



## GRANT APPLICATION STEP 1 - PROJECT BASICS

**Project Title:**

Inclusive Learning Environments for Marginalized Girls

**Amount Requested:**

\$500.00

**WC Application Type:**

AGC

**WC Partnership Type:**

Other

**Project Primary Focus:**

Education

**Project Secondary Focus:**

Health, Education

**Country:**

Malawi

**Region/Province:**

Southern

**District/Department:**

Nsanje

**Nearest Town/Municipality:**

Nsanje

**Village/Community:**

Malemia

**Language/s spoken locally:**

Sena

**Locate the community on Google Maps (as best you can) and share the link, or tell us exactly what to search for:**

-16.935960102864705, 35.270233154296875

## GRANT APPLICATION STEP 2 - PROJECT PARTNERSHIP

**A. Community Organization**

**Name of Community Organization:**

Sustainable Rural Community Development (SURCOD)

**Where specifically is the Community Organization based?**

Malawi

**Community Organization's website or website where we can learn more about your work (if available):**

0888745752

**What year was your community organization founded and what is its origin story?**

Sustainable Rural Community Development (SURCOD) is a local Non-Governmental Organisation that is currently working in Nsanje district. The mission of the organisation is to improve the livelihoods of rural communities by generating economic, agricultural, educational and cultural empowerment, and by promoting health and gender equality through the mobilization, training, education and entertainment of all women, men and children. The organisation was incorporated on 17th May, 2010 as a Limited private company with the registration number 10522. SURCOD is a member of Council for Non-Governmental Organisation in Malawi (CONGOMA) since its inception in 2011 and our registration number is C564/2011. On 1st August 2013 Economic and Social Council (ECOSOC) at its Substantive Session of July 2013, adopted the recommendation of the Committee on Non-Governmental Organizations (NGOs) to grant special consultative status to Sustainable Rural Community Development Organisation (SURCOD). We are also a member of NGO Board Malawi and our registration number is NGO/R/15/14

Total number of active members, volunteers, or employees:

**Men (25 and older)**

50

**Women (25 and older)**

380

**Boys (24 and younger)**

30

**Girls (24 and younger)**

33

**What is the mission of the organization?**

Organization's Vision Statement Our vision is a country, Malawi, where rural communities are self-sustained, where the population is healthy and fully empowered, and where all people are equal, know their rights and take their own development initiatives. Mission statement To improve the livelihoods

of rural communities by generating economic, agricultural, educational and cultural empowerment, and by promoting health and gender equality through the mobilisation, training, education and entertainment of all women, men and children.

**What are your organization's current programs/activities?**

As the name suggests, Sustainable Rural Community Development (SURCOD) takes a holistic approach to development. We have over the past years established ourselves as a community development partner with the Government of Malawi and other Non-Governmental Organizations (local and international) in a range of areas and activities including: • Agriculture : Small-scale irrigation, crop diversification, sustainable farming methods & value addition • Climate Change and Disaster Risk Management: District and community-level planning, reforestation & afforestation • Water, Sanitation and Hygiene (WASH): household sanitation and hygiene promotion, • Community capacity building: economic empowerment activities through community owned saving groups, entrepreneurship and financial literacy training, • Malaria Prevention and Control: behavior change interventions, theatre for development and community mobilization. • Cross-cutting work on HIV and AIDS , Gender, Rights & Environment: mainstreamed across all SURCOD programming • Education: Promotion of equal access to quality education for both girls and boys but also the most vulnerable children

**Is your organization legally registered?**

Yes

The organisation was incorporated on 17th May, 2010 as a Limited private company with the registration number 10522. SURCOD is a member of Council for Non-Governmental Organisation in Malawi (CONGOMA) since its inception in 2011 and our registration number is C564/2011. On 1st August 2013 Economic and Social Council (ECOSOC) at its Substantive Session of July 2013, adopted the recommendation of the Committee on Non-Governmental Organizations (NGOs) to grant special consultative status to Sustainable Rural Community Development Organisation (SURCOD). We are also a member of NGO Board Malawi and our registration number is NGO/R/15/14

