

THE STRATEGY OF NABAD ASSOCIATION FOR DEVELOPMENT

2022 - 2025



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Nabad Association for Development

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About Us

Association Nabad for Development was established in Rayak – Central Bekaa and extended to Mount Lebaon, Beirut and the North, which features an outstanding demographic variation and lacks servicing, cultural and social institutions, which should come from initiatives and community leaderships to represent the community and express its desires and needs.

Nabad Association was established in 2013 and obtained its registration no. 1589 from the Ministry of Interior. The General Assembly of the Association was composed from community stakeholders, who are gathered by a vision to build and develop the society, and the members and chairman of the board were elected in a democratic electoral process.

The Board of Directors established the goals and established the general policies of the Nabad association as well as its regulating regulations. The association has managed to achieve many local development projects on different levels which had an outstanding impact on the level of individuals and society.

Nabad is an active non-profit NGO, which cares about the civil and humanitarian issues, and aims at Promoting the social, economic, cultural, and educational gaps between the various groups of the society (children, youth and women...) without any discrimination whatsoever (class, gender, race, sect, politics...) and especially between Vulnerable groups which are affected by crises and catastrophes.

Nabad road map to identity



Main Goals

- Perform studies and needs assessment and build on them to establish programs on all levels and for all categories.
- Skills building focusing on youth and women by providing psychosocial support, vocational training, and life skills programs to enhance the capacities of persons to cope with crises and problems on the social and economical level.
- Activate the programs of gender equity, protection & child protection to protect rights and prevent exploitation.
- Build social stability programs in the target areas to decrease the tensions and build positive interaction between all categories of the society.
- Entrepreneurial development with skills on how to be employable and useful to themselves and the society at large focusing on youth and women to expand their Ability to succeed and Advance Economically.
- Enabling the capacities of the local NGOs and other local institutions through organizational development assessments and capacity building interventions
- Emergency response planning and intervention during crisis and networking with various associations in the community including those working on the environmental level to increase the efficiency of response.
- Initiating of Youth volunteering department in Nabad areas of intervention
- Expand Nabad to all geographical areas in Lebanon
- Build high performance structure and teams in Nabad for best practices in program implementation
- Nabad to be integrated further in advocacy coalitions in Lebanon and regionally
- Nabad through its partnership and negotiation with partners, donors and other stakeholder is advocating to implement triple nexus and capture the interlinkages between the humanitarian, development, and peace sectors. Nabad is trying to do meet people's needs, mitigate risks and vulnerabilities also move toward sustainable peace more effectively

Context & approach

- Due to the political and social events which Lebanon had witnessed and is still witnessing such political instability, economic depression, inflation Beirut blast, lack of environmental awareness and the Syrian crisis, hence affecting the needs of the local community, a need arose to assess the situation of the association and establish a strategic plan which is adequate to the changes and addresses the gap between the plans and the achievements.
- At the beginning of the strategic planning process, the internal structure of the association was analyzed, and its strengths were identified to consolidate, maintain, and support them, in addition to the weaknesses to be treated and overcome. Moreover, the available capacities, such as human and financial resources, had been analyzed and invested and the risks and hindrances surrounding the association have been exposed for the sake of precaution and avoidance.
- Given such fact, the association was under the obligation to undertake initiatives and programs focusing on relieving the outcome of the crisis through working within the refugees and the fostering community through building capacities, protection, and livelihood. Nabad believes that the key for success of any project to success comes from the need of the community. Hence, Nabad is planning within the next three years to design and implement project participatory in nature, by engaging the beneficiaries in the identification and design; and participate in the mode of implementation of the project.

NABAD SWOT analysis

Strengths

- Experienced Staff: Diverse educational backgrounds; experienced staff in both private and humanitarian sector; dedicated and committed staff
- Experience with multiple sectors such as protection, WASH, livelihood, and social stability
- Good relations with local authority and other institutions in areas of implementation of projects.
- Partnerships with multiple INGOs
- Presence of capacity building and training plans on program and project level.

