



**PRAGMATIC HELP
ACHIEVING SOCIAL
EMPOWERMENT (PHASE)**

**ORGANIZATIONAL PROFILE
2024**



Youth Empowerment - Technical & Vocational Training (YETVT) Somalia 2023.

DIR REGION-DEYNILE

**ORGANIZATIONAL
PROFILE
2024**

**WEBSITE
WWW.phase.so**

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An Overview

PHASE (Pragmatic Help Achieving Social Empowerment) is a dynamic non-governmental organization committed to fostering sustainable development and empowerment in communities facing extreme poverty and vulnerability. Founded in 2014, PHASE operates across Somalia, Kenya, and Uganda, delivering vital programs in health, education, livelihoods, water, sanitation, and peacebuilding.

Our mission is to empower individuals living in extreme poverty to achieve lasting improvements in their lives, fostering self-sufficiency and resilience. Guided by a vision of a society free from discrimination, we prioritize gender equality, social inclusion, and human rights in all our endeavors.

At the core of our operations are our values: Commitment to Mission, Respect and Inclusion, Accountability, and Innovation and Adaptability. These principles inform our approach, which emphasizes community participation, integrated solutions, and sustainable impact.

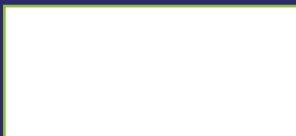
With a dedicated team of 23 employees, 40 volunteers, and 8 board members, PHASE implements dozens of active projects annually, addressing critical needs such as healthcare, education, livelihoods, and peacebuilding. Our projects are designed to empower local communities, enhance access to essential services, and build resilience against future challenges.

Despite facing challenges such as insecurity, logistical constraints, and funding limitations, PHASE has achieved notable successes in improving health outcomes, promoting gender equality, and fostering peace and reconciliation in conflict-affected areas.

Looking ahead, PHASE remains committed to expanding its impact, forging strategic partnerships, and leveraging innovative approaches to address the evolving needs of the communities we serve. Through our collective efforts, we strive to create positive and lasting change, one community at a time.



Our Partners





East Africa Water Trucking

Garissa County-North
Eastern- Kenya 2023



Our Vision Statement:

Our vision at PHASE is to create self-empowered and self-sustained societies, free from discrimination and characterized by equity, justice, and prosperity for all. We envision communities where every individual, regardless of their circumstances, has the opportunity to lead a fulfilling and dignified life.



Our Mission Statement:

Our mission is to help people living in extreme poverty achieve substantial and sustainable improvements in their lives, empowering them to thrive independently of ongoing external assistance. We are committed to addressing the root causes of poverty and promoting social inclusion, resilience, and dignity for all.

Our Core Values

We uphold a set of core values that guide our actions, decisions, and interactions with stakeholders. These values are integral to our organizational culture and shape the way we operate on a daily basis.



Organizational Structure

The organizational structure of PHASE is designed to optimize efficiency and responsiveness across its varied operations. It comprises dedicated teams led by experienced board members and supported by a committed staff of 23 employees and 40 volunteers.

This structure ensures effective delivery of services across three main operational areas—Somalia, Uganda, and Kenya—focusing on sectors such as health, education, and community development. The organization emphasizes strong governance and strategic management to achieve its mission of empowering vulnerable communities.

Staff and Volunteers:

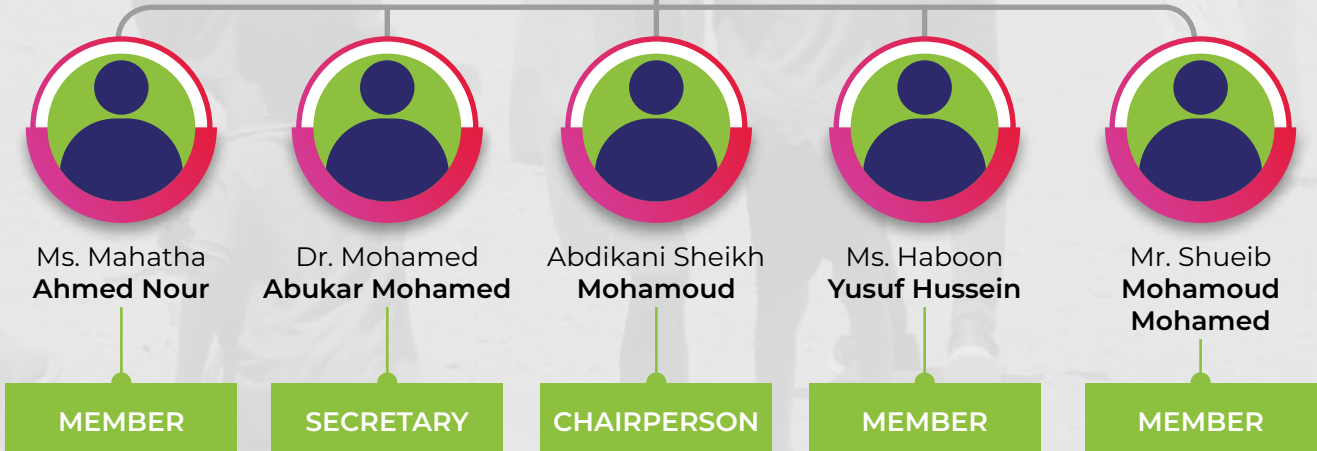
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Management Board

The governance and strategic direction of PHASE are overseen by a dedicated Board of Directors comprised of 5 individuals who bring a wealth of experience, expertise, and passion to their roles. Our Board members are committed to guiding the organization in fulfilling its mission and vision, ensuring transparency, accountability, and effectiveness in all our endeavors.

Each member of our Board brings unique perspectives and insights from their respective backgrounds, including development professionals, community leaders, experts in various fields, and representatives from partner organizations.



The Board plays a crucial role in setting organizational priorities, approving strategic plans and budgets, monitoring performance, and providing oversight to ensure compliance with legal and ethical standards. Their leadership, guidance, and commitment to excellence are instrumental in shaping the direction and success of PHASE's initiatives.



► Systems and Policies

PHASE is committed to operational excellence and accountability, upheld by a comprehensive suite of policies and procedures. Our organization enforces stringent guidelines across various areas including communication, gender equality, child protection, anti-fraud, anti-corruption, logistics, procurement, environmental protection, and project management. We also maintain strict

codes of conduct, safety, health, environment (SHEA), human resources management (HRM), and financial administration to ensure integrity and safety in all our activities.

These policies are integral to our mission, supporting our efforts to deliver impactful and sustainable development initiatives effectively.

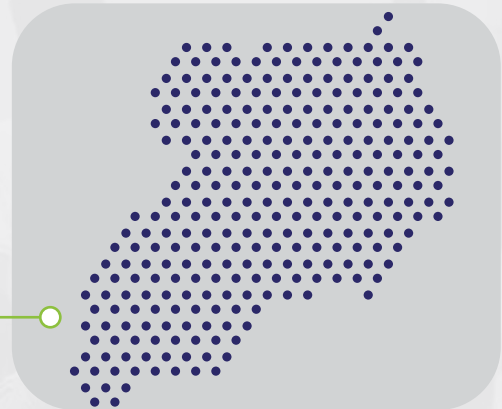
- } **Communications Policy:** Ensures clarity and consistency in messaging.
- } **Gender Equality Policy:** Promotes equality and opportunity across genders.
- } **Child Protection Policy:** Prioritizes the safety and rights of children.
- } **Anti-Fraud and Anti-Corruption Policy:** Combats fraud and corruption effectively.
- } **Logistics and Procurement Policy:** Manages procurement ethically and efficiently.
- } **Environmental Protection Policy:** Advocates for sustainable environmental practices.
- } **Project Management Policy:** Standardizes project execution for goal achievement.
- } **Code of Conduct:** Defines ethical behavior standards.
- } **SHEA Policy:** Prioritizes safety, health, and environmental responsibility.
- } **Accountability to Affected Populations Policy:** Ensures responsiveness to community needs.
- } **Monitoring and Evaluation Policy:** Measures project impact and effectiveness.
- } **HRM Policy:** Manages human resources effectively.
- } **Security Policy:** Secures personnel and assets.
- } **Occupational Safety Policy:** Maintains a safe work environment.
- } **Admin and Finance Policy:** Manages finances with transparency.
- } **Conflict of Interest Policy:** Prevents and manages conflicts of interest.

