

ARK DEVELOPMENT ORGANIZATION

"CREATING A WORLD OF EQUAL OPPORTUNITIES"



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1.0 INTRODUCTION

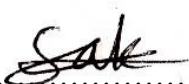
This plan is a detailed action plan to accomplish the strategic objectives of the organization based on our five key strategic focus. It outlines the focus, who is responsible to carry out the tasks, time frames, costs of each year of the plan's duration and performance indicators.

- Innovation
- Sustainability
- Capacity building
- Expansion
- Quality programme/project delivery

1.1 APPROVAL

This operational plan has been thoroughly discussed by the Board and Management of Ark Development Organization and has on this **4th of January, 2023** been approved by the Board of Directors as the official guideline for 2023 accordingly.

SIGNED:


.....
SAKINATU ADAM
(BOARD CHAIRPERSON)


.....
EMMANUEL KWAFO MINTAH
(EXECUTIVE DIRECTOR)

ARK DEVELOPMENT ORGANIZATION
P. O. BOX 198
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2.0 ORGANIZATIONAL PROFILE

MISSION STATEMENT

ADO is a health, education, governance, agriculture and environmentally focused organization committed to improving the lives of deprived women, children and the disabled through capacity building, evidence-based advocacy and participatory innovative programmes and the operationalization of social enterprises.

VISION STATEMENT

“Creating a world of equal opportunities”.

CORE VALUES

The following core operating values influence the culture and public image of ADO Development Organization as an effective Non-Governmental Organization serving a wide variety of individuals and families.

- ❖ **Diversity:** ADO understands that deprived and marginalized people are part of society and when given the necessary platform they can perform and sometimes even perform better; we seek to assist as many people as our financial resources support.
- ❖ **Partnerships:** ADO works with partners and development actors who share common vision.
- ❖ **Empowerment:** ADO believes in increasing the spiritual, political, social, educational, gender or economic strengths of individuals and communities by helping deprived individuals to make choices and to transform them into desired actions. Again, we believe that every individual has certain amount of capabilities and when exposed to them can make a change in his/her life.
- ❖ **Accountability:** ADO believes in acknowledging and assuming responsibility for our finances, actions, decisions, and policies including the administration and implementation within the scope of our work. We believe that accountability cannot exist without proper practices.
- ❖ **Transparency:** ADO believes in operating in such a way that it is easy for others to see what actions are performed in the organization. All draft documents, all arguments for and against a proposal, all final decisions, and the decision-making process of the organization are made public and remain publicly archived where necessary.
- ❖ **Participation:** The activities of the organization involve all categories of persons such as children, youth, men and women, the marginalized, vulnerable and the socially excluded.
- ❖ **Mutual Respect:** Respecting the views of all stakeholders, staff, beneficiaries especially those of women, children, PWDs and vulnerable adults.

OPERATIONAL OBJECTIVES

- ❖ To promote the development initiatives of children, the youth, women and persons with disabilities.
- ❖ To provide a platform for the voiceless and the marginalized in society on good governance and human rights.
- ❖ To create awareness on communicable and non-communicable diseases and Sexual Reproductive Health and Rights.
- ❖ To promote good practices on environment, climate change, water, sanitation and hygiene, and agriculture.
- ❖ To develop organizational capacity for internal strengthening and external networking towards effective community service delivery.
- ❖ To establish social enterprises for sustainable development.

SUMMARY

Ark Development Organization (formally AMPA Resource Organization) is a Non-Governmental Organization operating in the Eastern, Greater-Accra, Upper West, Bono East and Ahafo Regions of Ghana.

Since its establishment in 2001, Ark Development Organization has undertaken several communities-based interventions and social development initiatives in its working communities. These covered communicable and non-communicable diseases, sanitation and environment campaigns, and civic engagements on education improvement, governance, capacity building and empowerment of women, the youth and PWDs, advocating for child rights, trained youth in apprenticeship programmes, skilled development for migrant and vulnerable orphans and children as well as awareness creation on the Sustainable Development Goals (SDGs).

3.0 ENVIRONMENTAL SCAN

3.1 STAKEHOLDER ANALYSIS

Stakeholders	Expectation	Failure to Meet Expectation will Mean:	Mitigating Factors	Ranking (5-most important, 1-least important)
Ghana Health Service/Ministry of Health	<ul style="list-style-type: none"> ➤ Effective Collaboration ➤ Information Sharing ➤ Team work 	Non-recognition of the organization by the sector ministry in all the MMDAs within which the organization operates.	<ul style="list-style-type: none"> ➤ Share annual reports with sector ➤ Attend review meetings and programmes/activities of GHS ➤ Collaborating with GHS in project implementation 	5
Metropolitan Municipal District Assemblies (MMDAs)	<ul style="list-style-type: none"> ➤ Adhering to statutory regulations ➤ Effective collaboration and partnership 	<ul style="list-style-type: none"> ➤ Withdrawal of services to the organization ➤ Non-recognition of the organization by the MMDAs. 	<ul style="list-style-type: none"> ➤ Register with MMDAs in ARK's operational areas ➤ Submit Reports on regular basis to all MMDAs ➤ Collaborating with MMDA's in project implementation 	4
Ghana Education Service/Ministry of Education	<ul style="list-style-type: none"> ➤ Effective collaboration and partnership 	Not being able to operate in any of their institutions	<ul style="list-style-type: none"> ➤ Submit reports relating to education on regular basis 	3
Media	<ul style="list-style-type: none"> ➤ Effective collaboration and partnership ➤ Information sharing 	Non- publication of best practices of the organization	<ul style="list-style-type: none"> ➤ Form strategic partnership with media ➤ Updating website to give visibility ➤ Making information available to the public through social media 	4
Traditional Authorities	<ul style="list-style-type: none"> ➤ Conformity with cultural norms and values ➤ Effective Collaboration and partnership ➤ Information sharing 	<ul style="list-style-type: none"> ➤ Low participation during project implementation ➤ Lack of sustainability for projects ➤ Lack of buy-in for programmes and projects 	<ul style="list-style-type: none"> ➤ Observing proper community entry processes ➤ Reporting to them orally or in writing. ➤ Regular briefings on organizations activities in the traditional area ➤ Involving them during projects planning in the communities. 	3

