling tendencies. This situation presents youth as needy, helpless and unprepared to make any contribution to national development affairs. Kilifi County is among the affected counties in Kenya contributing with the highest number of unemployed youths amounting to 35.5%.

Problem statement

Approximately 60% of the total populations of Matanomane and its surrounding communities are unemployed and they rely on casual labour which is seasonal, in average 45% are our caregivers. Out of 45%, majority of unemployed people are under 30 years which translate to 18% of the total unemployed population in Kilifi County. Most of our registered children siblings have been affected by these since some of the caregivers translate them to be bread winners of their family through hawking of firewood, charcoals and vegetables.

Goal

To empower caregivers with entrepreneurship skills

To empower children with different skills at the project level in the areas they are gifted.

Objective

To reduce unemployment rate from 35% to 20% among male caregivers by 2022

To equip more than 50 children with vocation skills by the year 2022

To mobilize at least 20 caregivers to start small IGA by 2022

To reduce unemployment rate from 55% to 40% of the women by 2022

To reduce dependency rate of caregivers which has been rated to be 22% currently to 9.5% by 2022

Strategy

Training the caregiver on entrepreneur skills and Provision of cheap credit facilities through networking with financial institutions.

Activities

Liaising with national bank for trainings

Training members with modern farming skills

Training members on book keeping issues

Encouraging them to form SHG so as to access government funding

Encouraging caregivers to join SACCOs

Capacity building through microfinance and investments

Regular teaching on giving

Holding career motivation talks and exposure trips with registered children above thirteen years.

Provision of free maize seeds, fertilizer and insecticide.

Networking with children office to ensure all children are not denied their right to education

Physical Development Issues

Tuzo Worship Centre Child Development Centre is in general agreement with the World Health Organization (WHO) definition of health, while including the spiritual component. WHO defines "Health as a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity. Physical development involves promoting the conditions that allow beneficiaries to reach and sustain their full physical capacity. Physical health is bodily well-being with managed impact of disease and impairment. In order to achieve physical health, it is necessary to understand and practice prevention through self-care, good nutrition, hygiene, exercise and avoidance of high-risk behaviours or situations.

a) Poor sanitation

Background

In Nairobi alone, it is estimated that 60% of the four million residents live in informal settlements on approximately 5% of the land and the population in these areas is expected to double in the next 15 years.

In these situations, accessing basic but improved water and sanitation services is a growing challenge. Over 60% of the urban population in Kenya relies on water vendors, water kiosks or unprotected natural sources where water quality varies and there is a high risk of contamination through faulty and often illegal connections. This is made worse by unhygienic storage and handling in the household. With an average monthly income of US\$ 70 per household, it is estimated that a family of five spends up to 10% of their monthly outgoings on water.

Statement of problem

About 60% of our caregivers do not have toilets. They therefore practise widespread open defecation which is very risk to their health.

Goal

To improve the living standard among the caregivers

Objective

To improve the living condition from 5% to 10% between 2018 to 2022

To mobilize group caregivers to build 1 toilet for each other in their homes between year 2018 and 2022

To connect 20 families to clean water pipe between 2017 and 2021

To conduct more than 4 healthy awareness campaign and rallies between year 2018 and 2022

Strategy

Equip people with hygienic skills

Networking with other healthy facilities

Empowering caregivers

Activities

Conducting awareness campaign's on hygiene

Drilling bore hole

Providing water harvesting facilities

Install enough piped water in public facilities like Maekani

Malnutrition and other associated diseases

Malnutrition in children is common globally and may result in both short and long term irreversible negative health outcomes. The World Health Organization (WHO) estimates that malnutrition accounts for 54 percent of child mortality worldwide, about 1 million

children. Another estimate also by WHO states that childhood underweight is the cause for about 35% of all deaths of children under the age of five years worldwide.

The main causes are unsafe water, inadequate sanitation or insufficient hygiene, factors related to society and poverty, diseases, maternal factors, gender issues and – overall – poverty.

Malnutrition in this article specifically refers to undernutrition where an individual is not getting enough calories, protein, or micronutrients. (It could also refer to a condition where too much food is consumed such that the diet causes health problems).