Weaknesses

- Lack of geographical spread in the north
- Lack of needs assessments before writing proposals or throughout implementation of projects
- High need for advanced grant strategy and fundraising campaign
- Improve performance review and internal staff capacity building plan processes
- Electronic communication media needs to be up to date (website & Facebook)
- Support staff ratio to organization projects

Opportunities

- Existence of exit strategies for INGOs in order to handover to local NGOs
- Nabad's good reputation and credibility boosts their ability to form future partnerships with INGOs and UN agencies
- Community acceptance of and trust in Nabad enables future collaboration on intervention for community development
- NABAD main existence in Bekaa where the largest Syrian refugee influx resides

Threats

- Sustainability planning

NABAD PEST analysis

Political

- NABAD Have a good relationship with the municipalities and seeks to enhance its relationship with other municipalities
- and local governments.
- NABAD has a good relationship with the security forces as ISF LAF and GS
- NABAD tends to strengthen its network in the areas of field interventions.
- NABAD is neutral local NGOs that have access to different politically affiliated areas

Social

- NABAD has great understanding of the social needs in Lebanon.
- There is huge need in the society for such organizations as NABAD

Economic

- NABAD seeks growth in Lebanon and the region in the existence of international funding
- The monetary instability may be a challenge for the available funds
- General Inflation may affect the project budget
- Donors do not offer indirect costs

Technological

- NABAD seeks to adopt best information technology systems (office 365)
- NABAD is aware about the importance of online monitoring systems (speak out mechanism Takalam)

Main Axes

Main axes/sectors on which Nabad will work on within the next five years and target groups:

1. **Axis of Food security & livelihood**
2. **Protection axis**
3. **Axis of Educations**
4. **Axis of social cohesion and skills building**
5. **Axis of communication & advocacy**
6. **Axis of WASH**
7. **Axis of Staff care and capacity building**

1. Axis of Food, security & livelihood:

Improving families' socio-economic conditions to better support youth thereby improving wellbeing and opportunities for growth and development.

Nabad is working on a strategy to increase its capacity to grow in the livelihood sector focusing on the below segments:

Human capital: household members, active labour, education, knowledge and skills.

Physical capital: livestock, equipment, vehicles, houses, irrigation pumps, etc...

Natural capital: access to land, forests, water, grazing, fishing, wild products and biodiversity.

FSL interventions include cash-based food assistance, vocational training and Employment; support for the development of Income Generating Activities (IGAs) for vulnerable households, support to youth-led social venture that provides business skills, loans and entrepreneurship mentoring to young people.

Target Group: Children, Youth, Caregivers, Municipalities, Private sectors, Public and private institutions...)

Climate change and renewable energy:

Under SDG 7, which calls for ensuring “access to affordable, reliable, sustainable and modern energy for all” by 2030, has a strong connection with most SDGs.

Nabad is seeking to be an organization that supports governments, organizations and communities in their transition to a sustainable energy future and serves as a platform for co-operation for resource and financial knowledge on renewable energy. Nabad will promote the widespread adoption and sustainable use of all forms of renewable energy, including bioenergy, geothermal, hydropower, ocean, solar and wind energy, in the pursuit of sustainable development, energy access, energy security and low-carbon economic growth and prosperity.

Targeted category: Children, youth, organizations, and the private sector

Agriculture:

Nabad is seeking to work on agriculture through value chain approach and market systems in Lebanon focusing in Bekaa and North areas.

Targeted category: Farmers, MSMEs, distributors, suppliers, organization and the private sector

2. Protection axis

Psychosocial support:

Psychosocial support focuses on the individual and relational basis through focus and non-focus professional support alongside with referral mechanism.

Targeted category: Children, children under risk, abused women, elder citizens, separated individuals, adolescents.

