

The Journey

IN BUILDING BETTER
FUTURE FOR CHILDREN



25th
Anniversary



**FACILITATOR
FOR CHANGE**

Message from Board Chairlady



Misrak Aklilu

Dear Readers,

This year is Facilitator for Change (FC's) 25th anniversary. Celebrating a 25th-year anniversary milestone is a big achievement in itself to reflect on the past, and more importantly, to focus on the future. It's a celebration for all who have been a part of the organization through all those years.

Since its inception as a national NGO in 1998, FC has a track record and success histories working with vulnerable children, poor women, unemployed/school dropout youths, rural landless youths, early marriage and child labour exploitation victims, smallholder rural farmers and CBO members. All the changes over the last 25 years came with great efforts of the community target groups, all employees (past and present), donors, governmental and non-governmental stakeholders.

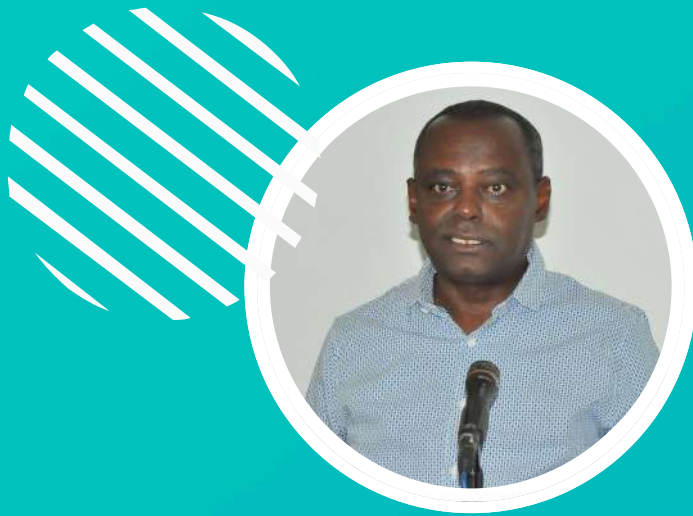
As we look to the next 25 years, we see 2023/24 as a year of recommitment and renewal. For FC learning and growing is a continual process with no limit, it will continue to grow and evolve to respond to changing needs in the community.

We have got immense experiences in those years and FC will keep on doing jobs with ever-enhancing skills. We will always stay committed to our mission – “Empower the community for self-reliance and sustainable development that ensure a safe environment for children and disadvantaged groups through respecting their rights, adoption of modern technologies and models”.

I would like to thank everyone who has been directly or indirectly involved in the success of the organization and for continued commitments.

Misrak Aklilu,
Board Chairlady
Facilitator for Change

Message from Executive Director



Gelaye Hailu

Dear Valued Readers,

As we serve 25 years, I am filled with a profound sense of appreciation for the dedication, passion, and hard work that each and every one of you has brought to our remarkable achievements, growth, and impact we have accomplished over the past. Our success is a testament to the collective effort of a talented and committed team.

The impacts of our work has reached far and wide, touching the lives of vulnerable children, empowering women, guiding unemployed and school dropout youths, uplifting rural communities, and advocate the rights of those affected by early marriage and child labor. Every positive change realized over the last 25 years is a testament to the resilience and collaboration of our community we serve, dedicated staff (past and present), generous donors, and supportive governmental and non-governmental stakeholders.

In the coming years, let us continue to build on the foundation we have laid, embracing innovation, diversity, and collaboration. Together, we can shape a future that exceeds even our wildest dreams and aspirations. We are committed to evolving and responding dynamically to the ever-changing needs of our community. With a wealth of experience accumulated over the years, FC will continue to carry out its mission with enhanced skills, ensuring sustainable development systems that empower our community members.

Thank you for your dedication, passion, and commitment to FC. Your continued commitment fuels our passion and strengthens our resolve as we embark on the exciting journey that awaits us in the future.

Cheers to 25 years of impact and to the boundless possibilities of the future!

Warm regards,

Gelaye Hailu
Executive Director
Facilitators for Change-FC





Adoption / Gudifecha Practice

How we started?

In the traditional Ethiopia children who were under difficult circumstances have been taken care of by the community through different childcare/protection alternatives. However, due to different economic, political and natural factors traditional means of caring for orphans, persons with disability, etc. are continuously changing and pave the road for establishment of many institutions started in different parts of the country after the severe drought of 1984/5.

However, institutional child care faced many challenges such as it is costly and leaves out many needy children due to the need for high resources. Moreover, institutional cares has adverse effect on the life of the children in the long run, as the mere existence of residential care with in the community seems alienate the children from the community and also affect the traditional child care practice and coping mechanisms.

