

2023 – 2027

STRATEGIC PLAN

THRIVING FOR THE FUTURE OF OPPORTUNITIES

ARK DEVELOPMENT ORGANIZATION

**AWO YAA AMANKWAH I STREET
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1.0 INTRODUCTION

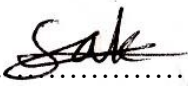
This plan is a detailed action plan to accomplish the strategic objectives of the organization based on our five key strategic focus. It outlines the focus, who is responsible to carry out the tasks, time frames, costs of each year of the plan's duration and performance indicators.


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

1.1 APPROVAL

This Strategic Plan has been thoroughly discussed by the Board and Management of Ark Development Organization and has on this **3rd of January, 2023** been approved by the Board of Directors as the official guideline for 2023 - 2027 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.

VISION STATEMENT “Creating a world of equal opportunities”.

CORE VALUES The following core operating values influence the culture and public image of Ark 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

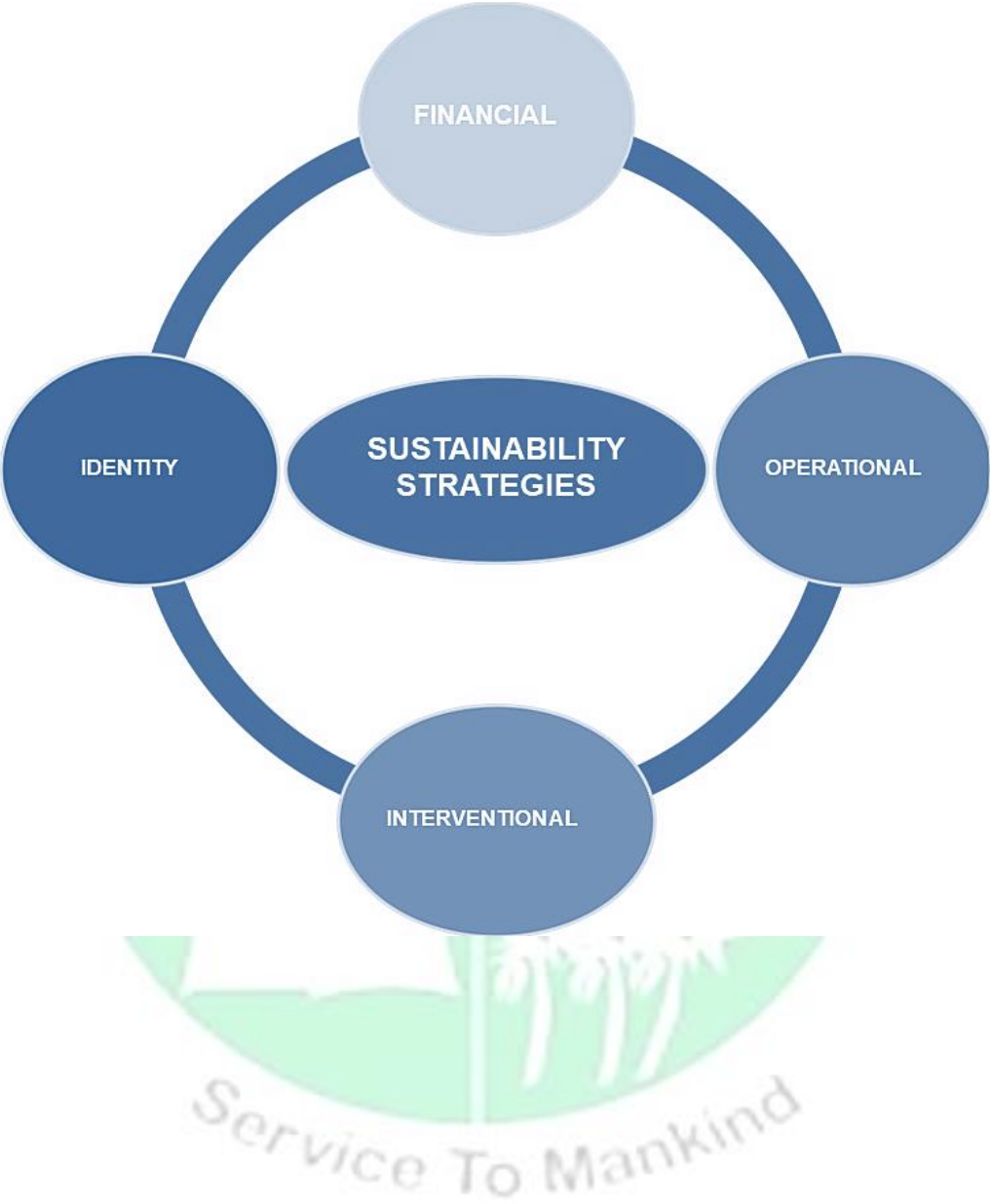
3.2 SWOT Analysis

S STRENGTHS	W WEAKNESSES	O OPPORTUNITIES	T THREATS
<ul style="list-style-type: none"> ▪ Qualified and hardworking staff ▪ Strong teamwork ▪ Good internal systems of control ▪ Internal policies (HR, FM, Safeguarding etc.) which help its internal system as well as external 	<ul style="list-style-type: none"> ▪ 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 	<ul style="list-style-type: none"> ▪ Availability of donor funds ▪ Laws and policies in NGO ▪ Accessibility of ICT facilities/services ▪ Networks and partnerships ▪ Public Private Partnerships 	<ul style="list-style-type: none"> ▪ 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 ACTION PLAN 2023-2027

DIMENSION: FINANCIAL										
OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET (GH¢)	TIME FRAME					RESPONSIBILITY	
				2023	2024	2025	2026	2027	LEAD	DONOR
To reduce donor dependency from 90% to 50% through the establishment of social enterprises and other means for sustainable development by the end of 2027	1 No. Pure Water Factory, Basic School and Microfinance established	Establish 1 No. Pure Water Factory	200,000		×				Board / ED	IGF/ Donors
		Establish 1 No. hardware and beverages wholesale supermarket	900,000		×	×	×	×	Board / Management	IGF/ Donors
		Improve the customer-base of AVSL	50,000	×	×	×			Board / Management	IGF
		Cultivate and sell 150,000 bread fruit seedlings	3,500,000		×	×	×	×	Board / Management	Donors / CSOs