- **Problem Statement**

Poor Health and nutrition practises among the Registered Children at KE0288

- **Goal**

Equip beneficiaries with knowledge to be able to choose good health practices and be physically healthy during the strategic plan period and beyond

Equip caregivers with nutritional knowledge through trainings on balanced diet

- **Objectives**

- ❖ To help each registered child learn how to encourage others to understand and practice preventative health measures
- ❖ To screen every registered child and provide early medication
- ❖ To teach and help each registered child take responsibility for wise life choices about health and sexuality
- ❖ To help each registered child to demonstrate an appropriate understanding of his/her physical body

- **Activities**

- a) Health screening of all registered children
- b) Healthy talks and trainings
- c) Early identification of illness and interventions
- d) Buy body parts charts for 8 years and below

- e) Train and teach beneficiaries to wash hands after visiting toilet
- f) Train beneficiaries and caregivers on the importance of balanced diet and make follow-up to see if they are practicing as trained by using locally available food
- g) Develop a balanced meal plan at the project level
- h) Train children and caregivers on First Aid
- i) Have health and sexuality classes during holiday afternoons
- j) Train beneficiaries on drug abuse and their effects

Strategic issue 1: Enhance Child Development Outcomes					M& E						
Goal 1: Physical						2018	2019	2020	2021	2022	
Strategic objective	Outcome	Activity description	Key resources	Owner	Indicator	Month	Month	Month	Month	Month	
To help each registered child to demonstrate an appropriate understanding of his/her physical body	Chooses good health practices and is physically healthy	Buy body parts charts for 8 years and below Sing body parts songs with the 8 and below years	Curriculum books Doctors Drugs Money Hospital Chemists Food stuff	H/W	Demonstrates an appropriate understanding of his or her physical body	JAN	APR	AUG	NOV	DEC	
To help each registered child learn how to encourage others to understand and practice prevention		Health screening of all registered children Healthy talks and trainings Early identification of illnesses and		H/W	Experiences reduced incidence of illness, nutritional deficiencies and physical impediments	JULY	JULY	JULY	JULY	JULY	

<p>tive health measures To screen all registered children</p>		<p>interventions</p>									
<p>To teach and help each registered child take responsibility for wise life choices about health and sexuality</p>		<p>Have counsellors club on physical development Have health and sexuality classes during holiday afternoons Train beneficiaries on drug abuse and their effects</p>		<p>H/W</p>	<p>Takes responsibility for wise life choices about health and sexuality</p>	<p>APR</p>	<p>AUG</p>	<p>NOV</p>	<p>DEC</p>	<p>APR</p>	

3.2.4 Socio-emotional development issues

- **Background**

Socio-emotional development involves the expression of feelings, the ability to interact with others in an appropriate way, knowledge of self and concern for others, understanding of creation and self; making biblically based and responsible decisions; and becoming resilient. Self-worth, physical health, spiritual development, academic learning, good citizenship and overall motivation to achieve these are dependent on healthy socio-emotional development. This allows young people to settle well into school, church and community; work cooperatively, confidently and interdependently; and behave appropriately in their culture. The child's early relationship with caregivers is key to social and emotional learning and

developing emotional intelligence skills. Social and emotional learning happens in both formal and non-formal settings. It begins early and continues throughout life.

- **Problem statement**

Poor interaction with other people in a healthy and compassionate manner among children of KE0288

- **Goal**

Help the registered beneficiaries interact with other people in a healthy and compassionate manner in their homes and their time at the project and beyond

- **Objectives**

- To help each child to exercise self-management and make responsible decision which includes, managing emotions, goal setting, analyzing situations and respecting others
- To teach each child in applying self and social awareness in making responsible life choices
- To help each child to exhibit effective interpersonal relationship skills e.g. communication

- **Activities**

- a) Writing letters to their sponsors
- b) Teaching them the Socio-Emotional curriculum
- c) Create interaction forums at the projects
- d) Inter –cluster activities e.g. Talent shows, Games etc.
- e) Teach and help beneficiaries in making healthy relationship decisions especially for future partners
- f) Teach and help beneficiaries choose good friends