Therefore, a shift from the institutional child care approach to community-based approach had occurred. The government initiated a policy to reunify and reintegrate the already existed children in the orphanage and push all stakeholders to revitalize the traditional community-based support mechanisms.

In 1998 FC was born and started its work with the reunification and reintegration of children and youth in two orphanage centers. Then it started the first community-based child protection activity in Bishoftu town.



Who we are?

Facilitator for Change (FC) is an Ethiopian, local non-governmental organization established in 1998. It aspires to see a prosperous and resilient community. Its mission is to empower the community for self-reliance and sustainable development that ensures a safe environment for children and disadvantaged groups through promoting and respecting their rights, and the adoption of modern technologies and models.

During its 25 years of existence in Ethiopia, FC has worked with people living in poverty, especially women, youth, children, and smallholder farmers. It's main approach has been building close partnerships with community, community based organizations and other CSOs, as well as the Government.

FC as a child focused organization keeps children at the core of the development process. Children need care and protection to grow as a healthy citizen and contribute to the development process while they themselves become productive and self-reliant. Facilitator for Change (FC) is implementing different child-centered activities to ensure child survival, child development, child participation, and protection. Institutional care and organizational platform have been created and provided to the children to create an enabling environment to best protect its interests of the children. FC has transformed itself through learning and updating its directions in its past three strategic plans.

Currently, FC is implementing its fourth strategic plan which started in 2021 and extends up to 2025. Its' key strategic objectives are:

- ✔ Promotion of Child Protection and Development,
- ✔ Socio-Economic Empowerment of Women,
- ✔ Promote Innovative Agricultural Practices
- ✔ Sustainable Land Management and Conservation,
- ✔ High Performing Sustainable Organization.

The core strategies of SPM four included promoting the rights-based approach, participation, capacity building, Lobby and people-centered advocacy, partnership, alliance building and networking, information, communication, and technology.

During its 25 years work, FC has achieved positive results that have impacted the lives of people living in poverty, especially reaching those living in inaccessible and remote places. This year marks FC's 25 years of service, commitment, dedication, and support to the children and communities in Ethiopia that has benefited an estimated half million children and their families, through 1 billion Ethiopian Birr invested over this period to support development and relief in the country.



VISION

To see resilient and prosperous community in Ethiopia



MISSION

Empower the community for self-reliance and sustainable development that ensure a safe environment for children and disadvantaged groups through respecting their rights, adoption of modern technologies and models.



GOAL

The goal of FC is to contribute to the national effort of promoting enhanced and sustained livelihood of the disadvantaged grassroots communities and to tackling the root cause of child vulnerability in its operational areas.



VALUES



PROFESSIONALISM

Professionalism includes aspiring for excellence in doing things, demonstrating competence in the work we do, and ensuring accountability.



PARTICIPATION

FC promotes community participation and ownership in all the things it does, work with and through community structures at all levels of the project cycle and during inception and designing of programs. Participatory monitoring and evaluation and joint project review is also a critical element of FC in its operations.



PEOPLE/PLANET CENTERED

FC, in all its engagements, shall give due respect to people, and shall put the rights of children, women and disadvantaged groups, Empower the community for self-reliance and sustainable development that ensure safe environment for children and disadvantaged groups through promoting and respecting their rights, adoption of modern technologies and models.



PROACTIVE

FC will give an open eye and adopt new technologies and ideas, be proactive to take new initiatives to promote the wellbeing of our people as well as to realize our vision, mission and values.



PARTNERSHIP

FC will work with all stakeholders in a genuine collaboration and partnership spirit, share experiences and resources with the aim of creating synergy, and opens itself for constant and continuous learning.



Facts and Figures

FC

Since 1998

72 PROJECTS

FC has successfully implemented 72 projects which contributed to meaningful impacts and positive change in our community.

640,581

DIRECT BENEFICIARIES

A remarkable achievement is reflected in the fact that our projects have directly benefited 640,580+ individuals.

1.3 MILLION

IN-DIRECT BENEFICIARIES

The projects undertaken by our organization have a far-reaching impact, indirectly benefiting 1,300,000 individuals within the community.

668 MILLION

INVESTMENT

We've invested 668 million birr, emphasizing commitment to growth, progress, and impactful initiatives.

23 DONORS

Twenty-three dedicated donors played a vital role in our success, providing essential support and exemplifying shared commitment to our mission.

