

# CAMEROON DEVELOPMENT AND EDUCATION FOUNDATION

## CADEF



# Strategic Plan

## 2019 - 2024



## CADEF's - Strategic Plan (2019-2024)

### OVERVIEW

This document outlines CADEF's strategic plan for the next 5 years. The strategic plan will:

- Provide a road map for CADEF, enabling it to remain a responsive, relevant and successful organisation;
- Outline organization goals over the short, medium and longer term;
- Ensure CADEF works in a focused, strategic manner; and,
- Act as guide for staff in terms of programme selection, design, planning and implementation.

As a result of this strategic plan, CADEF will:

- Deliver more effective and efficient programs, with clear outcomes and results, thereby improving quality of life within the communities we work;
- Be stronger, more sustainable and have a greater positive impact;
- Have a strong network of support, both locally and internationally, and will be recognized as a leading Civil Society Organization in South West Region of Cameroon; and,
- Be in position to plan on a long-term basis, reducing risk and increasing sustainability, robustness and adaptability.

### PROGRAMMES

CADEF will continue to focus exclusively on its Five (5) current thematic areas:

- Environment
- HEALTH AND NUTRITION
- WATER, SANITATION AND HYGIENE (WASH)
- EDUCATION AND PROTECTION
- LIVELIHOOD AND WOMEN'S EMPOWERMENT

### OPERATIONAL AREA

Similarly, CADEF will continue to work exclusively in its current Division, Sub-divisions and regions:

- Fako
- Meme
- Dian
- Manyu
- Lebialem
- Koupé-Manengouba

A broad overview of the scope of each Division in the long term is given below.



## CADEF - Strategic Plan (2019-2024)

Division/Office	Operational Area (Sub-Divisions)		Staff		Yearly Budget (FCFA.)	
	2019	2025	2019	2025	2019	2025
<b>Fako</b>	03	04	07	14	49,241,544.00	83,052,686.00
<b>Meme</b>	02	03	04	07	8,700,000.00	3,000,000.00
<b>Manyu</b>	01	03	03	05	5,916,750.00	5,996,287.00
<b>Dian</b>	04	07	07	15	8,500,000.00	18,500,000.00
<b>Lebialem</b>	01	02	02	06	2,623,000.00	5,000,000.00
<b>Koupé Manengouba</b>	01	02	03	05	1,743,000.00	4,500,000.00
<b>Total</b>	12	21	26	51	76,724,294.00	120,048,973.00

### TIMEFRAME

The strategic plan will be implemented from April 2019 to March 2024. The plan is broken down into short, medium and longer term as follows:

- Short-Term: April 2019 to June 2020 (15 Months)
- Medium-Term: July 2020 to March 2022 (21 Months)
- Long-Term: April 2022 to March 2024 (24 Months)



## CADEF - Strategic Plan (2019-2024)

### 1.0 INTRODUCTION

#### 1.1 ABOUT

Cameroon Development and Education Foundation (CADEF) is a community-based development foundation committed to improving the lives of people less fortunate in Cameroon, through participation and empowerment. It was founded 2013, established in the South West region and was legally registered in May 2017 with registration N<sup>o</sup> 142/G.37/D14/VOL.I/SAAJP and have been working since 6 years. From its humble beginnings, CADEF has grown into a vibrant organization working with a range of people across multiple sectors. CADEF implements programs in various sectors, catering to the needs of vulnerable communities. The organization believes that there is no simple solution to reduce/eradicate poverty. As such, in order to overcome poverty, it is necessary to address the range of issues that poor people face on a daily basis. Tackling issues in an integrated, sustainable manner, CADEF aimed at improving quality of life of most vulnerable people in communities.

CADEF through its integrated approach to sustainable development has a network of civil society organizations such as cooperative societies, association, common initiative groups, farmers groups, youth and women group together with who we empower communities and bring value added changes in different communities in Cameroon.

