ADA's Profile

I.   General Introduction

<u>Establishment</u>

Amhara Development Association (ADA) is an indigenous not-for-profit organization established in May 1992. ADA emerged as a local Non-Governmental Organization to contribute the socio-economic progress of the people of the Amhara National Regional State and to the nation. Its head office is located at Bahir Dar, the capital city of the Amhara Region. ADA has established its branch offices in the 11 major zones of the Amhara Region and in other regions of the Federal Democratic Republic of Ethiopia. In each woreda of the Region, (*woreda* is a local language equivalent to District) it has a committee of seven volunteers who undertake membership and related development activities of the association in their respective Woredas. It also has overseas offices in countries of Africa, Europe, America, Middle East and Asia.

Legal Status

ADA is re-registered at the Federal Ethiopia Charities and Societies Agency as Local Organization (registry number 1421) with the mandate to implement development activities in Amhara Region and nationwide.
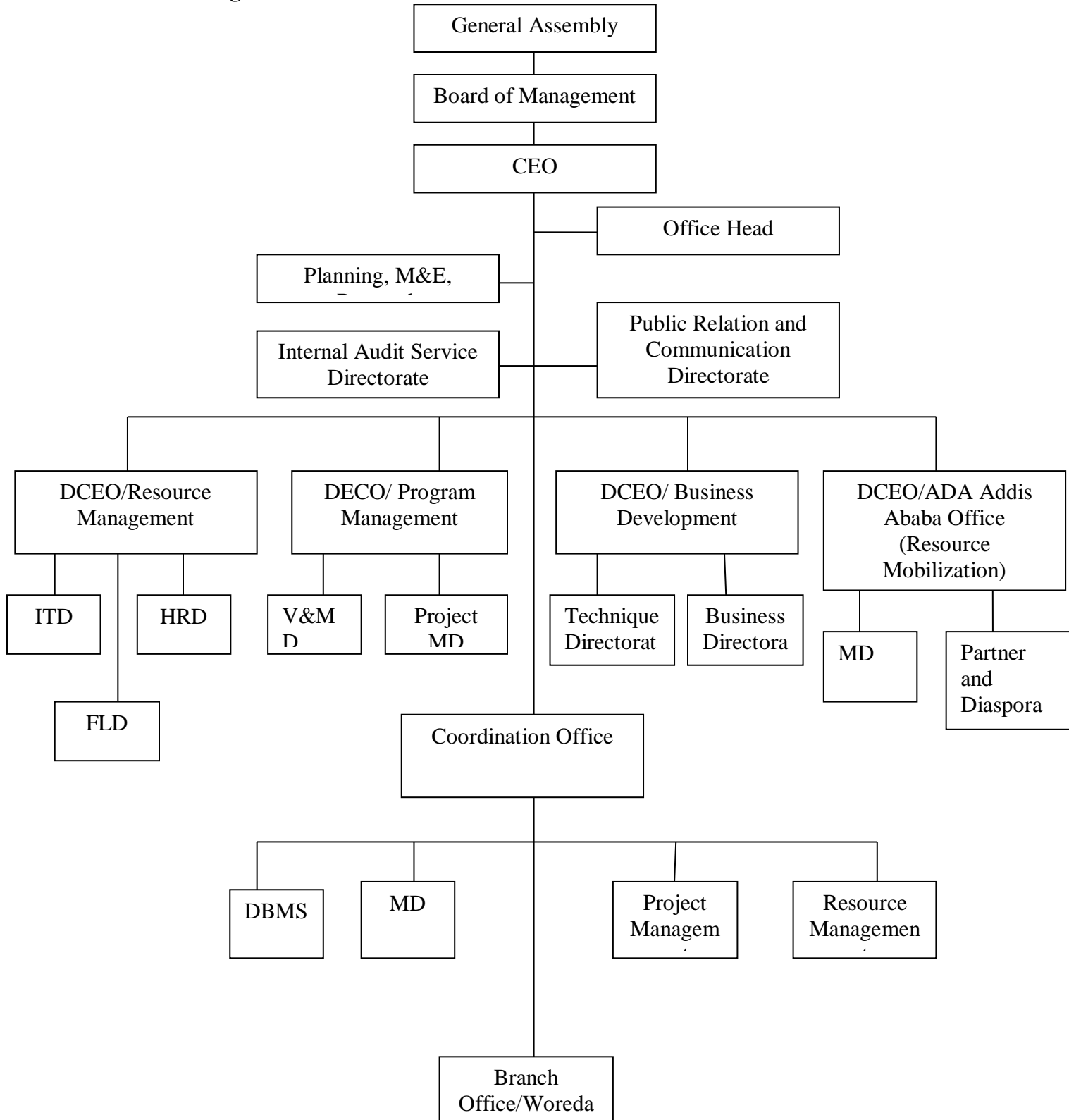
Motto

All for One, One for All!