		Establish 100 acres pineapple farms / plantation for export	1,000,000	×	×	×	×	×	Board / Management	Donor
		Procure vehicle for Transport business	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)	50,000	×	×	×	×	×	Board / Management	IGF
	No. of fund-raising drives embarked on through community partners, coalition members and social media.	Work closely with community partners and coalition member organizations to leverage resources at reduced price or no cost, for programmes.	150,000	×	×	×	×	×	Board / Management	IGF

		Solicit for fund for some intervention through social media platforms.	100,000	×	×	×	×	×	Board / Management	
	Amount of funds raised through rendering consulting services	Operate and render consulting services to constituents, partners, coalition members and other interested parties.	60,000	×	×	×	×	×	Board / Management	IGF
	<ul style="list-style-type: none"> No. of accounting/M&E software procured Fully integrated computerized operational system in place 	Procure 1 No. an accounting/management software	5,000	×					Management	STAR Ghana Foundati on
SUB-TOTAL			6,115,000							

DIMENSION: OPERATIONAL

OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET (GH¢)	TIME FRAME					RESPONSIBILITY	
				2023	2024	2025	2026	2027	LEAD	DONOR
To create a conducive operational 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 	Create evaluation systems to access the performance of staff. For example, the use of appraisal to access the performance of staff	30,000	×	×	×	×	×	Board / Management	IGF

<p>identified and established.</p> <ul style="list-style-type: none"> No. of resources monitored and systems strengthened. No. of strategies developed to identify the strength and weaknesses of the organization. 	Strengthen resource monitoring and evaluation systems to address needs.	65,000	×	×	×	×	×	Board / Management	IGF / Donor
	Embark on evidence-driven planning and decision making at all level of delivery.	20,000	×	×	×	×	×	Board / Management	
	Identify and establish formal roles and committees that need to be put in place for organizational success.	20,000	×	×	×	×	×	Board / Management	
	Review 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.	45,000	×	×	×	×	×	Board / Management	
	Ensure accountability and effectiveness in the use of scarce resources.	20,000	×	×	×	×	×	Board / Management	
1 No. Office complex completed	Complete 1 No. Office Complex and adolescent youth centre.	3,340,000	×	×				Board / Management	IGF / Donor
SUB-TOTAL		3,540,000							

