



STRATEGIC PLAN

2021–2025

TABLE OF CONTENTS

SOCIAL MEDIA

@southsaharan

1

INTRODUCTION

- 1.1. Background
- 1.2. Purpose of the strategy
- 1.3. Process of the Strategy Development

2

EXTERNAL CONTEXTUAL ANALYSIS

3

ORGANIZATIONAL ASSESSMENT

- 3.1. Our Partners
- 3.2. Our SWOT

4

OUR STRATEGIC PRIORITIES

- 4.1. Objectives and Strategic Actions
- 4.2. Geographical focus
- 4.3. Our approaches

5

ORGANIZATIONAL PRIORITIES

www.southsaharan.org

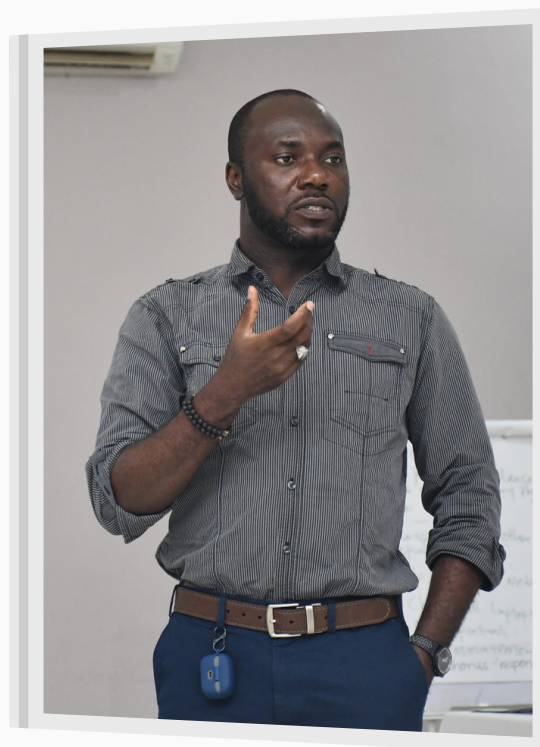


FOREWORD

Nigeria's socio-economic indices have seen a steady decline in the immediate past and government fiscal policies have been unable to stop the decline or at the very least slow its trajectory. It is advised that to stave off mass unrest and civil disobedience, the youths must be meaningfully engaged. Economists propose sustainable growth that is at a higher rate than the fertility rate of the country. Unfortunately, Nigeria has been unable to meet this metric, and as such the economic expansion needed to absorb the youths in gainful employment has been non-existent, and currently worse with the recent contracting trend of the economy. This contraction has a negative ripple effect in the country, with an increase in terrorism in the North-East, banditry in the North-West, secessionist calls in the South-East, cybercrime in the Southwest and piracy in the South-South.

South Saharan Social Development Organization (SSDO) recognizes that most of the strife earlier mentioned stems from an absence or dearth of economic opportunities which has driven Nigeria's population, especially the youth, to embrace anti-social behaviours and crime. As such, our strategic plan for the next five years hopes to address the underlying causes of this strife directly and indirectly.

We have streamlined our core thematic areas and prioritized good governance and education. We believe that a healthy and inclusive political process, coupled with an educated citizenry will lead to sustainable and resilient improvements in the lives of Nigerian citizens. While we work towards good governance initiatives that usher better fiscal policies and support educational advancement, both of which are presumed to produce medium to long term improvements, we recognize that there are cross-cutting issues that might need addressing in the short term and we are open to addressing them as the opportunities present themselves.



Staying true to this plan would require investments in human resources, organizational capacity, a diversification in our resource base with the right funding mix and flexibility and a continuous engagement with our multitude of partners.

While this is an ambitious strategy given the shrinking civic space and the perennial underinvestment in education, we believe that we can make an impact with the required capacity and support.

Stanley Ilechukwu M.D.
Executive Director

EXECUTIVE SUMMARY

DESIGN DEVELOPMENT

This strategy was developed through a participatory process that involved diverse stakeholders. It was born out of the need to reposition SSDO and provide a framework for the organization to respond more effectively to the development challenges across the country, particularly in southeast Nigeria. An analysis of the context revealed that poverty has become more entrenched, disproportionately affecting women and youth; and a shrinking civic space has diminished opportunities by citizens to seek redress through political participation.

To turn the tide SSDO will focus on women and youth through an approach that expands on the gains made in our priority areas of good governance and education while recognizing that there may be a need to address other cross-cutting issues for a greater developmental experience.