ADA's Profile

II. Organizational Structure

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                          ┌─────────────────────┐
                          │  General Assembly    │
                          └──────────┬──────────┘
                          ┌──────────┴──────────┐
                          │ Board of Management  │
                          └──────────┬──────────┘
                          ┌──────────┴──────────┐
                          │        CEO           │
                          └──────────┬──────────┘
                                     │        ┌──────────────────┐
                                     ├────────┤   Office Head     │
                ┌──────────────────┐ │        └──────────────────┘
                │ Planning, M&E,   │ │
                │                  ├─┤        ┌──────────────────┐
                └──────────────────┘ │        │ Public Relation  │
                ┌──────────────────┐ │        │ and Communication│
                │ Internal Audit   ├─┤        │  Directorate     │
                │ Service          │ │        └──────────────────┘
                │ Directorate      │ │
                └──────────────────┘ │
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DCEO/Resource Management	DECO/ Program Management	DCEO/ Business Development	DCEO/ADA Addis Ababa Office (Resource Mobilization)

ITD	HRD	V&MD	Project MD	Technique Directorat	Business Directora	MD	Partner and Diaspora

FLD

Coordination Office

DBMS	MD	Project Managem	Resource Managemen

Branch Office/Woreda

ADA's Profile

The supreme organ of the Association is The General Assembly, which is mainly constituted by representatives of individual members from each district. The General Assembly convenes every two and half year and the overall directions, approves policies, long term plans; it also assigns members of the Board of Management.

The Chief Executive Officer and Deputy Chief Executive Officers lead the day-to-day management of the Association. There is a senior management committee consisting of seven senior managers. ADA has adapted a hybrid organizational structure of mission oriented programs in the head office and parallel coordination office structures in zone administrative boundaries.

The head office is structured into Programs Management, Resources Management, Business Development and Administration, Office Head and Planning, Monitoring and Research, Public Relations& Communication, Membership Development, Project Management, Finance &Logistics, Human Resources Development, Internal Audit, Information Technology, Business Administration, and Technique Directorates.

Addis Ababa Office is one of the branches mainly responsible for Resources Mobilization as well as Partners relation.

Program Management is responsible for the implementation of projects financed by members' fee and partners funding. Resources Management section manages human, financial and materials resources. Business development and administration is responsible for studying, establishing and undertaking profitable businesses. The other sections provide respective services as indicated by their name. In addition, ADA has a gender and inclusion unit and legal officer accountable to the CEO.

ADA has 11 well-staffed coordination offices in Amhara Region and Addis Ababa that mainly undertake volunteerism development, membership recruitment, resources mobilization and projects implementation.

ADA's Profile

ADA carries out volunteerism and membership based undertakings in 159 woredas of Amhara Region, in 11 sub-cities of Addis Ababa, in Benshangul Gumiz National Region, in Dredawa City Admin and in 18 branches abroad.

Currently, ADA has more than 4.5 million registered members who contribute to the development efforts of the association. 80% of members' financial contributions are retained in the woredas (districts) wherefrom it is generated for exclusive use in the areas of social sector development, while the remaining 20% is transferred to the head office and coordination offices to be used for associated purposes.

Currently, ADA has 658 staff members of whom 27% are females and 70% are positioned at branch structures outside Bahir Dar. Professionally, 431 (68%) have degree and above.

Regarding to asset ADA has its own office head building at Bahir Dar, Addis Ababa, Dessie, Gondar, and Assosa.