#### 1.2 VISION

Our Vision is to build a strong foundation for a better future of our communities, that is to have a society where youths and the under privileged groups are aware of their rights, participate in decision making, have equal access to resources and benefits, poverty alleviation for sustainable livelihood, become self-reliant within a supportive environmental policy for sustainable development in Cameroon.

#### 1.3 MISSION

CADEF mission is to improve the quality of life for the underprivileged groups (youth, women and children) within communities through, empowerment, education, improve healthcare services, human right promotion and protection, economic self-reliance, and capacity building using a community centered approach and advocacy.

#### 1.4 VALUES

##### **Deep respect for local context**

We value local expertise and knowledge; we are immersed in the social, political, environmental, and economic realities where we work. Our approach is centered on the catalytic role that individuals, communities, and governments play in the development of their societies.

##### **Inclusion of differing views**

We believe in the importance of myriad views and perspectives; we encourage inclusive dialogue to help ensure everyone has a seat at the table. Our mission, people, and programs are defined by our commitment to equality, particularly for women, children and other marginalized populations.

##### **Innovative, Agile thinking**

We value fresh, original ideas and we are known for our ability to identify and respond rapidly to issues and events affecting the places where we work. Our institutional culture encourages experimentation with new approaches and sharing the results through empirical research, expert analysis, collaboration with other organizations, and outreach.

##### **Accountability, Commitment, Transparency**

We value collaboration and believe that working closely with forward-thinking leaders can improve lives, governance, and policies. Our operations and programs reflect the integrity and dedication of our members.