Operational Areas

PHASE operates across multiple regions in East Africa, implementing a wide range of development initiatives to address the diverse needs of communities. Our operational areas include:

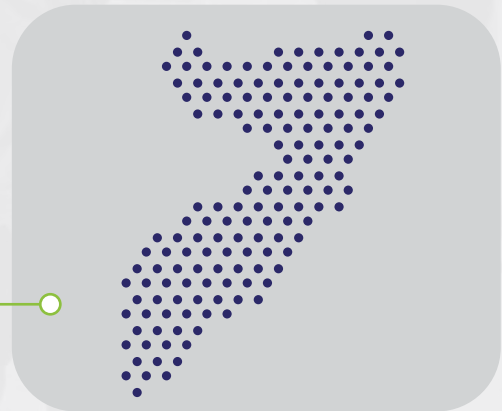
Somalia:

In Somalia, PHASE focuses on providing essential services and support to communities affected by conflict, poverty, and displacement. Our programs address key areas such as health, nutrition, water, sanitation, education, livelihoods, and peacebuilding.



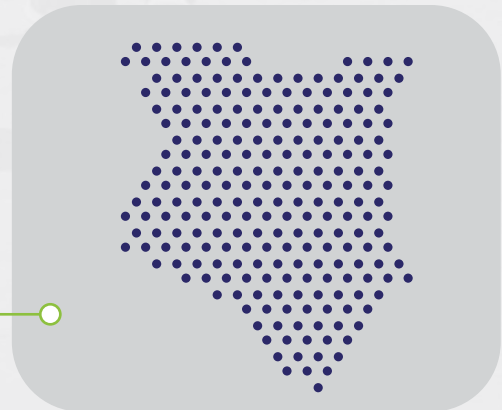
Uganda:

In Uganda, PHASE works to empower marginalized communities and improve their access to essential services and opportunities. Our initiatives in Uganda encompass health and nutrition interventions, education support, livelihoods training, and initiatives to promote gender equality and social inclusion.



Kenya:

In Kenya, PHASE is dedicated to enhancing the well-being and resilience of communities facing poverty, food insecurity, and other challenges. Our programs in Kenya focus on areas such as water and sanitation, agriculture and food security, health and nutrition, education, and youth empowerment.



Financial Management & Risk

We prioritize sound financial management practices to ensure transparency, accountability, and the effective utilization of resources. We recognize the importance of financial sustainability in achieving our mission and maximizing our impact on the ground. Here's an overview of our financial management approach and risk assessment practices:



Budgeting and Planning:

We develop comprehensive annual budgets that align with our strategic priorities and programmatic objectives.



Financial Controls:

We have robust internal controls in place to safeguard assets, prevent fraud and misappropriation, and ensure compliance with regulatory requirements.



Risk Assessment:

We conduct ongoing risk assessments to identify potential threats and vulnerabilities that may impact our operations, programs, and financial health.



Mitigation Strategies:

Once risks are identified, we implement mitigation strategies to minimize their impact and protect the organization's interests.



Financial Reporting:

We maintain transparency and accountability through regular financial reporting, both internally and externally.



Continuous Improvement:

We are committed to continuously improving our financial management practices based on lessons learned, best practices, and feedback from stakeholders.

Programmatic Sectors

Water, Sanitation, and Hygiene (WASH) Initiatives



We recognize the critical importance of access to clean water, proper sanitation facilities, and hygiene practices in promoting health, dignity, and overall well-being in communities. Our WASH programmatic sector focuses on implementing comprehensive interventions to address the following key areas:

Water Supply: We work to ensure reliable access to safe and clean water sources for drinking, cooking, and personal hygiene. This includes the construction and rehabilitation of water infrastructure such as boreholes, wells, water purification systems, and elevated water tanks to provide sustainable water supply solutions.

Sanitation Facilities: PHASE is committed to improving sanitation conditions by promoting the construction of latrines, handwashing stations, and waste disposal systems. We prioritize the provision of gender-sensitive sanitation facilities in schools, health centers, and community settings to promote hygiene practices and prevent the spread of waterborne diseases.