Ministry of Food and Agriculture	Effective Collaboration and partnership	Non-recognition of the organization by the Ministry	<ul style="list-style-type: none"> ➤ Share annual reports with sector ➤ Attend review meetings and programmes/activities ➤ Collaborating in project implementation 	2
Right Holders/ Beneficiaries	<ul style="list-style-type: none"> ➤ Information sharing ➤ Continuous education ➤ Continuous planning 	<ul style="list-style-type: none"> ➤ Project failure ➤ Low participation in programmes ➤ Lack of project buy-in, ownership and sustainability 	<ul style="list-style-type: none"> ➤ Regular briefings on organizations activities ➤ Dissemination of information to the people ➤ Involving them during projects planning and implementation in the communities. 	5
Environmental Protection Agency (EPA)	Technical and material support	Project decline	<ul style="list-style-type: none"> ➤ Involving them during projects implementation 	2
Donor Partners	<ul style="list-style-type: none"> ➤ Effective Collaboration and partnership ➤ Support project sustainability ➤ Technical and logistic support to organization ➤ Capacity building for the organization 	This can lead to no funding and lead to lack of sustainability	<ul style="list-style-type: none"> ➤ Submission of timely reports ➤ Ensuring all statutory requirements are met ➤ Ensuring all operational procedures are in place ➤ Office space and human resource capacity 	5

3.2 SWOT Analysis

- Qualified and hardworking staff
- Strong teamwork
- Good internal systems of control
- Internal policies (HR, FM, Safeguarding policy etc.) which help its internal system as well as external

- Inadequate motivational package for staff and volunteers leading to the inability to retain staff.
- Inadequate funds to carry out planned projects.
- Over reliance on donor partners
- Low skills in ICT application
- Lack of operational software

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- Availability of donor funds
- Laws and policies in NGO
- Accessibility of ICT facilities/services
- Networks and partnerships
- Public Private Partnerships

- Proliferation of NGOs and Coalitions
- Dwindling of donor funding
- Lack of continuity of donor support
- Unhealthy competition for donor funding
- Change in international policies

3.3 Strategy Formulation

	Strengths	Weakness
Opportunities	<p><u>Best Case Scenario (SO)</u></p> <ol style="list-style-type: none"> 1. With our qualified staff, we will take advantage of the availability of donor funds. 2. The organization’s qualified staff will take advantage of available laws and policies under its operational areas. 3. The organization will capitalize on its excellent reputation and performance to attract donor support. 	<p><u>Most Likely Case Scenario (WO)</u></p> <ol style="list-style-type: none"> 1. The organization will focus on the availability of donor funds to source funding to carry out its planned projects. 2. The organization will take advantage of the existing ICT facilities and services to equip its staff with the necessary ICT skills and expertise.
Threats	<p><u>Most Likely Case Scenario (ST)</u></p> <p>ARK would use its strong teamwork to mitigate the proliferations of NGOs/CBOs and coalitions and still be existent and functional</p>	<p><u>Worst Case Scenario ((WT)</u></p> <p>Inadequate funds to carry out planned projects coupled with the proliferation of NGOs and Coalitions is likely to collapse the organization.</p>

DIMENSIONS:



4.0 2023 ACTION PLAN

DIMENSION: FINANCIAL										
OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET		TIME FRAME (QTR)				RESPONSIBILITY	
			USD	GH¢	1	2	3	4	LEAD	DONOR
To reduce donor dependency through the establishment of social enterprises and other means for sustainable development by the end of 2023	No. of social enterprises established.	Establish 1 No. Pure Water Factory	18,519	200,000			×	×	Board / ED	IGF/ Donors
		Establish 1 No. hardware and beverages wholesale supermarket	27,778	300,000		×			Board Management /	IGF/ Donors
		Improve the customer-base of AVSL	4,630	50,000	×	×	×	×	Board Management /	IGF
		Cultivate and sell 150,000 bread fruit seedlings	324,074	3,500,000	×	×	×	×	Board Management /	Donors / CSOs
		Establish 100 acres pineapple farms / plantation for export	92,593	1,000,000	×	×	×	×	Board Management /	Donor
		Transport business	9,259	100,000		×	×	×	Board Management /	IGF
	No. of partnership with private sector enterprises established and receiving support from.	Identify strategic partners with private sector enterprises to undertake interventions on their behalf (CSR)	926	10,000	×	×	×	×	Board Management /	IGF
	No. of fund-raising drives embarked on through community partners, coalition	Work closely with community partners and coalition member organizations to leverage resources at reduced price or no cost, for programmes.	4,630	50,000	×	×	×	×	Board Management /	IGF

	members and social media.	Solicit for fund for some intervention through social media platforms.	3,704	40,000	×	×	×	×	Board Management /	IGF
	Amount of funds raised through rendering consulting services	Operate and render consulting services to constituents, partners, coalition members and other interested parties.	2,778	30,000	×	×	×	×	Board Management /	IGF
SUB-TOTAL			488,889	5,280,000						

