



What does this program offer?

Local Partner Development (LPD) **Stepping Stone to Success** will offer individualized training support for a select group of twenty (20) community-based organizations (CBOs), and grassroots organizations on how to improve their community work and the sustainability of their groups. The program incorporates a "Learning by Doing" approach that is practical and manageable, will foster collaboration, networking and peer learning, and will also include support mechanisms to ensure participants get the maximum benefit from the intervention.



Stepping Stone Structure

Stepping Stone is designed to be a holistic organizational strengthening intervention that addresses each group's needs while also fostering the creation of a collaborative and supportive environment for community-based and grassroots organizations.

The training program will have 3 main components:

1



Workshops

- One Workshop per Month
- One or Two Day
- Ten Workshops

2



Peer Learning

- Form Peer Groups
- Assignments between workshops
- Connections to the regional working group
- Mutual visits and on-site learning

3



Mentoring

- Assign Mentor to each group (LPD paid)
- Twice a month phone calls
- Once every two months face-to-face

Assessment Process

Each group that participates in Stepping Stone will be guided through an assessment process so that the workshop content offered, the assignments given, and the coaching support provided, can all be tailored to meet the needs of the cohort and of specific organizations. Organizations will be required to attend all workshops and to satisfactorily complete all assignments.



Workshop Curriculum

Session 1: Assessment and Presentation of Stepping Stone Program	Key Content: <ul style="list-style-type: none"> • Overview of Stepping Stone • Group presentations • Assessment activity
Session 2: Program Design	<ul style="list-style-type: none"> • Identifying problems and solutions • How to effectively workplan • Basic M&E
Session 3: Mobilizing Community Resources	<ul style="list-style-type: none"> • Needs assessment • Mobilizing and maximizing resources • Community awareness building
Session 4: Managing Staff and Volunteers	<ul style="list-style-type: none"> • Who do we need? • How do we get and keep volunteers? • How do we graduate volunteers?
Session 5: Budgeting & Financial Management	<ul style="list-style-type: none"> • Basic budget skills • Best practices for procurement
Session 6: Financial Viability	<ul style="list-style-type: none"> • Current financial standing • Diversifying resource base • Identifying income generating opportunities
Session 7: Proposal Writing	<ul style="list-style-type: none"> • What is a proposal? • Expectations of funders/donors • Different channels of request • Proposal writing process
Session 8: Organizational identity, Culture & Strategic Planning	<ul style="list-style-type: none"> • What culture and values should our organization exhibit and support? • What is our primary purpose? • What strategies should be implemented to ensure long-term sustainability?
Session 9: Program Management	<ul style="list-style-type: none"> • Implementation • M&E • GESI implementation • Use of technology
Session 10: Program Graduation	<ul style="list-style-type: none"> • Exit assessment • Snapshot of improvements • Evaluation of the program • Presentation of certificates