Child protection:

Nabad committed to its own policy for protecting children, which is inspired from the international agreements relevant to the children rights, International Convention on the Rights of the Child, ensuring the training for all staff and voluntaries in Nabad on the principles and bases for protecting the child, permanently reviewing and developing the policy, following up on the work through supervision and assessment for staff and voluntaries, continuously conducting training sessions and meetings in order to update information and latest changes regarding the protection of the child.

The expression “child” refers to each person who did not attain the age of eighteen, yet each age category has its own characteristics (physiological, psychological...). Hence endeavours shall be addressed to activities targeting the characteristics of each of the following age categories: 1 - 5, 6 - 11, 12 - 17 regarding topics such as: children rights, health, hygiene, mental health support, educational activities, heritage, ethical principles.

Targeted category: Children

Gender-Based Violence (GBV).

GBV is an umbrella term for any harmful act that is perpetrated against a person’s will, and that is based on socially ascribed (gender) differences between males and females.

While men and boys can be victims of some types of GBV (particularly sexual violence) under the IASC GBV Guidelines further.

Nabad will work under the below terms on the prevention and case management level:

Awareness and prevention - campaigns and key messages - parents focus and discussion groups (early marriage - education of girls - rights - attending schools) gender discussion groups – case management.

Nabad will work to update regularly the service mapping in order to improve the referral system within Nabad and external stakeholders, linking and networking, referral system and confidentiality.

3. Axis of Educations

Activities of responding to the human and development needs, including formal education & non formal education , are considered a main part of the work of Nabad due to its belief in the right of all members of the society, from all categories (age, gender, race, religion...) to education, mainly children, in order to ensure the rise of the society.

Targeted category: Children & adolescents

4. Axis of social cohesion and skills building

Nabad will endeavor to build social cohesion on different levels:

- 1- Education: By bringing Lebanese and Syrian children together and such will decrease the gap between them.
- 2- Community Development: Involve the Syrians in the development process to inform the host communities Syrians can benefit the society by improving the resources.
- 3- Trainings: Trainings will bring different groups of Lebanese or Syrian to meet together and train on many topics (Conflict Mitigation, Human rights, Citizenship, Need Assessment, Peace Building...).
- 4- Life skills and Vocational Training: This will improve the wellbeing and reduce the employability, hence reduce the tensions between groups.

Target Group: Children, Youth, Caregivers, Municipalities, Private sectors, Public and private institutions...)

5. Axis of communication & advocacy

Nabad put a strategy concerning the communication, by establishing “Head of Communication department”. This Department is responsible of writing communication policies in order to improve the trust and efficiency within the organization. Also, it is responsible for establishing a strategy of promoting the visibility of Nabad operations by:

- 1- Launching a quarterly newsletter to cover all activities.
- 2- Managing Nabad website and all social media tools related to Nabad.
- 3- Designing a plan of communication with media.
- 4- Participating in updating the communication part of the child safeguarding policies in a way better serving their needs with the best confidentiality system.
- 5- Participating in designing and coordinating a communication strategy for each project to facilitate the promotion of planned activities and consolidate the connection between staff, the community and beneficiaries.

6. Axis of WASH:

Safe drinking water, sanitation and good hygiene are fundamental to health, survival, growth and development. However, these necessities are still a luxury for many of the world’s poor people.

Nabad focuses on the wash sector through its current programs and future ones:

- Survey and context analysis
- Water supply
- Human excreta control
- Solid waste management
- Hygiene promotion
- Transfer of knowledge and training
- Risk and disaster management

Target Group: Children, Youth, Caregivers, Municipalities

7. Axis of Staff care and capacity building:

NABAD association is committed to ensure equality of opportunity in all matters relating to employment and conditions at work, and to a working environment and culture free from any form of discrimination.

As a way of commitment, Nabad association developed a human resources management policy document that brings together all the organization's policies on the management and development of its human resources.

Also, NABAD through networking with her partners (Local & International NGOs) will try to build the capacity for her staff by trainings and Coaching to become a high performing team.

Target Group: NABAD staff, volunteers and partners.

Thank you!

Feel free to approach us if you have any questions.