IV.   Board of Management

Amhara Development Association has 13 boards of management members organized from:

- Government
- Amhara Universities Forum
- Civic Organizations
- Religious Institution Forum
- Commerce Council
- Business men
- Scholars

V. Perspective: Inward looking
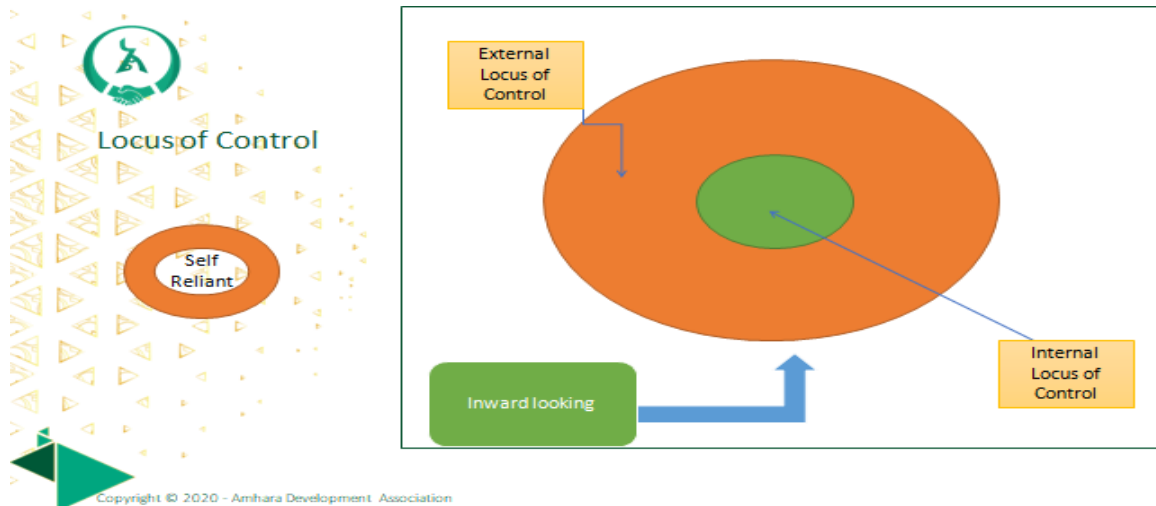
VI. Vision statement

To see the people of the Amhara Region free from poverty and backwardness and aspires to be an exemplary in this development endeavor.

VII. Mission Statement

To support the development endeavors of the people of Amhara Region in the areas of basic health, basic education, basic skill training and other related development activities, through community participation by mobilizing resources from members, supporters, donors and other income generating sources.

VIII. Values

- Transparent and Accountable
- Trust
- Belongingness
- Innovative
- Saving and effectiveness
- Public interest
- Impartiality
- Partnership
- Sustainability

ADA's Profile

IX.   Brand

- Inclusive
- Community based
- Partnership
- Primary color – Deep green
- Secondary color- Golden

X.   General objectives

1. To alleviate the poverty and backwardness of the People of Amhara Region and the nation by promoting health, education and job creation
2. To support the participatory community development endeavor of the People of Amhara Region, the nation and globally professionally, materially and financially.
3. To work in collaboration with governmental and non-governmental organizations which contribute to the development endeavors in the region and nation?
4. To support the climate change campaign which contribute to the development endowers of the region and the nation?

XI.   Strategic Objectives

Amhara Development Association has the following strategic objectives: There are:

