



Organizational Profile

1. Organizational Address:

Organization Name:- Action for Integrated Development (AID-Ethiopia)

Physical Address: Debre Birhan City Administration, 05 Kebele Full Gospel Believer Church Building 3rd floor

Contact Persons: - Mr. Mesfin Abebe - Executive Director

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2. Brief Description of AID-Ethiopia

AID-Ethiopia is a child, youth, and women focused non-governmental, non-profit organization. It was established in 2021 but legally registered in 2023 by the Federal Authority for Civil Society Organizations (ACSO) in accordance with Proclamation 2011/2019, with registration number 6938. The organization is dedicated to tackling poverty, inequality, and marginalization through programs in education, healthcare, economic empowerment, and capacity building. It also strives to improve the lives of vulnerable groups, including women, children, and youth, by promoting human rights, gender equality, peace-building, and environmental protection.

2. Vision, Mission and Values

2.1 Vision

AID-Ethiopia aspires to see socially and economically empowered communities in Ethiopia.

2.2 Mission

Improve the well-being of children, women, youth and vulnerable adults by rendering holistic and integrated programmatic interventions by involving various stakeholders and the development actors.

2.3 Values:

- People centered
- Accountability
- Equity
- Integrity
- partnerships
- Inclusiveness
- participation

2.4 Guiding Principles

- Shared responsibility
- Best interests of Children, Women, Youth and disadvantage groups
- Safe environment and organizational culture
- Inclusive developmental approach
- Zero-tolerance
- Humanitarian Accountability

3. Thematic Areas/Programmatic Intervention/:

AID Ethiopia has seven well designed and integrated programmatic intervention areas, namely

1. Child and youth development
2. Livelihood
3. Access to inclusive education
4. Health
5. Good governance, Human Rights, and Social Inclusion
6. Peace building and conflict resolution
7. Environmental protection

4. Cross Cutting Issues;

- Disability Inclusion
- Gender Equality
- Conflict sensitivity
- HIV/AIDS

5. The main objectives of AID-Ethiopia establishment is to:

1. **Engage in creating ethical and self-confident youths:** Develop youth-centered holistic training programs that nurture ethical values, resilience, and self-confidence to empower the next generation.
2. **Improve the livelihoods of vulnerable children and youth:** Support children and youth with disabilities, those living in difficult circumstances, and those from marginalized families through targeted livelihood interventions.
3. **Enhance the well-being of children, youth, and women:** Implement comprehensive, gender-sensitive health interventions, including Sexual and Reproductive Health (SRH), Family Planning (FP), Maternal Health, Reproductive, Maternal, Newborn, and Child Health (RMNCH), Nutrition, and Water, Sanitation, and Hygiene (WASH).
4. **Strengthen democratic participation:** Build the capacity of citizens especially women and youth to actively participate in local and national governance and decision-making processes through training and advocacy.
5. **Promote access to quality education and gender equality:** Advocate for inclusive education policies, improve school infrastructure, and raise awareness of gender equality in education.
6. **Ensure gender equity in participation and benefits:** Design and implement programs that provide equal opportunities and benefits for both women and men across all initiatives.
7. **Support and rehabilitate vulnerable groups:** Provide tailored services such as counseling, rehabilitation, and social reintegration for vulnerable youth, women, elderly individuals, and children.
8. **Promote peace and social cohesion:** Contribute to community peace-building and national security through inclusive dialogue and social cohesion initiatives.
9. **Advance environmental protection and sustainability:** Encourage environmental stewardship and promote sustainable development practices across all programs and communities.

6. Core Programmatic Goal:

Contribute the national efforts of reducing the social and economic challenges faced by deprived, vulnerable, and excluded children, women, youth, and adults. This will be achieved through targeted humanitarian and development programs aimed at improving education, health, livelihood, nutrition, and psychosocial well-being within the organization's operational areas.

7. Target Group and Intervention Area of AID Ethiopia

a. Target Groups

AID-Ethiopia's focus on the development and empowerment of children, women, youth, and vulnerable adults is crucial, as these groups are often the most affected by poverty, discrimination, and social exclusion. By targeting these populations, AID-Ethiopia seeks to address issues such as abuse, violations of rights, and limited access to resources

and opportunities. The organization's work aims to provide these groups with the tools, support, and opportunities to overcome these barriers, promoting social inclusion, equal rights, and empowerment in their communities.

b. Intervention Area

AID-Ethiopia was established to operate humanitarian services and developmental programs throughout the country. Currently, the organization is implementing a project in the Amhara Region and plans to expand its intervention areas to the remaining regions of the country.