- | | |
|---|---|
| 1 | Investment in staff capacity to achieve the requisite skills mix. |
| 2 | Strengthening internal governance structures to provide strategic and effective oversight. |
| 3 | Strengthening performance management systems to enhance staff motivation for quality program delivery. |
| 4 | Diversify and expand the organization's funding base with the right funding mix and flexibility to support anticipated growth in our programs and services. |
| 5 | Adopt technology to improve organizational and project management processes |
| 6 | Improve communication and documentation processes to increase visibility |

The strategy builds on an acknowledgement that our interventions over the last 15 years in different thematic spheres can have greater impact and reach if the population is educated enough to discern between policy options and given the tools to participate effectively in governance to usher in the development they desire. We have also noted that the current global economic crises occasioned by COVID-19 might pose a threat to the implementation of this strategy, however, we plan to succeed by leveraging on a collaborative relationship with traditional and non-traditional partners.

SECTION 1: INTRODUCTION



Back ground

South Saharan Social Development Organization (SSDO) is a duly registered non-profit organization in Nigeria, with the primary focus of equipping women, youth and children with the skills needed to survive and compete favourably in Sub-Saharan Africa. Recognizing that meaningful participation in governance and development can only be achieved through economic, political, and social empowerment, SSDO provides women, youths, and other marginalized groups the platforms, services, and skill sets they require to compete more effectively and ensure an improved quality of life.

In collaboration with our partners and allies, SSDO leverages community platforms and structures to give a voice to the marginalized, economically empower the poor, seek accountable governance, advocate for people-centered policies and improve public services in Nigeria. South Saharan Social Development Organization (SSDO) implements projects across several states in Nigeria but focuses her core activities in the five (5) southeast states of Nigeria.

Since its inception in 2001, SSDO has implemented projects in a wide range of focus areas ranging from health, education and good governance, livelihoods and gender with major accomplishments recorded across the board. While acknowledging our past successes, we recognize that the environment within which we operate has changed in the last couple of years and as such, our interventions should be relevant to the times in which we live. Threats that were hitherto unknown like COVID-19 and threats that we thought were behind us like the shrinking civic space and poor economic indices have returned vigorously, endangering the lives and livelihoods of our primary beneficiaries.

We have interrogated these new realities and developed this strategic plan to address them head-on. We have identified our strategic objectives which were drawn from a diverse and inclusive stakeholder engagement process and have prioritized interventions designed to make the most impact.

Our mission, vision, goals and values

SOCIAL MEDIA

@southsaharan

OUR VISION

A society where sustainable development is achieved for women, youth and children

OUR MISSION

To make development happen for women, youth, and children through good governance and education.

OUR BELIEFS

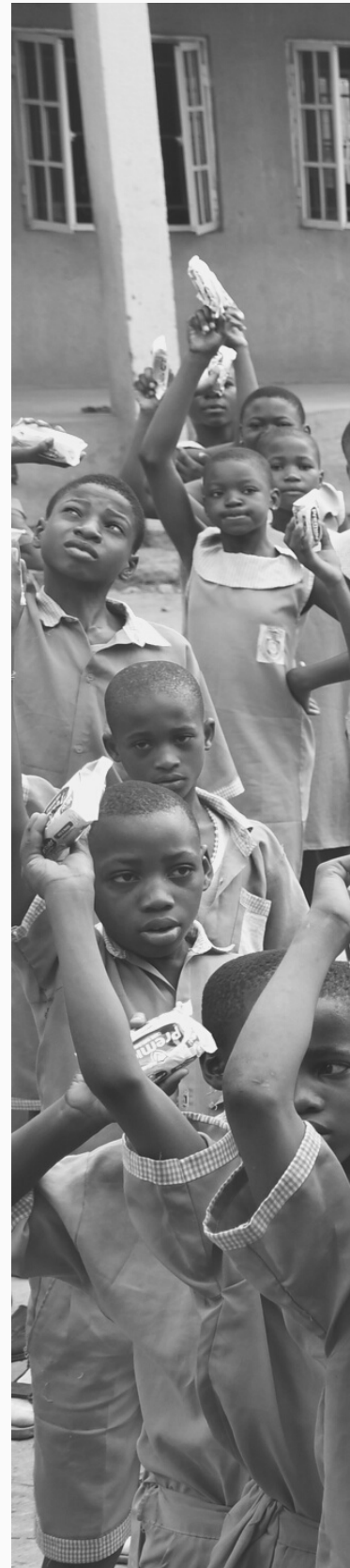
We believe that:

- A just, democratic, and prosperous Nigeria is possible, where citizens' full participation is guaranteed and, economic opportunities and democratic dividends accrue to all.
- Education is a prerequisite for economic and social advancement and should be accessible to all Nigerians
- Economic empowerment for women and youth is essential to break intergenerational poverty.
- A life free from violence is achievable for women and girls

OUR CORE VALUES

- **Innovation:** We constantly seek out new and improved methods and approaches for more effective service delivery and project implementation.
- **Synergy:** We value teamwork and strategic collaboration, combining the best of our abilities to achieve excellent results.
- **Integrity:** We constantly adhere to the principles of honesty and transparency in all our dealings and operations.

www.southsaharan.org



"Stay inspired.
Never stop
creating."