DIMENSION: OPERATIONAL

OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET		TIME FRAME (QTR)				RESPONSIBILITY	
			USD	GH¢	1	2	3	4	LEAD	DONOR
To create a conducive environment and ensure continuity of operations.	<ul style="list-style-type: none"> No. of evaluation systems created and in use. No. of formal roles and committees identified and established. No. of resources monitored and systems strengthened. No. of strategies developed to identify the strength and 	Create evaluation systems to access the performance of staff. For example, the use of appraisal to access the performance of staff and staff retreat.	926	10,000	×	×	×	×	Board Management /	IGF
		Strengthen resource monitoring and evaluation systems to address needs.	1,389	15,000	×	×	×	×	Board Management /	IGF
		Embark on evidence driven planning and decision making at all level of delivery.	463	5,000	×	×	×	×	Board Management /	IGF
		Identify and establish formal roles and committees that needs to be put in place for organizational success.	463	5,000	×	×	×	×	Board Management /	IGF

	weaknesses of the organization.	Develop right strategies to identify the strength and weakness of the organizations and also outside threats that are working against the organization and finding ways of solving these threats.	926	10,000	×	×	×	×	Board Management /	IGF
		Ensure accountable and effectiveness in the use of scarce resources.	463	5,000	×	×	×	×	Board Management /	IGF
	1 No. Office complex completed	Complete 1 No. Office Complex and adolescent youth centre.	138,889	1,500,000	×	×			Board Management /	IGF
SUB-TOTAL			143,519	1,550,000						

DIMENSION: IDENTITY

OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET		TIME FRAME (QTR)				RESPONSIBILITY	
			USD	GH¢	1	2	3	4	LEAD	DONOR
To put all organizational mechanisms in place and give the organization a long-term recognition and relevance in its area of operation locally, national	No. of organizational policies regularly updated / revised	Revise and update organizational policy manuals of the organization.	463	5,000	×	×	×	×	Board Management /	IGF
		Develop and use staff training manual.	185	2,000	×	×	×	×	Board Management /	IGF
		Yearly regularize all organizational legal documents	463	5,000	×	×	×	×	Board Management /	IGF
		Regularly revise organizations mission	46	500	×	×	×	×	Board Management /	IGF

and international by 2023.		statement to suit current trends								
	Organization's strategic plan indicators regularly tracked.	Frequently track the organization's strategic plan indicators.	463	5,000	×	×	×	×	Board Management /	IGF
	Succession plan and Board manual developed	Develop succession plan and Board manual	463	5,000		×			Board Management /	IGF
SUB-TOTAL			2,083	22,500						

DIMENSION: INTERVENTIONAL										
OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET		TIME FRAME				RESPONSIBILITY	
			USD	(GH¢)	1	2	3	4	LEAD	DONOR
To put in place plans, best communication strategies and interventions to ensure continuity of projects in absence of donor funds or insufficient support from donors by 2023.	<ul style="list-style-type: none"> No. of capacity building training workshops held on communication for staff. No. of capacity training workshops held on communication for the Board. 	Build staff and Board's capacity on fundraising and communication.	1,852	20,000	×	×			Board Management /	DP / IGF
To develop strategic alliance, evaluate project effectiveness and promote constituents' support and ownership of interventions	No. of potential strategic partners identified and collaborated with.	Identify potential strategic partners with similar interventions and understand their business on how to help each other.	463	5,000	×	×	×	×	Board Management /	IGF
	No. of stakeholders partnered with.	Develop strong partnership with major stakeholders and organizations of same vision and	463	5,000	×	×	×	×	Board Management /	IGF

		objectives for support, sharing of resources and collaborations in achieving project goals and objectives.								
To continue programming and service delivery through effective dissemination of result to constituent and stakeholders by 2023.	No. of Project results shared with donors, stakeholders and partners.	Share project results with large audience including donors, stakeholders and partners.	1,852	20,000	×	×	×	×	Board Management /	IGF
	No. of reports published online and on social media platforms.	Publish reports online for larger audience through the website and other social media platforms.	2,778	30,000	×	×	×	×	Board Management /	IGF
SUB-TOTAL			7,407	80,000						

THEMATIC INTERVENTIONS

HEALTH

OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET		TIME FRAME (QTR)				RESPONSIBILITY	
			USD	GH¢	1	2	3	4	LEAD	DONOR
To improve the Reproductive Health of adolescents, women and men.	90 Community Based Health Volunteers (CBHVs) and 30 Community Health Nurses (CHNs) trained on reproductive Health issues.	Undertake community mobilization exercises to recruit and select CBHVs and select CHNs within the project communities.	2,778	30,000	×	×	×	×	Management / GHS	
		Organize training workshop for 90 selected CBHVs and 30 CHNs on Reproductive Health Issues.	6,481	70,000	×	×	×	×	Management / GHS	
	150,000 adolescents, women and men reached with reproductive health education and services in 80 communities in the Eastern Regions.	Construct an adolescent / youth Resource Centre in the Ayensuano District to provide Information on Reproductive Health Issues.	416,667	4,500,000	×	×	×	×	Management / GHS	Australian High Commission
		Form Adolescent Reproductive Health Clubs in 80 Basic Schools in Eastern Region.	926	10,000	×	×	×	×	Management / GHS	

