

Hiwot Integrated Development Organization (HIDO)



Organizational Profile – Updated in 2024



“Committed to empower & transform communities, and positively change the lives of people in need”.

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1. ORGANIZATIONAL ADDRESS (CONTACT DETAILS)

Hiwot Integrated Development Organization (HIDO)

Physical Address: - Nefasilk Lafto Sub City, Woreda 03, House Number 612, Addis Ababa

P.O.BOX:- 70818, Addis Ababa Ethiopia

Focal Persons: - **Sr. Tibebe Maco** - Executive Director and **Tadios Kebede** - Program Director

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2. SUMMARY OF ORGANIZATIONAL PROFILE

Hiwot Integrated Development Organization (HIDO) is a local, non-governmental, secular, and non-profit-making organization working towards contributing to the development of Ethiopia through integrated development approaches. HIDO is legally registered as a local non-governmental organization with registration number 0224 by the Federal Democratic Republic of Ethiopia – Authority for Civil Society Organizations. HIDO’s vision is to see healthy and self-reliant society in Ethiopia. Its mission is to build the capacity, confidence, and efficacy of marginalized, disadvantaged, and vulnerable sections of the society (mainly vulnerable women, children, and youth) through participatory and inclusive health, education, livelihood, and human rights, gender, and social inclusion interventions to achieve immediate as well as lasting impact in their lives. HIDO has 24 years of robust development experience. It was founded in 1999 G.C. by an Ethiopian Nurse, Laurent Sister Tibebe Maco, with the support of few dedicated health professionals and Social Workers who had ample experience and exposure in community development interventions.

HIDO currently operates in Addis Ababa and Amhara regions in Ethiopia. In the recent past, HIDO used to operate in Oromia region as well. HIDO has five well designed and integrated programmatic intervention areas, namely:- Child and Youth Development, Education, Health, Livelihood (Economic Empowerment), and Human Rights, Gender, and Social Inclusion. HIDO’s target groups include:- Orphans and Highly Vulnerable Children (including Street Children), Unemployed Youth, Women and Girls in need, Most At Risk Populations for HIV infection mainly Female Sex Workers, and People Living With HIV/AIDS (PLHIV). Over the past twenty four years, HIDO directly reached hundreds of thousands of target beneficiaries through the above five integrated program thematic areas and enabled its target beneficiaries to lead healthier, dignified and better lives. Approximately 70% of HIDO’s beneficiaries and 90 % of HIDO’s volunteers are women. Moreover, HIDO successfully built the capacity of local government authorities, community based organizations, and service providers through technical, financial and material supports.

HIDO is a dynamic and vibrant local NGO that has strong and robust credibility and experience in participatory grass-roots program designing, and implementation, in the engagement and capacity building of structures at grass root level, and engagement and management of volunteers. HIDO has well-built systems and structures in place, has well equipped, qualified and committed staff, different policies, manuals, and strategies that guide its operation, and well-staffed and well-functioning Program, Finance and Administration, and Monitoring and Evaluation units. HIDO has the required technical and organizational capacity for effective and efficient program and financial management. The organization’s program and financial management functions meet the quality standards expected in managing government and donor funds. Over the past 24 years, the

organization successfully managed projects/programs of various natures ranging from small to very large, achieved remarkable results, and positively changed the lives of hundreds of thousands of people. HIDO successfully manages on average 1 million dollar on a yearly basis. The organization had no bad track record in project/program and financial management as proven by financial audits conducted by external auditors and project/program evaluations conducted by government and donors.

In recognition to its outstanding achievements, good track records, and its reputation in participatory project implementation and positive impact achievement, HIDO has become one of the most preferred local NGOs to work with and received several national and international recognitions and awards.

3. VISION, MISSION, AND VALUES

➤ VISION

- HIDO aspires to see healthy and self-reliant society in Ethiopia.

➤ MISSION

- HIDO's Mission is to build the capacity, confidence and efficacy of marginalized and vulnerable sections of the society focusing mainly on vulnerable women, children, and youth through participatory, inclusive, and integrated program interventions to achieve immediate as well as lasting impact in their lives.

