



**2024**

# **ZEBRA GENERATION**

## **ORGANIZATIONAL PROFILE**

### **ZEBRA GENERATION**

(ZESTFUL EFFORTS BRINGING RELIEF AND ADVOCACY GENERATION)

**URSB REG NO: 800343432547**

**CBO REG NO: MDLG/CBO/03126/2024**

OFFICE LOCATION: MOYO MULTIPURPOSE TRAINING CENTER,  
MOYO SUB-COUNTY, MOYO DISTRICT

**P.O. Box 380033 Moyo (U)**

**TEL: +256-766532867, EMAIL: [zebragen256@gmail.com](mailto:zebragen256@gmail.com)**

## INTRODUCTION

Zebra Generation is an independent, non-governmental and non-profitable social organization established by a group of like-minded youths with experiences in different sectors to promote youth capacity development and provide opportunities to youths. It was founded in 2016, registered with Moyo District Community Development Office as a Community Based Organization on 17<sup>th</sup> January 2024 and on 23<sup>rd</sup> September 2024 registered under the laws of Uganda by the Uganda Registration Services Bureau as a company limited by guarantee with the mission of empowering young people to reach their full potential

ZEBRAG is involved in different areas of work such as youth professionalism, youth development and capacity building, health, education, research, environment & Climate Change, youth and women empowerment and Social and Economic Advancement. We promote and secure vulnerable and marginalized youths through development of professionalism and providing them with opportunities and make them initiative & capable with result-oriented research & programmes.

ZEBRAG aspires to improve the living conditions of the poor and marginalized groups by adopting strategies through community initiative, participation and sensitization. It is founded in 2016 and its main working field is Moyo District. if necessary, it can conduct any program out of the district. Hence, it has been also working among backward communities in the interior unreached pockets in the district. Women self-support groups have been taken as the base for all interventions and SDGs activities enabling them to contribute towards the mainstream of development process. It has had partnership with local communities and the local government. Likewise, it has already worked with communities in youth entrepreneurship, school health and hygiene, school career guidance, reproductive health in schools etc.

ZEBRAG comprises of diverse and dynamic group of competent young people from different background of profession. ZEBRAG has 5 executive members with 2 female members. Each member of ZEBRAG has specific qualities that has helped to sustain and run the organization. From health to management, nursing to administration, social sciences and information technology, the team comprises of diverse groups and the key members of the team are well-equipped with skills in writing grant proposals and applications, planning, implementation and monitoring of programs, report writing, research and M&E, coordination & management and innovations and application of technology.

## VISION, MISSION & AIM STATEMENT

<b>Vision</b>	A future generation of leaders who are confident, capable, and committed to driving sustainable development and social justice for thriving communities.
<b>Mission</b>	Empowering young leaders to drive transformative change in their communities by developing their skills, knowledge, and attitudes necessary to promote sustainable development, social justice, and community well-being.
<b>Aim</b>	To empower young people to become transformative leaders and active contributors to their communities, driving sustainable development and social justice through education, advocacy, and community-driven initiatives, aligned with government programs aimed at poverty reduction and the achievement of sustainable development goals.

## CORE VALUES

<b>Inclusivity</b>	We value diversity and promote inclusivity, ensuring that all young people have equal opportunities to participate and contribute.
<b>Resilience</b>	We foster resilience and perseverance, encouraging young people to learn from failures and overcome challenges.
<b>Integrity</b>	We uphold the highest standards of integrity, transparency, and accountability in all our actions and decisions.
<b>Community</b>	We prioritize community and collaboration, recognizing that collective action and support are essential for driving positive change.
<b>Empowerment</b>	We believe in empowering young people to take ownership of their lives and become agents of positive change.