		Undertake house to house education on reproductive health issues.	1,852	20,000	×	×	×	×	Management / GHS	
	No. of people educated on the possible causes and prevention of neonatal, under-five and maternal mortality and morbidity	Undertake house to house education on neonatal, under 5 and maternal health issues	2,778	30,000	×	×	×	×	Management / GHS	
To contribute to the reduction of communicable and non-communicable disease burdens by 2023.	No. of CBHVs trained on HIV/TB issues in the Eastern Region.	Organize training workshops on HIV/TB prevention and Behavioral Change Communication (BCC) strategies	3,704	40,000	×	×	×	×	Management / GHS	CHAG/ Global Fund
	No. of people Tested and Counseled for HIV/TB and know their status	Organize Testing & Counseling Services in 120 selected project communities.	1,852	20,000	×	×	×	×	Management / GHS	CHAG/ Global Fund
	No. of condoms supplied in the Eastern Region	Procure 50 boxes of condoms to be supplied in the project communities.	4,630	50,000	×	×	×	×	Management / GHS	CHAG/ Global Fund
	No. of people reached with HIV/TB stigma messages in the Eastern Region.	Undertake house to house education on stigma reduction	1,852	20,000	×	×	×	×	Management / GHS	CHAG/ Global Fund
		Organize interactive theatre on HIV/TB stigma reduction	1,852	20,000	×	×	×	×	Management / GHS	CHAG/ Global Fund
	No. of people reached with malaria control messages in the Eastern Region.	Undertake house to house education on malaria prevention and treatment	5,556	60,000	×	×	×	×	Management / GHS	NMCP
		Organize advocacy meetings	3,704	40,000	×	×	×	×	Management / GHS	NMCP
		Hold radio discussions on malaria prevention and treatment issues using Community Information Centers (CIC)	1,852	20,000	×	×	×	×	Management / GHS	NMCP
	No. of pregnant women reached with education on malaria	Conduct targeted education for pregnant women on malaria prevention.	18,519	200,000	×	×	×	×	Management / GHS	NMCP
No. of people reached with education on non-communicable diseases.	Undertake house-to house education on hepatitis, hypertension, stroke,	92,593	1,000,000		×	×	×	Management / GHS / GES / NCCE / MMDAs		

		malnutrition, obesity, lower back pain, cardiovascular diseases etc.								
Number of Type 1 diabetes cases and other diabetes cases recorded and referred for treatment	Organize engagement meetings with stakeholders on improving treatment and support for diabetes patients.	8,333	90,000	×	×	×	×	PMT, GHS	T1D Community Fund	
	Conduct baseline survey on type one diabetes in the Eastern region	4,630	50,000	×				PMT, Consultant	T1D Community Fund	
	Organize capacity building training for health officers on type one and other diabetes	9,259	100,000	×				PMT, GHS	T1D Community Fund	
	Organize outreach campaigns to screen community people especially children on T1D and other diabetes.	11,111	120,000	×	×	×	×	PMT, GHS	T1D Community Fund	
	Create awareness on T1D and other diabetes in the Eastern Region	5,556	60,000	×	×	×	×	PMT, GHS, NCCE	T1D Community Fund	
	Provide support (medical supplies, drugs, treatment cost) for T1D patients and other support for their caregivers	46,296	500,000	×	×	×	×	PMT, GHS	T1D Community Fund	
	Organize training on livelihood empowerment skills for T1D patients in the Eastern region.	9,259	100,000				×	PMT, GHS	T1D Community Fund	
	Organize diabetes case conferences with patients	4,630	50,000			×	×	PMT, GHS	T1D Community Fund	
	Number of people living with Skin-NTDs lives improved	Organize engagement meetings with stakeholders on the prevalence of Skin-NTDs	9,259	100,000	×	×	×	×	PMT, GHS, MMDAs	Anesvad Foundation
Organize capacity building workshops for health officers and community monitors on Skin-NTD surveillance, referrals, treatment and care		7,407	80,000	×				PMT, GHS	Anesvad Foundation	

