



STRATEGIC PLAN 2018 - 2021



survivors

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VISION

A Nepal in which everyone has the opportunity to live to his/her fullest potential and participate in and contribute to all aspects of life with dignity.

MISSION

To foster working solutions to complex social and development problems and implement practical, cost effective community programs that bring meaningful changes to the lives of everyday Nepalese.

INTRODUCTION

SURVIVORS NEPAL

emerged as a result of early response to the 2015 Nepal earthquake. It was an initiative of two friends, a development worker with more than 20 years of multi-country experience in public health, and a businessman who has built one of the largest business groups in Nepal.

Survivors operates with a development model which implements cost-effective solutions to the problems and challenges the communities of Nepal face. The organisation links affected communities to funding agencies and pools of expertise from the private sector. Survivors does this at "zero" cost to the project.

Survivors raises funds for low cost, high impact initiatives. Following the 2015 earthquake, more than USD\$1,000,000 was raised by Survivors and utilized to rebuild seven schools, provide immediate practical emergency relief, support mental health outreach and provide health care camps. Survivors has raised 99% of its funds locally and continues to use innovative strategies to maintain its local fundraising success. It utilizes the international experience of its founders to engage Nepalese in providing local solutions that are well founded and of comparable quality with INGOs, at a fraction of the cost.

Survivors presently works in three wards (in current structure, 2 VDCs in the past) of about 1900 households in Sunkoshi Rural Municipality in Sindhupalchowk district. Survivors has been working in two VDCs (old system) - 2 Wards in Sunkoshi RM since April 29, 2015.

Survivors was successful in reaching 100% coverage for the distribution of temporary shelters and sufficient grains for the local population in the first 21 days following the earthquake. Survivors also re-established all four health care facilities. Subsequently Survivors changed its focus to reconstructing and rebuilding common spaces

including seven schools. Survivors was officially registered in Nepal in May 2015 and has its office in Thapathali, Kathmandu. It has an established Executive Board, an International Advisory Committee and a Secretariat.

SURVIVORS' VALUES

Survivors is a non-political, non-religious, and not-for-profit organisation.

Survivors is founded on the principle of assisting those who are in need without distinction of race, ethnicity, gender, age, ability or social status

Survivors provides well founded, appropriate programs that are solution oriented, cost-effective and sustainable.

Survivors will make every effort to follow through all assistance to the end user.

Survivors operates with a community ownership model, where every assistance it provides is owned by the community.

Survivors will balance the publicity between donor recognition and community rights. It will not engage in any

photo-shoot, video, or social media engagement that is deemed as victimizing the communities.

Survivors is an open organisation, honest, transparent and accountable, undertaking all transactions with integrity.

Survivors will not align itself to any organisation, group or individual that engages in anything that it deems offensive to the community or the country.

Survivors is committed to respecting, protecting and promoting internationally recognized human rights including civil and political, economic, social and cultural rights and with particular emphasis on gender equality, the protection of children, people with disabilities and the rights of minorities and vulnerable and marginalised groups.

SURVIVORS CODE OF CONDUCT

Staff of Survivors Nepal will at all times treat all persons with respect and courtesy in accordance with applicable international and national conventions and standards of behavior

Staff of Survivors Nepal will never commit any act which could result in physical, sexual or psychological harm to the people of the communities we serve

No staff of Survivors Nepal will condone or participate in corrupt or illegal activities

No staff member of Survivors Nepal will abuse his or her position in the delivery of programs, either through withholding assistance or services, or by giving preferential treatment

It is expected that all staff of Survivors Nepal will uphold the highest ethical standards of integrity, accountability and transparency in the delivery of goods and services while executing the responsibilities of his/her position

Staff of Survivors Nepal have the responsibility to report to management any known or suspected cases of alleged misconduct, illegal activity or child abuse. Strict confidentiality must be maintained.

STRATEGIC DIRECTIONS

STRATEGIC DIRECTION 1 HUMANITARIAN RESPONSE AND DISASTER RELIEF

STRATEGIC DIRECTION 2 SUPPORT FOR QUALITY EDUCATION

STRATEGIC DIRECTION 3 ADVOCATING ON NEGLECTED HEALTH AND SOCIAL ISSUES

STRATEGIC DIRECTION 4 FOSTERING PARTNERSHIPS FOR ECONOMIC DEVELOPMENT

STRATEGIC DIRECTION 5 DELIVERING COMMUNITY-CENTRIC PROGRAMS

STRATEGIC DIRECTION 6 FUNDRAISING AND FINANCIAL SUSTAINABILITY

STRATEGIC DIRECTION 7 COMMUNICATION

STRATEGIC DIRECTION 8 ORGANISATIONAL CAPACITY BUILDING

HUMANITARIAN RESPONSE AND DISASTER RELIEF



Survivors will continue to build its readiness to provide humanitarian assistance and emergency relief during and after disasters.

Survivors will continue to increase efficiency and provide solution oriented projects with adequate and timely follow-up to ensure optimum delivery and results.

Survivors will source and maintain seed-funds to address immediate needs in a post disaster situation.

Survivors will develop a procurement system which facilitates the rapid sourcing of goods and services for the identified areas of need.

Survivors will invest in communication tools and obtain necessary licensing to ensure effective field based

communication during emergencies and allows Survivors to be ready and agile in response.

Survivors will develop a system of delivery which is effective in an emergency context and will ensure all goods and services are practical and meet the needs of the community.

Survivors will undertake pre-selection of vendors for the supply chain in emergency relief to ensure the supplies flow quickly.

Survivors will network with government, local agencies and community representatives to facilitate effective provision of humanitarian and emergency relief.

Survivors will maintain strong communication with communities to enable its programs to be responsive to community needs.