DIMENSION: IDENTITY										
OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET (GH¢)	TIME FRAME					RESPONSIBILITY	
				2023	2024	2025	2026	2027	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 and international by 2027.	No. of organizational policies regularly updated / revised	Revise and update the HR policy manual of the organization.	5,000	×	×	×	×	×	Board / Management	IGF
		Develop and use staff training manual.	5,000	×	×			Board / Management	IGF	
		Yearly regularize all organizational legal documents	25,000	×	×	×	×	×	Board / Management	IGF
		Regularly revise organizations mission statement to suit current trends	5,000	×	×	×	×	×	Board / Management	IGF
	Organization's strategic plan indicators regularly tracked.	Frequently track the organization's strategic plan indicators.	25,000	×	×	×	×	×	Board / Management	IGF
	Succession plan and Board manual developed	Develop succession plan and Board manual	2,000		×				Board / Management	IGF
SUB-TOTAL			67,000							

DIMENSION: INTERVENTIONAL										
OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET (GH¢)	TIME FRAME					RESPONSIBILITY	
				2023	2024	2025	2026	2027	LEAD	DONOR
To put in place plans, best communication	A strategized communication and	Develop and use an effective, well rounded communication strategy.	10,000	×	×				Board / Management	IGF / Donor

strategies and interventions to ensure continuity of projects in absence of donor funds or insufficient support from donors by 2027.	media procedure manual developed and in use.										
	<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 communication.	20,000		×	×				Board / Management	IGF / Donor
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 and how to help each other.	20,000	×	×	×	×	×		Board / Management	IGF / Donor
	No. of stakeholders partnered with.	Develop strong partnership with major stakeholders and organizations of same vision and objectives for support, sharing of resources and collaborations.	30,000	×	×	×	×	×		Board / Management	IGF / Donor
To continue programming and service delivery through effective dissemination of result to constituent and stakeholders by 2027.	Project results shared with donors, stakeholders and partners.	Share project results with large audience including donors, stakeholders and partners.	50,000	×	×	×	×	×		Board / Management	IGF / Donor
	No. of reports published online and on social media platforms.	Publish reports online for larger audience through the website and other social media platforms.	40,000	×	×	×	×	×		Board / Management	IGF / Donor

SUB-TOTAL 170,000

THEMATIC INTERVENTIONS

HEALTH

OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET (GH¢)	TIME FRAME					RESPONSIBILITY	
				2023	2024	2025	2026	2027	LEAD	DONOR
To improve the Reproductive Health of adolescents, women and men.	No. of Community Based Health Volunteers (CBHVs) and Community Health Nurses (CHNs) from two (2) municipalities and One (1) district in the Eastern and Region trained on reproductive Health issues.	Undertake community mobilization exercises to recruit and select CBHVs and select CHNs within the project	60,000	×	×	×	×	×	Management / GHS	
		Organize training workshop for 90 selected CBHVs and 30 CHNs on Reproductive Health Issues.	100,000	×	×	×	×	×	Management / GHS	
	No. of adolescents, women and men reached with reproductive health education and services in 80 communities from 3 municipalities and 1 district in the Eastern Regions.	Construct 2 No. adolescent / youth friendly Centre in the Eastern Region to provide Information on Reproductive Health Issues.	6,500,000			×	×	×	Management / GHS	
		Form Adolescent Reproductive Health Clubs in 80 Basic Schools in 3 municipalities and 1 district in Eastern Region.	50,000	×	×	×	×	×	Management / GHS	
		Undertake house-to-house education on	100,000	×	×	×	×	×	Management / GHS	