Strategic issue 1: Enhance Child Development Outcomes					M& E						
Goal 1: Socio-emotional						2018	2019	2020	2021	2022	
Strategic objective	Outcome	Activity description	Key resources	Owner	Indicator	Month	Month	Month	Month	Month	
	Interacts with other people in a healthy and	Teach and help beneficiaries in making	Curriculum books Letter forms	S/W	Applies self and social awareness in making	July	Aug	Sept	Oct	Nov	

	compassionate manner.	healthy relationship decisions especially for future partners Teach and help beneficiaries choose good friends	and books Balls Field Money Coaches		responsible life choices						
		Writing letters to their sponsors Teaching them the Socio-Emotional curriculum Create interaction forums at the projects Inter-cluster activities e.g. Talent shows, Games etc		S/W	Exhibits effective interpersonal relationship skills	Mar	June	Aug	Dec	Mar	

Retrogressive culture

Background

A Mijikenda clan consists of several family groups with a common patriarchal ancestor. And due to these they are so much attached to their traditions. Most Mijikenda people are now either Christians or Muslims; however, some still practice their traditional culture or a mixture of Christianity or Islam with their traditional religion.

Statement of problem

Most of mijikenda community holds strongly on negative culture, 75% hold strongly on some of the practices which are outdated; these have affected the life of the members of community to an extent that 15% of the children get married in under age. Some get early pregnancy; other practices lead to poor utilization and allocation of the available limited resources. These have been a barrier for evangelism.

Goal

To eliminate negative cultural practices among the caregivers

Objective

To discourage polygamous practices from 45% to 30% between year 2017 and 2021

To reduce early marriages from 25% to 15% between 2018 to 2022

To reduce the number night disco from 5% to 0.5% between year 2018 to 2022

To discourage early pregnancy among girls below 18 years from 8% to 0.5 % between 2018 to 2022

To open 2 more local churches by the year 2022

Strategy

To evangelize and create awareness on negative cultural practices among caregivers.

Activities

Campaign for Early child Education

Holding chief Barazas

Offering legal support to any victim

Holding community rally in collaboration with ministry of health creating awareness on polygamous

Do radical evangelism e.g. in Mangweni Areas

Pastors to develop a new believers' curriculum by December 2022

Start Mijikenda services at least twice a month

CHAPTRE FOUR

STRATEGIC MATRIX

RANK	STRATEGIC ISSUE	STRATEGIC OUTCOME/OBJECTIVE	ACTIVITY/OUTPUT	OWNER	KEY RESOURCES	INDICATORS	MEANS OF VERIFICATION
1	Spiritual	Child demonstrates commitment to the Lordship of Christ	Camps , Children rally, Purchase appropriate Bibles for all registered Children	PD	Bible, Charts, Spiritual Curriculum Text Books	-Knows and understands the Bible, -Confess Jesus as savior -Practices Spiritual disciplines of payers, Bible studies, worship and services	Can Memorize Bible verses, Prays in Saturday devotions, assembly and for food before eating, Goes to Sunday school and can sing songs in the service Pd's report Activity reports
2	Cognitive	Exhibits the motivation and skills to be economically self-supporting		PD/PHW /PSW	Cognitive Curriculum Text Books	-Completes at least primary education -Cultivates unique vocational interests and intelligence -Learns and utilizes at least one (1) income generating skill.	Report cards School visit forms Activity reports
3	Socio-Emotional	Interacts with other people in a healthy and compassionate manner		PSW	Socio-Emotional Curriculum Text Books	-Exercises self –management -Applies self and social awareness in making responsible life choices	Activity report Home visit forms

						-Exhibits effective interpersonal relationship skills	
4	Physical	Chooses good health practices and is physically healthy		PHW	Physical Curriculum Text Books	-Demonstrates an appropriate understanding of his/her physical body. -Experiences reduced incidence of illness, nutritional deficiencies, and physical impediments. -Takes responsibility for wise life choices about health and sexuality Description	Monthly health report Major screening report Reduced illnesses among children
5	Youth Empowerment Programs			PD/PHW /PSW			
6	Church Partnership development			PATRO N/LCC/ CPC			

