

Accountability

- **Organizational Structure:**

Board: composed of five volunteer members nominated and elected by the general assembly.

It meets bi-annually to follow up on project performances and take corrective measures when necessary.

The Management team is composed of five staff members represented from head office and the project offices led by the executive director and responsible for the day-to-day operational activities of the organization

Operating Model:

- **Community and Policy based** Working within the existing policy framework of the country and avoiding the creation of parallel structures. Working closely with the local authorities and communities; developing trust and commitment to ensuring sustainability
- **Systemic Approach:** Working at the individual level (target groups) institutional level schools, training institutions, local administration, government line offices, and district zonal and regional levels.
- **Project Development,** Involving the target groups, communities, donors and the concerned government bodies throughout the project life

Quality Assurance:

- **Monitoring and Evaluation:** Maintaining the right tracking of the projects and assuring the quality of the intended results through periodic project monitoring, review meetings (self-reflections) joint monitoring (with government and donors), annual report, midterm evaluation and project phase evaluation.
- **Social Audit:** Assessing the performance of ESD by the target groups and government stakeholders and communities biannually.