		reproductive health issues.									
	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	130,000	x	x	x	x	x	Management / GHS		
To contribute to the reduction of communicable and non-communicable disease burdens in Ghana by 2027	No. of CBHVs trained on HIV/TB issues in 2 municipalities and 1 district in the Eastern Region.	Organize training workshops on HIV/TB prevention and Behavioral Change Communication (BCC) strategies in the 2 municipalities and 1 district.	120,000		x	x	x	x	Management / GHS	CHAG/ Global Fund	
	No. of people Tested and Counseled for HIV/TB to know their status	Organize Testing & Counseling Services in 120 selected project communities in the 3 municipalities.	80,000	x	x	x	x	x	Management / GHS	CHAG/ Global Fund	
	No. of condoms supplied in 2 municipalities and 1 district in the Eastern Region	Procure 500 boxes of condoms to be supplied in the 2 municipalities and 1 district in the Eastern Region.	150,000	x	x	x	x	x	Management / GHS	CHAG/ Global Fund	
	No. of people reached with HIV/TB stigma messages in 2 municipalities and 1 district in the Eastern Region.	Undertake house-to-house education on stigma reduction in 1 district and 2 municipalities	100,000	x	x	x	x	x	Management / GHS	CHAG/ Global Fund	
		Organize interactive theatre on HIV/TB stigma reduction in 1 district and 2 municipalities	100,000	x	x	x	x	x	Management / GHS	CHAG/ Global Fund	

No. of people reached with malaria control messages in 2 municipalities and 1 district in the Eastern Region.	Undertake house to house education on malaria prevention and treatment	200,000	×	×	×	×	×	Management / GHS	NMEP
	Organize advocacy meetings	80,000	×	×	×	×	×	Management / GHS	
	Hold radio discussions on malaria prevention and treatment issues using Community Information Centers (CIC)	100,000	×	×	×	×	×	Management / GHS	NMEP
No. of pregnant women reached with education on malaria	Conduct targeted education for pregnant women on malaria prevention.	200,000	×	×	×	×	×	Management / GHS	NMEP
No. of people reached with education on non-communicable diseases.	Undertake house-to-house education on non-communicable diseases such as hepatitis, hypertension, diabetes, stroke, malnutrition, obesity, lower back pain, cardiovascular diseases etc.	3,000,000		×	×	×	×	Management / GHS / GES / NCCE	
No. 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.	190,000	×	×	×	×	×	PMT, GHS	T1D Community Fund
	Conduct baseline survey on type one diabetes in the Eastern region	50,000	×					PMT, Consultant	T1D Community Fund

		Organize capacity building training for health officers on type one and other diabetes	200,000	×	×				PMT, GHS	T1D Community Fund
		Organize outreach campaigns to screen community people especially children on T1D and other diabetes.	250,000	×	×	×	×	×	PMT, GHS	T1D Community Fund
		Create awareness on T1D and other diabetes in the Eastern Region	150,000	×	×	×	×	×	PMT, GHS, NCCE	T1D Community Fund
		Provide support (medical supplies, drugs, treatment cost) for T1D patients and other support for their caregivers	1,000,000	×	×	×	×	×	PMT, GHS	T1D Community Fund
		Organize training on livelihood empowerment skills for T1D patients in the Eastern region.	150,000	×	×	×	×	×	PMT, GHS	T1D Community Fund
		Organize diabetes case conferences with patients	100,000	×	×	×	×	×	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	150,000	×	×				PMT, GHS, MMDAs	Anesvad Foundation

		Organize capacity building workshops for health officers and community monitors on Skin-NTD surveillance, referrals, treatment and care	150,000	×					PMT, GHS	Anesvad Foundation
		Conduct baseline survey on Skin-NTDs in the 4 MMDAs in the Eastern region of Ghana	50,000	×					PMT, Consultant	Anesvad Foundation
		Facilitate the development of WASH and NTDs Masterplan in 4 MMDAs in the Eastern region	70,000	×					PMT, Consultant MMDAs	Anesvad Foundation
		Facilitate the provision of wound care services to Skin-NTDs clients / patients (transport, medical materials and bills)	500,000	×	×	×	×	×	PMT, GHS	Anesvad Foundation
		Organize awareness creation drives on Skin-NTDs	150,000	×	×	×	×	×	PMT, GHS	Anesvad Foundation
		Organize outreach campaigns to screen community members	200,000	×	×	×	×	×	PMT, GHS	Anesvad Foundation
	No. of communities / people reached with information on immunization	Conduct house-to-house and information centre education and sensitization on immunization	100,000	×	×	×	×	×	Management / GHS	