Hygiene Promotion: Our hygiene promotion activities focus on raising awareness and promoting behavior change regarding key hygiene practices such as handwashing with soap, safe food handling, menstrual hygiene management, and environmental sanitation. We conduct community-led hygiene education sessions, distribute hygiene kits, and engage local leaders and influencers to reinforce positive hygiene behaviors.

Emergency Response: In times of crisis or humanitarian emergencies, PHASE provides rapid WASH assistance to affected populations, including the provision of emergency water supply, sanitation facilities, and hygiene kits.

Integration with Health and Nutrition: Recognizing the interconnectedness of WASH with health and nutrition outcomes, we integrate WASH interventions into broader health and nutrition programs. This includes supporting maternal and child health services, promoting exclusive breastfeeding, and addressing water-related diseases such as diarrhea and malnutrition through improved access to clean water and sanitation facilities.

Programmatic Sectors

Tana River County-Kenya 2022

Health and Nutrition



PHASE is committed to improving the health and nutrition outcomes of vulnerable populations by implementing comprehensive programs that address both immediate health needs and underlying determinants of well-being. Our health and nutrition sector encompass a range of interventions aimed at promoting preventive healthcare, ensuring access to essential health services, and addressing malnutrition and related health issues.

Tana River County-Kenya 2022

Key components of our health and nutrition programming include:

Primary Healthcare Services: We prioritize the delivery of essential healthcare services to underserved communities, including maternal and child health services, vaccinations, and treatment for common illnesses.

Reproductive Health: PHASE is committed to promoting reproductive health and rights, including family planning services, antenatal and postnatal care, and skilled attendance at childbirth.

Nutrition Support: Addressing malnutrition is a central focus of our health and nutrition programs. We provide nutritional support to pregnant and lactating women, infants, and young children through supplementary feeding programs, micronutrient supplementation, and nutrition education.

Health Education and Behavior Change: PHASE conducts health education sessions and behavior change communication campaigns to promote healthy behaviors and prevent disease transmission.

Emergency Health Response: In emergency situations, such as natural disasters or disease outbreaks, PHASE provides rapid health response services to affected populations.

Capacity Building and Health Systems Strengthening: PHASE invests in building the capacity of healthcare providers, community health workers, and local health authorities to deliver quality health services and respond effectively to public health challenges.

Programmatic Sectors

Youth Empowerment and Education



PHASE recognizes the critical role that youth play in shaping the future of their communities and is dedicated to empowering young people with the knowledge, skills, and opportunities they need to thrive.

Key components of our youth programming include:

Vocational Training and Skills Development: PHASE offers vocational training programs that equip young people with practical skills in various trades, such as carpentry, tailoring, plumbing, and computer literacy.

Education and Literacy: Education is a fundamental right and a powerful tool for empowering youth and breaking the cycle of poverty. PHASE supports access to quality education by establishing community learning centers, providing scholarships and school supplies, and conducting literacy and numeracy programs for out-of-school youth.

Life Skills and Leadership Development: PHASE facilitates workshops and training sessions that focus on developing essential life skills, such as communication, problem-solving, decision-making, and conflict resolution.

Entrepreneurship and Financial Literacy: PHASE promotes entrepreneurship among youth by providing training in business development, financial management, and market analysis. We support aspiring young entrepreneurs with access to microfinance loans, business mentorship, and networking opportunities, enabling them to start or expand their own ventures and generate sustainable livelihoods.

Health and Well-being: PHASE addresses the unique health needs and challenges faced by young people, including sexual and reproductive health, substance abuse, mental health, and HIV/AIDS prevention.

Community Engagement and Civic Participation: PHASE encourages youth participation in community development initiatives, volunteerism, and civic engagement activities.

Programmatic Sectors

Livelihood and Economic Development



PHASE recognizes that sustainable livelihoods are essential for communities to thrive and achieve long-term resilience.

Key components of our livelihood programming include:

Skills Training and Capacity Building: PHASE offers a range of skills training programs tailored to the needs and aspirations of community members. These programs cover various sectors, including agriculture, animal husbandry, handicrafts, small-scale businesses, and vocational trades.

Agricultural Development: Agriculture is a primary source of livelihood for many rural communities, and PHASE supports farmers with training, inputs, and technical assistance to improve agricultural productivity and resilience.