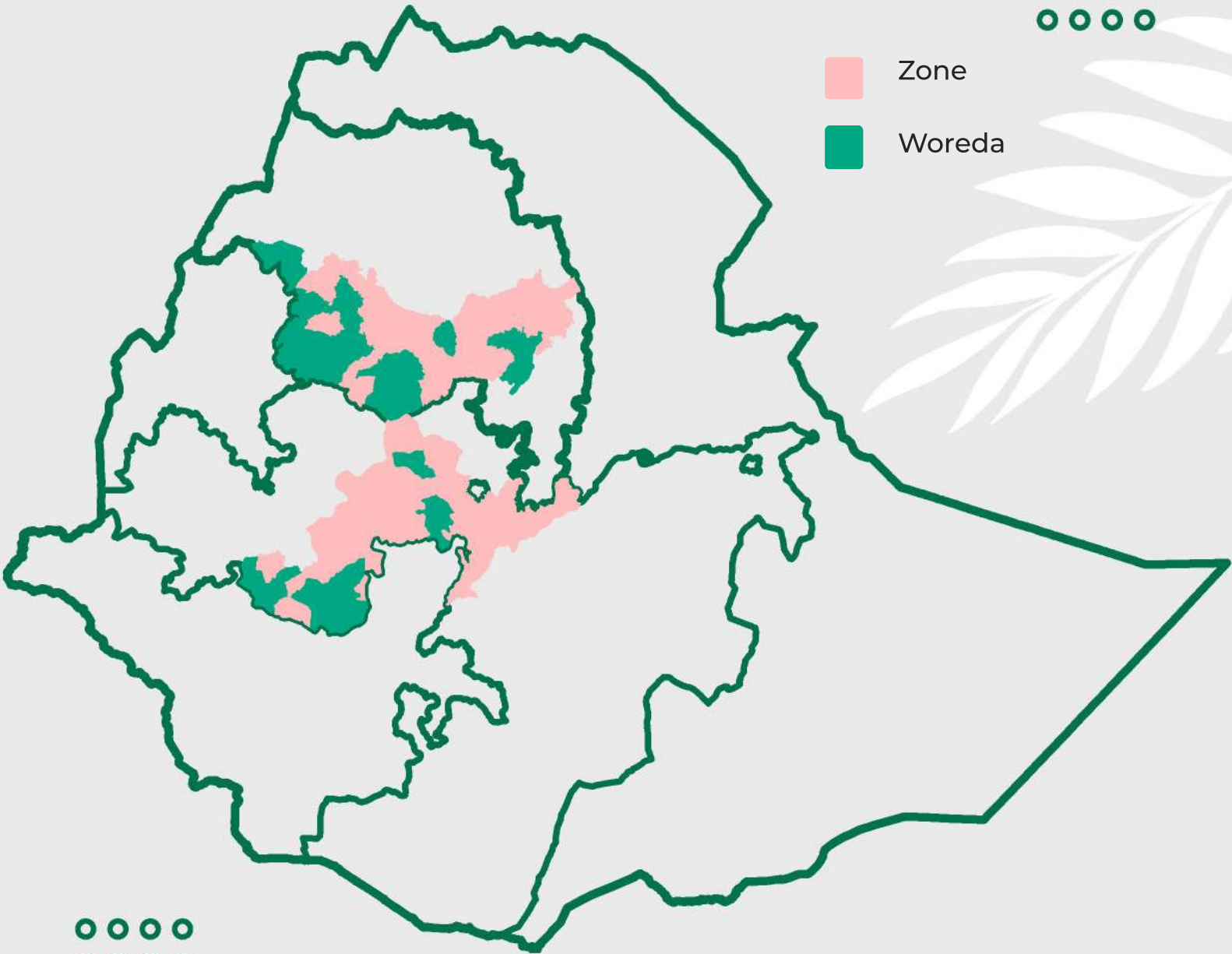


25

YEARS OF SERVICES



-  Zone
-  Woreda



2

8

39

293

Regions

Zones

Woredas

Kebeles



Late Bekele Mosisa

Executive Director
(March 2000 - Oct 2009)

Ato Bekele Mosisa, the founder and director of Facilitator for Change, played a pivotal role in establishing and shaping the organization. His visionary leadership and unwavering dedication were key in setting the groundwork for the organization.



Late J.J. Bolanz

Co-founder

Late Mr. J.J. Bolanz, as the Co-founder of Facilitator for Change, has played a crucial role in the establishment and development of the organization. Mr. J.J. Bolanz is a dedicated individual who wholeheartedly commits himself to bringing about positive change for the betterment of people.