➤ VALUES

- **Transparency:** HIDO is committed to be open in all its operations, decisions, and actions to its stakeholders including target beneficiaries.
- **Accountability:** HIDO takes full responsibility for its actions.
- **Empathy:** HIDO remains dedicated to serve target beneficiaries and the community by being compassionate and understanding their situations.
- **Integrity:** HIDO always acts truthfully and honestly.
- **Ethical Professionalism:** HIDO undertakes its duties with a sense of high ethics and professionalism.
- **Partnership:** HIDO always cooperates with stakeholders relevant to its mission.
- **Participation:** HIDO ensures participation of the target community/target groups and stakeholders in all its interventions.
- **Impartiality:** HIDO treats everybody equally without being judgmental to the backgrounds of its service users.

- **Quality Service:** HIDO always strives for excellence in program implementation and is committed to render quality services.
- **Inclusiveness:** HIDO always makes sure that no one is left behind.
- **Voluntarism:** HIDO encourages volunteerism and takes volunteerism as the backbone for its existence i.e. serving vulnerable community members without expecting much in return.

4. TARGET GROUPS

- Orphans and Highly Vulnerable Children (Including Street Children)
- Vulnerable, Marginalized, and Disadvantaged Women and Girls
- Unemployed Youth
- Populations at Risk of HIV Infection (Key Populations and Priority Populations) mainly Female Sex Workers and High Risk Men
- People Living with HIV/AIDS (PLHIV)

5. STRATEGIC GOALS

Overarching Organizational Goal

- To improve the lives of target groups and communities through empowering them, tackling poverty, and addressing barriers to their wellbeing.

Strategic Goal 1: To ensure the proper development and wellbeing of children and youth through ensuring access to integrated and inclusive services.

Strategic Goal 2: To ensure vulnerable children and youth have access to quality education to support them build better future.

Strategic Goal 3: To contribute to the national goal of tackling health problems, preventing HIV/AIDS and other communicable and non-communicable diseases and improving the health status of chronically ill patients through ensuring access to integrated health care services.

Strategic Goal 4: To improve the livelihood of unemployed youth and women through viable livelihood and economic strengthening interventions.

Strategic Goal 5: To contribute to the protection of human rights, and ensure gender equality and social inclusion.

6. GEOGRAPHIC PRESENCE/COVERAGE

HIDO currently operates in all the sub cities in Addis Ababa City Administration and in Debre Berhan town in Amhara region. In the recent past, HIDO used to operate in Debre Sina, and Mehal Meda towns in Amhara region and Sendafa, Sheno, Sululta, Chancho, Fitcha, Gerbe Guracha, and Goha Tsion Towns in Oromia region.

7. PROGRAM THEMATIC AREAS

- 7.1. Child and Youth Development**
- 7.2. Education**
- 7.3. Health**
- 7.4. Livelihood (Economic Empowerment)**
- 7.5. Human Rights, Gender and Social Inclusion**

7.1. Child and Youth Development

Major Interventions under Child and Youth Development Program:

- Educational Support
- Nutritional Support (Child Feeding/Providing Balanced Diet on a Daily Basis)
- Health Care
- Psycho-Social Support
- Shelter and Care
- Legal Protection
- Social and Financial Education
- Skills Development
- Job Creation/Economic Empowerment







Before Renovation

After Renovation









7.2. Education

Major Interventions under Education Program:

- Early Childhood Care and Education (ECCE)
- Tutorial service and educational materials support to vulnerable children and youth to enable them continue their education and perform better
- Capacity building support to Schools to create conducive teaching-learning environment for children and youth in need
- Establishing and strengthening community (public) libraries where children and youth access reference educational materials, books, computers, and internet services.