Microenterprise Development: PHASE provides support to microentrepreneurs and small businesses by offering access to microfinance services, business development training, and market linkages.

Value Chain Development: PHASE works to strengthen value chains and market systems to create opportunities for smallholder farmers, producers, and artisans to access markets, increase their incomes, and improve their competitiveness.

Financial Inclusion and Savings: PHASE promotes financial inclusion by facilitating access to formal and informal financial services, such as savings accounts, microloans, insurance products, and remittance services.

Market Access and Trade Promotion: PHASE supports market-oriented interventions that connect producers with buyers, expand market opportunities, and promote fair trade practices. We facilitate market linkages, trade fairs, and business networking events to showcase local products, facilitate buyer-seller relationships, and negotiate fair prices.

Programmatic Sectors

Peace building and Social Cohesion



PHASE recognizes the importance of peacebuilding and social cohesion in fostering stability, resilience, and sustainable development in conflict-affected communities.

Our peacebuilding programs aim to address root causes of conflict, promote dialogue and reconciliation, build trust and cooperation among diverse groups, and empower communities to resolve conflicts peacefully.

Key components of our peacebuilding and social cohesion efforts include:

Conflict Mediation and Dialogue: PHASE facilitates dialogue and mediation processes to address underlying grievances, resolve disputes, and build consensus among conflicting parties.

Community Mobilization and Engagement: PHASE engages communities in peacebuilding activities to promote ownership, participation, and collective action for peace.

Reconciliation and Healing: PHASE supports reconciliation processes that promote healing, forgiveness, and social cohesion among individuals and communities affected by conflict.

Conflict Prevention and Early Warning: PHASE works to prevent the escalation of conflicts and mitigate their impact by strengthening early warning systems, promoting conflict sensitivity, and building local capacities for conflict prevention.

Youth Engagement and Empowerment: PHASE prioritizes the meaningful participation and leadership of youth in peacebuilding efforts, recognizing their potential as agents of change and drivers of peace.

Gender and Inclusion: PHASE integrates gender-responsive approaches and promotes the inclusion of marginalized groups, including women, girls, and minorities, in peacebuilding processes. We ensure that women's voices are heard, their needs are addressed, and their participation is valued in decision-making spaces related to peace and security.

Programmatic Sectors

Protection (Child Protection, SGBV, FGM/C)



PHASE is committed to promoting and protecting the rights and well-being of vulnerable populations, including children, women, and survivors of gender-based violence (SGBV) and female genital mutilation/cutting (FGM/C). Our protection programs aim to prevent and respond to violations of human rights, provide essential services and support to survivors, and strengthen community-based protection mechanisms.

Key components of our protection efforts include:

Child Protection: PHASE works to prevent and respond to child abuse, exploitation, neglect, and violence through a range of interventions aimed at promoting child rights, ensuring child-friendly environments, and strengthening child protection systems.

Gender-Based Violence (SGBV): PHASE addresses the root causes of SGBV and provides comprehensive support to survivors through prevention, protection, and response initiatives. We raise awareness about SGBV, challenge harmful gender norms and attitudes, and promote

gender equality and women's empowerment.

Female Genital Mutilation/Cutting (FGM/C): PHASE works to eliminate the practice of FGM/C through community mobilization, advocacy, and education. We raise awareness about the harmful effects of FGM/C on girls' health, well-being, and rights, and promote alternative rites of passage that celebrate girls' transition to womanhood without harmful practices.

Legal Protection and Access to Justice: PHASE supports survivors of violence in accessing legal protection and seeking justice through legal aid services, referral networks, and capacity-building initiatives for justice sector actors.

Community-Based Protection: PHASE strengthens community-based protection mechanisms and networks to prevent and respond to violations of human rights and ensure the safety and well-being of vulnerable individuals and groups. We engage communities in identifying protection risks, developing early warning systems, and mobilizing collective action to address protection concerns.

Programmatic Sectors

Emergency Lifesaving Food Aid



In times of crisis, such as conflict, displacement, or natural disasters, access to adequate food and nutrition is critical for the survival and well-being of affected populations. PHASE's emergency lifesaving food aid interventions aim to address immediate food insecurity and prevent malnutrition among vulnerable communities, particularly women, children, and elderly individuals. Our food aid programs prioritize reaching those most in need and ensuring they have access to nutritious food supplies to sustain their health and dignity.