MAJOR RESULTS

Through its thematic areas, FC has successfully implemented projects, significantly impacting the lives of its target beneficiaries. The organization's commitment to community change and strategic initiatives has resulted in tangible improvements, fostering positive development and creating a meaningful difference in the communities it serves.



01 PROMOTION OF CHILD PROTECTION AND DEVELOPMENT

Promotion of Child Protection and Development mainly focuses on enabling children to realize their full potential and enable them to access basic services. It facilitates child right promotion, and protection, as well as rehabilitation of victim children.



FC reunified and reintegrated 379 children and youth in Jimma and Debere markos orphanage to their respective families and communities successfully. However, this doesn't mean problem of orphan and vulnerable children issue is solved. Therefore, FC developed a strategy that includes a curative component (psychosocial rehabilitation), a proactive component (improving the level of awareness & income of youth & mothers to care their children).

Following adaptation of community-based child care, FC supported more than 173, 684 OVC, abandoned children, street children and youth, victims of different violations and HTPs to get psychosocial rehabilitation and reunify and reintegrate them to their families and communities.

Addressing the root cause behind child abandonment, vulnerability, abuse and HTPs FC works on creating awareness on child right and for the wider community and support the implementation of child right instruments by the duty bearers. Children are also supported to participate in their own agendas and have a say to promote the child right.

BASIC EDUCATION

In the past, access to education was a challenge for many rural children due to unavailability of schools nearby, longer distances need to travel and congested conditions of classrooms. Alternative basic education (ABE) centers had been an option to create access to basic education for children in their vicinity.

ABE SCHOOL CONSTRUCTED

59

FC had also been promoting ABECs and hence in collaboration with the community constructed 59 ABECs that created access to basic education.

CHILDREN Attended ABE Education

140k

For more than 140,590 (39971F) children, FC created access to basic education

ABE SCHOOL Upgraded to Primary School

56

Currently 56 alternative basic education (ABE) centers are up graded to primary schools.

SPECIAL NEED EDUCATION



78

Water Points

FC constructed 78 new water points, significantly improving access to clean water in the

121

School Toilets

FC built 121 school toilets, improving sanitation and promoting hygiene in educational institutions

176

Classroom

FC constructed 176 new classrooms across 56 schools, fostering positive educational transformation

120

Classroom Renovated

FC transformed 120 classrooms across 64 schools through comprehensive renovations.

29

CLUSTER SCHOOL

About 29 SNE cluster schools are supported by partially renovating SNE class rooms and equipping with SNE materials (Braille paper, white cane, slates and stylus and other teaching aids).

378

CHILDREN ATTENDED SNE

About 378(144F) children with disability attended education in the near cluster schools. In addition, teaching aids and pedagogical materials were supported for the schools by the organization.

273

CHILDREN ATTENDED SNE based on impairment

About 273 children with disability attended their education in SNEs based on their impairment.

Promotion of Early Child Education (ECE)



ECE Centers Constructed

45

Children enrolled in ECE centers

10K

02 SOCIO-ECONOMIC EMPOWERMENT OF WOMEN

Over the past 25 years, FC has organized Self-help group (SHG) as a strategy to enhance the livelihood status of poor households and prevent their children from different abuses. It aimed to organize women of the same living status and location and who closely knew each other under self-help groups (SHG) so that they could save affordable amounts of money every week and start to take internal loans to expand their petty businesses and increase their incomes. This involvement also enhances their self-esteem by increasing their social participation in the community where they live. It would also allow them to become beneficiaries of basic services without discrimination and actively participate in all activities and decisions that affect their livelihoods.

SOCIAL EMPOWRMENT



MUTUAL SUPPORT

Mothers organized in SHGs have a regular meeting where each member discusses on different social and economic issues in their village. This help women share experience, find solution and act together. Gender, child protection, HTPSS, life skill ...etc are among the issues discussed and improved during the groups meeting.



COMMUNICATION SKILL

Mothers developed their communication skill during their group meeting. SHG is a small group (15 to 20 mothers per group) and provide a chance for every member to express their feelings and for front their ideas, through this process women developed a skill of expressing their ideas not only in small groups but also in public gatherings and events.