	No. of communities / people screened for Hepatitis B	Conduct screening of Hepatitis B in project communities	200,000		×	×	×	×	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	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	160,000	×	×	×	×	×	Management / GHS	
SUB-TOTAL			15,740,150							
EDUCATION										
OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET (GH¢)	TIME FRAME					RESPONSIBILITY	
				2023	2024	2025	2026	2027	LEAD	DONOR
To ensure inclusive and equitable quality education for all by December 2027.	No. of 0% BECE pass rate schools supported	Provide support for schools with 0% BECE pass rate	800,000	×	×	×	×	×	Management / GES	
	No. of basic schools on the school feeding programme monitored	Monitor the school feeding programme in 40 basic schools	65,000	×	×	×	×	×	Management / GES	
	Number of schools monitored for capitation grant and school feeding programme.	Monitor the disbursement of capitation grants to schools.	100,000	×	×	×	×	×	Management / GES	
		Undertake frequent visits to schools to monitor the nutritional quality and quantity of meals provided.	80,000	×	×	×	×	×	Management / GES	
To improve the reading and writing	Number of pupils received TLM.	Procure basic Teaching and Learning Materials	100,000	×	×	×	×	×	Management / GES	

abilities of basic school pupils in Ghana by December 2027.		(TLM) for vulnerable children at the basic level.								
		Distribute basic educational materials to school children	20,000	×	×	×	×	×	Management / GES	
	No. of basic school children received motivational packages	Organize essay competition award prize competition for 20 basic schools	100,000	×	×	×	×	×	Management / GES	
	No. of competitions supported	Provide support for inter-schools reading competition	100,000	×	×	×			Management / GES	
To improve ICT Education in basic schools by December 2027.	No. of Library and ICT center for the youth constructed	Construction of 3 No. Library and ICT center for deprived communities	6,000,000	×	×	×			Management / GES	Japan Embassy / Australian High Commission
	No. of ICT labs resourced with computers and accessories	Provide 200 computers and accessories for schools	500,000	×	×	×			Management / GES	Japan Embassy / Australian High Commission
	No. of model school complex constructed	Construction of 1 No. model school complex	3,550,000			×			Management / GES	
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.	1,000,000	×	×				Management / GES / MMDA	Japan Embassy / Australian High Commission
SUB-TOTAL			12,415,000							
ENVIRONMENT, WATER, SANITATION AND HYGIENE										
OBJECTIVES		ACTIVITY		TIME FRAME				RESPONSIBILITY		

	OUTPUT/ INDICATOR		BUDGET (GH¢)	2023	2024	2025	2026	2027	LEAD	DONOR
To promote good drinking water and improved sanitation by 2027.	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	100,000	×	×	×	×	×	Management / CWSA	Anesvad Foundati on
	No. of boreholes drilled and tested	Drill and test 6 No. mechanized borehole.	3,500,000	×	×				Management / GHS / DA	Anesvad Foundati on
		Organize capacity training for 40 WATSAN Committees	100,000	×	×				Management / GHS / DA / CWSA	Anesvad Foundati on
	No. of engagements held on the provision of boreholes.	Engage the MMDAs to provide mechanized boreholes to communities.	40,000	×	×	×	×	×	Management / CWSA / Constituents	
To promote afforestation through the extension of tree planting by 2027.	220,000 trees planted along water bodies, highways and savanna areas.	Liaise with NADMO and the Forestry Commission (FC) to provide seedlings for planting	200,000	×	×	×	×		Management / CWSA / NADMO/ FC	
		Hire labor to assist in tree planting	80,000	×	×	×	×		Management / CWSA / NADMO/NYA	
		Form environmental clubs in basic schools	60,000		×	×	×	×	Management / CWSA / NADMO	
		Embark on one-child-one-tree planting sensitization in schools.	60,000		×	×	×	×	Management / CWSA / NADMO	
	No. of advocacy and sensitization forums held with Duty bearers and stakeholders on	Hold advocacy and sensitization forum on afforestation	100,000	×	×	×	×	×	Management / CWSA / MOFA	

