

## A HAND TO THE DISABLED COMMUNITY BASED ORGANIZATION'S STRATEGIC PLAN:



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## 1. Executive Summary.

A Hand to the Disabled is a Ugandan Community Based Organization empowering persons with disabilities in Mityana district. Over 2026-2028, we will strengthen partnerships, enhance advocacy, and provide critical services like medical support, education access, mobility aids (e.g., wheelchairs), and livelihood opportunities. Starting with 20 beneficiaries, we aim to support (40 by 2026, 60 by 2027 and 120 persons with disabilities by 2028).

### Key focus areas:

- **2026:** Establish an office, build partnerships, and provide services.
- **2027:** Expand services, purchase land, carry out crop production (coffee and banana) as well as setting up a farm house.
- **2028:** Establish sustainable projects (Livestock and poultry) as well as management of the Coffee and banana projects set in 2027

With a growing volunteer base (9 to 17+) and a 2026 budget of 133M/=, A Hand to the Disabled seeks to drive meaningful change in Mityana.

## 2. Organizational Overview

### Mission, Vision, Values:

**Mission:** Empowering persons with disabilities in Mityana for social inclusion and economic independence.

**Vision:** Persons with disabilities in Mityana live with dignity, equality, and opportunities.

### Values:

- **Dignity:** Respecting the worth of every individual.
- **Inclusion:** Promoting participation in all aspects of life.
- **Empowerment:** Building skills and confidence for self-reliance.
- **Partnership:** Collaborating with stakeholders for greater impact.

### Context & Rationale:

A Hand to the Disabled is a Community Based Organization (CBO) operating in Mityana, Uganda, addressing barriers faced by persons with disabilities in accessing services, education, healthcare, and livelihoods.

The organization collaborates with local stakeholders to promote inclusion and empowerment. This strategic plan (2026-2028) outlines steps to enhance impact, build sustainability, and improve lives.

## 3. Situational Analysis

A Hand to the Disabled (CBO) operates in Mityana, Uganda, where persons with disabilities face multifaceted challenges:

- Limited access to education and healthcare services.
- Stigma and exclusion in communities.
- Restricted livelihood opportunities.
- Mobility challenges due to inaccessible infrastructure and lack of assistive devices (e.g., wheelchairs).

### **SWOT Analysis-**

#### **Strengths:**

- Strong local presence in Mityana with community trust.
- Dedicated volunteers (9+); targeting 17+ by 2027.
- Partnerships potential with local govt/NGOs and churches.
- Existing links to Mityana Hospital for medical referrals.

#### **- Weaknesses:**

- Limited funding (2026 budget: 133M/=, constrained resources).
- No permanent office/land for operations.
- Dependence on volunteer efforts for outreach.

#### **- Opportunities:**

- Uganda's disability-friendly policies (PWD Act, affirmative action).
- Growing donor interest in disability inclusion (local & international).
- Tech solutions for accessibility (e.g., low-cost mobility aids).
- Collaborations with Mityana district officials for advocacy.

#### **- Threats:**

- Economic instability affecting funding/donations.
- Persistent stigma in communities slowing outreach.
- Competing priorities for limited local resources.

**Context- Target:** Support 120 persons with disabilities in Mityana by 2028.

**- Services:** Medical support, education access, mobility aids, livelihood initiatives.

#### **- Growth Plans:**

- **2026:** Office setup, partnerships, service delivery.
- **2027:** Land purchase for a resource center/home.
- **2028:** Develop sustainable projects (crops, livestock, poultry).

### **4. Strategic Goals & Objectives:**

#### **Goals (Aligned with 2026-2028 Plan)**

- 1. Empower Persons with Disabilities:** Enhance access to medical services, education, livelihoods, and mobility aids in Mityana.
- 2. Build Organizational Capacity:** Strengthen partnerships, grow volunteer base, and mobilize resources.

**3. Sustain Impact:** Develop sustainable projects on acquired land for long-term benefits.

#### **Objectives-**

- **2026:- Establish an office, build partnerships, and provide services.**
  - Onboard 9+ volunteers (4 medical, 3 admin, 2 livelihoods).
    - Support 40 persons with disabilities (medical referrals, wheelchairs, education sponsorship).
  - Partner with 3+ local stakeholders (Mityana Hospital, NGOs, churches).
  - Budget: 133M/= for operations and direct services.
- **2027:- Expand services, purchase land, carry out crop production (coffee and banana) as well as setting up a farm house.**
  - Expand services to 60 beneficiaries (add physiotherapy, skills training).
    - Grow volunteers to 17+ (recruit 5 medical pros, 3 tech experts).
    - Mobilize 200M/= for land purchase and expansion.
- **2028:- Establish sustainable projects (Livestock and poultry) as well as management of the Coffee and banana projects set in 2027**
  - Support 120 persons with disabilities (direct services + referrals).
    - Strengthen partnerships for long-term funding and impact.
    - Host an annual disability inclusion event in Mityana.