LEADERSHIP SKILL

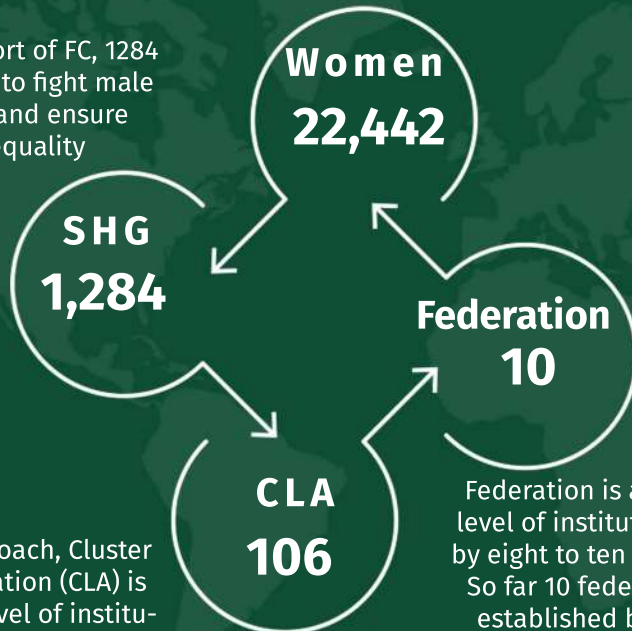
women exercise leadership in their group through rotational leadership and became group leaders and representatives in the community as well as government administration. More than 25% of the women become representatives in the local administration, social court and different association in their community



ECONOMIC EMPOWERMENT

A total member of 22442 poor women living in the same neighbourhood and having similar living status are organized in to groups of 15-20 members.

With the support of FC, 1284 SHGs are able to fight male dominance and ensure gender equality



In SHGS approach, Cluster Level Association (CLA) is the second level of institution formed by eight to ten strong SHGs.

Federation is also a third level of institution formed by eight to ten strong CLAs. So far 10 federations are established by 71 CLAs.



Family and children Benefited

- ◆ 96 K+ Children benefited
- ◆ 255 K+ family members indirectly benefited

SHG Economic status

- ◆ 26 M+ Saving
- ◆ 14 M+ Interest
- ◆ 2.8 M+ Other income
- ◆ 45 M+ Working capital
- ◆ 51 M+ Loan given out



INTEGRATED FUNCTIONAL ADULT EDUCATION (IFAE)

Empowering communities through education, Facilitator for Change Integrated Functional Adult Education (IFAE) and catalyzes transformative change by equipping adults with essential skills.

MOTHERS GRADUATED IFAE WITH NUTRITION

Celebrating success, 2196 mothers have graduated from Integrated Functional Adult Education (IFAE) with practical nutrition practice. These empowered mothers not only possess essential skills but also actively implement nutritional knowledge, fostering healthier lifestyles.

MOTHERS, FARMER'S AND YOUTH GRADUATED FROM IFAE

Farmers and youth attended IFAE to avoid illiteracy. In total 5319 (Male 1885, Female 3429) mothers, farmers and youth graduated from IFAE by completing their session.



IFAE ESTABLISHED

In order to enhance the numeracy and literacy skill of the community, 219 IFAE centre's established. These centers serve as fostering skill development and knowledge acquisition among adults.

MOTHERS, FARMERS AND YOUTH ATTENDED IFAE

In a significant outreach effort, 9,357 mothers, farmers, and youth actively participated in Integrated Functional Adult Education (IFAE) programs. This diverse attendance highlights a commitment to addressing the educational needs of various demographic groups.



Mainstreamed Programs (Nutrition, WASH, SRH)



YOUTH

FC dedicates itself to youth empowerment by imparting technical skills, offering mentorship, and encouraging active community participation, fostering holistic growth and development among the younger generation.

YOUTH MEMBERS

The programmes promote income-earning opportunities in small-scale agriculture and related sectors, and non-farm business activities. To date, it has created more than 1,515 permanent jobs for landless and unemployed youth.

YOUTH GROUPS

Ninety-five youth groups actively participated in the project, forming vibrant communities focused on collaborative initiatives. Through shared goals and diverse activities, these groups contributed significantly to the project's success.

YOUTH BUSINESS AREAS

Youths are actively involved in various business sectors, including tailoring, weaving, barbering, carpentry, nursery site management, beekeeping, maintenance and electronics, irrigation, horticulture, food preparation, masonry, blacksmithing, and agroforestry.



03 PROMOTION OF INNOVATIVE AGRICULTURAL PRACTICES

At the beginning, in order to mitigate household food insecurity faced during the lean period, FC had promoted Cereal Banks (CB). Cereal Banks collect grains during harvest or surplus periods at lower price and store to lend back to members during deficit periods for seed and consumption. Later on, FC encouraged Cereal Banks to change themselves to market oriented organization known as Farmers Marketing organization (FMOs) that are mostly engaged in producing market oriented quality product to attract traders, processors and consumers to fetch premium price for farmers product while creating accessible market for farmers at nearby places. The FMOs are registered by cooperative promotion agency as agricultural marketing cooperatives and scaled up to the level of organizing farmers' cooperatives union. Some cereal banks engaged in seed multiplication in collaboration with Agricultural Research Centers and government Seed Enterprises and received a certificate of seed multiplication cooperatives. The seed multiplication cooperatives were also organized the apex organization of seed multiplication union which is the first of its kind in the country.