PURPOSE OF THE STRATEGY

This 5-year strategy which will run from 2021 to 2025, is developed to guide the organization as it works to respond to cross-cutting governance issues across the Nigerian geopolitical landscape; expand educational opportunities for the burgeoning youthful population; provide a reference point for the organization in developing annual plans and budget; inform and educate partners, peers, and communities of our work; foster stronger linkages and alliances and provide a framework for achieving our mandate as an organization.

PROCESS OF THE STRATEGY DEVELOPMENT

This strategy is a product of distinct levels of consultations with our stakeholders – board members, partners, communities, peer organizations, state agencies and staff. The process of developing this strategy involved

- Organizational capacity assessment
- Online strategy plan development sessions
- Stakeholder consultations,
- Internal and external reviews
- Strategy validation
- Board approval

This strategy also aligns with national and international priorities including the Sustainable Development Goals (SDGs).

SECTION 2: EXTERNAL CONTEXTUAL ANALYSIS



Declining economic
growth rate



2 Recessions between
2016 and 2020



40.1% of Nigerians in
poverty



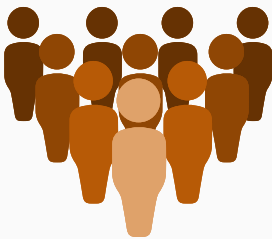
Largest population living
in extreme poverty with
83 million people



161 of 189 countries in
the Human
Development Index with
a score of 0.539



Shrinking civic space
with repression of
opposition voices and
press freedom



Population explosion with an
estimated population of 730
million inhabitants by 2100, up
from an estimated population
of 200 million in 2020.



The rise of social media
as a medium for
political discourse
inspiration, activism,
and disruption



Increasing insecurity
across every region of
the country- IPOB, Miyetti
Allah, Fulani Herdsmen,
Kidnapping and Ransom,
Banditry, Niger Delta
Militants



10.5 million children out of
school. 65 million adults
cannot read or write

"Stay inspired.
Never stop
creating."

SECTION 3: ORGANIZATIONAL ASSESSMENT

OUR PARTNERS

Since its inception to date, the organization has implemented projects with the support of a diverse group of partners including:



OUR SWOT

The successes we have achieved are because of our strengths in numerous areas. However, we also acknowledge and work to improve upon our weaknesses, while keeping an eye out for opportunities and securing ourselves against threats.

Strengths <ul style="list-style-type: none">• Youth-focused• Our expertise across our thematic areas• Adoption of technology• Strong community presence and understanding of our local context• Our unbeatable teamwork• Innovative leadership• Partnership with other development agencies and government	Weaknesses <ul style="list-style-type: none">• Limited success in resource mobilization• Lack of access to unrestricted funds
Opportunities <ul style="list-style-type: none">• Social media as a viable means of communication• Increasing youth awareness• Increasing partner interest in Technical and Vocational Education and Training (TVET)• Partners' focus on CSO and NGO institutional strengthening.• Opportunities for new income-generating activities with positive social implications	Threats <ul style="list-style-type: none">• Growing corruption and weak accountability structure in Nigeria• The dearth of actionable data on national priorities• Shrinking of civic space• Insecurity

SECTION 4: OUR STRATEGIC PRIORITIES

South Saharan Social Development Organization (SSDO) recognizes that Nigeria is plagued by a dearth of economic opportunities, unresponsive governance institutions and a youthful population devoid of the skills to change the tide. As such, our strategic plan for the next five years (2021 - 2025) hopes to address the underlying causes by prioritizing the following strategic objectives:

OBJECTIVES AND STRATEGIC ACTIONS

1. To respond to cross-cutting governance issues across the Nigerian geopolitical landscape
2. To expand educational opportunities for the burgeoning youthful population





STRATEGIC OBJECTIVE 1: TO RESPOND TO CROSS-CUTTING GOVERNANCE ISSUES ACROSS THE NIGERIAN GEOPOLITICAL LANDSCAPE


We recognize that as an NGO with a sub-national presence, our approach to governance should be such that we implement within the broad conceptualization of the term by our key stakeholders. Our stakeholders view governance as cross-cutting and propose our interventions strengthen institutional governance structures and cultures responsible for poor service delivery in priority areas of health, livelihoods, education, WASH, climate change and gender.




To meet their expectations, and ensure our solutions are inclusive, sustainable, and resilient, we will execute the following strategic actions

-  Collaborate with stakeholders to identify cross-cutting governance issues within sub-national organizational units.

