Strategic Planning Report

BUDS Strategic Planning Bal Umang Drishya Sanstha (BUDS)
Flowing Together: The Emerging Collective Retreat and Strategic Planning
24th February, 2024
Swaraj Resort, Bharat Pur, Rajasthan

Welcome Note: The strategic planning meeting commenced with a warm welcome to all participants and honorable Trustees of BUDS by Mr. Yawar Qaiyum (Director-Operations -BUDS). The meeting was aimed at fostering collaboration, innovation, strengthening, and strategic thinking toward enhancing BUDS's existing programs on health and education for marginalized communities, new projects on the prevention of violence against women and young girls, and devising new strategies to address pertinent challenges.

Trustee's Message: A message from the trustees (Dr. Rajeev Seth and Dr. Indra Taneja) was conveyed, expressing appreciation for the dedicated work of employees in the field of education, health, and violence prevention. BUDS employees were reminded of the importance of maintaining comprehensive health including physical, mental, and emotional well-being, especially in their roles as teachers and advocates for marginalized communities.

Crew Connects - Connection & Bonding (Ice-breaking exercises):

To kickstart the session, ice-breaking exercises named tic, tac, toe, and walk and stop, were conducted by Ms. Tanu Girotra (Consultant- Public Health) to facilitate team bonding and foster a conducive environment for open communication and collaboration among participants. These activities aimed to break down barriers and create a conducive atmosphere for collaboration and open communication.

Overview and Presentations by Program Representatives:

Following the ice-breaking session, program representatives from PACE Delhi, Nuh-Haryana, Tarang, Y2P, DIC, and Mobile Health Van provided an overview of their respective programs, highlighting achievements, challenges, and future goals. This segment provided insights into the current landscape and set the stage for strategic discussions.

Formation of Working Groups and Reflections: Working groups were formed to delve deeper into specific focus thematic areas during SWOT Analysis and the strategic planning sessions. These groups will continue to collaborate and develop actionable plans to implement the strategies outlined in the roadmap.

BUDS Wins & Challenges (SWOT Analysis): Participants shared successes and challenges encountered in their respective programs, fostering a culture of transparency and shared learning. This segment allowed for reflection on past experiences and identification of areas for improvement. This section presents the findings of the SWOT analysis conducted for the Health, Education, and Prevention of Violence against Women and Young Girls Projects in BUDS aimed at providing comprehensive healthcare, quality and accessible education services, and prevention of violence in marginalized communities.

The working group of Health discussed the following Strengths, Weaknesses, Opportunities, and Threats of BUDS Health Project:

SWOT ANALYSIS ON HEALTH

		BUDS HEALTH PROJECT (SWOT ANALYSIS)		
S.No.	**Strengths**	**Weakness**	**Opportunities**	**Threats**
1.	**Mobile Health Van**: The Mobile Health Van facilitates healthcare access to remote and marginalized areas, addressing the challenge of geographical barriers. It provides on-the-spot medical care, diagnostics, and treatment, ensuring timely intervention for health issues.	**Inadequate Health Training**: Staff members lack adequate health training and qualifications, affecting the quality of care provided and limiting the project's impact on community health.	**Publicity through Mobile Health Van:** The Mobile Health Van serves as a visible presence in the community, providing opportunities for publicity, awareness campaigns, and health promotion activities. It enhances the project's visibility, engagement, and trust within the community, fostering long-term relationships and partnerships.	**Funding Shortages:** Inadequate funding threatens the project's continuity and ability to deliver essential healthcare services, jeopardizing the health and well-being of the community.
2.	**Mobile Health Van Infrastructure**: The Mobile Health Van is well-equipped with a comprehensive range of medicines and medical equipment, enabling effective treatment of patients in the community. It enhances the	**Lack of Medicines Knowledge:** MHV staff have limited knowledge about medicines, leading to improper usage, dosage errors, and potential health risks.	**Identification of New Community Issues**: Engaging with the marginalized community through healthcare initiatives provides insights into emerging health issues, social determinants of health,	**Medication Errors**: Providing incorrect medications or dosages poses serious risks to patient safety, potentially resulting in adverse health outcomes and legal repercussions for the project.