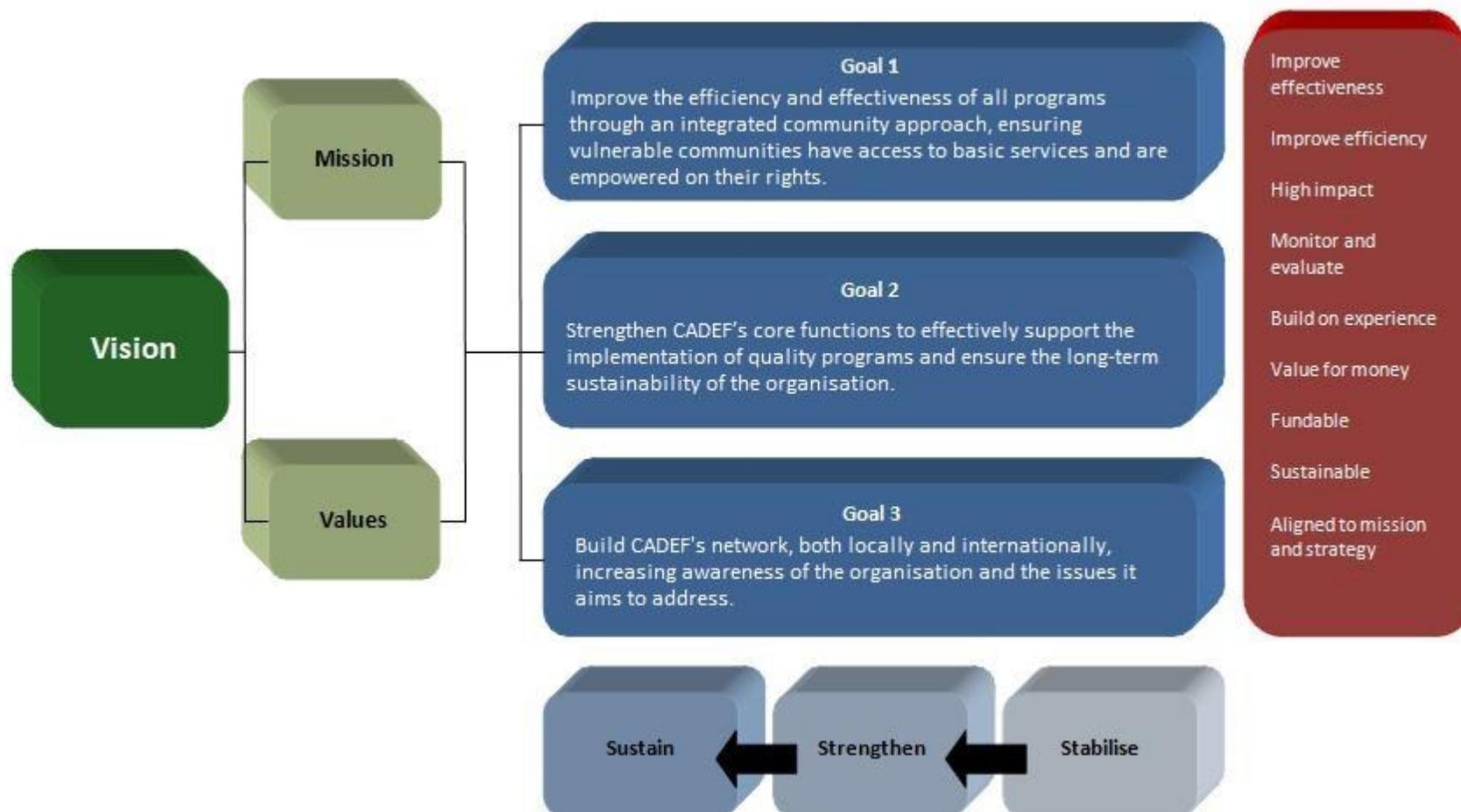


## CADEF – Strategic Plan (2019-2024)

### 3.0 STRATEGIC OVERVIEW

### 3.1 STRATEGIC FRAMEWORK

The diagram below outlines CADEF's strategic framework for the next 5 years.