SUPPORT FOR QUALITY EDUCATION

Survivors will continue to invest in rebuilding schools to ensure high quality facilities which support excellence in education

Survivors will support the provision of quality education in Nepal through enhancement programs focused on a community-centered learning environment that fosters lifelong learning.

Survivors will work with school administrators to identify and implement the most effective education programs for improving student achievement.

Survivors will develop a participatory plan for the support of lifelong learning which engages intergenerational community communication and includes participation of local learning resources and educational facilities.

In consultation with community schools Survivors will consider a range of pedagogical innovations designed to improve educational outcomes, including technology-assisted instruction, supplementary subjects and remedial education.

ADVOCATING ON NEGLECTED HEALTH AND SOCIAL ISSUES



Survivors will continue its policy advocacy and capacity building work in mental health, disability, and other neglected health issues.

Survivors will develop and implement innovative public health programs to address neglected health issues

Survivors will develop and implement a range of innovative social programs to address social issues.

Survivors will seek partnerships with organisations providing services in the areas of neglected disease and support them in training and advocacy.

FOSTERING PARTNERSHIPS FOR ECONOMIC DEVELOPMENT



Survivors will provide support and assistance to the communities in areas that are vital for economic development, including (but not limited to) sustainable tourism development, development of health care and development of micro-enterprises.

Survivors will raise funds with partner agencies to support the development of emerging local enterprises and/or community based organisations with a social cause. Survivors will provide fiscal and administrative management at an incubation stage.

In areas where Survivors does not have specific expertise, it will build partnerships and/or outsource the required tasks to expert organisations.

DELIVERING COMMUNITY-CENTRIC PROGRAMS

Survivors will work to remain community centric through continued strong and regular communication with our target communities, identifying and responding to their needs.

Survivors will build on its existing successes to develop programs which meet the needs of the community.

Survivors community-centred programs will seek to mobilise the resources within communities, promote equity, improve health outcomes and increase people's control over their lives

Survivors will develop strategies which ensure the community is able to access a wide range of relevant government information at one site, ie a "one-stop-service".



FUNDRAISING AND FINANCIAL SUSTAINABILITY



Survivors will develop a comprehensive fundraising plan, policy and process which details all activities to be undertaken to ensure the long term financial sustainability of the organisation and its programs.

Survivors will review the funding opportunities available to not-for-profit organisations and develop its grant writing expertise to maximize access to such funding opportunities.

Survivors will engage the private sector using specific awareness raising incentive driven programs. It will provide services to private industry related to its area of expertise eg training for earthquake evacuation, mental health etc.

In response to disasters and community needs Survivors will undertake a range of crowd funding programs to fund required programs and activities.

Survivors will continue to expand its domestic network to ensure the enduring support of local funding sources. All Survivors members and officers will be part of the fundraising network.

Survivors will build its capacity to provide technical training in disaster preparedness and response to the private sector for fees, which will become income generating activities.

Survivors will invest in a social enterprise which addresses community needs and contributes to the long term sustainability of the organisation.

COMMUNICATION

A comprehensive communication plan will be developed which guides Survivors external communication and assists us to strategically focus our communication and outreach efforts around our goals, effectively promoting our work and the needs of the community.



Survivors' communication plan will tailor our message towards specific audiences and determine which outreach and marketing materials and mediums are best used to communicate with those groups.

Survivors will develop an evaluation matrix to assess which communication methods are working and which are not so we are able to continually improve our communications.

Survivors will form strong partnerships and strategic alliances, mobilise our communities and use media and other communication tools to effectively advocate on the issues that matter to the community

Survivors will work to identify, nurture and formalise partnerships that encourage collaboration and cooperation between Survivors and our members, government, external networks and partners.

Survivors will foster an identity based on transparency, accountability and program delivery, driving the interest and confidence of all funding sources and engaging those sources in long term partnerships.

Survivors will develop and distribute both in printed and electronic format, a quarterly newsletter which updates and informs stakeholders, government, members and the general public.

Survivors will develop a strategy to attract the youth of Nepal to the organisation and follow up with programs to encourage youth to be more responsible and involved with their community.

ORGANISATIONAL CAPACITY BUILDING

Survivors will build its organisational capacity to achieve a fully functional operation which works within and is guided by clearly defined policies and procedures and supported by strong systems which enhance the working environment.

A full staffing profile will be developed which addresses the projected organisational needs of Survivors for the next 3 – 5 years.

All staff will have clearly defined roles and responsibilities within a strong organisational structure. Survivors will ensure appropriate staff training, workshops and partnerships to ensure knowledge sharing and development of human resource capability and expertise.

Survivors will establish an independent advisory committee from various industry and organisational sectors to guide the organisation.

Survivors will develop an induction program and role specifications to provide new Board Members with the opportunity to increase their skills and learn about the functions/roles/responsibilities of Survivors Nepal.

Survivors will formalise a succession planning process to ensure the smooth transition of new Board Members and develop principles of membership.

Each Board member will have one program allocated to them to oversee and monitor, in line with their area of expertise.

All systems and processes supporting finance, human resources and monitoring & evaluation will be continually updated and modified to suit present and expected future needs.

Communication methods, including the use of emerging technologies, will be reviewed to ensure the effective exchange of information and knowledge within the Secretariat and among members.

Secretariat staff will be encouraged and supported to continually improve their knowledge and skills, with ongoing professional development recognised as a core need to be included in future program budgets

Survivors will develop a comprehensive volunteer program, both local and international, which taps into a wide range of relevant expertise on a case by case basis

Survivors will establish an Internship program for students from universities in Nepal in areas that need consistent support but also fall within our scope and strength.