		Conduct baseline survey on Skin-NTDs in the 4 MMDAs in the Eastern region of Ghana	4,630	50,000	×				PMT, Consultant	Anesvad Foundation
		Facilitate the development of WASH and NTDs Masterplan in 4 MMDAs in the Eastern region	6,481	70,000			×		PMT, Consultant MMDAs	Anesvad Foundation
		Facilitate the provision of wound care services to Skin-NTDs clients / patients (transport, medical materials and bills)	18,519	200,000		×	×	×	PMT, GHS	Anesvad Foundation
		Organize awareness creation drives on Skin-NTDs	9,259	100,000	×	×	×	×	PMT, GHS	Anesvad Foundation
		Organize outreach campaigns to screen community members	11,111	120,000	×	×	×	×	PMT, GHS	Anesvad Foundation
	No. of communities / peoples screened for Hepatitis B	Conduct screening of Hepatitis B in project communities.	9,259	100,000		×	×	×	Management / GHS	
	Number of key populations reached with information on HIV/AIDS, TB and Malaria.	Undertake targeted interventions on HIV/AIDS, TB and Malaria for key population	92,593	1,000,000		×	×	×	Management / GHS	L'Initiative
To create demand for immunization at grass root communities	No. of communities / people reached with information on immunization	Conduct house-to-house and information centre education and sensitization on immunization	3,704	40,000		×	×	×	Management / GHS	
SUB-TOTAL			838,889	9,060,000						
EDUCATION										
OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET		TIME FRAME (QTR)				RESPONSIBILITY	
			USD	GH¢	1	2	3	4	LEAD	DONOR
To ensure inclusive and equitable quality education for all by December 2023.	No. of 0% BECE pass rate schools supported	Provide support for schools with 0% BECE pass rate	9,259	100,000	×	×	×	×	Management / GES	
	No. of basic schools on the school feeding programme monitored	Monitor the school feeding programme in 40 basic schools	4,167	45,000	×	×	×	×	Management / GES	

	Number of schools monitored for capitation grant and school feeding programme.	Monitor the disbursement of capitation grants to schools.	5,556	60,000	×	×	×	×	Management / GES	
		Undertake frequent visits to schools to monitor the nutritional quality and quantity of meals provided.	3,704	40,000			×	×	Management / GES	
	No. of advocacy meetings held on expansion of school facilities	Advocate for the expansion of choked classrooms and school facilities.	1,852	20,000	×	×	×	×	Management / GES	
	No. of advocacy meetings held on provision of tables and chairs for school pupils	Advocate for the provision of tables and chairs for school pupils	1,389	15,000		×	×	×	Management / GES	
To improve the reading and writing abilities of basic school pupils by 2023.	Number of pupils received TLM.	Procure basic educational materials	5,556	60,000	×	×	×	×	Management / GES	
		Distribute basic educational materials to school children	1,852	20,000	×	×	×	×	Management / GES	
	No. of basic school children received motivational packages	Organize essay competition award prize competition for 20 basic schools	1,852	20,000	×	×	×	×	Management / GES	
	No. of competitions supported (spelling bee, quizzes)	Provide support for inter-school's quizzes, spelling bee and reading competition	1,852	20,000	×	×	×	×	Management / GES	
To improve ICT Education in basic schools	No of ICT labs constructed	Construct 2 No ICT labs for 2 communities	55,556	600,000		×	×		Management / GES	Japan Embassy / Australian High Commission
	No. of ICT labs resourced with computers and accessories	Provide 200 computers and accessories for schools	23,148	250,000		×	×	×	Management / GES	Japan Embassy / Australian High Commission
To improve water and sanitation (WASH) in schools	No of schools provided with WASH facilities	Provide 10 No. WASH facilities to deprived schools in hard-to-reach communities.	83,333	900,000		×	×	×	Management / GES / MMDA	Japan Embassy / Australian High Commission

		SUB-TOTAL	199,074	2,150,000						
ENVIRONMENT, WATER, SANITATION AND HYGIENE										
OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET		TIME FRAME (QTR)				RESPONSIBILITY	
			USD	GH¢	1	2	3	4	LEAD	DONOR
To promote good drinking water and improved sanitation by 2023.	No. of duty bearers and stakeholders sensitized on the need to increase access to portable water and improved sanitation.	Hold engagement and advocacy meetings with Stakeholders, Duty bearers and right holders	6,481	70,000	×	×	×	×	Management / CWSA	Anesvad Foundation
	No. of mechanized borehole drilled and tested	Drill and test 3 No. mechanized borehole.	138,889	1,500,000		×	×	×	Management / GHS / DA	Anesvad Foundation
		Organize capacity training for 40 WATSAN Committees	7,407	80,000				×	Management / GHS / DA / CWSA	Anesvad Foundation
		Engage the MMDAs to provide mechanized boreholes to communities.	1,852	20,000	×	×	×	×	Management	IGF
To promote afforestation through the extension of tree planting by December, 2023.	No. of trees planted along water bodies, highways and savanna areas.	Liaise with NADMO and the Forestry Commission (FC) to provide seedlings for planting	9,259	100,000		×	×	×	Management / CWSA / NADMO	
		Hire labor to assist in tree planting	3,704	40,000		×	×	×	Management / CWSA / NADMO/ NYA	
		Form environmental clubs in basic schools	1,852	20,000		×	×	×	Management / CWSA / NADMO	
		Embark on one-child-one-tree planting sensitization in schools.	2,778	30,000		×	×	×	Management / CWSA / NADMO	
	No. of advocacy and sensitization forums held with Duty bearers and stakeholders on	Hold advocacy and sensitization forum on afforestation and climate change.	4,630	50,000	×	×	×	×	Management / CWSA / MOFA	