	project's capacity to deliver healthcare services in resource-limited settings and emergencies.		and unmet healthcare needs. It creates opportunities to tailor healthcare interventions, and community partnerships to address these challenges effectively.	
3.	**Vaccination**: Awareness camps on vaccination ensure immunization coverage among all age groups, contributing to disease prevention and public health improvement. They help in reducing the incidence of vaccine-preventable diseases and promoting community well-being.	**No Vaccination Training**: Vaccination training is not provided to Mobile Health Van staff.	**Expansion of Services:** Identifying new community needs and issues may lead to opportunities to expand services, such as opening new drop-in centers or mobile clinics, to better meet the healthcare needs of the marginalized population.	**Community Violence and Safety Concerns:** Violence within the community and safety concerns related to drug addiction create risks for healthcare providers, compromising service delivery and staff well-being.
4.	**Comprehensive Health Camps:** Health camps cover all age groups, offering a wide range of medical services including screenings, check-ups, and consultations. They serve as a holistic approach to healthcare delivery, addressing diverse health needs within the community.	**Community Coordination Issues:** Lack of coordination and engagement among community members hinders the effectiveness of healthcare interventions and community participation in health promotion activities.	**Partnership Opportunities:** Collaboration with hospitals, NGOs, and government agencies provides opportunities for resource sharing, capacity building, and leveraging expertise to enhance healthcare delivery and impact. It strengthens the project's sustainability, scalability, and effectiveness in	**Operational Challenges with Mobile Health Van**: Limited parking space for the Mobile Health Van hinders service delivery and accessibility, impacting the project's ability to reach and serve the community effectively.

			addressing complex healthcare challenges.	
5.	**Government Support:** Government support in terms of doctors, medicines, and resources enhances the project's credibility and sustainability. It strengthens the healthcare infrastructure and enables effective implementation of healthcare interventions.	**Staffing Challenges for Mobile Health Van:** Staff members of the Mobile Health Van face challenges such as insufficient staffing, workload issues, and burnout, impacting service delivery and morale.	**Establishment of BUDS Hospital**: The opportunity to establish the BUD's hospital presents a strategic avenue for expanding healthcare services, improving access, and ensuring quality care for the marginalized community. It enhances the BUDS, visibility, and long-term sustainability in addressing healthcare disparities and promoting community health.	**Cultural and Religious Discrimination**: Discrimination based on cultural or religious biases undermines trust and cooperation with healthcare providers, hindering the project's ability to engage and serve the community.
6.	**Health Education and Counselling**: Health education initiatives raise awareness about preventive healthcare practices, empowering individuals to take charge of their health. Counselling services provide emotional support and guidance, addressing mental health issues and promoting well-being.	**Behavioral Challenges**: Some community members exhibit negative behaviors towards healthcare providers, leading to tensions, misunderstandings, and barriers to accessing healthcare services.		

7.	**Referral System:** The referral system ensures continuity of care by facilitating access to specialized services and higher levels of healthcare when needed. It optimizes healthcare resources and enhances the quality of care provided to the community.	**Staff Shortage for Referral Purposes**: There is a shortage of staff members qualified for referral purposes, limiting access to specialized care and comprehensive healthcare services for the community.		
8.	**Funding:** Adequate funding supports the smooth functioning of the project, enabling the procurement of medical supplies, equipment, and operational expenses. It ensures the sustainability and scalability of healthcare interventions, expanding their reach and impact.	**Resource Constraints**: Resource constraints could limit the scope and scalability of healthcare interventions and service delivery.		