	afforestation and climate change									
SUB-TOTAL			4,240,000							
GOOD GOVERNANCE, HUMAN RIGHTS AND CHILD RIGHT ISSUES (WOMEN, CHILDREN, YOUTH AND DISABLED)										
OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET (GH¢)	TIME FRAME					RESPONSIBILITY	
				2023	2024	2025	2026	2027	LEAD	DONOR
To promote social welfare, human rights and community services by 2027.	No. of Right holders aware of their basic rights and responsibilities	Organize sensitization forum for community members	100,000	x	x	x	x	x	Management / MMDAs	
		Undertake community radio and social media drives to sensitize the general populace on their rights and responsibilities.	75,000	x	x	x	x	x	Management / MMDAs / DSW	
	No. of communities sensitized on child rights and its promotion.	Undertake community sensitization program on child rights protection and promotion	100,000	x	x	x	x	x	Management / MMDAs / DSW	
	No. of Adolescent / Youth friendly centres	Construction of 3 No. Adolescent / Youth friendly centres	4,500,000	x	x		x		Management / MMDAs	
	No. of communities / people reached with education against early childhood marriages.	Embark on education and sensitization of communities against early childhood marriages	200,000	x	x	x	x	x	Mgt / MMDAs / GES / NCCE / NYA / GHS / DSD	
To create the enabling environment that will empower	No. of Adolescent and young people skills developed to ably	Identify and train community monitors to implement 'households against SGBV' project.	200,000	x	x				Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International

adolescents especially girls	influence decisions on SRHR and SGBV.	Identify adolescent mothers and support them to go back to school	250,000	×	×	×	×		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.	225,000	×	×	×	×	×	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	200,000	×	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International
		Implement the “soccer for change” and “cross your leg” campaigns	300,000	×	×				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	100,000	×	×	×			Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International

		experiences, ideas and lessons on SRHR and SGBV.									
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 their sexual and reproduction rights safely.		Undertake pre-project inception/ engagement Meetings with stakeholders.	40,000	×	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International	
		Launch project to give visibility of the intervention	50,000	×	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International	
	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	100,000	×	×	×	×	×	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.	150,000	×	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International
			Conduct Monitoring and Evaluation to project communities and stakeholders to collect	200,000	×	×	×	×	×	Management / MMDAs / GES / NCCE / NYA / GHS / DSD	UNICEF / Plan International

		and document SRHR impact stories for evidence and visibility purposes.								
To promote decentralization and citizens' participation through effective engagement between citizens and local government authorities by 2027.	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	150,000	×	×	×	×	×	Management / MMDAs	
		Conduct capacity building for citizens on Assembly processes.	300,000	×	×	×	×	×	Management / MMDAs	
		Organize dialogue meetings between citizens groups and local government authorities	200,000	×	×	×	×	×	Management / MMDAs	
	No. of women and PWDS involved and actively participating in the decision-making processes of the MDAs.	Sensitize women and PWDS on their role in the decision-making and advocacy processes.	200,000	×	×	×	×	×	Management / MMDAs	STAR Ghana Foundation
		Conduct capacity building for women and PWDS towards effective advocacy for increasing women participation and representation in Assembly processes.	300,000	×	×	×	×	×	Management / MMDAs	STAR Ghana Foundation
		Advocate for mentorship for women by women led groups and organizations to empower women towards a more assertive participation.	100,000	×	×	×	×	×	Management / MMDAs	STAR Ghana Foundation

		Enroll youth in apprenticeship employment	250,000	×	×			×	Management / MMDAs	STAR Ghana Foundation
To promote social accountability and good public financial management practices 2027.	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.	300,000	×	×		×		Management / MMDAs	STAR Ghana Foundation
To contribute towards the increase in revenue generation and its utilization by MMDAs by 2027.	Revenue generation and utilization improved by December 2027.	Organize capacity building workshops for Revenue Collectors and Unit Committee members.	150,000		×				Management / MMDAs	STAR Ghana Foundation
		Organize capacity building workshops for traditional leaders, media, Assembly Members on resource mobilization and social accountability.	200,000	×	×	×	×	×	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	500,000		×	×	×	×	Management / MMDAs / GPS	
	No. of educational and sensitization session embarked on and awareness created	Create awareness on nutritional support for prison inmates	150,000			×	×	×	Management / MMDAs / GPS / GHS	
	No. of advocacy meetings held	Embark on advocacy for the rights of inmates	200,000		×	×	×	×	Management / MMDAs / GPS	
To promote community resource	No. of Community Foundations established and registered	Establish 6 Community Foundations for development	600,000	×	×	×			Management / Community Leaders	STAR Ghana Foundation

mobilization for development	No. of community leaders trained on resource mobilization	Organize capacity building training for 60 community leaders on resource mobilization	180,000	×	×	×			Management / Community Leaders	STAR Ghana Foundation
	No. of community members sensitized on local philanthropy	Organize sensitization drives on local philanthropy in intervention districts	120,000	×	×	×	×	×	Management / Community Leaders	STAR Ghana Foundation
SUB-TOTAL			10,690,000							