7.3. Health

Major Interventions under Health Program:

- Targeted HIV Testing and Counseling (HTC), identify new HIV positive cases/individuals, Put them on Anti-Retroviral Treatment (ART), follow-up and support their adherence to treatment (ART) and attain viral load suppression thereby contribute to the achievement of UNAIDS 95-95-95 Goals
- STIs and TB screening and treatment
- Youth friendly Sexual and Reproductive Health (SRH) services
- Family Planning (FP) counseling and FP service provision
- Anti-Retroviral Treatment (ART) adherence support
- Care and support services for People Living with HIV (PLHIV)
- Behavior Change Communication (BCC) interventions
- Prevention and management of COVID-19 pandemic





Before ART



After ART



7.4. Livelihood (Economic Empowerment)

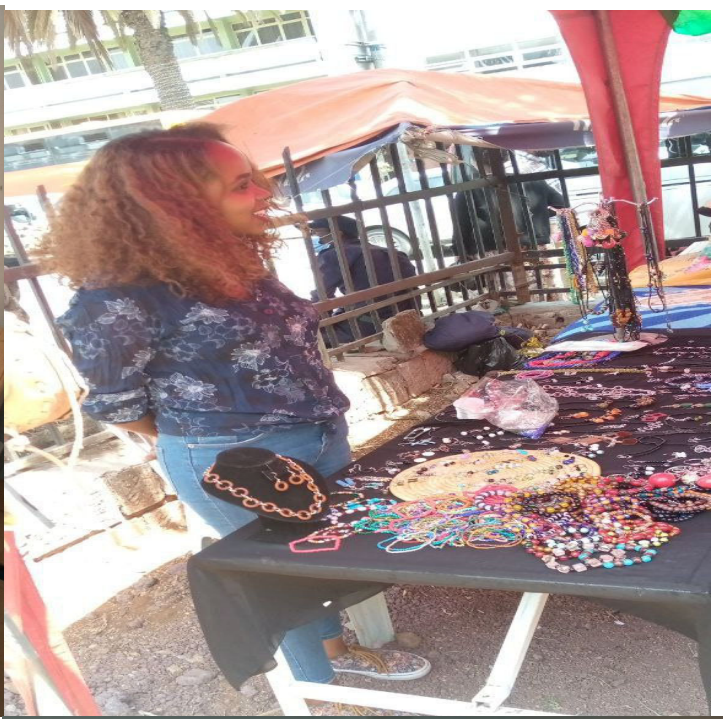
Major Interventions under Livelihood (Economic Empowerment) Program:

- Identification of beneficiaries (youth and women in need) with objective criteria.
- Orientation on viable business ventures.
- Provision of trainings on business skills, and business selection, planning and management for the target youth and women.
- Establish youth business groups.
- Enable selected youth and women to acquire Skills Trainings by closely working with Technical and Vocational Education and Training (TVET) institutions.
- Provide loan, matching fund, start-up capital, material, or revolving fund depending on availability of resource.
- Collaborate and closely work with Micro Finance Institutions, concerned government bodies, and actors in the private sector in order to enable the target youth and women access finance (loan), working premises, market, and other necessary supports.
- Facilitate wage employment by closely working with employers (employing companies) when necessary.
- Provide continuous follow up and ongoing technical support to those youth and women (both in self-employment and wage employment).













7.5. Human Rights, Gender and Social Inclusion

Major Focus Areas of Human Rights, Gender, and Social Inclusion Program:

- Capacity building of government structures on the concepts and practices of human rights and good governance.
- Lobbying and advocacy to ensure human rights are protected and basic human rights conventions endorsed by the country are adhered to at all levels; particularly at the operational level.
- Sensitizing the community on basic human rights concepts and principles so as to enable community members' demand /seek it from concerned bodies.
- Designing and leading initiatives that promote human rights and good governance to show how the issues are linked with growth and community development.
- **Social Accountability:** - support service users and service providers to interact together and to improve basic services through constructive dialogues and better use of government and local resources; thereby ensure efficiency, effectiveness, accessibility, responsiveness, and accountability of education and health services.
- Community mobilization on gender equality and social inclusion issues through community wide events and dialogue sessions to create the necessary awareness.
- Capacity building of community leaders on gender sensitivity and social inclusion to enable them become change agents in their communities to achieve gender equality and social inclusion.
- Protecting women and girls from all forms of violence
- Supporting schools, and facilities that provide health and social services to be accessible for persons with disabilities through fulfilling the necessary disability accessibility requirements.
- Supporting community based structures in the intervention areas to enable them own and sustain interventions on gender equality and social inclusion.