-  Build local consensus and capacity - government, civil society, and traditional institutions, to initiate and influence policies that provide sustainable and resilient solutions to identified issues.

-  Prioritize youth and female participation in the governance process and strengthen their capacity to engage effectively.

-  Advocate for CrowdLaw - the use of technology to improve the quality and effectiveness of law and policymaking through greater public engagement.

KEY OUTCOMES





- Increased brand awareness for SSDO as an advocate for good governance.
- Strengthened capacity of local institutions to respond to citizens demands
- Improved stakeholder capacity to influence policy
- Increased youth and female participation in the governance process
- Increased adoption of innovative technologies for effective and collaborative political action

STRATEGIC OBJECTIVE 2: TO EXPAND EDUCATIONAL OPPORTUNITIES FOR THE BURGEONING YOUTHFUL POPULATION

Nigeria has a burgeoning youthful population with unlimited human capacity. To unlock this potential, the young people of Nigeria must be given an opportunity to thrive. Nigerian youths currently must contend with a scarcity of opportunities, with a majority ill-equipped to take advantage of the few opportunities that arise, due to the poor quality of education in the country.

We recognize this and we are committed to equipping Nigerian youth and children with the skills needed to thrive and grasp the opportunities in the fast-growing economic landscape of Sub-Saharan Africa. We shall do this by executing the following strategic actions:

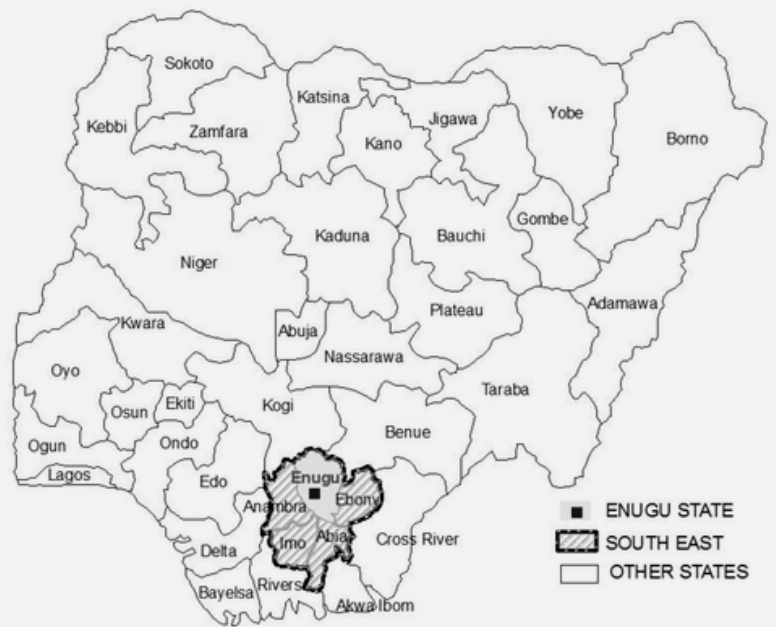


	Conduct research to generate the evidence needed to influence policies that increase access to education and strengthen educational systems.
	Adopt and promote EdTech solutions to enrich students' learning experience and build teacher capacity to offer quality education to students.
	Promote community ownership of education interventions and outcomes.
	Expand Technical Vocational Education and Training (TVET) opportunities, while also promoting industry-relevant training.

KEY OUTCOMES

- Increased literacy rate
- Strengthened educational systems and institutions.
- Reduced youth unemployment
- Increased capacity in the TVET sector to meet industry demand

"Stay inspired.
Never stop
creating."



GEOGRAPHICAL FOCUS

We work across the six geopolitical zones, covering the thirty-six states of Nigeria and the Federal Capital Territory; however, we shall prioritize interventions in Southeast Nigeria.

We recognize that some project sites will be selected based on donor requirements and the prevalence of the problem that requires interventions.

OUR APPROACHES

The following approaches will be utilized in executing this strategy:



Partnership and alliance building



Capacity building and mentorship



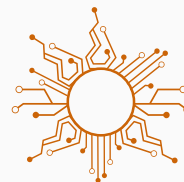
Social media promotions



Organizing and mobilizing



Advocacy and campaigning



Technology adoption

SECTION 5: ORGANIZATIONAL PRIORITIES



Investing in staff capacity to achieve the requisite skills mix



Strengthening internal governance structures to provide strategic and effective oversight.



Strengthening performance management systems and enhancing staff motivation for quality program delivery.



Expanding the organization's funding base with the right funding mix and flexibility to support anticipated growth in our programs and services



Adopt technology to improve organizational and project management processes



Improve communication and documentation processes to increase visibility



OUR WEBSITE	—	www.southsaharan.org
PHONE NUMBER	—	+234 814 812 3790
EMAIL ADDRESS	—	info@southsaharan.org
   	—	@southsaharan