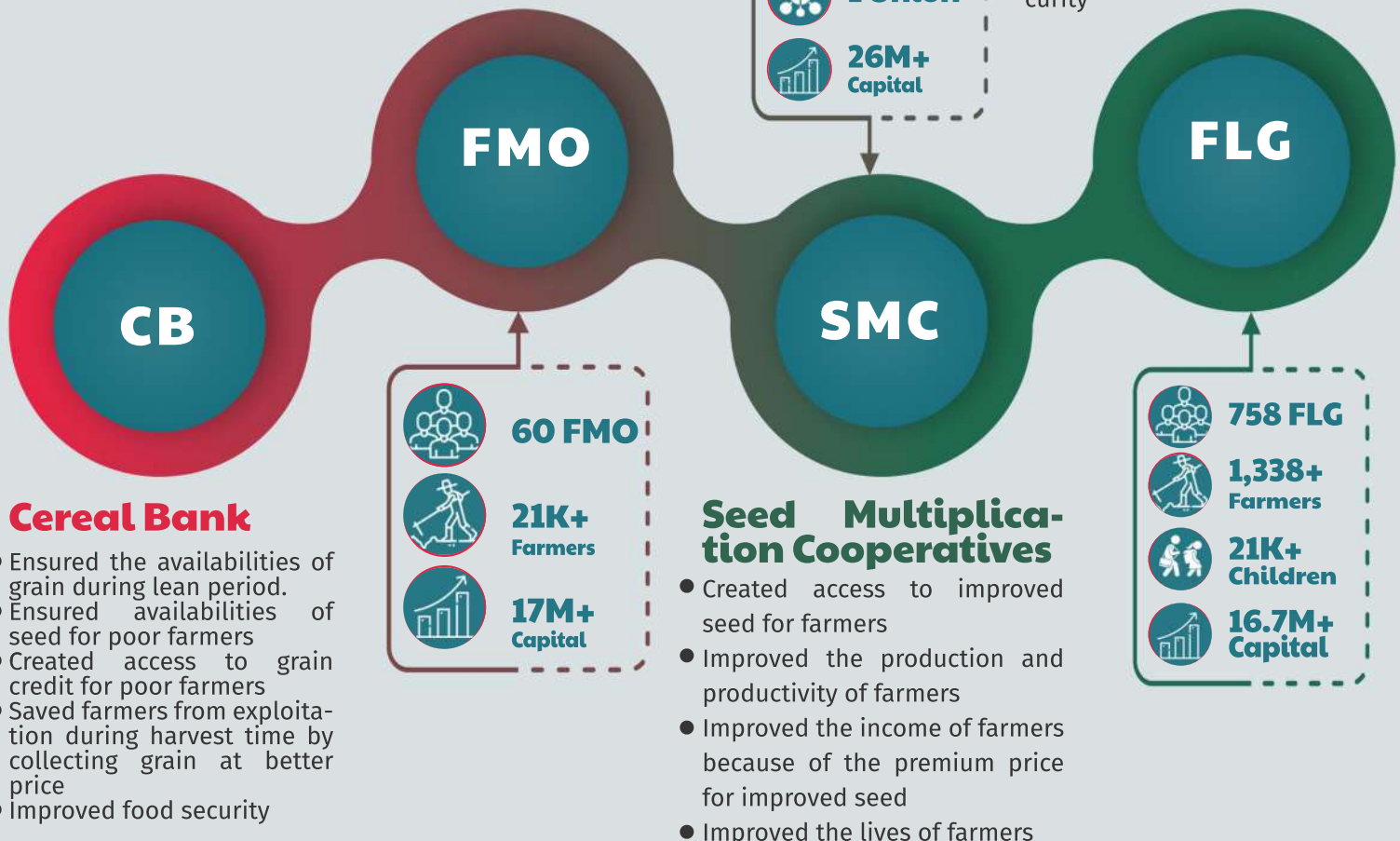
Currently, FC is promoting farmers learning groups (FLGs) by organizing farmers in small groups to promote sustainable agricultural practices, soil fertility improvement, soil acidity treatment, and various organic fertilizer production systems like vermi compost, promotion of agro ecological practices, sustainable land management, small scale irrigation and forest conservation practices. In addition, FLGs are engaging in off farm income generating activities using the internal credit services from their groups. Moreover, FLGs are playing vital roles in protecting child rights, ensuring gender equality and inclusive development.