## ORGANIZATIONAL OBJECTIVES

The main objective of the organization is to empower young people to drive positive change in Moyo District and we intent to achieve this through the following specific objectives;

1. To improve means of access to quality education for disadvantaged youth.
2. To enhance economic empowerment through entrepreneurship and skills development.
3. To foster social development through community engagement and advocacy.
4. To promote health and well-being through awareness and support programs.
5. To strengthen community resilience through disaster preparedness and response.
6. To implement Corporate Social Responsibility initiatives benefiting local communities.
7. To Promote sustainable businesses and economic empowerment initiatives.
8. Providing training, mentorship, and resources to enhance skills and knowledge.
9. To involve youths in the field of health, education, environment and economic activities and programs
10. To support government initiative in the field of youth involvement, youth development and youth related policies.

## PLANNED RESPONSE IMPACT

Objective OBJECTIVES	IMPACT
<b>Improve Access to Quality Education</b>	Increase enrollment rates of disadvantaged youth in schools by 20% within 2 years Improve academic performance of disadvantaged youth by 30% within 2 years Provide educational resources and facilities to 500 disadvantaged youth within 1 year Achieve a 25% increase in positive attitudes towards education among disadvantaged youth within 1 year.
<b>Enhance Economic Empowerment</b>	Support the establishment of 100 youth-led businesses within 2 years Provide financial literacy training to 1,000 youth within 1 year Increase the income of 500 youth entrepreneurs by 50% within 2 years Achieve a 30% increase in economic stability among youth within 2 years
<b>Foster Social Development</b>	Engage 500 youth in community development initiatives within 1 year Provide leadership and civic engagement training to 200 youth within 1 year Achieve a 25% increase in youth participation in community development initiatives yearly. Strengthen partnerships with 10 community organizations within 1 year
<b>Promote Health and Well-being</b>	Provide healthcare services to 1,000 youth within 1 year Conduct health awareness and education programs for 2,000 youth within 1 year Achieve a 20% increase in health knowledge among youth within 1 year Support 50 youth with health challenges within 1 year
<b>Strengthen Community Resilience</b>	Develop disaster preparedness and response plans for 5 communities within 1 year Provide disaster risk reduction training to 500 community members within 1 year Achieve a 30% increase in community preparedness for disasters within 1 year Strengthen partnerships with 5 emergency response organizations within 1 year
<b>Implement Corporate Social Responsibility</b>	Engage 10 companies in corporate social responsibility initiatives within 1 year Support the development of 5 community projects through CSR initiatives yearly Achieve a 25% increase in corporate social responsibility investment yearly. Strengthen partnerships with 5 community organizations within 1 year
<b>Promote Sustainable Businesses</b>	Support the establishment of 20 sustainable businesses within 2 years Provide sustainable business training to 500 entrepreneurs within 1 year Achieve a 30% increase in sustainable business practices among entrepreneurs within 1 year Support the creation of 100 jobs through sustainable businesses within 2 years
<b>Provide Training and Mentorship</b>	Provide skills training to 1,000 youth within 1 year Mentor 200 youth entrepreneurs within 1 year Achieve a 25% increase in youth employability within 1 year Support the creation of 50 youth-led businesses within 1 year
<b>Involve Youths in Development Programs</b>	Engage 1,000 youth in health, education, environment, and economic programs within 1 year Provide leadership and civic engagement training to 500 youth within 1 year Achieve a 30% increase in youth participation in development programs within 1 year Support the development of 10 youth-led initiatives within 1 year
<b>Support Government Initiatives</b>	Collaborate with government agencies on 5 initiatives within 1 year Support the development of 2 government policies related to youth development within 1 year Achieve a 25% increase in government investment in youth development programs yearly Strengthen partnerships with 5 government agencies within 1 year

## **SCOPE OF WORK AND TARGET**

Zebra Generation (ZEBRAG) is an independent, non-profitable non-governmental organization (CBO/NGO). It is mainly concerned with implementing non-profitable social work in the field of youth, women, education, health, environment and economic development. We focus on providing opportunities and involvement of young generation and development of professionalism for creativity, community enhancement and development and prosperity.