	afforestation and climate change									
SUB-TOTAL			176,852	1,910,000						
GOOD GOVERNANCE, HUMAN RIGHTS AND CHILD RIGHT ISSUES (WOMEN, CHILDREN, YOUTH AND DISABLED)										
OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET		TIME FRAME (QTR)				RESPONSIBILITY	
			USD	GH¢	1	2	3	4	LEAD	DONOR
To promote social welfare, human rights and community services by December, 2023.	No. of Right holders aware of their basic rights and responsibilities	Organize sensitization forum for community members	5,556	60,000	×	×	×	×	Management / MMDAs	GNB
		Undertake community radio and social media drives to sensitize the general populace on their rights and responsibilities.	1,852	20,000	×	×	×	×	Management	GNB
	No. of communities sensitized on child rights and its promotion.	Undertake community sensitization program on child rights protection and promotion	4,630	50,000	×	×	×	×	Management	GNB
	No. of Adolescent / Youth friendly centres constructed.	Construction of 1 No. Adolescent / Youth friendly centres	37,037	400,000	×	×	×	×	Management / MMDAs	Australian High Commission
	No. of communities / people reached with education against early childhood marriages.	Embark on education and sensitization of communities against early childhood marriages	9,259	100,000	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International
To create the enabling environment that will empower adolescents especially girls	No. of Adolescent and young people skills developed to ably influence decisions on	Identify and train community monitors to implement 'households against SGBV' project.	3,704	40,000	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International

SRHR and SGBV.	Identify adolescent mothers and support them to go back to school	4,630	50,000	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International	
	Organize peer education and mentorship sessions for adolescent girls in Clubs for in school and out of school girls to equip them with life skills and information on child marriage, dowry, reproductive health, HIV/AIDS, sexual and gender-based violence.	4,167	45,000	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International	
	Organize town hall meetings with Chiefs, Queen Mothers, MMDAs, Religious Leaders, State Agencies, PTAs, SMCs, adolescent girls and boys, young women and men on Adolescent SRHR	3,704	40,000	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International	
	Implement the “soccer for change” and “cross your leg” campaigns	9,259	100,000	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International	
	Form Young People’s Parliament (YPP) in the two SHS in the district and organize YPP meetings to serve as a platform for sharing experiences, ideas and lessons on SRHR and SGBV.	3,704	40,000	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International	
	No. of duty bearers directly reached and influenced to become more receptive and supportive and thereby create a favorable environment so that the adolescent can express	Undertake pre-project inception/engagement Meetings with stakeholders.	926	10,000	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International
		Launch project to give visibility of the intervention	1,852	20,000	×	×	×	×	Management / MMDAs / GES / NCCE	UNICEF / Plan International

	their sexual and reproduction rights safely.								/ NYA / GHS / DSD	
	No. of community members who will utilize available information to improve and create a favorable environment for adolescents SRHR and self-reliance. With this, this Project will make use of digitize platforms, social media and IE&C.	Foster media engagements and launch radio campaigns on SGBV, Child marriage, Nutrition SRHR, MHM, adolescent abstinence, pregnancy and birth registration	1,852	20,000	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International
		Conduct SRHR and SGBV education and sensitization at community durbars, markets, churches and mosques. With this, we would make of the adolescent protection toolkits to facilitate the sensitization sessions.	2,778	30,000	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International
		Conduct Monitoring and Evaluation to project communities and stakeholders to collect and document SRHR impact stories for evidence and visibility purposes.	3,241	35,000	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International
To promote decentralization and citizens' participation through effective engagement between citizens and local government authorities by December, 2023	No. of CSOs and right holders involved in the decision-making processes of the MDAs	Sensitize community members on their role in the decision-making processes to contribute to medium term plans of the MDAs	4,630	50,000	×	×	×	×	Management / MMDAs	
		Conduct capacity building for citizens on Assembly processes.	9,259	100,000	×	×	×	×	Management / MMDAs	
		Organize dialogue meetings between citizens groups and local government authorities	5,556	60,000	×	×	×	×	Management / MMDAs	
		Monitor and track performance of MMDAs to help them pass DPAT and qualify for other funding requirements.	926	10,000		×	×	×	Management / MMDAs	
		Advocate for clear boundaries for MMDAs	926	10,000			×	×	Management / MMDAs	
		Form community foundations in intervention communities	2,778	30,000	×	×	×	×	Management / MMDAs	

	No. of Women, youth and PWDS involved in and actively participating in the decision-making processes of the MMDAs.	Sensitize women and PWDs on their role in the decision-making and advocacy processes.	6,019	65,000	×	×	×	×	Management / MMDAs	STAR Ghana Foundation
		Conduct capacity building for women and PWDs towards effective advocacy for increasing women participation and representation in Assembly processes.	9,259	100,000	×	×	×	×	Management / MMDAs	STAR Ghana Foundation
		Advocate for mentorship for women by women led groups and organizations to empower women towards a more assertive participation.	4,630	50,000	×	×	×	×	Management / MMDAs	STAR Ghana Foundation
		Enroll youth in apprenticeship employment	4,630	50,000		×	×	×	Management / MMDAs	STAR Ghana Foundation
To promote social accountability and good public financial management practices by December, 2023.	Social Accountability (SA), public financial management (PFM) promoted in the MDAs	Organize SPEFA Learning platforms for citizens, Town Hall meetings, dialogue and lobbying fora for citizens' groups.	9,259	100,000	×	×	×	×	Management / MMDAs	STAR Ghana Foundation
To contribute to the increase in revenue generation and its utilization by December, 2023.	Revenue generation and utilization improved	Organize capacity building workshops for Revenue Collectors and Unit Committee members.	7,407	80,000	×	×	×	×	Management / MMDAs	STAR Ghana Foundation
		Organize capacity building workshops for traditional leaders, media, Assembly Members on resource mobilization and social accountability.	5,556	60,000	×	×	×	×	Management / MMDAs	STAR Ghana Foundation
To contribute to the upholding of the human rights of prison inmates in Nsawam Prisons	Draft paper of the research presented	Conduct research for Prisons on planting for food for nutritional support	46,296	500,000		×	×		Management / MMDAs / GPS	STAR Ghana Foundation
	No. of advocacy meetings held	Embark on advocacy for the rights of inmates	18,519	200,000		×	×	×	Management / MMDAs / GPS	STAR Ghana Foundation
SUB-TOTAL			233,796	2,525,000						