Farmers Marketing Organization

- Created market access to farmers at their vicinity
- Saved farmers from exploitation at harvest time through providing better price
- Created market linkage to processors and consumers
- Improved food and income of farmers
- Improved the lives of farmers

Farmers Learning Group

- Engaged in innovative agricultural practices
- Supported farmers to engage in non-farm business
- Enhanced farmers saving practice
- Created access to internal financial service for members
- Improved the income of farmers
- Improved sustainability of agricultural practices
- Improved food and nutrition security



PROMOTION OF INNOVATIVE AGRICULTURAL TECHNOLOGY

Working with farmers to improve the technologies and inputs they use means helping them to increase their yields and incomes. Proven technologies for smallholder farmers in organization intervention regions include improved seeds, water pumps, and better composting methods to boost soil fertility, growing cereals crops including other grains and legumes in highlands, and cultivating vegetable gardens to improve family nutrition and diversifying products for the market. Moreover, improved livestock management practices (improved sheep & goats, poultry, beekeeping, artificial insemination, etc.) are promoted by integrating with crop production.

SEED PROMOTED



- ✓ Cereal Seed:
 - Teff,
 - Barley,
 - Wheat,
 - Maize
- ✓ Legumes Seed:
 - Checkpea,
 - Lentils,
 - Bean,
 - Faba Bean,
 - Soyabean,
 - Pea
- ✓ Fruits Seed:
 - Apple,
 - Banana,
 - Coffe
- ✓ Vegetable Seed:
 - Potato

BENEFICIARIES 15,084

TECHNOLOGY PROMOTED



- Water pump,
- Grinding Mill,
- Vermin Compost,
- Hydroponic Lime application,
- Organic fertilizer,
- BBM sowing,
- Crop rotation,
- Grand Burken,
- Modern Stove,
- Green Manure,
- Modern Irrigation,
- Transitional beehive,
- Small scale irrigation,
- Improved seeds,
- Multipurpose tree

BENEFICIARIES 10,015

ANIMAL PROMOTED



- ◊ Sheep,
- ◊ Goat,
- ◊ Poultry,
- ◊ Aberegellie ramp,
- ◊ Fogera Bull,
- ◊ Borena hifers

BENEFICIARIES 5,442



SMALL SCALE IRRIGATION SCHEME PROMOTION

FC actively promotes small-scale irrigation schemes in its programs, fostering sustainable agriculture and land management for enhanced productivity and community resilience.

167

MOTOR PUMPS

FC distributed 167 motor pumps to farmers, a pivotal initiative to promote irrigation. This effort empowers farmers with efficient water access, enhancing agricultural productivity and contributing to sustainable farming practices for improved livelihoods and food security in the community.

5

**DAM
CONSTRUCTED**

FC built five dams to advance irrigation, fostering sustainable agriculture and water access for enhanced productivity in the supported communities.

4.4k

FARMERS

Small-scale irrigation directly benefits 4.4 K+ farmers. This initiative played a crucial role in enhancing agricultural productivity, supporting sustainable farming practices, and positively impacting the livelihoods of the farming community.

1.2k

HECTARS

Each year, 1.2K hectares of land are irrigated, ensuring consistent water supply to foster agricultural growth and contribute to sustainable farming practices in the region.



04 SUSTAINABLE LAND MANAGEMENT AND CONSERVATION

Many of our projects work to strengthen people's access to the resources they need to earn a living and to promote sustainable management practices for soil, water, forests, and pastures. In FC intervention areas, more than 200 million agroforestry seedlings and grass cuttings have been distributed to the project beneficiaries that are planted in degraded and bare lands.

3,565 HECT. WATERSHED

About 3,565 hectares of degraded farmland have been rehabilitated and applicable soil and water conservation interventions have been expanded to new provinces with good result



36 WATERSHED AREAS

FC's projects have supported the Ethiopian government's efforts in forest development and conservation in more than 36 integrated watersheds



7,292 HECT COVERED BY FOREST

7,292 hectares of land covered by forest to ensuring protection, rehabilitation, sustainable management and use of natural forests significantly contribute to climate change mitigation and minimizing the negative impacts of climate change.



SUSTAINABLE LAND MANAGEMENT

20,671 HECT. ZERO GRAZING

Nearly, 20,671 hectares of land are now registered as under improved management practices. As the farmers reported, their degraded grazing land recovered and changed to productive land.