Basically, ZEBRAG will function in research and development of social issue. Youth Professionalism & Involvement in agriculture, Natural Resource Conservation & Climate Change, Women Empowerment, Social and Economic Advancement, Primary Health & Education and so on. We promote and secure vulnerable group and exclude society generation life by professionalism. We also provide opportunity to those people who are looking for professionalism. We make them initiative & capable with result-oriented research & Programme.

## **WORKING MODALITIES**

ZEBRAG will be working on youth development Programme by implementing or programs in collaboration with both other organizations and the local government. We work in collaboration with the Government, I/NGOs, CBOs and community groups as relevant. Moreover, we collaborate with local governance, private sector, care providers and teaching institutions, young professionals and corporate sectors for the effective implementation of its programmes.

Our current practices of implementing programs and activities include getting approval from at concerned levels of our organization and stakeholders. After the approval, induction meeting is conducted with all relevant stakeholders and partners to inform and communicate about the programs. Likewise, communication and coordination are done with local level stakeholders and local partners. Only after approval and coordination with all stakeholders, the program/activities are implemented in the concerned areas. After the program implementation, program evaluation and feedback are collected. Necessary reporting is conducted to the concerned stakeholders and the program comes to the end in the closure phase.

## **FUNDING SOURCES**

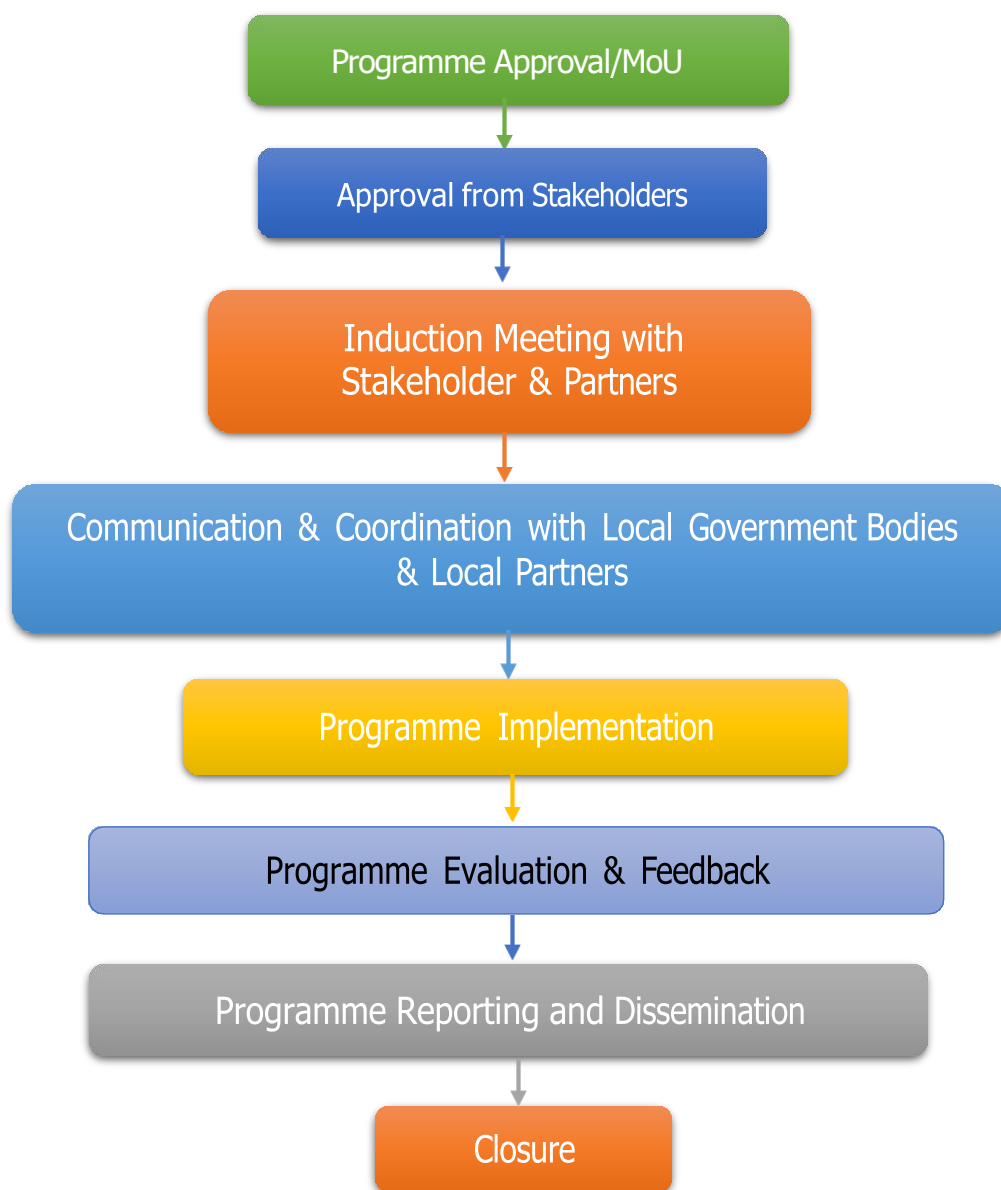
ZEBRAG's funding approach is built on a foundation of collective ownership and self-sustainability. Currently, we rely on member contributions, membership fees, and membership subscription fees to fund our programs. This approach allows us to maintain control over our initiatives and ensure that our efforts are driven by the needs of our community. Even as we explore external funding opportunities, our member-driven funding model will remain a core component of our sustainability plan.