1. Institutional Capacity Development
2. Volunteerism Development
3. Membership Development
4. Resource Mobilization
5. Business Development
6. School Improvement
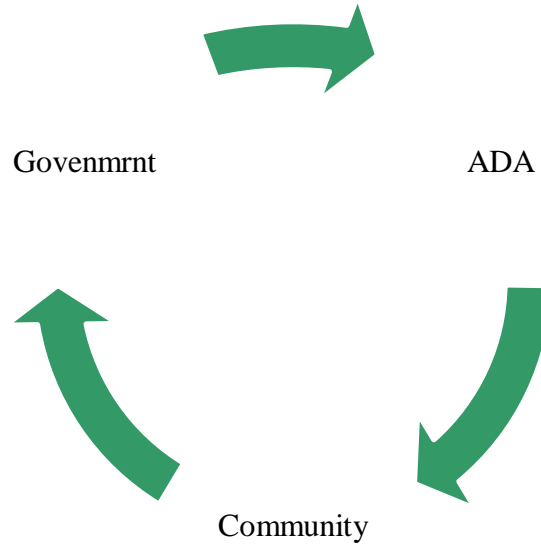7. Health System Strengthening
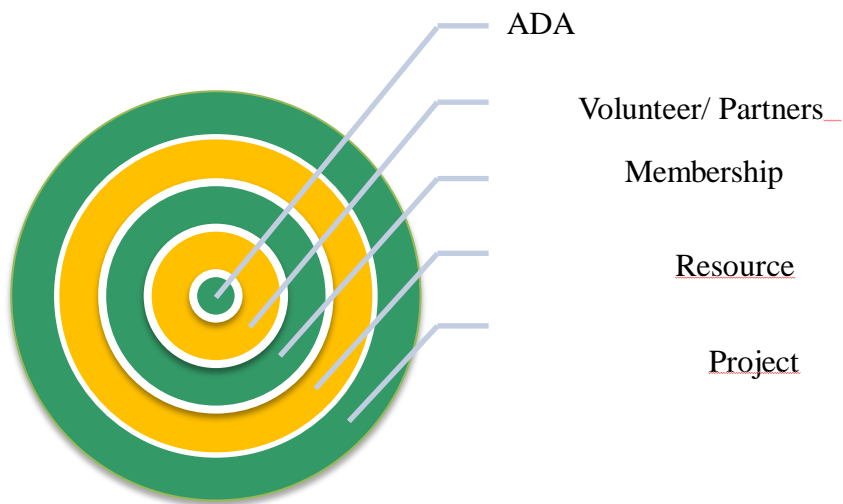8. Job Creation
9. Emergency Response

