



INTEGRATED RURAL DEVELOPMENT ORGANIZATION

NEWSLETTER

January- March 2024



VISION AND MISSION

Vision:" A Capable IRDO, Improved Livelihoods and Sustainable Resource Management amongst Tanzania Society".

Mission:" Empowering Disadvantaged Communities in Collaboration with CSOs and Other Stakeholders by Diversifying their Resources Base and Improving their Quality of Life Through Promotion of Better Livelihood Systems".

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ABBREVIATIONS

- **IRDO** - Integrated Rural Development Organization.
- **AGYW** - Adolescent Girls and Young Women.
- **DREAMS** - Determine, Resilient, Empowered, AIDS free, Mentored and Safety.
- **HIV/AIDS** - Human Immunodeficiency Virus/ Acquired Immunodeficiency Syndrome
- **DC** - District Council
- **TC** - Town Council
- **HJFMRI** - Henry Jackson Foundation Medical Research International
- **FY24** - Financial Year 2024
- **GBV** - Gender Based Violence
- **FOSENI** - Food Security and Nutrition Improvement
- **DIC** - Drop In Centre
- **MAT** - Medically Assisted Therapy
- **DCEA** - Drugs Control Enforcement Authority
- **OCA** - Organization Capacity Assessment
- **AGYW**- Adolescent Girls and Young Women
- **ABYM**- Adolescent Boys and Young Men
- **PLHIV**- People Living with HIV
- **SMT** - Senior Management Team



WORD FROM EXECUTIVE DIRECTOR



It is important that we all take ownership of our goals and objectives as a team, as IRDO. Let us strive toward success together!

We are in the middle of an exciting time as our organization grows. Let us use this opportunity to be proactive and work towards our long-term goals that we have defined in the new strategic and resource mobilization plan. Let us make sure that we remain focused on the bigger picture.

We need to remain resilient and stay focused on our objectives, no matter what challenges come our way.

All the departments; Finance and Grants, Human Resources and Administration, Operations with the respective programs (FOSENI II, DREAMS and HIV Prevention, Care and Support) as well as Monitoring, Evaluation and Learning should strive to inform the world of standard services and products through our esteemed partnership with the community, government and development partners.

Let us use this time to come out even stronger and achieve our full potential.

IRDO| For Better Change

Dr. Simon Chiwanga

Executive Director.

LAUNCHING OF NEW STRATEGIC AND RESOURCE MOBILIZATION PLAN 2024 - 2028



IRDO's Resources Mobilization plan (RM Strategy) is designed to ensure sustainability in implementing organizational operations and achieving strategic goals. This plan facilitates the acquisition of new resources and the optimal management of current resources.

IRDO has launched a strategic plan and resources mobilization initiative for a five-year period, commencing from the year 2024 until 2028. The launch ceremony was officiated by Hon. Farida Mgomi, Ileje District Commissioner, who represented the Songwe Regional Commissioner.

In her address, Ileje District Commissioner, Hon. Farida Mgomi, commended IRDO for its commitment to collaborating with the government in project implementation. She assured the organization of the government's full cooperation in executing interventions outlined in the strategic plan document for the benefit of the community. Additionally, Hon. Farida Mgomi directed Government Council Directors of Momba, Tunduma, and Ileje to enhance cooperation with IRDO and other organizations to ensure positive impacts on the country's development.

Presenting the organization's priorities, IRDO Executive Director, Dr. Simon Chiwanga, elucidated that the primary objective is to enhance social and economic development through sustainable agriculture projects, entrepreneurship and marketing education, food security, nutrition improvement, community health (including HIV infection eradication and reproductive health), access to clean water, elimination of gender-based violence, and environmental conservation to combat climate change. Further elaboration on these objectives was provided by the Organization's Monitoring, Evaluation, and Learning Manager, Mr. Abbas Siraji.

The event took place at the High Class Hall, Tunduma Town in the Songwe Region, and was attended by various government leaders, heads of council departments within the Songwe Region, international organizations, civil society organizations, defense and security agencies, beneficiaries of projects such as Food Security and Nutrition Improvement, DREAMS, and HIV Prevention Care and Support, along with IRDO staff members.