The investment in our organization through contributions and fees, our members demonstrate their commitment to our mission and values. This financial support enables us to plan and implement programs that are tailored to the needs of our community. Our member-driven approach also fosters a sense of ownership and accountability, ensuring that our programs are effective and impactful.

As we grow and potentially attract external funding in the future, our core funding model will continue to provide a stable foundation for our organization.

Therefore; combining member contributions with potential external funding, we will be able to leverage resources from multiple sources to achieve our goals. This blended approach will enable us to sustain our efforts over the long-term and make a lasting impact in our community, while maintaining our independence and flexibility.

## PROGRAMME SEQUENCE



## PARTNERSHIP AND COORDINATION

Currently, ZEBRAG is working in coordination and partnership with the following government and non-government stakeholders and will continue to engage the stakeholders as follows;

**Coordination with Government of Uganda (Ministry of Gender, Labour and Social Development (MGLSD):** At the policy level, ZEBRAG will coordinate with the Ministry of Gender, Labour and Social Development (MGLSD). All the youth related policies, strategies, directives and plans are governed through the ministry. Hence, the Ministry of Gender, Labour and Social Development (MGLSD) is the key stakeholder for the project. ZEBRAG shall involve the ministry from the inception of the program and communicate with the ministry on all relevant issues and the progress of the project. Regular meetings will be conducted with the official of the ministry and also the participants/focal person from the ministry will be invited in different programs and activities. The ministry will also play the role in supporting, monitoring and supervision of the project activities.

**Coordination with National Youth Council (NYC):** NYC that's falls under the Ministry of Gender, Labour and Social Development (MGLSD) believes that youth are the most active, energetic and dynamic group, which is considered the agent of political, economic and social changes in any countries and its vision is to making the Ugandan youth strong, competent, competitive and self-reliant, to build a modern,

just and affluent Uganda through their meaningful participation and promotion of their leadership capacity. Hence, ZEBRAG will coordinate with NYC for all aspects of the program implementation and monitoring. The representatives of NYC will be invited in all the relevant activities for their meaningful participation. Also, regular meetings will be held with NYC.

**Youth-serving organizations:** Uganda has a relatively large network of youth serving organizations; however, the vast majority is only province or local in scope. A larger local and international NGOs are active in Uganda that are working in the field of sexual and reproductive health. Hence, ZEBRAG will initiate mapping of youth related organizations and involve them in the program as and when necessary. Among all, the local youth related organizations will be focused. Their organizational capacity will be developed.