**Does your organization have an elected governing body?**

Yes

SURCOD is governed by a Board of Directors which comprises of people with varying professional backgrounds and experiences in Malawi. The current board with five directors has two members with education background (teaching), one member with development working skills and experiences while the other two are representatives of the community. The board plays an advisory role to the management committee in ensuring that development

interventions are efficient, economic and effective. As per constitution, the Board of Directors is obligated to meet quarterly to discuss the progress of various projects in the organisation. Elections are conducted every five years to come up with the new board. On the implementation level, SURCOD has a management committee composed of the Executive Director, 2 Project Officers, 1 Finance and Administration Officer, 6 Field Officers, and 1 Office Assistant. All of the 11 officers occupying these managerial positions are specialists in their respective fields. The management committee reports to the Board of Directors

**Do women hold 50% or more of the leadership positions within the organization? Please describe the number and types of positions held by women.**

Yes

Our Board has 3 ladies and 2 males in our office we are 10 and out of this 4 are males and six are females

**Does your organization have a bank account with more than one authorized signatory?**

Yes

yes Bank Name FDH BANK LIMITED Bank Branch (Name, Address, and Number/Code) FDH BANK NSANJE BRANCH, KHULLUVI HIGHWAY  
FDH /MSB NSANJE, SERVICE CENTRE. BOX 15, NSANJE. Account Number 1110000077317 Name of Account Holder SURCOD SWIFT Code  
FDHFMWMW IBAN number CORRESPONDENT BANK : BARCLAYS BANK, LONDON SWIFT CODE: BARCGB22 SORT CODE: 203253 IBAN  
: GB84 BARC 2032 53 6563 5511

**Is the organization affiliated with the government at any level?**

No

B. Project Leader

**Project Leader First Name:**

January

**Project Leader Middle Name:**

Watchman

**Project Leader Last Name:**

Mvula

**Project Leader Date of Birth:**

19/03/1974

**Project Leader Gender:**

Male

**Project Leader Local Address:**

BOX 126, NSANJE

**Project Leader Email:**

surcod\_development@yahoo.co.uk

**Project Leader Phone:**

+265888745752

**Project Leader's Highest Level of Education:**

Bachelor's Degree

**Please provide a rationale for why the project leader is qualified to lead this project, listing any additional relevant experience, skills or certifications:**

January Watchman Mvula is both the founder and the Director of Sustainable Rural Community Development Organisation. Before founding this organization he once worked with Malawi Government as a Community Development Officer in Chikwawa District in the years 2005-2008, then he joined World Vision International Malawi as a Sponsorship analyst in Chitipa District from the year 2008-2012 and also worked with Feed the Children International and now is the Director of SURCOD. Academically is studying towards attaining Masters in Youth Development with Africa University of

Guidance and Counselling. Holds a Bachelor of Finance and Investment Analysis from AMITY University of India in Collaboration with Chancellor College in Malawi attained in 2012, Advanced Diploma in Project Management from The Institute of Commercial Management UK attained in 2008, Certificate in Community Development attained from Magomero College in 2004. In this project I will be responsible for the coordination of planning, implementation and evaluation of the project and ensure that the programs and services offered by the organization contribute to the SURCOD's mission and vision • Responsible for the monitoring of the day-to-day delivery of the programs and services of SURCOD to maintain or improve quality and oversee the planning, implementation, execution and evaluation of SURCOD Programs

C. Established Field Partner

**First Name:**

n/a

**Middle Name:**

n/a

**Last Name:**

n/a

**Date of Birth:**

n/a

**Gender:**

Male

**Local Address:**

n/a

**Email:**

surcod\_development@yahoo.co.uk

**Phone:**

0888745752

**Highest Level of Education:**

Bachelor's Degree

**Please provide a rationale for why the established field partner is qualified to participate in this project, listing any additional relevant experience, skills or certifications:**

na

**How long have you been living and/or working in the primary project site (in months)?**

na

**When do you expect to no longer be living and/or working in the primary project site (mm/dd/yyyy)?**

na

## GRANT APPLICATION STEP 3 - PROJECT DESIGN

**When will this project start and what is its estimated duration in months?**

April, 2018

**Please write a succinct, compelling description of the project that is being pitched to World Connect. This description will be posted to our website if the project is approved.**