8. Organizational Structures

Governance

Governance

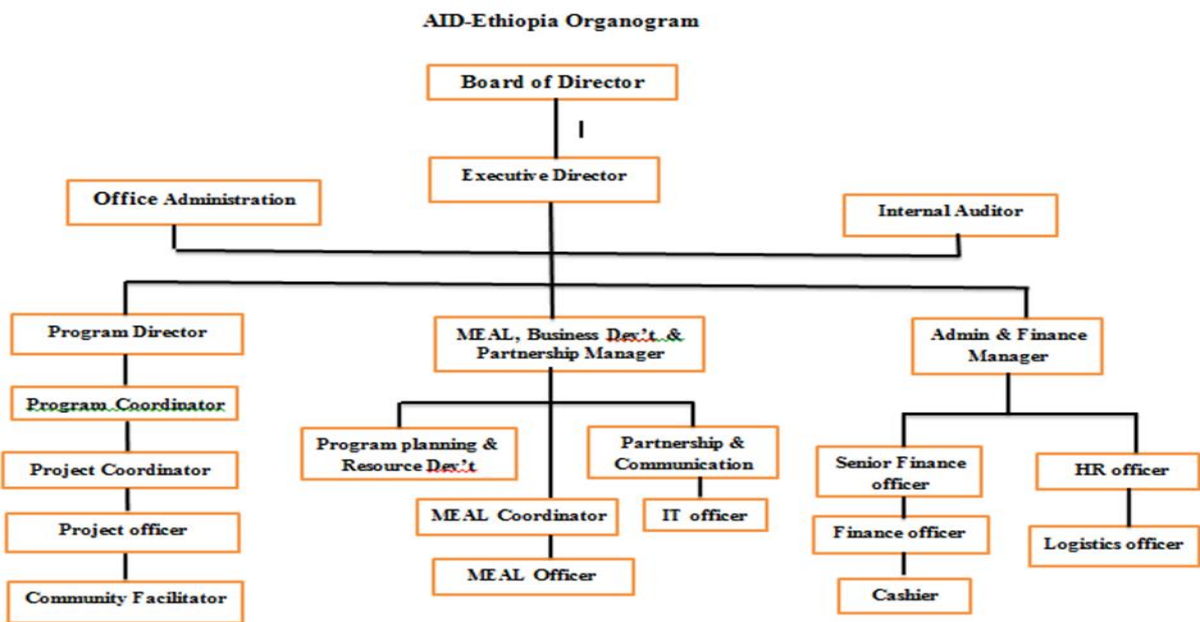
AID Ethiopia is governed by its Board of Directors (BoD), which serves as the primary policy-making and governance body of the organization. The Board operates independently and is responsible for formulating and approving policies, establishing organizational systems, and regularly evaluating the overall performance of AID Ethiopia. The Board's activities are guided by the principles outlined in the Board Policy Manual.

Management

AID-Ethiopia is led by an Executive Director, who serves as the formal head of the organization. The Executive Director reports to the Chairperson of the Board of Directors (BoD) and is responsible for the overall management of the organization.

The Executive Director is supported by the Program Director, the MEAL, Business Dev't and partnership Manager, and the Admin & Finance Director. Together, they form the management team responsible for overseeing the organization's operations.

Organization Organogram:



9. Policies and Systems

AID-Ethiopia follows its specific set of policies and Standard Operating Procedures (SOPs) which has been revised and updated a number of times up till now in order to make them more staff friendly and organization centered.

AID Ethiopia uses its following manuals of policies:

- Strategic planning
- Gender policies
- Human Resources Administration Policies.
- Accounting and Financial Policy.
- Procurement
- Code of Conduct.
- Board Policies Manual.
- Safeguarding policy

These manuals contain a number of basic organizational policies and procedures which help in the creation and maintenance of a transparent, accountable and fair working environment in AID –Ethiopia and ensure the effective achievement of overall objectives of the Organization.

11 Donors



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