**Local government bodies and health authorities:** ZEBRAG has been coordinating with local government bodies such as Sub-Counties, Parishes and Villages. The concerned responsible authorities are informed about the program and the activities conducted accordingly. Likewise, different health institutions are also involved in health-related programs. The health post and primary health care centres are also involved in all relevant programs.

ZEBRAG will continue to coordinate and partnership with all relevant government (central, provincial and local) as well as non-governmental organizations for implementation of the programs.

## **GEOGRAPHICAL COVERAGE**

ZEBRAG is registered in Moyo district and has the approval to conduct the programs and activities in all 10 Sub-Counties of Moyo District. Thus, ZEBRAG is able to conduct activities along with its network and partners in all. We work across the district to implement the different research projects and youth development programme.

## **MAJOR WORKING AREAS**

The major working areas of Zestful Efforts Bring Relief and Advocacy Generation (ZEBRAG)) is diverse. The areas of work will bring about the different programmes and projects for youth development. Also, it will help them in upliftment of their life standard. Similarly, it will help them identify their interested fields and motivate to engage in different sectors. Therefore, youth can contribute to holistic development of the nation. The government policy also inspires Youths towards entrepreneurship and advancement of science & technology. Consequently, they become initiative & enthusiastic to create a perfect society & the nation as expected. In this respect, we believe this organization can play a crucial role in nation-building as well and finally succeeds to achieve its goals.

***Thus, the major working areas of ZEBRAG are;***

- Youth Capacity Development
- Youth Involvement in Agriculture
- Education
- Public Health and Mental Health
- Reproductive health including family planning
- Climate change and Environment
- Social work
- Youth and Women Empowerment
- Street Child & Child Labor
- Socio-culture and Economic Advancement
- Government Self Employment Programme
- Engineering and road safety

## KEY PILLARS IN PROGRAMMING

- ❖ Empowerment Through Education
- ❖ Economic Empowerment and Entrepreneurship
- ❖ Mental and Physical Well-being
- ❖ Community Building and Social Impact

## SECTOR-SPECIFIC STRATEGIES

PROGRAMMING PILLARS	STRATEGIES
<b>Empowerment Through Education</b>	Education for Sustainable Development: Integrate environmental education and sustainability into school curricula Inclusive Education: Promote disability-inclusive education and provide resources for students with disabilities Digital Literacy: Develop digital literacy programs that are accessible and inclusive for all Adolescent Sensitization and Support: Provide sensitization programs and support services for adolescents during puberty
<b>Economic Empowerment and Entrepreneurship</b>	Green Entrepreneurship: Support entrepreneurship initiatives that focus on innovative and sustainable business ideas Accessible Employment: Promote accessible and inclusive employment opportunities for people with disabilities Sustainable Livelihoods: Provide training and resources for sustainable livelihoods Adolescent Entrepreneurship Programs: Develop entrepreneurship programs specifically for adolescents Financial Literacy: Provide financial literacy training and resources
<b>Mental and Physical Well-being</b>	Promote accessible and inclusive healthcare services for people with disabilities Provide mental health support and resources that are accessible and inclusive for all Provide reproductive health education and services, including adolescent reproductive health programs Integrate mindset and mindset change/reset literacy programs that focus on Mindfulness and self-care, Emotional regulation and management, Resilience and coping strategies and Positive relationships and social connections
<b>Community Building and Social Impact</b>	Embed safety protocols and awareness programs that focus on Physical safety and self-defense, Emotional safety and boundaries, Digital safety and online harassment, Mental health and crisis response Environmental Conservation: Support community-led environmental conservation initiatives and promote environmental sustainability Promote disability-inclusive community development programs that focus on social inclusion and participation Promote social justice and advocate for the rights of people with disabilities