XII.   Theory of Change
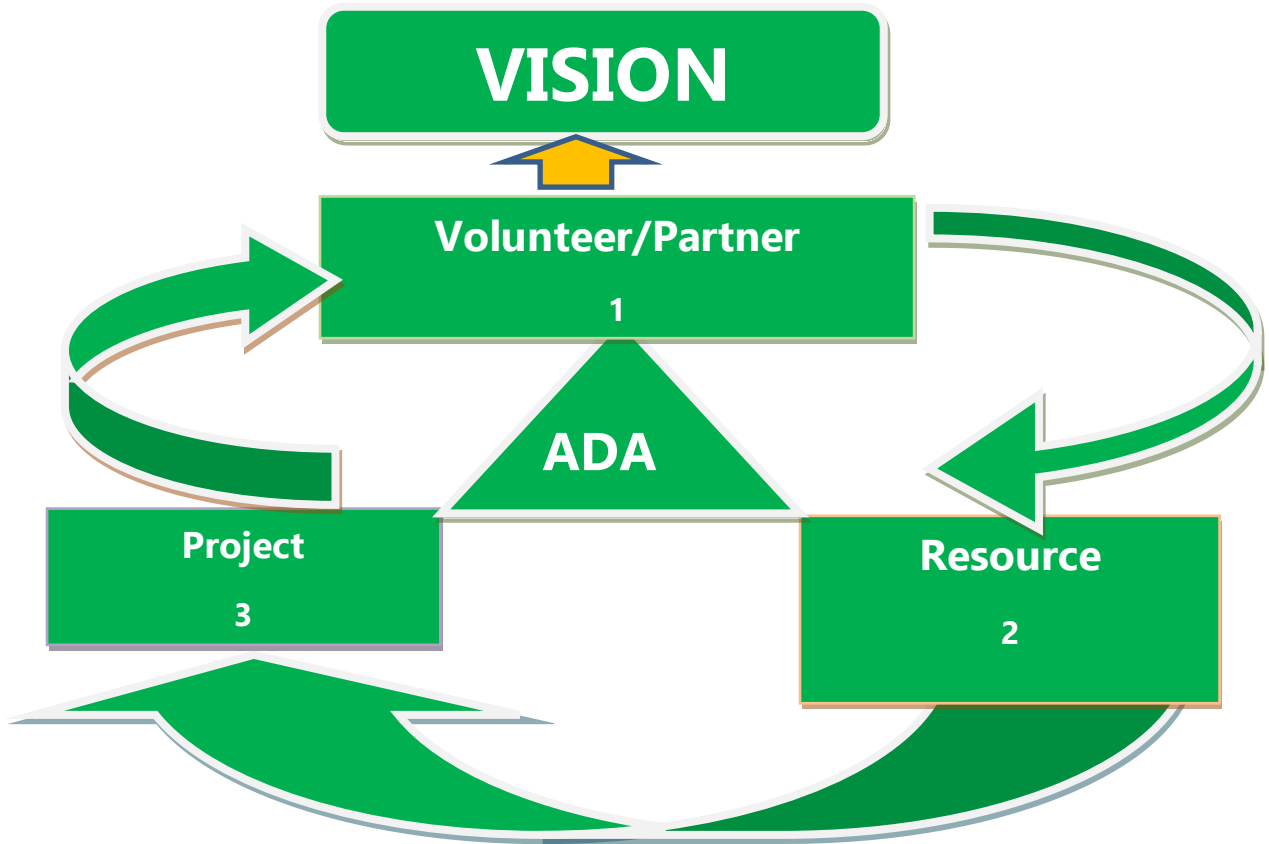
ADA's Profile

XIII.   Leadership model

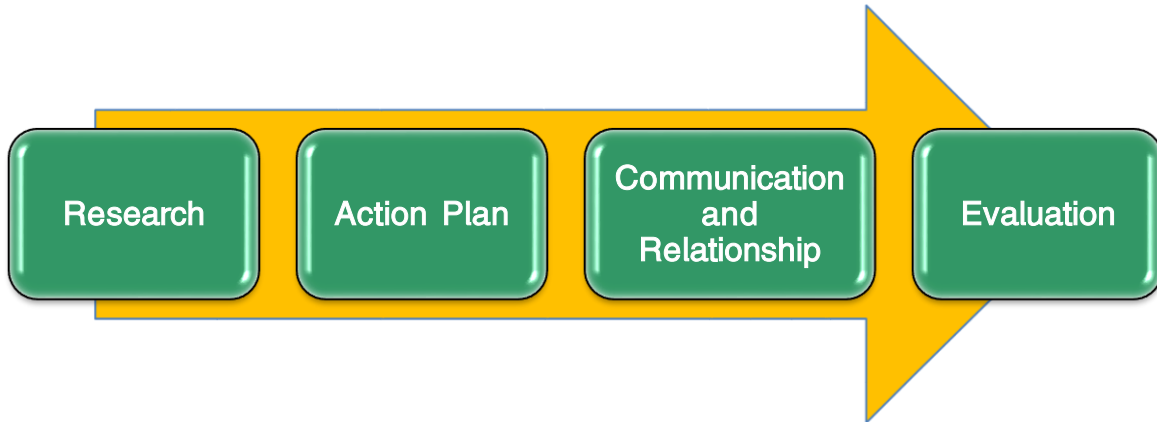Govenmrnt   ADA

Community

XIV.   Inside out institutional development approach

ADA

Volunteer/ Partners

Membership

Resource
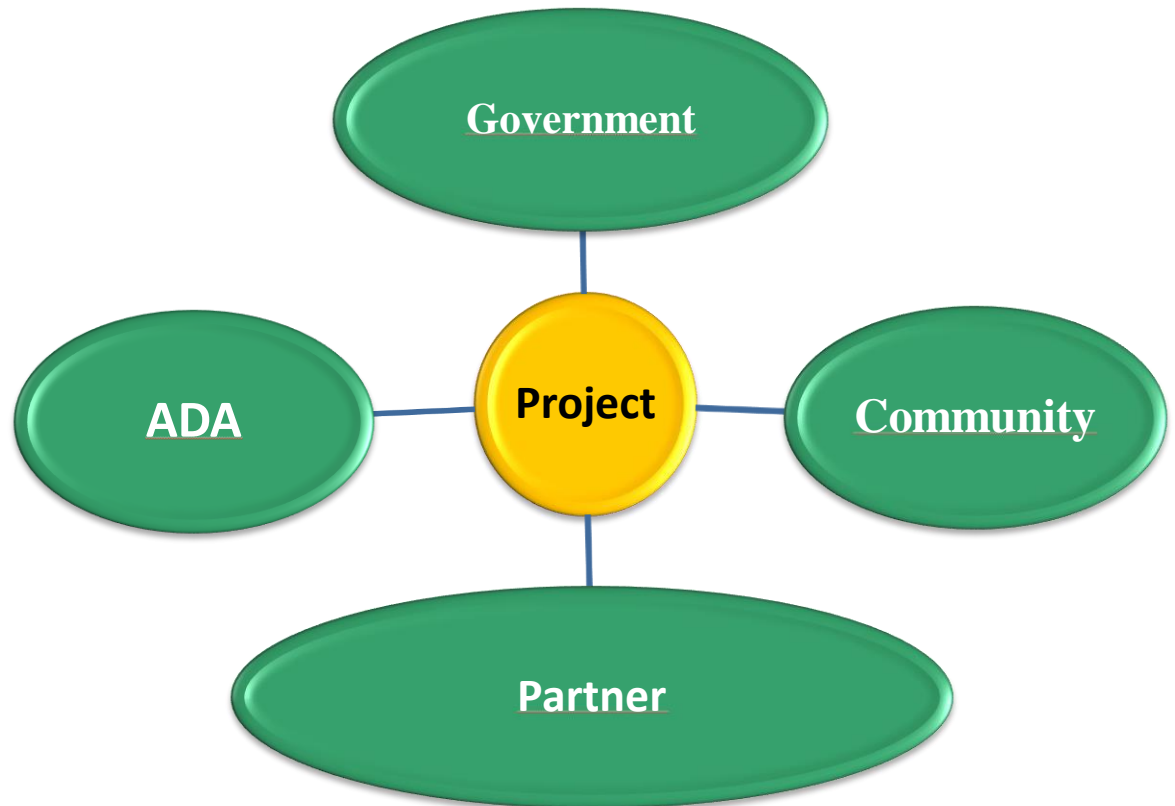
Project

XV. Communication model

XVI. Volunteerism and membership development Model
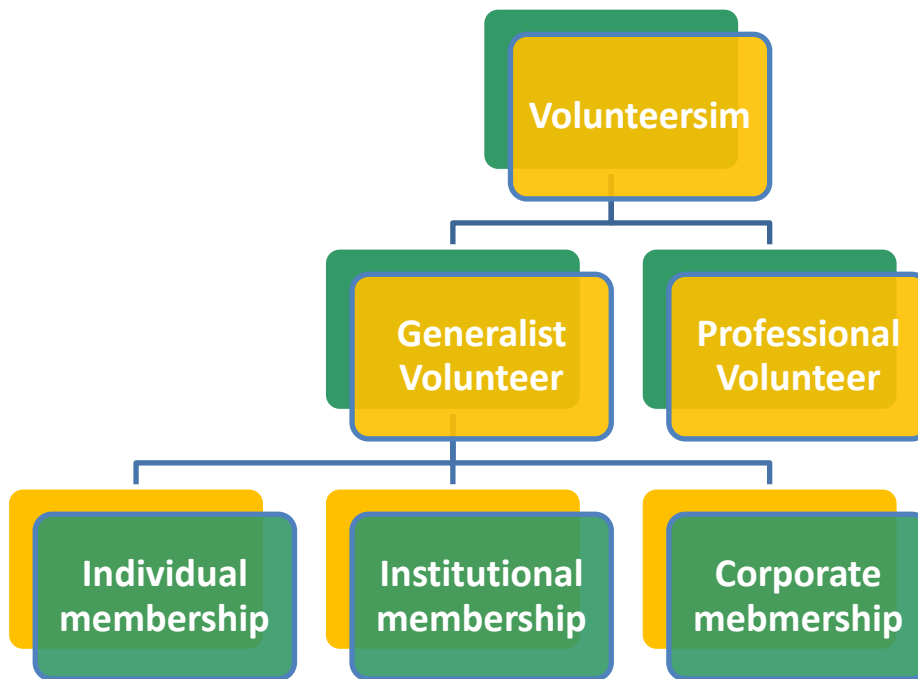
XVII.   **Community Based Project Management Model**

XVIII.   **ADA-Community partnership**

ADA has a productive working relationship with the community, government offices and donors, which is greatly contributing to the successful attainment of its objectives. ADA's attachment to the community is expressed by the fact that the highest authority over the Association is in the hands of the community that the General Assembly most sits are occupied by community members from rural areas of the Amhara Region.

ADA has a growing number of registered members all over the region who are making financial, intellectual and material contributions. About 122,964 generalist volunteer members run ADA's activities in their respective districts.