Empowering Young Female Teachers to Create Inclusive Learning Environments for Marginalized Girls project aims at improving Access to Education and completion of primary and secondary school education by the vulnerable girls aged 10-20 years old through addressing the barriers that are preventing them from an opportunity to stay in school and access quality primary and secondary education. Our approach will be done through training of



female Agent of Change (AoC) teachers, who will be equipped with knowledge and skills on how to be open with the girl to build up the psychological relationship which would assist them to understand the girls beyond the academic life. This approach would assist them to develop the better training packages which are in line with the girls challenges to train girls in health life skills which include lessons about sexual and reproductive health and rights (SRHR). The approach will target Teenage girls who are commonly preyed upon by older men known as “sugar daddies,” who give money and gifts in exchange for sex. Older men have been sexually active longer and with more partners, and thus are a high risk group to transmit HIV. This is why HIV rates are 5x higher among 15-19 year-old girls compared to boys. Girls are also less able to insist on abstinence or safe sex practices when partnered with an older adult man, which increases the risk of unplanned pregnancy. By providing training for female Agent of Change (AoC) teachers the project supports schools to create girl-friendly learning.

**Please provide a description of the affected community/ies as it relates to this project. Focus on characteristics such as the number of people and households, climate and topography, presence or absence of nearby schools and health facilities, sources of local employment/income, relevant cultural traditions, local politics, etc.**

Prospects of continuing education beyond the primary level are difficult for many girls in Malawi due to many obstacles that prevail. EMIS data shows that less girls than boys complete primary and secondary school or let alone receive tertiary education. The 2011 World Economic Forum ranked Malawi 65 out of 135 countries in its Global Gender Gap Report due to the lack of women in education, in senior management positions, parliament and ministerial positions. It seems that reasons for this status quo arise from the situation where young and adolescent girls are victims of sexual and physical violence which in most cases culminate into sexually transmitted diseases and early pregnancies. There is also low uptake of messages on sexual and reproductive health rights and HIV/AIDS. Such ignorance and prevalent traditional practices seem to lure the girls into early marriage such that nearly 18% of adolescent girls aged 15-19 have children.

**What is the origin story for this project? How was the focus/idea of the project determined to be a priority in the community? Who was included in this conversation/process?**

SURCOD carried out needs assessment in April 2017 which involved, holding of community participatory meetings in a number of villages. A total of 10,310 people including 1,684 men, 1,826 women, 3,468 girls and 3,332 boys participated in the identification and formulation of strategies to deal with the problem of school dropout among others. A number of other key stakeholders who included teachers, School Development Committees and local leaders were also involved. Disadvantaged and excluded people were also incorporated. From the 21 primary schools visited during the needs assessment

meetings, we established that there are comparatively high enrollment percentages of boys than girls with the trend worsening in senior classes. For example, from the sample of 9 schools, results revealed that there were 301 girls enrolled in standards (grades) 6, 7 and 8 and 602 boys, giving a ratio of 1:2. According to the National Gender Policy, adult female illiteracy is estimated at 71% while that of men is 52%, a difference of 19%. While gross enrollment ratio between boys and girl is 1:1, school dropout rate for girls continues to be high as compared to boys so that in the final year of primary school only 25% of the students are girls.

**Describe in detail the roles and responsibilities of each of the key participants below in managing the design and implementation of the project.**

**Community Organization:**

Mother Groups have proved to be a hugely successful initiative. Comprising of mothers from the school's catchment area, Mother Groups aim to support girls to participate in education. In this proposal they supported us to get the Data easily, but during the implementation of the project activities they will be responsible for:- 1. Guidance and counselling sessions on a range of issues including hygiene, sexual health and personal safety. 2. Community awareness campaigns on the importance of education with the aim of challenging negative attitudes and perceptions, especially those towards the education of girls. 3. Income-generating activities, such as maintaining school gardens and selling produce, in order to provide financial support to vulnerable girls to cover the costs of uniform, learning materials and items to meet basic needs such as food and soap

**Project Leader:**

Project leader was responsible for coordinating community consultations which were done in the past two days to make sure that our project is generated from the community. The project leader will be responsible for coordinating the project activities which is making sure that the proposed interventions are conducted. Doing Monitoring and evaluation and making sure that best practices are documented during the implementation to be fed in the progress report.