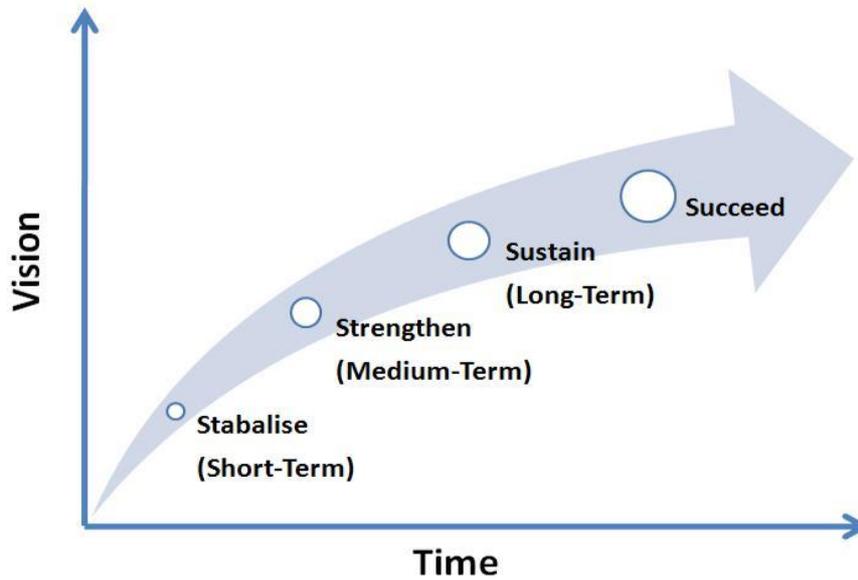




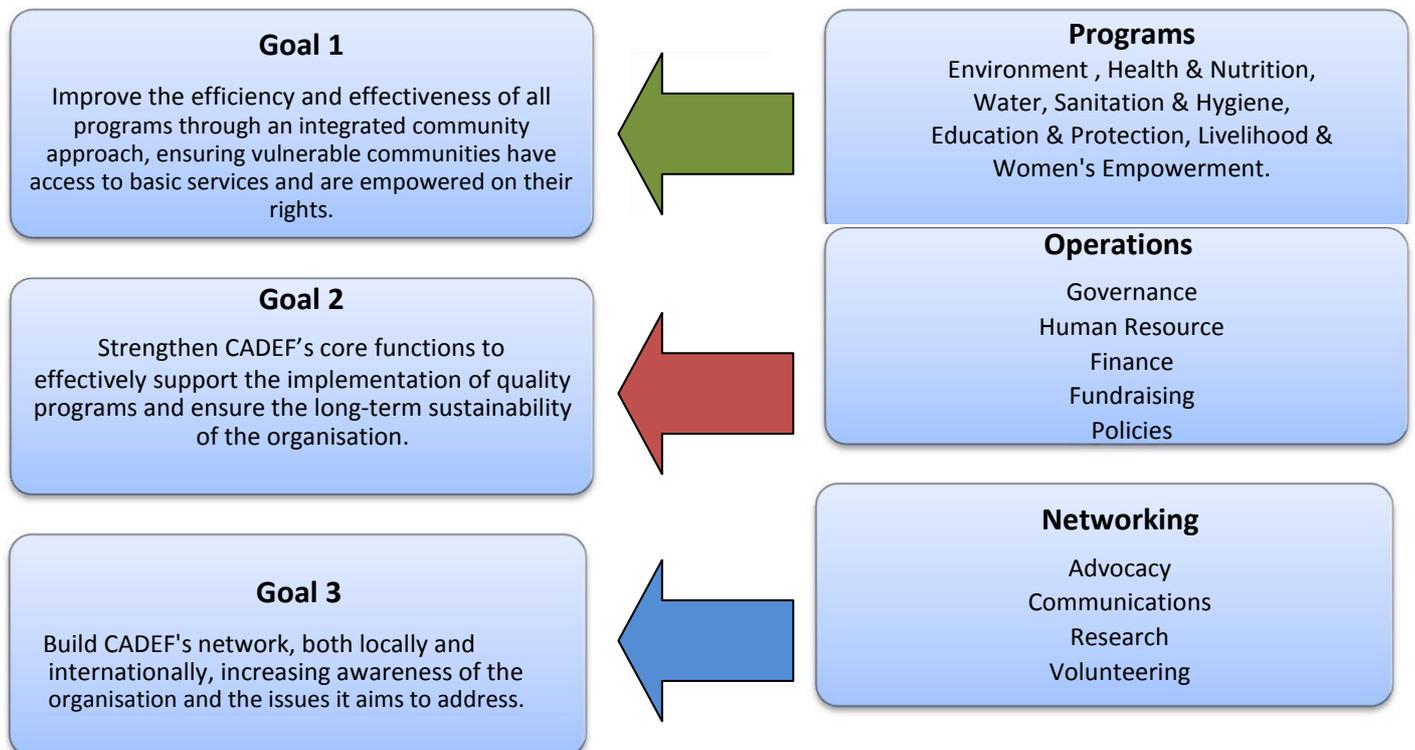
## CADEF- Strategic Plan (2019-2024)

### 3.2 STRATEGIC DIRECTION

The graph below outlines CADEF's broad strategic direction over the next 5 years.