Strategic goal on child development

Holistic child development to the registered children

Strategic objective on child development

The following strategic objectives will be pursued by the child development centre in furtherance of its child development program;

- Nurture all registered children to demonstrate commitment to the Lordship of Christ during their time at the program and beyond
- Promote skills acquisition to all registered children and caregivers to be self-supporting during their time at the program and beyond
- Help the registered beneficiaries interact with other people in a healthy and compassionate manner in their homes and their time at the project and beyond
- Equip beneficiaries to choose good health practices and be physically healthy during the strategic plan period and beyond

Strategies

- i. Review existing children data
- ii. Tailor the partner program and localize it
- iii. Develop mentorship programs
- iv. Instill discipline in the registered children
- v. Strive to retain high caliber staff
- vi. Put in place quality control
- vii. Improve and increase the learning facilities
- viii. Incorporate computer knowledge in curriculum
- ix. Start an exchange program with other centers
- x. Establish curriculum excellence schemes for children and the teachers
- xi. Initiate exposure moments for children

Physical Infrastructures and facilities

The centre is poorly equipped in terms of infrastructures for effective child development. The centre does not have spacious modern offices, adequate classrooms, well ventilated kitchen, toilets and other sanitary amenities. The available infrastructures can only serve a fraction of the registered children population and those whom the partner would wish to increase. Transport and conference facilities are currently just imaginable. A library as a vehicle in the economic development of the child is a must thing for the centre.

In the plan period the centre can only spend sleepless nights in an attempt to meet the infrastructural needs required to carry out effective child development

Strategic goal

To develop infrastructure that meets the future needs of the centre for effective child development

Strategic objectives

- 1) Provide required facilities for effective holistic child development by 2022
- 2) Provide for physical administrative facilities by 2022
- 3) Provide for a resource centre and library by 2022

Strategies

Provide required facilities for effective holistic child development

Develop an architectural plan of the required facilities in the available space

Seek funding through parents and fund drives

Proposal development to potential donors

Avail the required facilities

Factor in government standards in all facilities

Encourage user friendly facilities

Provide for physical administrative facilities

Provide facilities for staff

Equip availed facilities for staff

Provide for social amenities for staff

Provide and equip a library and resource centre

Develop the architectural plan of the resource centre

Seek funding for the resource centre

Seek funding for equipping the resource centre

Establish multiple benefits utilization of the resource

Projects to be carried out in the strategic plan period

The centre intends to do the following project during the strategic plan period;

Table 1 a list of intended projects in the strategic plan period

Project	Description	Financial year	Cost
1	Construction of six classrooms	2018/2019	6,000,000.00
2	Construction of a modern washrooms	2019	900,000.00
3	Construction of a administration block	2019/2021	1,000,000.00
4	Construction of centre gate and fence	2020/2021	1,000,000.00
5	Construction of a modern dining hall	2020/2022	3,000,000.00
		Total	11,900,000.00

Centre Management and Capacity

Partner Development

To realize any meaningful development the centre must thrive to put in place mechanisms that will shuttle the development of its programs. The ultimate goal is to be self-reliant and eventually pull out voluntarily out of the partnership with Compassion international Kenya. In the realization of the strategic plan, the centre will work toward this joyous graduation from donor funding to self-reliance.

Strategic goal

Transform Tuzo Worship Centre Child development Centre into a self-reliant entity free from donor funding

Strategic objective

Put in place infrastructure

Put in place self-reliance mechanisms

Strategies

Put in place infrastructure

Seek and acquire the funds

Develop a plan toward self-reliance

Put in place administrative structures

Improve existing child development plans

Put in place infrastructure

Recruit and develop staff

Put in place self-reliance mechanisms

Increase capital base

Actualize self-reliance

Man Power plan and Human Resource Development

For Tuzo Worship Centre child development centre to be a leader and model of where holistic child development is done the existing management structure must be changed and overhauled. At the same time the best cadre of staff must be sought and maintained. Professionalism will be the baseline of operation towards the realization of an efficient management team for the child development centre.

Strategic goal

Build and maintain an efficient and competent workforce.