Projects are implemented at grassroots by the direct involvement of volunteer community members using community based project management system.

Today following the introduction of a new grassroots structure for health interventions, ADA works with full engagement of the community.

ADA always receives community and CBOs initiated development requests from different corners of the region. These requests are documented evidences for well-rooted tie between ADA and the community, as well as they are used to orient future plans.

VII. Planning and Management

The planning approach of ADA is from bottom up to top down; projects are derivatives of the strategic directions and plans. The community initiate the project, prioritize the project, estimate costs, approve projects, mobilize own resources, adapt government's standard building designs, implement the project by community based project management system, supervise projects, inaugurate finished projects with the government bodies, and initiate next year projects.

Annual plan of the organization starts from the grassroots and reaches the planning, monitoring and research directorate. All such plans should get prior approval of the Board before officially issued out for implementation.

Regarding partners' projects, ADA Addis Ababa Office and the CEO submits project plans and reports to partners. A partner funded project planning is led by ADA Addis Ababa office with direct participation of the community and relevant government offices. The planning process emanates from grassroots and sufficiently captures the ideas and demands of the people and line offices using appropriate planning methods. Officers in the Addis Ababa, Coordination offices and Head office usually team up throughout the planning activities.

An approved project proposal with secured implementation funds shall undergo an official agreement with the partner and relevant government bureaus prior to the launching of the project.

During implementation, besides respective project staffs, the planning, monitoring and research directorate as well as the senior management team makes monitoring to projects. Monitoring reports are submitted to the attention and decisions of the CEO.

The Chief Executive Officer submits annual plan and quarterly/annual accomplishment reports to the Board. The Board meets every quarter and evaluates the reported progresses. The Board checks whether the strategic plan is being realized. The Board of Management presents short and long term plans with achievements summary reports to the General Assembly.

ADA has finance and procurement manuals. Peachtree 2005 version accounting system, International Public Sector Accounting System (IPSAS) and International Financial Recording System (IFRS) are installed in all offices. Finical final recording, documentation and reporting is centrally held at the head office while transactions, payments and records can be made in branches where project activities are done.

Separate bank accounts are maintained for projects that deserve separation. There is an internal audit and inspection unit. Annually, independent authorized auditor examined all accounts and reported to the General Assembly. Up on the requests of donors a single account is also audited and reported to the donors. The district government finance office is responsible to audit the membership fee and submit the report to the internal audit of ADA.

VIII. Fund Sources

- Finding types of ADA are Cash, Inking, Profession and Labor.
- Membership fee is in cash

ADA's Profile

- Community contributions in the form of in kind, profession and labor during projects implementation

- Local and international fund raising events

- Projects are financed mainly by members and partners: Government Agency, Foundations, UN organizations, International NGOS, Embassies, and Local NGOs

- Donations from individual philanthropists and from institutions are Sheikh Muhammad Hussein Al-Amudi built and donated a five stories head office building, ALMA Building at Bahir Dar, 4 Killo Building in Addis Ababa and Assosa Building in Benshangul Gumz is donated by the Amhara regional State,

XIX.   Major Project Partners

- **Pervious Partners**

The David and Lucile Packard Foundation, A Glimmer of Hope Foundation, Pathfinder International-Ethiopia (USAID), Pact-Ethiopia(USAID), Interact Worldwide, L10K/JSI, EU-CSF, Engender Health, World Health Organization, and Save the Children Denmark. CORHA(SIDA), DSW, ActionAid-Ethiopia, Book Aid International, Book for Africa(USAID), Knowledge Transfer For Africa, I-TECH, Japan Embassy, French Embassy, ESRDF and Academy for Education Development (USAID)

- **Active Partners to Date**

USAID, A Glimmer of Hope Foundation, UNICEF, MSH, Save The Children, Geneva Global, Helvetas Ethiopia, FH-Preserve, and JSI.

X. Achievements

1. *Volunteerism Development*

- 122,964 Generalist Voluntaries are providing services

- 29,191 Professional Voluntaries provided services

2. *Membership Development*

ADA derives its strength mainly from the dedications and assistances it gets from volunteer members and supporters. ADA has so far managed to mobilize more than 4,577,895registered members from urban & rural areas of the country.