Key components of our emergency food aid efforts include:

Needs Assessment and Targeting: PHASE conducts rigorous needs assessments to identify the most vulnerable households and communities in need of emergency food assistance. We use participatory methods, community consultations, and vulnerability criteria to target assistance to those facing acute food insecurity, malnutrition, and hunger.

Food Distribution and Delivery: PHASE provides emergency food aid through various delivery

modalities, including in-kind food distribution, cash transfers, vouchers, and food-for-work programs, depending on the context and needs of the affected population.

Nutrition Support and Supplementary Feeding:

In addition to providing staple food items, PHASE incorporates nutrition support and supplementary feeding programs into our emergency food aid interventions to address malnutrition and micronutrient deficiencies among vulnerable groups.

Monitoring and Evaluation: PHASE conducts rigorous monitoring and evaluation of its emergency food aid programs to assess the effectiveness, impact, and coverage of assistance, as well as to identify gaps and areas for improvement.

Coordination and Partnerships: PHASE recognizes the importance of coordination and collaboration with other humanitarian actors, government agencies, and local organizations in delivering emergency food aid effectively and efficiently.

Ongoing and Completed Projects

Serial No.	Project Name	Start Date	End Date	Amount
1	UNFPA/MOH Basic Emergency Obstetric Care (BEMOCN) in Dharkenley and Walanweyn Districts	01 Jul 2017	31 Dec 2017	28,270\$ USD
2	UNFPA/MOH Basic Emergency Obstetric Care (BEMOCN) in Dharkenley and Walanweyn Districts	03 Jan 2018	31 Dec 2018	28,270\$ USD
3	Integrated Food and WASH Response for Affected IDPs in the Bay and Banadir Regions in Somalia	22 Jul 2019	25 Oct 2019	200,000\$ CAD
4	WASH Response for &RQÀLFWDQG	04 Nov 2019	02 Mar 2020	200,006.64\$ CAD
5	Garacad Village Emergency Food Distribution	18 May 2020	06 Aug 2020	50,001.41\$ CAD
6	Somalia Qurbani Distribution, 2020	17 Jul 2020		46,114.86\$ CAD
7	Integrated Health and therapeutic nutrition services in Sabiid International Organization for Migration (IOM) Health Centre and surrounding areas of Lower Shebelle region	12 Apr 2020	11 Aug 2020	37,200\$ USD
8	Integrated Health and Nutrition Services in Sabiid and Awdheegle Health Centers and surrounding areas of Lower Shebelle region	12 Aug 2020	11 Jan 2021	85,500\$ USD
9	Integrated Food and WASH Response for and Drought Affected IDPs in the Bay and Banadir Regions in Somalia	16 Nov 2020	16 Feb 2021	\$204,001.07 CAD
10	Ramadan Project of Food Relief for and Drought Affected IDPs in Banadir Regions, Somalia, 2021	15 Mar 2021	15 Apr 2021	100,000\$ CAD

Ongoing and Completed Projects

Serial No.	Project Name	Start Date	End Date	Amount
11	Eid-Al-Adha Qurbani Project for the most vulnerable IDPs and hosting communities in Daynille Districts of Somalia, 2021	01 Jul 2021	01 Aug 2021	40,005.00\$ CAD
12	WASH Infrastructure for the vulnerable rural communities through construction of hallow Water Wells with hand pump in Tana River County-North Eastern Province of Kenya	02 Jan 2022	30 Apr 2022	106,569.62\$ CAD
13	Eid-Al-Adha Qurbani Project for the most vulnerable IDPs and droughtaffected communities in Daynille Districts of Somalia and Garissa County in Kenya, 2022	01 Jul 2022	31 Jul 2022	56,250.00\$ CAD
14	Emergency Food Voucher Distribution Services to Vulnerable New IDPs in Dhusamareeb district, Galgadud region, 2022	10 Aug 2022	10 Oct 2022	101,089.47\$ CAD
15	Famine Relief Project for and Drought Affected Communities in Beladweny- Hiiran Region, Somalia, 2023	14 Feb 2023	14 Jun 2023	208,783.79\$ CAD
16	Ramadan Project of Food Relief for LFW Drought Affected and marginalized communities in East Africa, 2023	18 Apr 2023	18 May 2023	513,300.00\$ CAD
17	Eid-Al-Adha Qurbani Project for the most vulnerable IDPs and hosting communities in Beladweny district of Somalia, 2023	01 Jul 2023	01 Aug 2023	\$52,231.73
18	Assessment of Water Wells Projects in Galkayo, Somalia	10 Aug 2023	10 Sep 2023	75,131.58\$ CAD
19	Youth Empowerment Project through Multi-Sector Technical and Vocational Education Training Programs in Somalia, 2023	20 Aug 2023	19 Feb 2024	331,710.53\$ USD