Food and Material Support to Internally Displaced People

8. INTERVENTION STRATEGIES

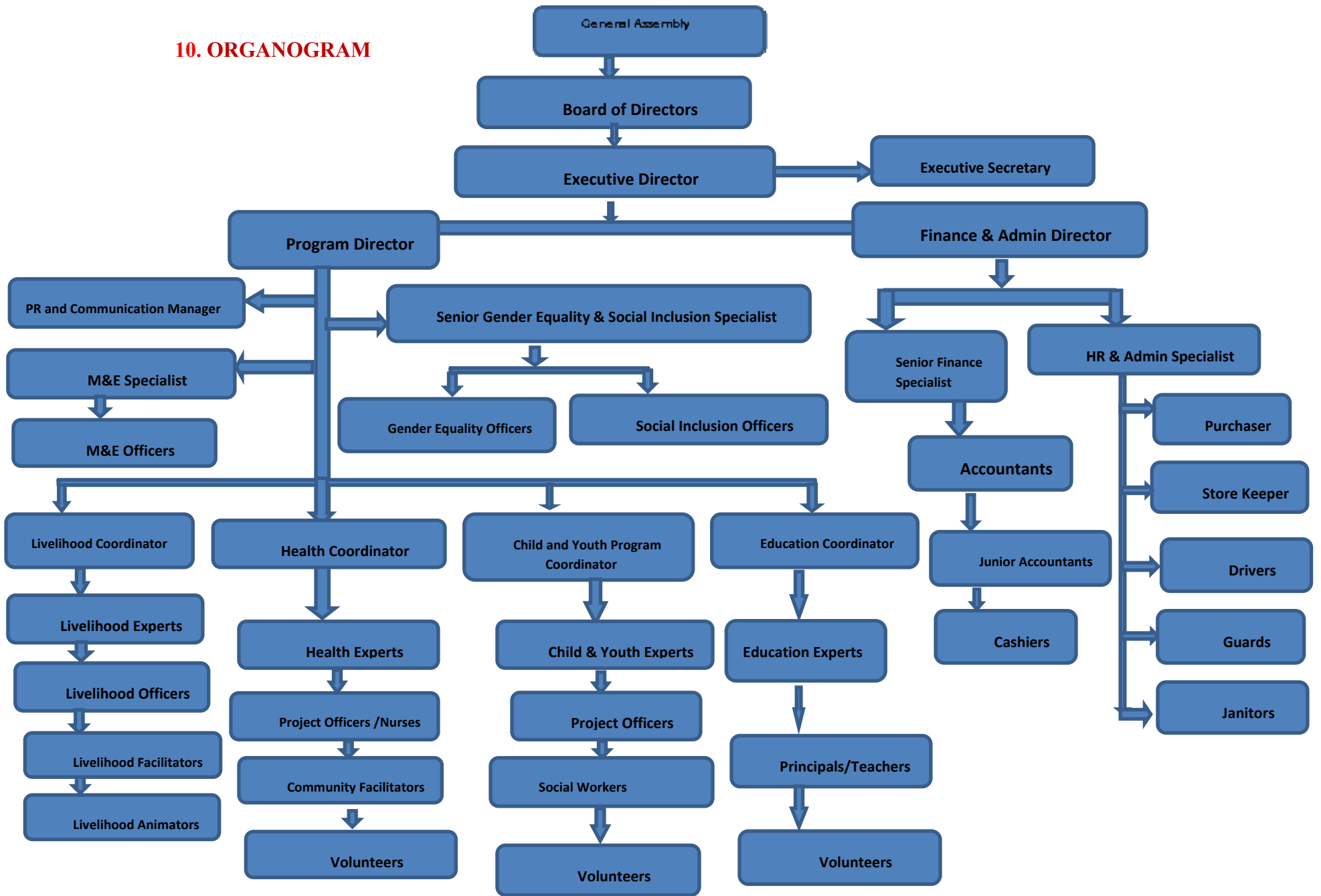
- Evidence-Based, High Impact Intervention
- Continuous Multi-Sectoral Engagement and Collaboration
- Client-Focused, Household and Community-Centered Intervention
- System Strengthening and Capacity Building
- Holistic and Integrated Approach
- Gender-Sensitive Programming
- Encouraging Local Ownership and Capacity Development
- Fostering Public Private Partnerships
- Influencing and Dialogue