AGRICULTURE

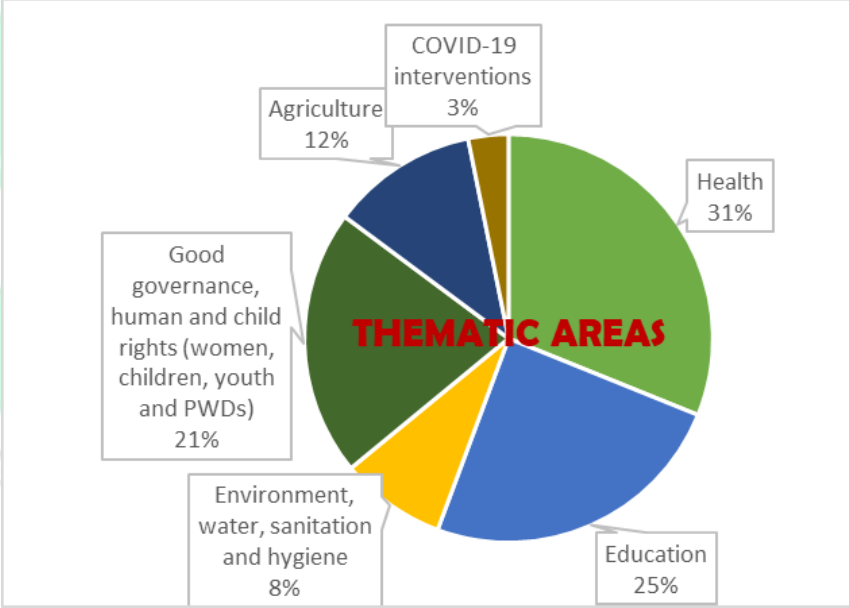
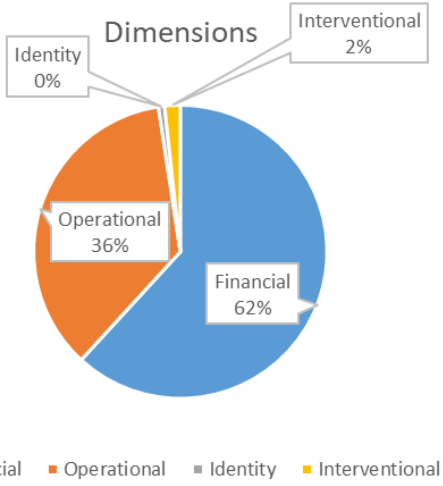
OBJECTIVES	OUTPUT/ INDICATOR	ACTIVITY	BUDGET (GH¢)	TIME FRAME					RESPONSIBILITY	
				2023	2024	2025	2026	2027	LEAD	DONOR
To contribute to ending hunger, achieving food security and improve nutrition to promote sustainable agriculture by 2027	No. of products, services, and nutrition improved.	Organize interface meeting with farmers and crop research and soil research institutions	150,000		×	×	×	×	Management / MOFA	
		Advocate against sand winning	20,000		×	×	×		Management / MOFA	
	% Productivity and incomes of farmers improved	Train 500 farmers on proper land preparation	200,000		×	×	×	×	Management / MOFA	AGCO Agric. Foundation
		Train farmers in the correct application of agro-chemicals. <ul style="list-style-type: none"> Sensitize traders on effects of applying chemicals on foodstuff before selling. 	350,000	×	×	×	×	×	Management / MOFA	AGCO Agric. Foundation
		Conduct practical trainings on strategies for managing climate	200,000		×	×	×	×	Management / MOFA	AGCO Agric.