Contact Information

Reach out to PHASE to learn more about our initiatives or to engage with us. Whether you're interested in partnerships, have questions about our projects, or need further information, we're here to help. Connect with us through the contact information below:

Somalia Office (HQ):

Address: Zoobe, near Safari Apartments, Mogadishu, Somalia
Phone: 244 699 61 252+ or 7560 598 61 252+
Email: info@phase.so
Website: www.phase.so



Kenya Office:

Address: Kogo Star Plaza, off Mai Mahiu Road, Nairobi, Kenya
Email: info.ke@phase.so



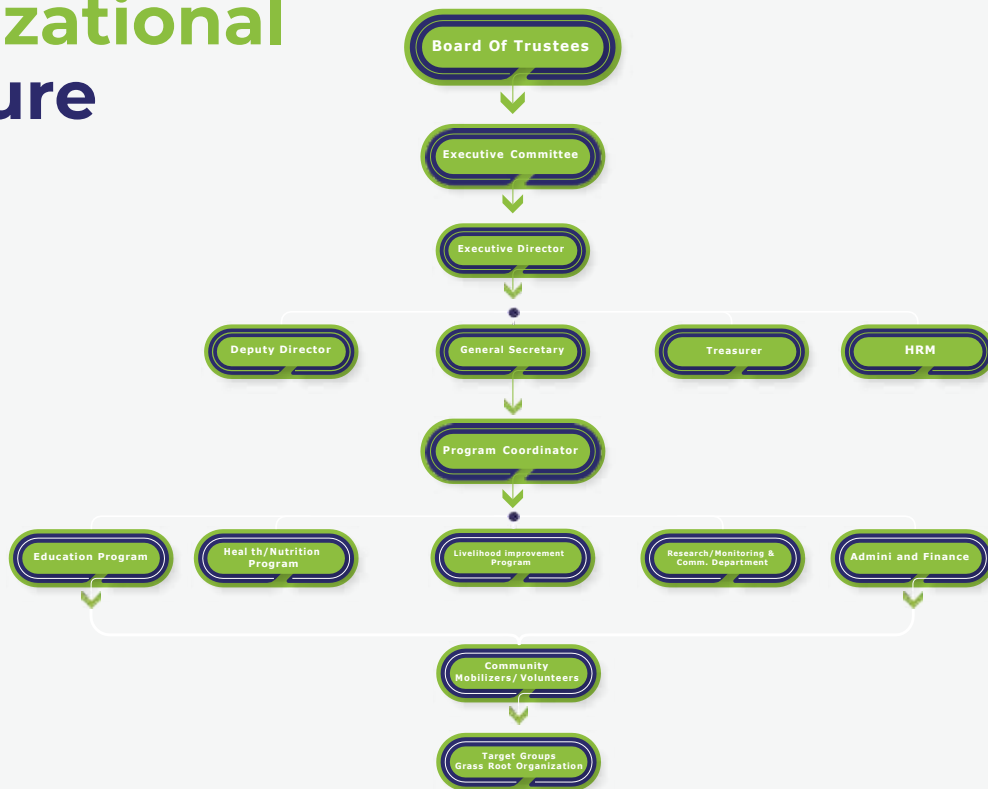
Uganda Office:

Address: Plot 65b, Konjokya Street, Kampala, Uganda
Email: info.ug@phase.so



We value your interest and support in our mission to transform lives and build sustainable communities. Should you need further assistance or wish to discuss potential collaborations, please feel free to contact us anytime. Together, we can make a significant impact.

Organizational Structure



CONTACT US

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