9. GOVERNANCE

HIDO has the General Assembly as the highest governing body of the organization with 25 members drawn from the communities, the academia, the private sector, government and civil societies. The General Assembly meets once in a year and has major roles which include but not limited to:- providing strategic direction about the operation of the organization, select and approve board of directors, select and approve auditors, and approve the annual report and annual plan and budget of the organization.

The next governing body is the Board of Directors which has seven members. The Board is accountable to the General Assembly of the Organization. The Board of Directors meets on a quarterly basis, provides the required support to the secretariat, and provides strategic and policy advice and guidance. HIDO has also a senior management committee with members including the Executive Director, Program Director, Finance and Admin Director, Program Coordinators/Managers and Department Heads to provide strategic direction as well as leadership to the day to day operation of the organization.

10. ORGANOGRAM



11. ORGANIZATIONAL CAPACITY

11.1. TRACK RECORD

HIDO is a dynamic and vibrant local NGO that has strong and robust credibility and experience in participatory grass-roots program designing, and implementation, in the engagement and capacity building of structures at grass root level, and engagement and management of volunteers. HIDO has well-built systems and structures in place, has well equipped, qualified and committed staff, different policies, manuals, and strategies that guide its operation, and well-staffed, and well-functioning Program, Finance and Administration, and Monitoring and Evaluation units. HIDO has the required technical and organizational capacity for effective and efficient program and financial management. The organization's program and financial management functions meet the quality standards expected in managing donor funds. Over the past 24 years, the organization successfully managed projects/programs of various natures ranging from small to very large, achieved remarkable results, and positively changed the lives of hundreds of thousands of people. HIDO successfully manages on average 1 million dollar on a yearly basis. The organization had no bad track record in project/program and financial management as proven by financial audits conducted by external auditors and project/program evaluations conducted by government and donors. During its organizational carrier spanning over the past twenty three years, HIDO has achieved excellence and specialty in the engagement of relevant actors and structures at grass root level, engagement and management of volunteers, and creative resource mobilization.

Relevant actors and grass root level structures were made to be engaged in planning, implementation, monitoring, and evaluation of projects/programs. Besides, their technical and institutional capacities are built in a way that ensures meaningful community participation and efficient constituency building which in turn strengthened and enhanced community ownership and sustainability of development interventions. With regard to volunteers' engagement and management, HIDO has mobilized more than 10,000 community volunteers for its various development programs. The organization has volunteers' management policy that helps it utilize volunteers in an efficient & organized manner.

HIDO also has excellence in creative resource mobilization for the needy (other than funding from traditional donors). Such creative resource mobilization endeavors include; innovative local fundraising initiatives in the form of public collection, corporate social responsibility with the private sector, individual sponsorship, and staff contribution for the needy from monthly staff salary. Such creative resource mobilization endeavors of the organization are guided by a carefully prepared resource mobilization strategy.

11.2. MANPOWER

- Currently HIDO has 62 staff members (44 Female, 18 Male). HIDO used to have more than 200 staff at a time in the recent past. The staff of HIDO have a range of knowledge and skills and are drawn from educational backgrounds that include: Sociology, Social Work, Psychology, Management, Accounting, Economics, Development Studies, Law, Public Health, Nursing, Education, Nutrition, and Business Administration. In addition to its staff members, the organization has more than 1000 volunteers (90% of whom are Women) working at grass root level in the different programs of the organization. Since its establishment, HIDO mobilized more than 10,000 national volunteers and more than 100 international volunteers.

11.3. BUDGET

- HIDO on average manages an annual budget of 1 million U.S. Dollar.