**Established Field Partner:**

Will be mainly responsible for implementing the interventions. Making sure that project activities are implemented in time based on the agreed work plan. Will also be responsible for making follow ups to the implemented activities to make sure that the proposed outcomes are being achieved. He will be also engaging the communities on various intervention the organisation is implementing

**Describe in detail the roles and responsibilities of each of the key participants below in managing the finances of the project.**

**Community Organization:**

A community organization is a structure that facilitates the coordination and implementation of project activities. Its main reason is to create an environment that fosters interactions among the team members with a minimum amount of disruptions, overlaps and conflict. It will be there to make sure that the project is housed in an office where various stakeholders will be interacting and sharing their work. in this project the organisation will offer a safe environment of working

**Project Leader:**

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**Established Field Partner:**

Will be mainly responsible for implementing the interventions. Making sure that project activities are implemented in time based on the agreed work plan. Will also be responsible for making follow ups to the implemented activities to make sure that the proposed outcomes are being achieved. He will be also engaging the communities on various intervention the organisation is implementing

**How does the project build upon the efforts of the local community and/or other locally-led groups, such as neighborhood associations, women's groups, health clinics, local government, etc., which are not the listed Community Organization partner on this application?**

In this project the common community stakeholders will be mother groups, school committees, village development committees, and victim support units. These community structures would play a great role in making sure that the communities are sensitized about towards their roles on curbing Gender

based violence which are affecting the participation of girl child to education. These structures will play the greater role in facilitating the process of community engagement, screening the cultural practices which predispose girl child to early marriage and early pregnancies. They will have a role to make sure that the communities are made aware of the issues pertaining to girl child education and child protection after them being briefed by the organisation staffs

**Please provide an overview of what sustainability will look like for this project and how it will continue and perhaps grow beyond the grant funding. For example, five years from now, what will remain, who will be managing and/or responsible for what remains, and how will they do so?**

The proposed project has a project design which upholds sustainability. The outstanding feature of the proposed programs within this project is empowerment. Empowerment is one of the outcomes of the project but also a tool for continuity of the advocated change(s). Similarly, the project, through its training programs, will inculcate the spirit of community patriotism among stakeholders. This spirit will act as intrinsic motivation within the people and will therefore energise them to be hard workers even after the winding up of the project. The project will provoke positive mind set change which is valuable asset for continuity of influence of knowledge on girls' welfare. SURCOD's projects have always had an in-depth and far-reaching impact through community participation. Without an active participation from the community members - in the planning, implementation, evaluation of our programmes, our efforts are vain. SURCOD monitors and guides, but our programmes are thought of with and for the people we wish to serve. The importance of local ownership is felt throughout all stages of preparation and implementation where we make sure that people understand that the projects and their benefits are theirs. This project will be sustainable because of the full involvement of the community which entails project ownership. We strive to design projects in total open-mindedness for external ideas and suggestions. We always consider working with other actors - government offices, local and international volunteers, NGOs - in order to benefit from a combined expertise. This open-mindedness is another asset for sustainability of our projects because networking necessitates continuity of programs. Above all, it is only through perseverance that we can achieve our goals beyond the project's life span. With an optimistic commitment to our ideals, we never give up or stop believing in our principles. SURCOD has a vision for Malawi and it will do everything it can to get there. The community structures if empowered well

**How will success be measured for this project? Please list three indicators that will be measured before (baseline), during (midline), and after (end-line) the project. Please describe clearly how each indicator will be measured and by whom.**

Before the base line we are going to measure the rate of girls drop out in all the targeted schools During the implementation we are going to measure the

decrease in drop out of girls in the targeted schools At the end we are going to measure the percent change in the dropping out of girls

**How is the project focused on women and/or children specifically?**

The project is focusing on how culture and traditional beliefs predisposes young girls to early pregnancies, HIV/AIDS and school drop out through addressing the barriers that are preventing them from an opportunity to stay in school and access quality primary and secondary education. These issues which affects the girls are also affecting the women participation in their participation in development activities. For us to make sure that we are saving more girls the women should not be left behind in the process of implementing our activities. if the women understand their rights it would be very easy to protect their girls from being victimized.