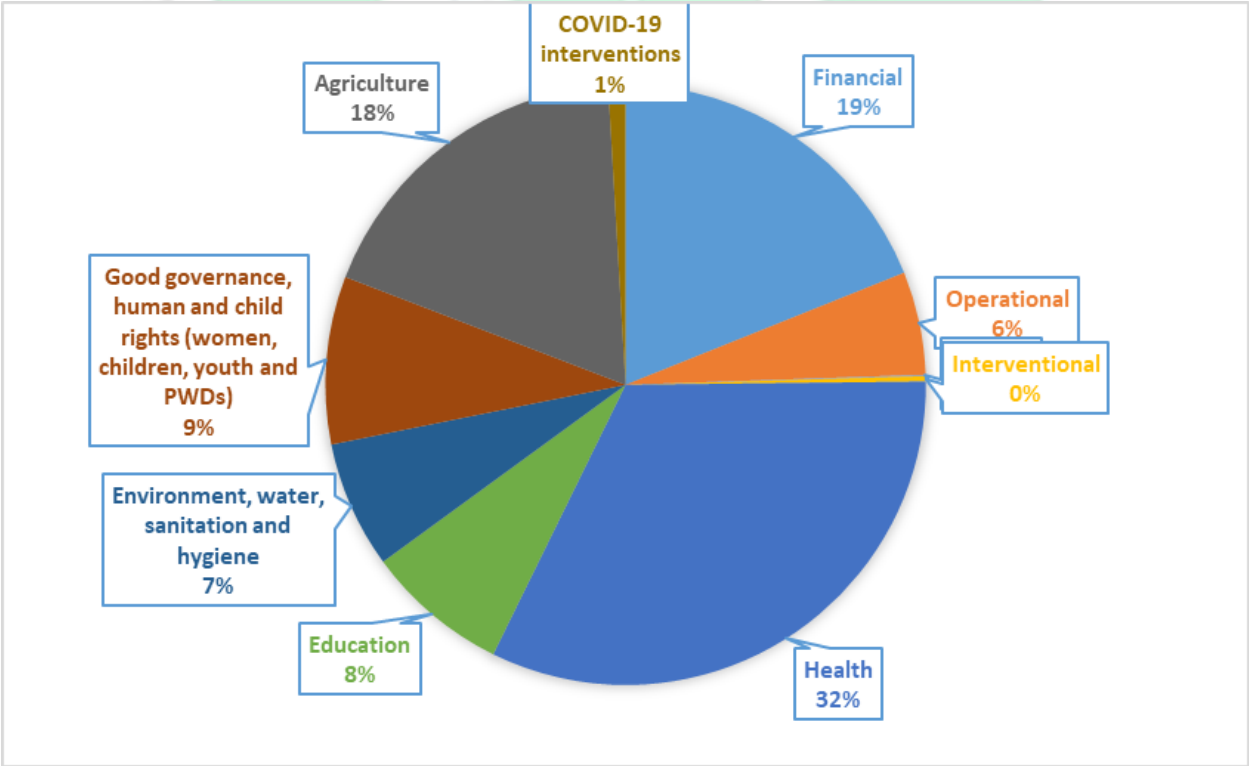
AGRICULTURE

OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET		TIME FRAME (QTR)				RESPONSIBILITY	
			USD	GH¢	1	2	3	4	LEAD	DONOR
To contribute to ending hunger, achieving food security and improve nutrition and promote sustainable agriculture by December, 2023	No. of products, services, and nutrition improved.	Organize interface meeting with farmers and crop research and soil research institutions	4,630	50,000		×	×	×	Management / MOFA	
		Advocate against sand winning	1,852	20,000		×	×	×	Management / MOFA	
	Productivity and incomes of farmers improved	Train 500 farmers on proper land preparation	9,259	100,000		×	×	×	Management / MOFA	
		Train farmers in the correct application of agro-chemicals. • Sensitize traders on effects of applying chemicals on foodstuff before selling.	8,333	90,000		×	×	×	Management / MOFA	
		Conduct practical trainings on strategies for managing climate change and post-harvest losses	2,778	30,000		×	×	×	Management / MOFA	
		Organize training workshop for caterers under the school feeding programme on nutrition.	4,630	50,000			×	×	Management	
To create and sustain an enabling environment towards the elimination of diseases from every corner of our catchment area	No. of sensitization sessions created on disease and pest control.	Sensitize the general public on current diseases affecting crop production	4,630	50,000	×	×	×	×	Management / MOFA	
To establish agro businesses as a social enterprise measure to sustain organizational interventions	No. of breadfruit seedlings nursed for sale	Cultivate and sell 150,000 bread fruit seedlings	324,074	3,500,000	×	×	×	×	Management / MOFA	Donor
	No. of pineapple fruits cultivated / harvested for export	Establish 100 acres pineapple farms / plantation for export	92,593	1,000,000	×	×	×	×	Management / MOFA	Donor
	No. of labor employed	Employ labor for agro-business	18,519	200,000	×	×	×	×	Management / MOFA	Donor