11.4. ORGANIZATIONAL POLICIES AND MANUALS

- Bylaw (Articles of Association)
- Five Years Strategic Plan
- HR, Procurement and Administration Manual
- Financial and Accounting Policy
- Staff and Board Members Ethics Policy/Code of Conduct
- Child Protection Policy
- Volunteers Management Policy
- Volunteers' Protection and Risk Assessment Manual
- Resource Mobilization Strategy
- Stakeholder Engagement Strategy
- Communications Guideline
- Disability Inclusion Policy
- Gender Policy
- Knowledge Management Guideline
- Sexual Violence Policy
- Standard Service Delivery Guideline
- Monitoring and Evaluation Policy
- Anti-Fraud/Whistle Blower Policy
- Safeguarding Policy
- Risk Management Policy

11.5. FACILITIES AND ASSETS

The organization owns offices (head office and branch offices), Shelters for the rehabilitation of Street Children and children who are victims of child labor exploitation, Early Childhood Care and Education (ECCE) Center, Youth Library, and different centers/facilities that provide integrated services to target beneficiaries. Besides, the organization owns adequate fixed assets including 5 (five) vehicles to run its operations.

11.6. MEMBERSHIP/NETWORKING/ALLIANCES

HIDO firmly believes in networking and joint efforts mainly because such platforms enable it to learn from others and share its practical experiences to others, maximize its opportunity to procure resources, and more importantly such platforms are pivotal for collective and scaled influence and advocacy. HIDO is an active and dynamic member of networks and umbrella organizations that include but not limited to the following:

- Ethiopian Civil Society Organizations Council (ECSOC)
- Consortium of Christian Relief and Development Associations (CCRDA)
- Consortium of Reproductive Health Associations (CORHA)
- Regional Anti-Trafficking and Irregular Migration Task Force
- Ethiopian Civil Society Coalition (ECSC) for Nutrition
- Orphans and Vulnerable Children (OVC) Network Ethiopia
- Youth Network for Sustainable Development (YNSD)
- Aflatoun Child Savings International (A Global Movement for Child and Youth Social and Financial Education)
- Various Theme Focused Technical Working Groups, Forums, Committees, and Task Forces

12. DONORS/FUNDING AGENCIES (CURRENT and PAST)

The major funding agencies/donors **CURRENTLY** supporting HIDO include the following:

- Woord en Daad
- The Norwegian Agency for Development Cooperation (NORAD) through Woord en Daad
- Ministry of Women and Social Affairs (MoWSA)
- Ethiopian Diaspora Trust Fund (EDTF)
- Multi-Donors Trust Fund - World Bank through VNG International
- People to People (P2P) Canada
- The Institute for Global Outreach (IGO)
- Linking Lives

The major funding agencies/donors that supported HIDO **IN THE PAST** include but not limited to the following:

- USAID Direct Funding
- USAID through PACT
- USAID through FHI
- USAID through PSI
- USAID through Land O'Lakes

- USAID through Save the Children USA
- Swedish International Development Agency (SIDA) through PACT
- USAID through MSH
- Save the Children Norway
- ILO
- USAID through PCI
- Marshal Wase Asset Management (MWAM) – Eureka Trust United Kingdom
- Comic Relief through Health link Worldwide UK
- The Pharo Foundation
- Royal Netherlands Embassy
- U.S. Embassy
- French Embassy
- African Women Development Fund (AWDF)
- ECI Africa
- USAID through Project Hope

13. MAJOR ORGANIZATIONAL ACHIEVEMENTS

- Enabled 100,000+ orphans and highly vulnerable children to become healthy, safe, and schooled.
- Identified 26,000 new HIV positive individuals through applying targeted testing techniques, linked and enabled 25,100 (96%) of them to start Anti-Retroviral Treatment (ART).
- Ensured adherence to Anti-Retroviral Treatment (ART) and retention in care among 24,440 People Living with HIV/PLHIV (97%) of those on ART targeted by the organization).
- Enabled 50,000+ disadvantaged and vulnerable women to become economically self-reliant.
- Enabled 30,000 Youth to become employed (24,000 through self-employment and 6,000 through wage employment).
- Built the capacity of public service providers (mainly, education and health service providers) and ensured efficiency, effectiveness, accessibility, responsiveness, and accountability of education and health services in five sub cities in Addis Ababa through Ethiopia Social Accountability Programs 2 & 3 (ESAP 2 & ESAP 3).
- Enhanced capacity of public service providers and service users (citizens) in promoting and ensuring human rights, good governance, gender equality and social inclusion.
- Achieved excellence and organizational maturity in development programs implementation and management.