**Please describe a typical day in the lives of the participants of this project.**

The project is aiming at promoting the girl child to be open, and be able to voice out the challenges they are facing in the communities and at School. When implementing our activities we would like to see the spirit of being open, appreciating the challenges of each other and encouraging each other to be the change agent. During the implementation of the Girls clubs we will let them interact with the teachers and parents freely and openly through organizing various activities such as focus group discussion to advocate for their rights, Debates to show the impact of GBV towards the girls, open days to make people aware of rights and all other activities

**Is there anything else we should know that will help us in make a decision about supporting this proposed project?**

Malawi has a diverse pattern of cultural values and norms whereby some communities observe certain practices that promote casual and ritual sex. The most common observations are seen in initiation ceremonies which are controlled by the society and reinforced by parents/grandparents and uncles. Sex networks and socialization processes contribute to the situation. The 2012 Evaluation report for Nsanje District Assembly revealed that only 10% of school-going-age girls attend school while the rest are engaged in early marriages girls. Both the District Social Economic Profile and the District Development Plan acknowledge the existence of primary school drop out as a critical area that needs immediate addressing. Nsanje District Assembly has set a goal to reduce general annual school drop-out rate from 7.25% to 3%. (Nsanje District Assembly Development Plan 2002)

**GRANT APPLICATION STEP 4 – PROJECT BUDGET**

Exchange Rate

1 USD = 720 Malawian Kwacha (MWK)

Description	Category	Unit Cost (local)	Quantity	Total Cost (local)	Grant Request (local)	Community Cash (local)	Community In Kind (local)	Grant Request (USD)	Community Cash (USD)	Community In Kind (USD)
Training teachers on the girls assertive approach	Travel/Per Diem/Food/Lodging	2500.00	100	250,000.00 MWK	250000.00	0.00	0.00	\$347.22	\$0.00	\$0.00
Revamping Girls Guide Clubs in 50 schools	Equipment/Materials/Supplies Transport	820.00	50	41,000.00 MWK	21000.00	0.00	20000.00	\$29.17	\$0.00	\$27.78
Conducting open days to make parents aware	Land/Venue Rental	5000.00	5	25,000.00 MWK	25000.00	0.00	0.00	\$34.72	\$0.00	\$0.00
Conducting focus group discussion with parents on	Land/Venue Rental	5000.00	3	15,000.00 MWK	15000.00	0.00	0.00	\$20.83	\$0.00	\$0.00
conducting debates with parents	Land/Venue Rental	5000.00	5	25,000.00 MWK	25000.00	0.00	0.00	\$34.72	\$0.00	\$0.00
supporting the activities of mother groups	Land/Venue Rental	5000.00	10	50,000.00 MWK	0.00	0.00	50000.00	\$0.00	\$0.00	\$69.44
Communication (Internet charges)	Equipment/Materials/Supplies Transport	24000.00	1	24,000.00 MWK	24000.00	0.00	0.00	\$33.33	\$0.00	\$0.00
community sensitisation on women rights and girls	Land/Venue Rental	5000.00	10	50,000.00 MWK	0.00	35000.00	15000.00	\$0.00	\$48.61	\$20.83
Film showing to make girls aspire through modeling	Materials/Supplies	5000.00	1	5,000.00 MWK	0.00	0.00	5000.00	\$0.00	\$0.00	\$6.94
Totals:				485,000.00	360,000.00	35,000.00	90,000.00	500.00	48.61	125.00

Community Cash Contribution

Description	Local Currency	USD	Expected Source of Funds
Training teachers on the girls assertive approach	0.00 MWK	\$0.00	
Revamping Girls Guide Clubs in 50 schools	0.00 MWK	\$0.00	
Conducting open days to make parents aware	0.00 MWK	\$0.00	
Conducting focus group discussion with parents on	0.00 MWK	\$0.00	
conducting debates with parents	0.00 MWK	\$0.00	
supporting the activities of mother groups	0.00 MWK	\$0.00	
Communication (Internet charges)	0.00 MWK	\$0.00	
community sensitisation on women rights and girls	35000.00 MWK	\$48.61	Community contribution through local chiefs contribution for the venues and meetings
Film showing to make girls aspire through modeling	0.00 MWK	\$0.00	