		change and post-harvest losses								Foundati on
		Advocate for ready market for farmers (especially through the School Feeding Programme)	25,000		×	×	×	×	Management / MOFA	
		Organize training workshop for caterers under the school feeding programme on nutrition.	65,000	×	×	×	×	×	Management / GES	
		Conduct training on value chain management for stakeholders	100,000		×	×			Management / MOFA	
To create and sustain an enabling environment towards the elimination of diseases, hunger, poor sanitation and poverty from every corner of our catchment area	No. of sensitization sessions created on diseases control.	Sensitize the general public on current diseases affecting crop production	75,000	×	×	×	×	×	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	3,500,000		×	×	×	×	Management / MOFA	Donor
	No. of pineapple fruits cultivated / harvested for export	Establish 100 acres pineapple farms / plantation for export	1,000,000	×	×	×	×	×	Management / MOFA	Donor
	No. of labor employed	Employ labor for agro-business	200,000	×	×	×	×	×	Management / MOFA	Donor
SUB-TOTAL			5,885,000							
COVID-19 INTERVENTIONS										
OBJECTIVES		ACTIVITY		TIME FRAME				RESPONSIBILITY		

	OUTPUT/ INDICATOR		BUDGET (GH¢)	2023	2024	2025	2026	2027	LEAD	DONOR
To provide support for action against hunger in Ghana by 2027	No. of awareness created on the COVID-19 pandemic.	Undertake COVID-19 awareness creation drives in hard-to-reach communities.	200,000	×	×	×	×	×	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.	250,000	×	×	×	×	×	Management / GHS / MMDAs	
	No. of PPEs distributed to the needy.	Procure and distribute PPEs to the needy and marginalized in society.	100,000	×	×	×	×	×	Management / GHS / MMDAs	
To create and spread information on the COVID-19 pandemic in Ghana by 2027	No of community-based volunteers trained for education and sensitization of communities.	Organize training session on COVID-19 for community-based volunteers.	75,000	×	×	×	×	×	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.	150,000	×	×	×	×	×	Management / GHS / CBV	
	No. of community radio sensitizations undertaken.	Undertake community radio sensitization on COVID-19.	50,000	×	×	×	×	×	Management / GHS / MMDAs	
To provide support for People with Disabilities especially Mental Health Disabilities in Ghana by 2027.	No. of leadership of PWDs engage at the district levels.	Engage with leadership of PWDs at the district level.	100,000	×	×	×	×	×	Management / GFD / MMDAs	
	No. of Community entry engagements conducted	Conduct community entry engagements	50,000	×	×	×	×	×	Management / GFD / MMDAs	
	No. of education sessions held with PWDs	Organize education sessions on COVID-19 for PWDs	50,000	×	×	×	×	×	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.	80,000	×	×	×	×	×	Management / GFD / MMDAs	
	No. of PPEs procured and distributed.	Procure and distribute PPEs to PWDs	50,000	×	×	×	×	×	Management / GFD / MMDAs	
	No. of monitoring visits undertaken	Undertake frequent monitoring visits to project communities and stakeholders	100,000	×	×	×	×	×	Management / GFD / MMDAs	
	No. of review meetings held with stakeholders.	Organize review meetings with stakeholders	90,000	×	×	×	×	×	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.	60,000	×	×	×	×	×	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.	100,000	×	×	×	×	×	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.	110,000	×	×	×	×	×	Management / Media	
SUB-TOTAL			1,615,000							

SUMMARY BUDGET	
DIMENSIONS:	AMOUNT (GHC)
Financial	6,115,000
Operational	3,540,000
Identity	67,000
Interventional	170,000
Sub-Total	9,892,000
THEMATIC AREAS:	AMOUNT (GHC)
Health	15,740,150
Education	12,415,000
Environment, water, sanitation and hygiene	4,240,000
Good governance, human and child rights (women, children, youth and PWDs)	10,690,000
Agriculture	5,885,000
COVID-19 interventions	1,615,000
Sub-Total	50,585,150
TOTAL	60,477,150



CONCLUSION

This Strategic 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.

In the first 1-2 years, efforts are to be concentrated on updating organizational policies to suit current trends. Notwithstanding, community interventions will be undertaken alongside.

The effective implementation of this Strategic 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