14. INTERNATIONAL AND NATIONAL RECOGNITIONS AND AWARDS

During the past two decades of development interventions experience, HIDO in collaboration and partnership with various development actors implemented projects of various natures ranging from small to very large, achieved remarkable results, and positively changed the lives of hundreds of thousands of people.

In recognition to its outstanding achievements, good track records and its reputation in participatory program designing and implementation, HIDO received several national and international recognitions/awards among which the following are worth mentioning:

S. No.	Award/Recognition	Year of Award	Organization/Institution that provided the award/recognition
1	Exemplary grass-root intervention engaging Community Based Organizations/CBOs (African Prize for Leadership)	2001	Hunger Project a New York-based International NGO (New York, USA)
2	Excellent Home Based Care Service for Chronically Ill Bedridden Patients	2003	Center for International Learning (USA)
3	Excellent community-based works of the organization especially the engagement of community based organizations, mainly Iddirs, in its interventions	2004	Family Health International (USA)
4	World of Children Award (Nobel Prize for Children)	2008	The World Of Children, a USA based philanthropic Organization (USA)
5	Making significant difference in changing the lives of vulnerable children in Ethiopia.	2009	Society of Ethiopians Established in the Diaspora (SEED) (USA)
6	Excellent performance in the area of HIV/AIDS prevention	2010	Pre-Vent, a U.S. based philanthropic organization (USA)

7	Excellent performance in the area of HIV/AIDS prevention and care, and treatment service provision	2014	Consortium of Christian Relief and Development Associations (CCRDA), Addis Ababa
8	Extraordinary Citizens' Award (<i>Yebego Sew Shilimat</i>) Under Charities Category:	2018	Extraordinary Citizens' Award (Yebegosew Shilimat)Committee Led by Deacon Daniel Kibret
9	Certificate of Achievement by the Kaizen Company for successfully meeting the requirements of USAID/Ethiopia Local Capacity Development (LCD) Program by implementing organizational reforms on the basis of the technical support provided in the areas of Financial Management, Project Management, Monitoring and Evaluation, and Sustainability from July 2017 to April 2019.	2020	USAID Local Capacity Development (LCD) Program Implemented by a U.S. based organization known as the Kaizen Company
10	Certificate of appreciation for active engagement and meaningful contribution in the area of Women and Youth Empowerment	2022	Authority for Civil Society Organizations (ACSO)
11	Several certificates of recognition and appreciation from the government of Ethiopia, donors, international and local partners, and CBOs at different times.		

15. PROJECTS CURRENTLY UNDER IMPLEMENTATION

- Early Childhood Care & Education (ECCE) for Orphans & Vulnerable Children (OVC)
- Urban Productive Safety Net and Jobs (UPSNI) Project Targeting Street Children
- Women and Youth Economic Empowerment
- Child Sponsorship and Child Feeding
- Koshe Destitute Support
- Combatting Modern Slavery (CMS) – Breaking the Chains of Exploitative Child Labor
- Addressing the Root Causes of Irregular Migration (ARC) - through - Creating Employment Opportunities for Youth in Ethiopia (EYE)
- Ethiopia Social Accountability Program 3 (ESAP 3) Focusing on Education and Health Sectors
- Anti-Retroviral Treatment (ART) Adherence among People Living with HIV (PLHIV)

Testimony from a Beneficiary



“My name is Gashaye. I am now 26 years old. I was getting all-inclusive support from HIDO since I lost my parents at an early age. The continuous support I got from HIDO enabled me to become healthy, safe, and schooled. Thanks to HIDO, I successfully graduated with MD Degree from Hawassa University and become a Medical Doctor. Moreover, I have pursued my Master’s Degree and I am now specializing in Surgery. Had it not been for the support from HIDO, I wouldn’t have been where I am now”.