IRDO's Executive Director, Dr. Simon Chiwanga, along with the management team (SMT), conducted a comprehensive 12-days visit to evaluate the organization's activities and projects. During the visit, they assessed various initiatives, including the FOSEN (Food Security and Nutrition Improvement) project in Ileje District, Songwe region. They interacted with beneficiaries across different locations, observing project activities such as fertilizer/compost preparation and utilization on farms. Additionally, the team visited the Isoko Orphan Project in Isoko village, Kafule ward, Ileje District, where they shared a meal with the children and provided essential items. A motorcycle was donated to support daily operations. They also inspected the DREAMS project at Tunduma Town Council, led by Miss Eva Rweyemamu. Interactions with Adolescent Girls and Young Women (AGYWs) involved in sewing training highlighted the project's impact. At the HIV Prevention Care and Support project, they visited various sites, including DIC (Drop-In Centers) for drug addicts, and engaged with PLHIV groups such as Upendo and Umoja. Moreover, they met with former Regional Commissioner of Songwe, Hon. Dr. Francis K. Michael, to discuss the Strategic and Resource Mobilization Plan for 2024-2028. Positive outcomes of projects like FOSENI, DREAMS, and HIV Prevention were highlighted, garnering appreciation from regional leadership. Furthermore, Dr. Simon Chiwanga and senior officers visited Momba District Council to introduce the Enabling DREAMS project, emphasizing collaboration between the government and the organization. The project aims to equip young people with skills to deter street activities. The Acting Director emphasized the importance of technical and business skill development for youth empowerment.



Photo shows IRDO SMT Members together with beneficiaries from FOSENI Program during the visit to learn more about how they are benefited from the program.

FAREWELL PARTY



Farewell Party for Our Dear Team Members

IRDO organized a Farewell Party to honor the retired employees of the organization, Mr. Sinda Gasheka, former Senior Program Advisor, and Mr. George Ndomba, former Organization Driver. The event was coordinated by IRDO Executive Director, Dr. Simon Chiwanga, and was attended by all organization staff members, retired families, and other invited guests.

Blessing your New Journey Ahead.

The farewell party concluded successfully with celebrations and the presentation of various memorable gifts from the organization and staff members, as a token of love and appreciation for their dedicated service. Additionally, heartfelt wishes for a fulfilling life blessed with good health were extended to both retirees, Mr. Sinda Gasheka and Mr. George Ndomba.



Meet the team!

It was a very big honour to the organization to have such an amazing team members. We wish you the very best in your new starting journey. **HAPPY PEACEFUL RETIREMENT TEAM!!**

ORGANIZATION CAPACITY ASSESSMENT



The Organization Capacity Assessment (OCA) was conducted by HJFMRI specifically for IRDO, focusing on the DREAMS and HIV Prevention, Care, and Support Programs at IRDO's sub-office in Tunduma Town Council. The assessment aimed to assist the organization in conducting a self-assessment, identifying areas of strength and areas needing improvement. The goal was to explore ways to enhance the organization's capacity to effectively implement its activities and various projects.

In addition to the assessment conducted by HJFMRI, IRDO itself also continuously evaluates its organizational capacity and performance. This evaluation process helps IRDO to identify areas where it excels and areas that require enhancement. By comparing the findings from both internal and external assessments, IRDO gains a comprehensive understanding of its strengths and weaknesses, allowing for targeted improvements and ensuring that the organization remains well-equipped to fulfil its mission of community development and empowerment.



Photo shows IRDO Executive Director Dr. Simon Chiwanga together with HJFMRI Team in attentive discussion during OCA.

DKA VISIT AT FOSENI II

Official Visit of DKA Partners from Austria



IRDO Organization, was visited by a delegation of staff from the funding offices of the Food Security and Nutrition Improvement (FOSENI II) project, implemented by DKA Austria, South Africa, and Tanzania in Ileje district, Songwe region .

During the meeting, IRDO experts provided a progress report on the FOSENI II project, highlighting significant success in poverty eradication and economic promotion within the community. Additionally, the IRDO Executive Director introduced the office and staff of the FOSENI II (Food Assurance and Nutrition Maintenance) project to the funding office members from DKA Austria, South Africa, and Tanzania.