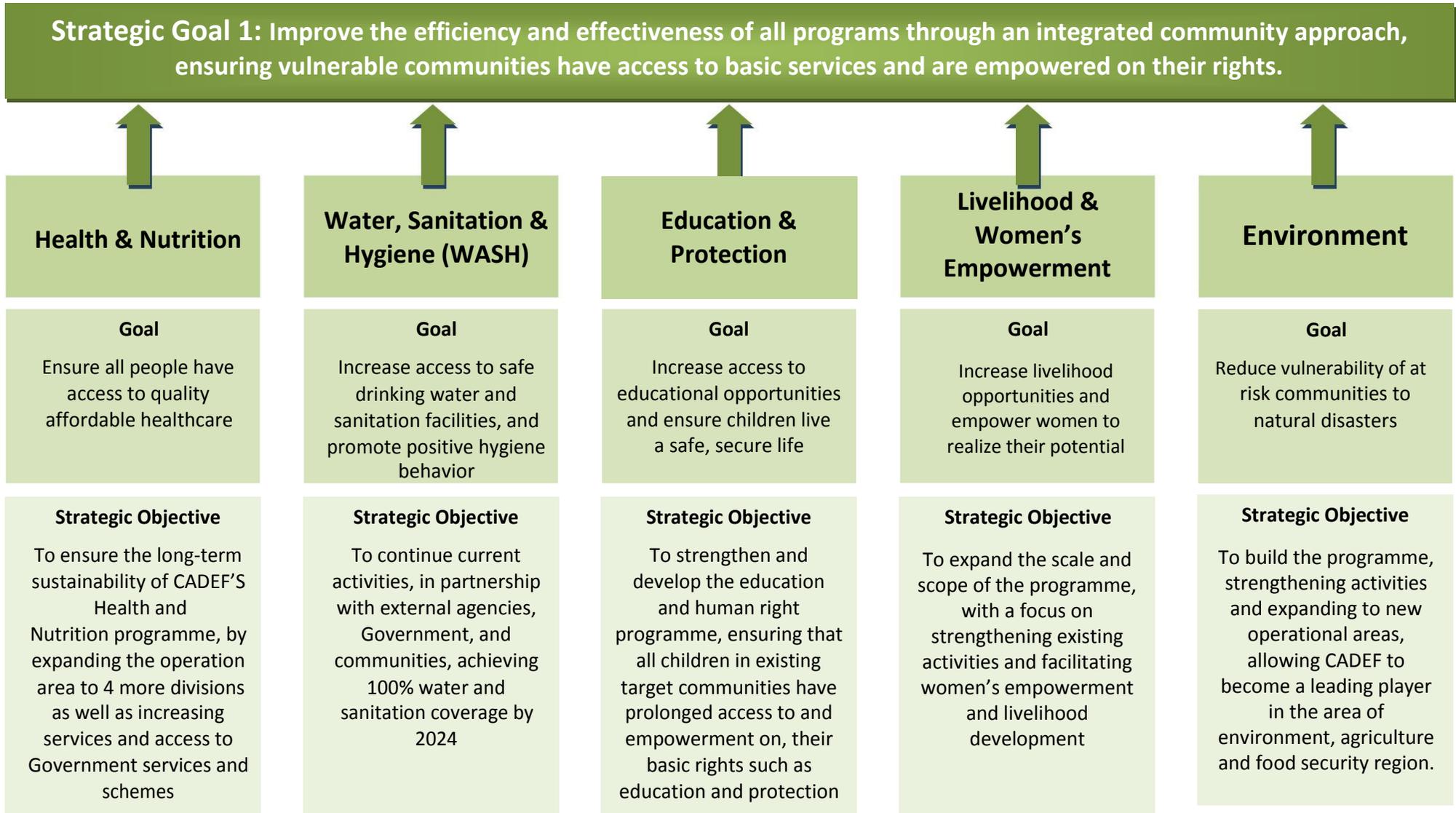


### 3.3 STRATEGIC GOALS





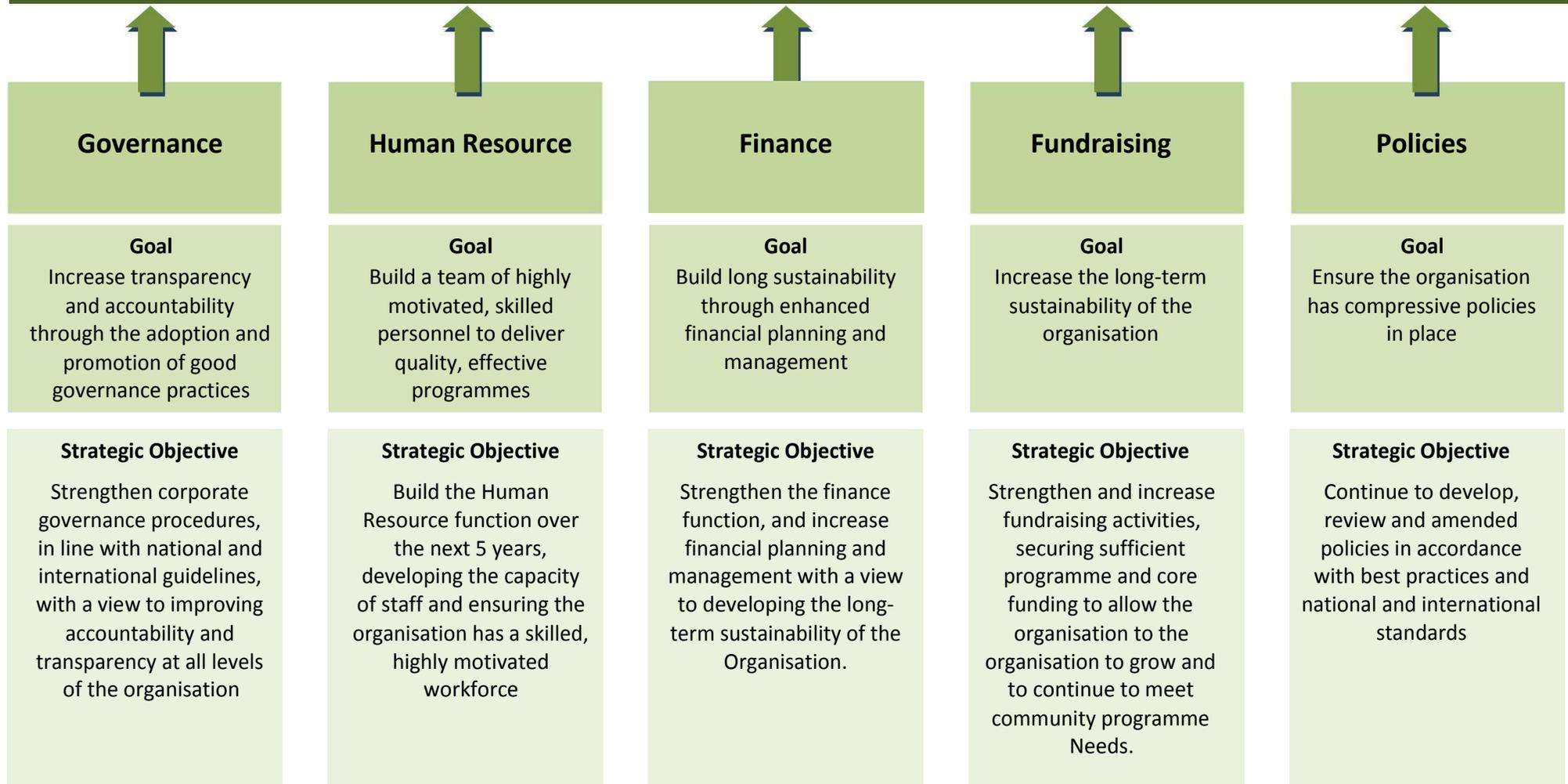
4.0 IMPLEMENTATION FRAMEWORK





## CADEF– Strategic Plan (2019-2024)

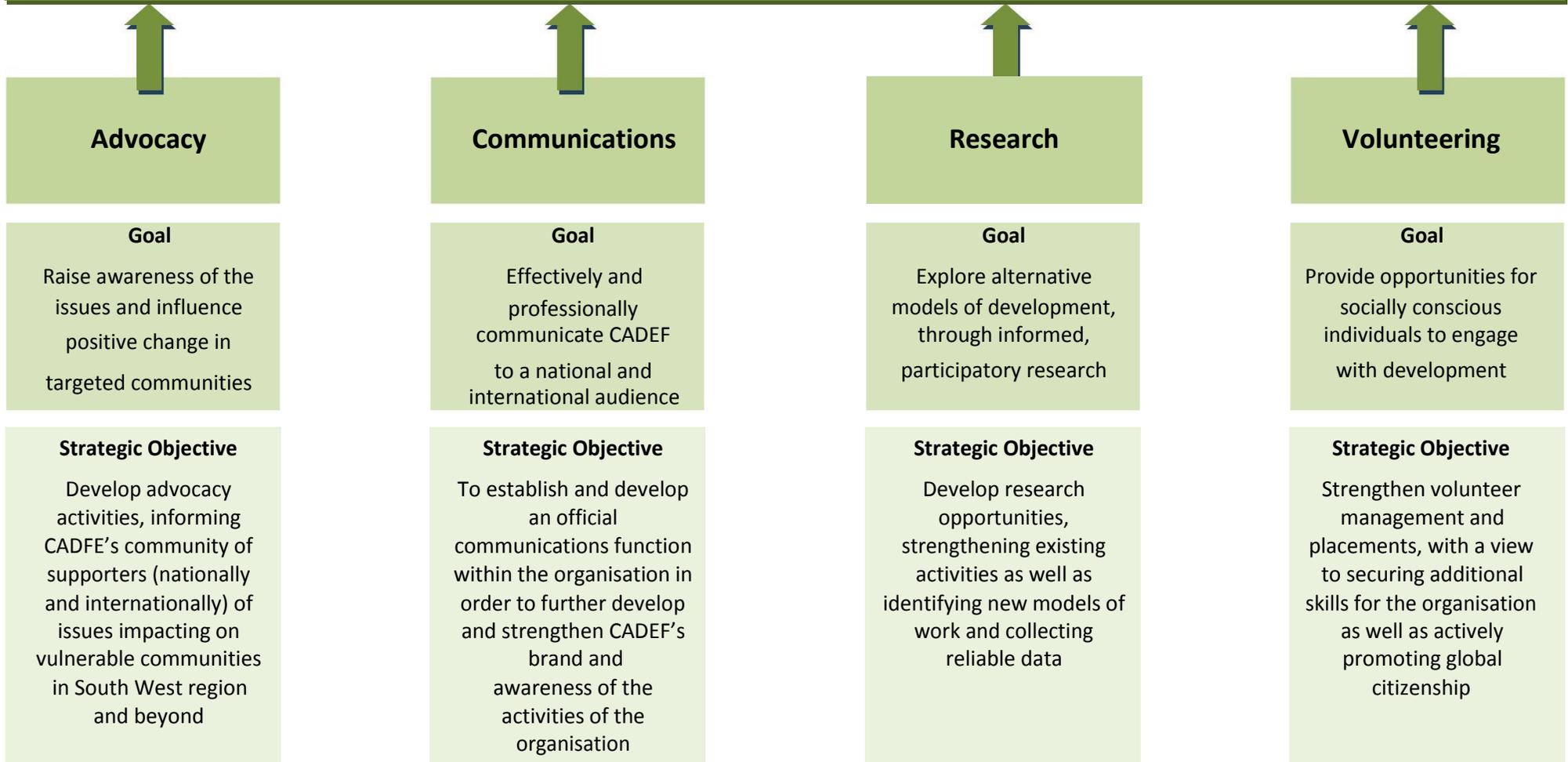
### Strategic Goal 2: Strengthen CADEF's core functions to effectively support the implementation of quality programs and ensure the long-term sustainability of the organization.





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### Strategic Goal 3: Build CADEF's network, both locally and internationally, increasing awareness of the organization and the issues it aims to address





## CADEF- Strategic Plan (2019-2024)

### 5.0 STRATEGIC DELIVERY AND RESOURCES

#### 5.1 FINANCE

The total projected organisation budget for each year is given below.

Year	Total Budget (CFA.)	Funding Secured (CFA.)	Funding Required (CFA.)
2019-20	38,624,294.00	29,023,264.00	9,601,030.00
2020-21	39,431,233.00	13,883,392.00	25,547,841.00
2021-22	66,692,452.00	13,096,928.00	53,595,524.00
2022-23	61,907,596.00	10,750,000.00	51,157,596.00
2023-25	66,692,452.00	13,096,928.00	53,595,524.00
<b>Total</b>	<b>306,604,548.00</b>	<b>69,853,584.00</b>	<b>236,750,964.00</b>

#### 5.2 HR