#### **5. Strategies & Actions:**

**6.**

**To achieve goals, A Hand to the Disabled (CBO) will do the following:**

- **Partnerships:** Collaborate with Mityana Hospital (medical referrals), local churches (volunteer recruitment), and NGOs (funding/tech support).
- **Resource Mobilization:** Apply for grants (e.g., Uganda Women's Efforts to Save Orphans), crowdfunding (local campaigns), and in-kind donations (e.g., mobility aids from suppliers).
- **Volunteer Engagement:** Recruit 9+ volunteers (2026), train in disability inclusion, deploy in medical outreach, admin, livelihoods.
- **Service Delivery:**
  - Medical: Monthly clinics in Sekanyonyi Health Center, referrals to Mityana Hospital.
  - **Education:** Sponsor 7 students (2026), 9 (2027), 11(2028).
  - **Mobility:** Distribute wheelchairs ((2026-7), (2027-3), (2028-3)).
  - **Economic Empowerment:** Support families with existing livelihoods (grow businesses via training/capital).
  - **Advocacy:** Educate the families and children in advocacy and inclusion

## 7. Implementation & Monitoring-

**Project Team:** CBO leadership (3), 9 volunteers (2026), local partners (Mityana Hospital, churches).

**- Tracking:**

- Quarterly reviews of beneficiary progress (medical, education, livelihoods).
- Financial tracking via QuickBooks software.

**- Reporting:**

- Annual reports to stakeholders, donors.
- Biannual updates to Mityana district officials.

**- Adaptations:** Adjust strategies based on feedback, challenges.

**Key Indicators-** Number of PWDs supported: 20 (2026), 60 (2027), 120 (2028).

**- Number of volunteers:** 9 (2026), 17 (2027).

**- Land acquired** (2027), projects launched (2028).

**- Monthly clinic attendance:** in Sekanyonyi Health Center.

## 8. Budget & Resources-

**2026 Budget: 133M/= (office setup, operations, services).**

- Office rent/setup and rent: 15M
- Volunteer stipends: 6M
- Medical services / camps (2): 25M
- Education support: 5M
- Mobility aids (wheelchairs): 17M
- Admin/ops: 10M
- Family outreach / Transport: 10M
- Psychosocial support :
- Birthdays: 15M
- International day for persons with disability celebration: 30M

**- 2027 Budget: 200M/= (land purchase, expansion).**

- Land (5 acres): 120M
- Construction (farm house): 20M
- Fencing land: 30M
- Labour costs: 10M
- District authorization and examination: 20M

**- 2028 Budget: 250M/= (projects on land, sustainability).**

- Livestock (Piggery, poultry): 80M
- Crops (Coffee and Banana): 60M
- Staffing/training/labour: 15M
- Maintenance/ops: 85M
- Contingency: 10M

**- Resources Needed:**

- Land (5 acres in Mityana/Busunju).
- Volunteers (medical, admin, livelihoods).
- Funding (grants, donations).
- Partnerships (Mityana Hospital, NGOs, local govt).

**9. Risks & Mitigation-**

**Risk 1: Funding delays:**

- Mitigation: Diversify funding sources (apply for grants like Uganda Women's Efforts to Save Orphans, local crowdfunding, partnerships with NGOs like NUDIPU).

**- Risk 2: Land acquisition challenges**

- Mitigation: Engage local leaders (LCs, cultural leaders), ensure clear land titles, involve district officials.

**- Risk 3: Low community uptake**

- Mitigation: Sensitization campaigns via churches, local radios; involve PWDs in planning.

**- Risk 4: Project sustainability**

- Mitigation: Build income-generating projects (livestock like pigs, crops like coffee); train PWDs on skills (agriculture, business).

**- Risk 5: Volunteer retention**

- Mitigation: Offer stipends, training certificates, recognition events.

**10. Conclusion-**

This project empowers Persons With Disabilities in Mityana through healthcare, education, livelihoods.

- With land, partnerships, and community support, we'll enhance PWD inclusion and sustainability.

- Goal: Improved quality of life for 120+ PWDs by 2028.