IRDO Executive Director, Dr. Simon Chiwanga, along with IRDO staff, conveyed messages from the funding offices of the Food Security and Nutrition Improvement project (FOSENI II) to the Director of the Ileje District Council, Hon. Nuru Waziri Kindamba, in his office in Ileje, Songwe. IRDO operates within government guidelines, collaborating closely with departments of social development, health, agriculture, and nutrition.

Furthermore, the delegation visited the Tusongembebe group situated in Ibungu village, Bupigu Ward, Ileje District, Songwe Region, to observe their group activities, which include chicken farming and the production of natural fertilizers using three-hole technology.



MOTORCYCLE HANDOVER TO THE GOVERNMENT AT ILEJE DC



MOTORCYCLE HANDOVER DURING GET-TOGETHER PARTY

The Get-Together Party aimed to foster unity among government employees and citizens of Ileje District, promoting cooperation for increased productivity. Hosted by the Ileje District Commissioner and Administrative Secretary in Songwe Region, the event was attended by various guests, including representatives from IRDO.

During the gathering, IRDO took the opportunity to contribute to community development by handing over a motorcycle to the Ileje District Commissioner and the Administrative Secretary. This gesture symbolizes IRDO's commitment to supporting their work in advancing the welfare of the community.



PROGRAM TRENDS

HIV PREVENTION CARE AND SUPPORT PROGRAM



SUCCESS STORY FROM MAT CLIENT

My name is Eliuthelius Lusungu, and I am from Tunduma region. I am proud to say that I am one of the beneficiaries of the MAT project. I started using drugs due to peer pressure and influence from friends with whom I used to play football in Mbozi district (AWIMBO FC). After getting into the cycle of drug use, my health and mental state began to deteriorate, leading me to abandon football and engage in criminal activities to the extent of being caught up in the hands of the law and serving several sentences. I was a person devoid of hope, with no means of earning income, and my family distanced themselves from me. I vividly recall the transformative impact that IRDO Organization brought into my life. It was in June 2021 when they extended their support to our community, particularly to those struggling with drug addiction.

The dedicated team from IRDO provided crucial education sessions, enlightening us about the detrimental effects of drug abuse and emphasizing preventive measures. They highlighted the importance of methadone as a means of recovery. Gratefully, on June 21, 2021, I commenced my journey of recovery by adhering to the prescribed medications administered by the specialists at the MAT DIC, a facility dedicated to assisting drug addicts like myself.

Through this process, I have gained invaluable knowledge on proper moral conduct, techniques to evade drug abuse, and precautions against communicable diseases associated with substance misuse. As I just graduated from being drug free this year 2024 today, I stand as a testament to the positive impact of consistent methadone usage on my health and overall well-being.

To those still undergoing treatment, I urge you to remain steadfast in your commitment to recovery and to prioritize the use of methadone. It has truly transformed my life for the better, and for that, I extend my heartfelt gratitude to the IRDO organization for their unwavering support and dedication to our community's welfare.

DREAMS PROGRAM

DREAMS MEETING WITH LGA

The director of the Integrated Rural Development Organization (IRDO), Dr. Simon Chiwanga, alongside the Deputy Chairman of Tunduma City Council, Honorable Emmanuel Puntu (acting as a representative for Ramsi), spearheaded the DREAMS Program Introduction meeting for the implementation year of the DREAMS project in Tunduma City Council. The gathering was attended by various stakeholders, including the project coordinator and staff, the AIDS coordinator of Tunduma Town, Community Development Officer, Police Station Chief of Tunduma Town Council (represented by the Gender Desk), Community Welfare Officer, Director of Tunduma City Council, Councillors, Ward Executives, Local/Village Executives, and Village/Village Chairmen from Tunduma Town Council, along with educators involved in the project.

The purpose of the meeting was to outline the objectives of the DREAMS project and facilitate its implementation within the Tunduma City Council. Additionally, during the opening session, Tunduma council presented certificates to beneficiaries of the DREAMS project who had successfully completed short English courses as part of their educational opportunities provided by the project.