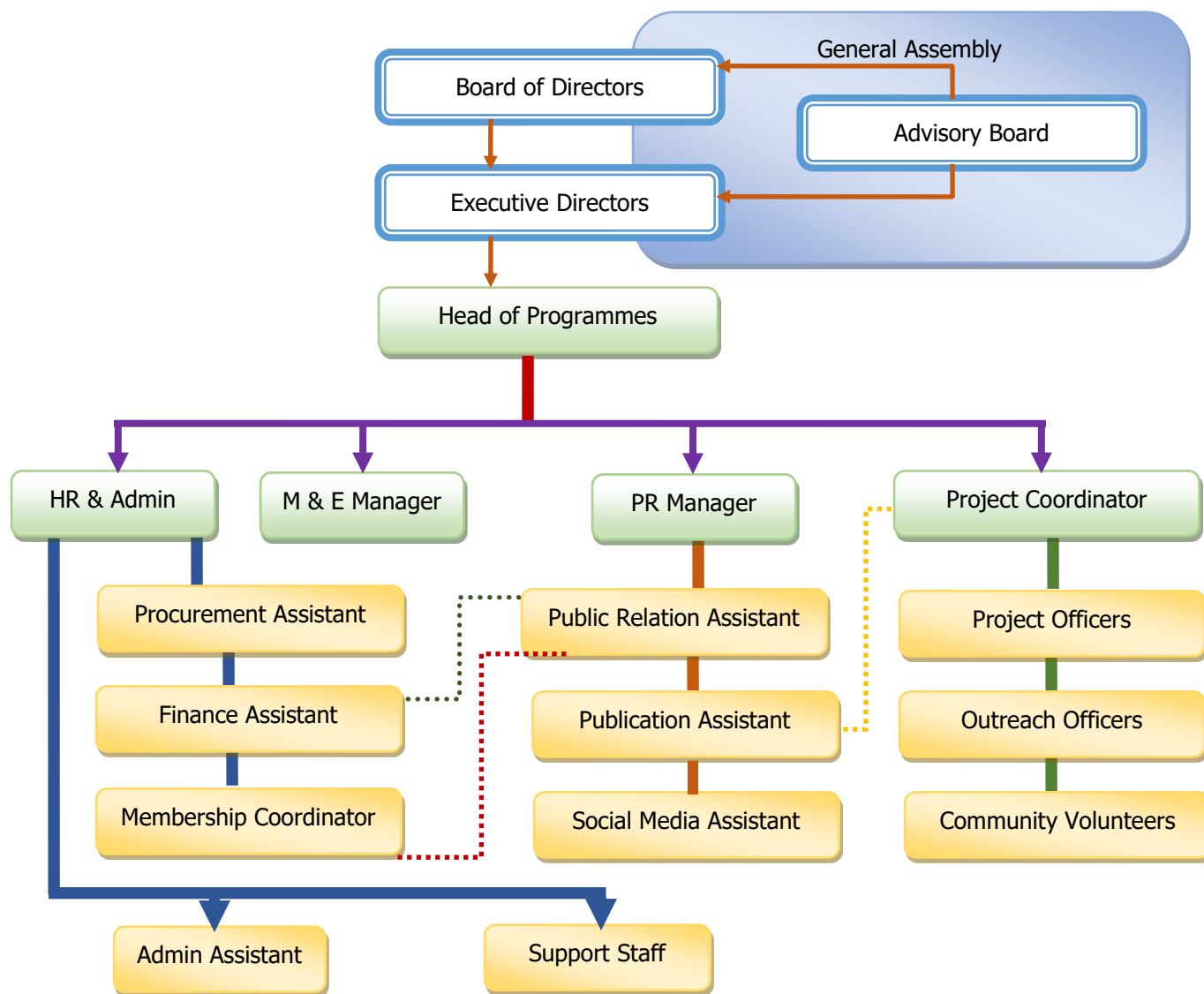
## PROGRAM THEORY AND CHANGE

Our program theory is based on the understanding that empowering disadvantaged communities requires a multi-faceted approach that addresses education, economic empowerment, social development, health, and disaster preparedness.