Strategic Objectives

Transform current management structure

Develop already existing staff

Retain the best workers

Strategies

Transform current management structure

Develop a new management policy for the centre

Market the changed centre

Actualize the new structure

Develop already existing staff

Conduct training needs assessment

Capacity build the present workers

Expose staff to best practice in other centers of excellence

Retain the best workers

Ensure a conducive working environment

Revise upwards remuneration structures

Provide for personal academic development

Networking

No man is an island goes the wise English saying. This means that Tuzo Worship centre Child development centre will forge ties to coexist and acquire best practice from other child development collaborators. Mutual benefits will be the pillar of any linkage or network establishment and the centre team will do their best to ensure this is realized.

3.4.1 Strategic goal

To dynamically do networking to derive mutual benefits from other holistic development stakeholders, non-governmental organizations, religious institutions and government agencies in the course of the strategic plan implementation cycle and beyond.

3.4.2 Strategic Objectives

- 1) Build a centre with capacity to link
- 2) Access what the centre does not have
- 3) Provide exposure for parents, children and staff
- 4) Start a give back scheme

3.4.3 Strategies

- 1) **Build a centre with capacity to link**
 - a. Do surveys of possible links
 - b. Identify field of beneficial links
 - c. Do joint events in beneficial fields
 - d. Reach out and share best practice
 - e. Enlist in renown entities
- 2) **Access what the centre does not have**
 - a. Utilize available resources wisely
 - b. Attempt staff exchange to acquire best practice
 - c. Target donor agencies
 - d. Involve old and well established centers' graduates

3) Provide exposure for parents, children and staff

- a. Exposure trips for all
- b. Invite experts in varying fields to train
- c. Accept attachés and interns

4) Start a give back scheme

- a. Participate in the area advisory committees
- b. Engage in community service
- c. Do web exposure of the centre

3.5 Resource Mobilization

The centre currently runs its program mainly through the funds from the main donor Compassion International. To remain realistic in the attainment of self-reliance Tuzo Worship Centre child development centre must diversify its source of funding by writing proposals to Compassion International and other potential donors.

3.5.1 Strategic goal

To ensure adequate funding of the centre programs during the centre implementation cycle between 2018 and 2022 and beyond.

3.5.2 Strategic objectives

- 1) Maintain current funding source
- 2) Improve the management of funds
- 3) Obtain new source of funding

3.5.3 Strategies

1) Maintain current funding source

- a. Convince CIK to increase funding
- b. Publish child development impacts
- c. Improve the water sale point
- d. Charge utilization of the toilet blocks by the public

2) Improve the management of funds

- a. Put in place new methods of funds utilization reporting
- b. Do timely accounting of funds
- c. Do cost analysis to reduce over expenditure
- d. Perfects tendering processes

3) Obtain new source of funding

- a. Develop new income generating activities

- b. Increase rate of proposal writing and distribution

MONITORING AND EVALUATION

The implementation of this strategic plan shall be monitored and evaluated using several means that are easily available in the Church. These are discussed as follows:

1.1 AGM'S

There are Annual General Meetings held every January of the annual year. During this annual meeting, reports are presented and members are openly encouraged to ask questions and comment on the items. This will be valuable as a yard stick in the promises indicated in the strategic plan.

1.2 Questionnaires

There will be random surveys using questionnaires that will be availed by the management (Church board). This questionnaire will test areas of achievement of this strategic plan.

1.3 Suggestion Box

There is a box in the church compound in which ideas and questions of visitors and members are collected. These are reviewed quarterly in a year. They shall be resourceful in gauging members opinion on such thematic issues such as quality of worship services and progress of the church generally.

1.4 Session Quarterly evaluation

The management, in this case, the Church Board, is responsible for the implementation of this strategic plan. It shall conduct quarterly evaluations on the implementation process itself.

This strategic plan was approved by the following:

Designation	Name	Signature
Patron:	Rev Oscar Mwatua Kalama	
Chairman:	Pst Charles Gona	
Project Director:	Joseph Bahati Charo	
LCC representative:		
Parent Representative:	Caroline Kavumbi	