FOSENI II PROGRAM



TRAINING FOR AGRO ECOLOGY SKILLS

PELUM Tanzania organized a comprehensive training on Agroecology Skills from January 21, 2024, to January 27, 2024. The training took place over five consecutive days at the SJS Training Center located in Mwanga district, Kilimanjaro. Twenty-eight representatives from various organizations participated, including IRDO, who sent their FOSENI Program officer, Nandy M. Nandy, as a representative.

The training covered various aspects of organic agriculture and ecological farming practices, including seed propagation, forms of organic farming, and innovative farming techniques. Participants were educated on the importance and principles of organic agriculture, seed propagation methods, forms of organic farming such as mulching and agroforestry, and innovative farming systems like "Farming by God's Way."

Practical sessions were conducted on the preparation of organic manure, planting soil (POT MIX), and CRH (Carbon Rice Husk). Participants also learned to prepare organic boosters (foliar boosters) and organic pesticides (BIO-PESTICIDE) using natural ingredients. Additionally, training was provided on the preparation of animal feed, including SILAGE and BOKASH FEED, and the use of Effective Micro-organisms (EM) for agricultural purposes.

Overall, the training equipped participants with valuable skills and knowledge in agroecology, emphasizing sustainable and environmentally friendly farming practices to enhance agricultural productivity and food security.



INTERNATIONAL WOMEN'S DAY



The activity was conducted on March 8th, 2024, to commemorate International Women's Day. The objective of this day was twofold: to celebrate the advancements made in achieving gender equality and empowering women, while also critically reflecting on these achievements and striving for greater momentum towards gender equality. Additionally, the event aimed to raise awareness about Gender-Based Violence within the community and to support the business endeavors of Adolescent Girls and Young Women (AGYWs).

In alignment with IRDO's commitment to empowering women, the organization actively participated in this event. IRDO's purpose extends beyond merely celebrating progress; it involves actively engaging in initiatives that uplift and support women in various aspects of their lives. By participating in events like International Women's Day, IRDO aims to advocate for gender equality, combat Gender-Based Violence, and provide support for women's economic empowerment.

Overall, the event was a success, as it effectively raised awareness, celebrated achievements, and reinforced the commitment to advancing gender equality and women's empowerment within the community.

APPOINTMENTS AND PROMOTIONS

IRDO Executive Director appointed 1 staff member and promoted other staff members into different positions.

APPOINTED

MISS. EUFRASIA MALOCHA

- Appointed as Information & Communication Technology (ICT) Officer.

PROMOTIONS

MR. PATRICK MWALUKISA

- Promoted from Environmental & Safety Manager to Senior Program Advisor.

MR. ERASTO KIWAGA

- Promoted from Human Resource Officer to Human Resource & Administrative Manager (SMT).

MISS. EVA RWEYEMAMU

- Promoted from DREAMS Program Coordinator to Operations Manager (SMT).

MR. GASTER KIWELLO

- Promoted from Program Field Officer to FOSENI II Program Coordinator.

MR. LUSUBILO NZOWA

- Promoted from Accountant to Accounting & Compliance Officer.

MR. NANDI M. NANDI

- Promoted from Program Field Officer to Environmental & Safety Officer.

MISS. SUZANA EXAVERY

- Promoted from MAT Office Attendant to Assistant Environmental & Safety Officer.

MISS. PAULINA SWILA

- Promoted from IRDO Office Assistant to FOSENI II Program Field Assistant.

"CONGRATULATIONS TEAM KEEP ON THE SPIRIT OF GOOD WORK IN YOUR NEW TASKS ASSIGNED".

SPECIAL THANKS:

This newsletter would have not been successful without team cooperation and support from our esteemed Executive Director, Communication Unit together with all IRDO staff members lets keep the spirit of hard working.

Our special thanks also goes to:

- The Government of Tanzania through Songwe Regional Administration, Ileje and Momba District Administrations.
- Public & Private Hospitals.
- HJFMRI through PEPFAR Funding.
- DKA/Wealthus.
- DCEA.





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