We believe that by providing means of access to quality education, economic empowerment opportunities, and social development programs, we can create a positive impact on the lives of disadvantaged youth and women.



## ORGANOGRAM



### The General Assembly, Board of Directors and Executive Director

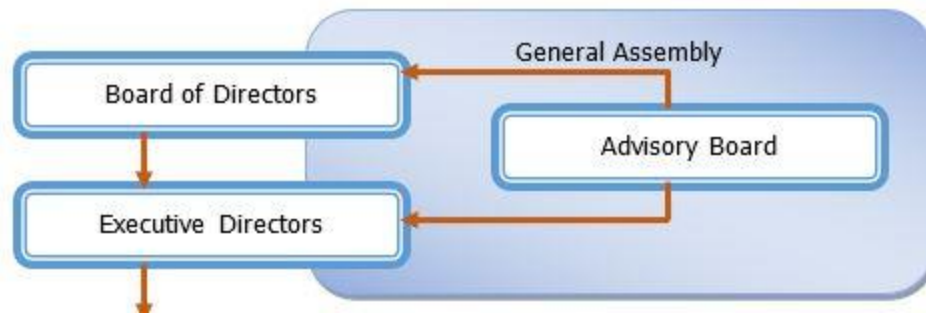
The top management of the organization consists of three entities - the Board of Directors, the General Assembly, and the Executive Director.

The General Assembly (GA) is the highest decision-making body of the organization, responsible for electing the Board of Directors, approving key decisions, and reviewing annual reports. The GA provides an opportunity for members to engage with the organization's leadership, receive updates on its activities, and contribute to its strategic direction.

The Board of Directors is the governing body of the organization, responsible for overseeing its strategic direction, ensuring its financial sustainability, and providing guidance and support to the Executive Director. The Board sets policies, approves budgets, and makes key decisions that impact the organization's mission and goals. Board members are elected by the General Assembly (GA) and serve as volunteers, bringing their expertise, experience, and passion to support the organization's success.

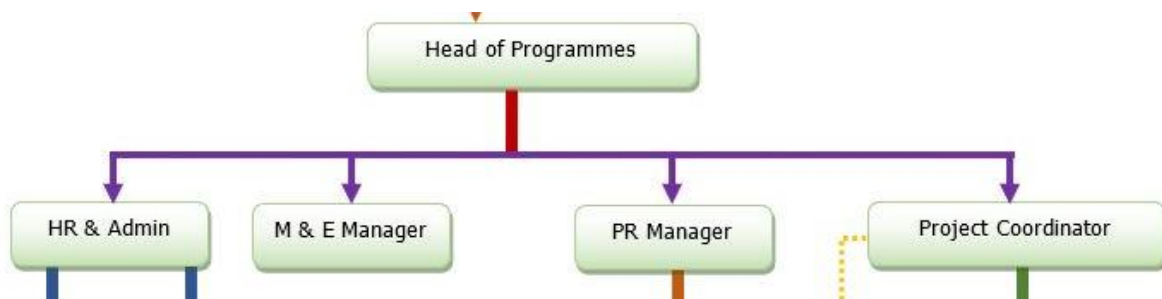
The Executive Director is the chief executive officer of the organization, responsible for implementing its strategic plan, managing staff, and representing the organization externally. The Executive Director provides leadership and vision, ensures effective management and operations, and builds relationships with stakeholders, partners, and donors to advance the organization's vision, mission and goals.





### Senior Management Team (SMT)

The Senior Management Team (SMT) supports the Executive Director in implementing the organization's strategic plan, providing technical expertise, managing departments, and coordinating cross-functional teams. The SMT ensures effective management and operations, provides guidance and support to staff, and contributes to the development of the organization's strategic plan.



### Staff Members

The staff are responsible for implementing programs and activities, providing technical support, supporting day-to-day operations, and contributing to the growth and development of the organization. Staff work under the guidance of the SMT and Executive Director, and are expected to demonstrate a commitment to the organization's mission and values, and to strive for excellence in their work.