Community In Kind Contribution

Description	Local Currency	USD	Describe Community In Kind Contribution
Training teachers on the girls assertive approach	0.00 MWK	\$0.00	
Revamping Girls Guide Clubs in 50 schools	20000.00 MWK	\$27.78	The organisation will contribute that
Conducting open days to make parents aware	0.00 MWK	\$0.00	
Conducting focus group discussion with parents on	0.00 MWK	\$0.00	
conducting debates with parents	0.00 MWK	\$0.00	
supporting the activities of mother groups	50000.00 MWK	\$69.44	The organisation will contribute that
Communication (Internet charges)	0.00 MWK	\$0.00	
community sensitisation on women rights and girls	15000.00 MWK	\$20.83	The organisation will contribute that
Film showing to make girls aspire through modeling	5000.00 MWK	\$6.94	The organisation will contribute that



Program Manager &lt;applications@worldconnect-us.org&gt;

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## Your World Connect application has been reviewed

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JANUARY MVULA &lt;surcod\_development@yahoo.co.uk&gt;

Fri, Feb 2, 2018 at 4:55 PM

Reply-To: JANUARY MVULA &lt;surcod\_development@yahoo.co.uk&gt;

To: Program Manager &lt;applications@worldconnect-us.org&gt;

Greetings Partners

Thanks very much for reviewing our grant request, we are also very much interested to make this project a reality, this project will indeed have a very good impact in the community if accepted especially promotion of girl child education. Coming to the supplementary questions find below our response

- Approximately how many Agents of Change will be trained and who will train them?

The project anticipate to train 100 agent of change in all the schools as it is portrayed by our budget. Sustainable Rural Community Development Organisation will be responsible for training these teachers

- Could you expand upon how this project will be sustainable in the years to come? Do you envision that new teachers will have to be trained as Agents of Change every year?

Based on our experience in Malawi. Teachers rarely move for transfers. The teachers who will be targeted as Agent of Change are in Government Schools, and our approach is to make sure that we are building the capacity of Government staff. Since these are Government staff we are very sure that our approach will be very sustainable as we are training permanent Government staffs

- How did SURCOD and the mothers' groups begin collaborating?

Our collaboration with mother groups started in 2015 when we were implementing another project aiming at Bringing back young girls to school and fighting against forced early marriage. Since then we have been working with these women,

- We love the idea of Agents of Change serving as role models for school-aged girls to encourage them to stay in school. However, we wonder whether their influence alone will be enough to prevent girls from dropping out. Have you considered additional ways to incentivize girls to remain in school?

Indeed the Agent of Change teachers couldn't manage on their own without the support of other stakeholders such as the parents, the community, mother groups, School Committee, Parent teachers association. For them to witness a bigger impact they have to work with these and make sure that the behaviour change intervention should be promoted. Apart from these the local leaders are also very important towards this. The other ways which I have suggested is to enhance girls clubs where girls would be freely discussing issues affecting their academic journey. The other approach could be supporting vulnerable girls with school fees and Uniforms, however I fear that the approach is not at all sustainable. Introducing small competitions in Girls clubs could also motivate them. Finally parading role models could also be a very powerful approach, as they will be able to see, hear and have time to interact with the them.

- Finally, we noted in your new user request that you found out about World Connect via CAWST. Was there

a specific person at CAWST who has worked directly with World Connect before, or had they simply heard of our organization and recommended that you reach out?

CAWST have a page where a number of funders and organisations are featured and thus where I got to know about your organisation

Thanks

January Watchman Mvula  
Sustainable Rural Community Development Organisation. P.O. Box 126  
NSANJE, MALAWI  
[+265888745752](tel:+265888745752)  
<http://surcodmalawi.weebly.com/>

[Quoted text hidden]