		SUB-TOTAL	471,296	5,090,000						
COVID-19 INTERVENTIONS										
OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET		TIME FRAME (QTR)				RESPONSIBILITY	
			USD	GH¢	1	2	3	4	LEAD	DONOR
To provide support for action against hunger in Ghana by 2023	No. of awareness created on the COVID-19 pandemic.	Undertake COVID-19 awareness creation drives in hard-to-reach communities.	2,778	30,000	×	×	×	×	Management / GHS / MMDAs	
	No. of food and essential supplies provided to the needy.	Provide food and essential supplies to the needy and marginalized in society.	3,704	40,000	×	×	×	×	Management / GHS / MMDAs	
	No. of PPEs distributed to the needy.	Procure and distribute PPEs to the needy and marginalized in society.	463	5,000	×	×	×	×	Management / GHS / MMDAs	
To create and spread information on the COVID-19 pandemic and vaccination in Ghana by 2023	No. of community-based volunteers trained for education and sensitization of communities.	Organize training session on COVID-19 for community-based volunteers.	1,852	20,000	×	×	×	×	Management / GHS / CBV	
	No. of people reached with COVID-19 related information from the house-to-house sensitization.	Undertake house-to-house education and sensitization on COVID-19.	1,852	20,000	×	×	×	×	Management / GHS / CBV	
	No. of community radio sensitizations undertaken.	Undertake community radio sensitization on COVID-19.	926	10,000	×	×	×	×	Management / GHS / MMDAs	
To provide support for People with Disabilities especially Mental Health Disabilities in Ghana by 2023.	No. of leadership of PWDs engage at the district levels.	Engage with leadership of PWDs at the district level.	926	10,000	×	×	×	×	Management / GFD / MMDAs	
	No. of Community entry engagements conducted	Conduct community entry engagements	463	5,000	×	×	×	×	Management / GFD / MMDAs	
	No. of education sessions held with PWDs	Organize education sessions on COVID-19 for PWDs	1,389	15,000	×	×	×	×	Management / GFD / MMDAs	

	No. of demonstrations on proper handwashing and wearing of nose masks undertaken	Provide demonstrations on proper handwashing and wearing of nose masks.	463	5,000	×	×	×	×	Management / GFD / MMDAs	
	No. of PPEs procured and distributed.	Procure and distribute PPEs to PWDs	926	10,000	×	×	×	×	Management / GFD / MMDAs	
	No. of monitoring visits undertaken	Undertake frequent monitoring visits to project communities and stakeholders	2,778	30,000	×	×	×	×	Management / GFD / MMDAs	
	No. of review meetings held with stakeholders.	Organize review meetings with stakeholders	1,667	18,000	×	×	×	×	Management / GFD / MMDAs	
To respond to the COVID-19 crises on women, girls and children.	No. of awareness created on issues of women, girls and children protection.	Undertake community radio discussions on the vulnerability of women, girls and children in the COVID-19 era.	926	10,000	×	×	×	×	Management / Media / MMDAs	
	No. of nose masks and food items distributed to vulnerable households and girls.	Provide nose masks and food items to vulnerable household and girls.	926	10,000	×	×	×	×	Management / Women groups	
	No of social media campaigns undertaken.	Undertake social media campaigns on protecting the rights of women, girls and children in this COVID-19 era.	1,852	20,000	×	×	×	×	Management / Media	
SUB-TOTAL			23,889	258,000						

SUMMARY BUDGET		
DIMENSIONS:	AMOUNT (GHC)	AMOUNT (USD)
Financial	5,280,000	488,889
Operational	1,550,000	143,519
Identity	22,500	2,083
Interventional	80,000	7,407
Sub-Total	6,932,500	641,898
THEMATIC AREAS:	AMOUNT (GHC)	AMOUNT (USD)
Health	9,060,000	838,889
Education	2,150,000	199,074
Environment, water, sanitation and hygiene	1,910,000	176,852
Good governance, human and child rights (women, children, youth and PWDs)	2,525,000	233,796
Agriculture	5,090,000	471,296
COVID-19 interventions	258,000	23,889
Sub-Total	20,993,000	1,943,796
TOTAL	27,925,500	2,585,694



5.0 CONCLUSION

This Operational Plan of Ark Development Organization provides information on implementation schedule and actions to be undertaken in order to achieve or solve certain problems facing the organization.

The inter linkages of the causes and effects of the identified core problems within the organization suggest that a pragmatic approach aimed at sustaining the organization is to adopt an integrated and coordinated strategy. The best option, in the circumstance, therefore, will be to integrate the priority actions in identity with that of interventional sustainability and improvement in capacity and institutional infrastructure.

It has also been realized that it may not be possible to adhere strictly to the implementation schedules proposed for the various dimensional plans as a result of scarce resources. Indeed, the proposed implementation schedules are to serve as guidelines from which feasible combination of interventions can be put together in a specific year.

The effective implementation of this Operational Plan, calls for an approach that seeks to optimize utilization of available internal and external resources. Consequently, the implementation strategy will be;

- Mobilization and judicious use of available resources
- Partnership with constituents, coalition members, private enterprises, donors and other external agencies.
- Cohesive institutional linkages and networking