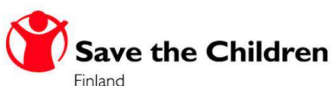
34,928 HOUSEHOLD

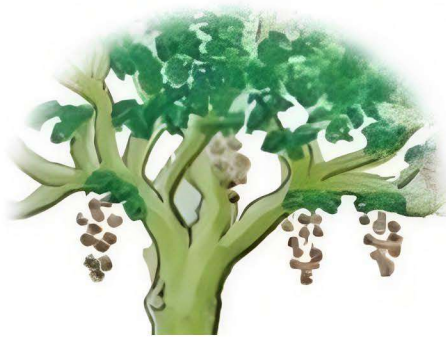
About 3,565 hectares of degraded farmland have been rehabilitated. As a result, round 34,928 households have benefited.



PAST AND CURRENT DONORS

Our success is closely connected to the kindness and dedicated donors. They are more than just financial supporters; they are strongly committed to our mission. These generous partners are like pillars, offering crucial support that has driven our projects and moved us towards making a real difference. Their combined dedication boosts our power to bring about positive change, turning our goals into actual results.





Harbu Microfinance Institution

HMFI S.Co is one of the Microfinance Institution established in Feb 2005 under proclamation # 40/1996 (later replaced by Proc # 626/2009) and licensed by the National Bank of Ethiopia (NBE). Facilitator for Change Ethiopia (FC) was a local NGO that caused for the founding of Harbu MFI using existing revolving fund component of its Company. As a result & being fulfilling the entire requirement from the NBE, Harbu started its operation by providing microcrédit & saving services to smallholder farmers, women in self help groups (SHGs) and youth in rural areas to ensure access to financial service to the rural communities and micro-enterprises.



Year of Service



Regional Office



Branches



Total Customer



Manpower

Harbu Microfinance Institution

Achievement as of June 30, 23



1,145,407,700 ETB
Total Asst



191,361,900 ETB
Total Capital



854,639,800 ETB
Total GLP(Gross Loan Portfolio)



205,409,200 ETB
Total Saving



International Award

In July 2010, Harbu MFI received the Third Annual "European Microfinance Award" at the European Investment Bank (EIB) in Luxembourg by working with value chain financing under soya bean (fully financing Women Association in processing soya in to milk product in Jimma).

MSI/Technology



Currently **80%** of Harbu's Branches are operating **Core-Banking Software** & this eased the Company's customers to receive quality & reliable MF services as well as sound customer handling.

HMFI Products

Loan Products

- ◆ WEDP (Women Entrepreneurship Development Program)
- ◆ SME (Small and Medium Enterprises)
- ◆ MSE (Micro and Small Enterprises)
- ◆ Micro Energy loan
- ◆ WASH loan
- ◆ Agri loan

Saving Products

- ◆ Saving (Up-front & On-going)
- ◆ Fixed time deposit
- ◆ Pre-loan saving
- ◆ Automobile saving
- ◆ Emergency
- ◆ RSF (Rural Saving Facility)

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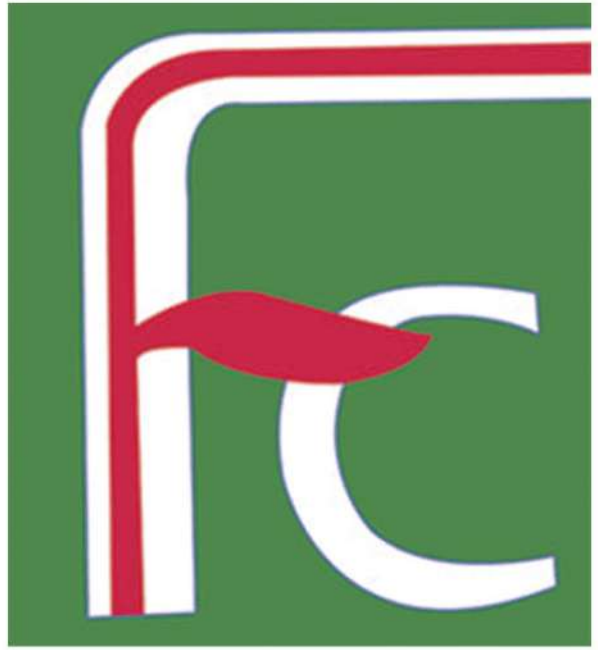
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25th
Anniversary



Facilitator for Change

BUILDING BETTER FUTURE FOR CHILDREN