80% of members' financial contributions are retained in the districts wherefrom it is generated for exclusive uses in the areas of education, health and livelihood development activities. This fund has largely been utilized to construct school classrooms, libraries, health posts, etc.

3. **Resource mobilization in Birr.**

Revenue	1998-2019	2019	2020	2021	2022	Total	%
Membership fee	1,641,752,887	624,860,791	930,523,107	696,730,283	1,330,006,199	5,223,873,267	63%
Partners	544,325,349	94,927,512	588,476,198	191,630,873	300,000,000	1,719,359,932	21%
Income generating	195,224,434	9,453,928	28,491,255	15,428,227	39,000,000	287,597,844	3%
In-kind contributions		702,428,198			360,916,381	1,063,344,579	13%
Total in Birr	2,381,302,670	1,431,670,429	1,547,490,560	903,789,383	2,029,922,580	8,294,175,622	
2019-2022 Revenue						5,912,872,952	

4. *Development projects*

Since its establishment, ADA has raised hundred million USD, in cash and in kind, from donors and from members/supporters to implement socio-economic development projects mainly education, job creation and health development projects, which directly benefited more than 22 million people in the region. Among the major direct beneficiaries are children, mothers, and youths in the rural and urban areas. Indirectly, the majority of the

people in all zones and in most of the districts of the region have benefited. Hereunder are successfully accomplished& handed over and ongoing projects:

4.1. Education:

- 503 primary & secondary schools constructed and furnished, >25,150 students benefited

- 3,289 projects implemented in 66 woredas using the 70% of membership fund

- 13,276 children & 33,884 adults educated by establishing alternative basic education centers

- More than 300,000 reference books and encyclopedias distributed to schools and public libraries

- 255 benches & desk provided to schools

- About 43,600 girls in 181 schools got educational, reproductive health and life skill supports

- 16,704 students organized (and attended) in self-learning tutor programs

- Educational supports given to 12,905 high school girls & 60 boys; 42 of them were assisted to graduate from universities

- 4 colleges were supported to expand

- 15 public libraries were built

- 3 skill training centers are established

- 11 youth centers were constructed

- 430 computers distributed to primary schools& networked with the web

- 2,173 persons were trained in good governance, protection of basic services & women empowerment

- 1,300 schools improved

4.2. Health Care:

➢ Community based reproductive health projects served the needs for RH/FP through community education and information dissemination. The program has covered 102 districts in seven administrative zones addressing more than 5.5 million people of the Amhara Region; more than 3,439,300 women received short acting, long acting and permanent family planning services over the last ten years

➢ 90 health posts& 8 health centers were constructed & furnished

➢ 77 safe drinking water facilities constructed

➢ 96 motor bikes and 18 field vehicles distributed to health facilities

➢ 28 three wheel motorbike ambulances newly introduced and provided to health offices

➢ 14 four WD ambulances imported free of duty and distributed to health offices

➢ 922,590 mothers & 979,355 children identified for various communicable diseases& referred to health facilities

➢ 230,190 mothers referred for Antenatal care &29,125 for delivery

➢ 166,459 peoples had VCT test

➢ 17,645 followed for PMTCT

➢ more than 700fistula victims were identified, transported to and repaired in Fistula Hospitals, millions have got information about fistula prevention

➢ 1,056 HIV patients diagnosed & referred to chronic care

➢ 7lleishmaniasis patients detected & treated

➢ 43 public toilets constructed

➢ Various medical equipment's given to 8 hospitals.

➢ 3 veterinary clinics are constructed and furnished

➢ Community based malaria prevention and contort project implemented.

Basic services to Highly Vulnerable Children (HVC)

By this project 44,358 HVC are provided with standard services of education, health, food &nutrition, shelter& care, psychosocial, legal, and Economic supports.

4.3. **Job creation & livelihood:** The unemployed youth, after receiving training from Amhara development Association:

o 250 km rural roads-RR10 and RR30 constructed & 9 bridges constructed

o 5,550 jobless youths trained & engaged in masonry and carpentry

o 222 jobless youths trained in textile & garment

o 2000 jobless youths trained in poultry & animal husbandry

o 2,265 jobless youths in wood work industry

o 161,640 km check dam constructed around Angereb Dam catchments (in the Soil Conservation and Environmental Rehabilitation project)

ADA Head Office ,Bahir dar ,Ethiopia