The working group of Education discussed the following Strengths, Weaknesses, Opportunities, and Threats of BUDS Education Project:

SWOT ANALYSIS OF THE EDUCATION PROJECT

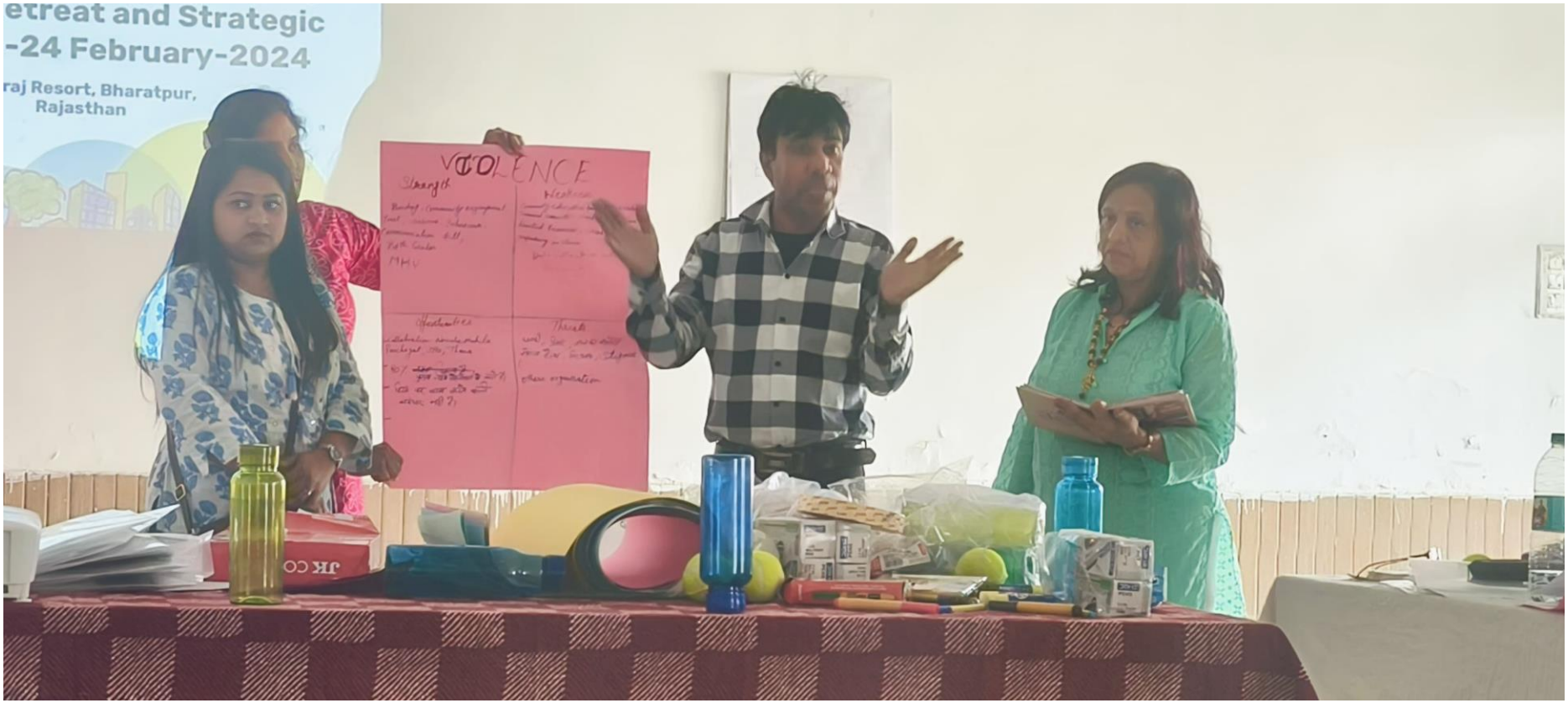
		BUDS Education Project (SWOT Analysis)		
S.No.	**Strengths**	**Weakness**	**Opportunities**	**Threats**
1.	**Counselling Services:** BUDS provision of counseling services supports the holistic development of children, addressing their emotional, social, and academic needs. It fosters a supportive environment for children to overcome challenges, build resilience, and achieve their full potential.	**Irregular Attendance**: The irregularity of students attending classes in BUDS educational centers poses a significant challenge to the effectiveness of the project, as it hinders the continuity of learning and impacts educational outcomes.	**Exposure to Education for Families**: The project can offer opportunities for the families of children to be exposed to education through consultation or workshops, thereby expanding the project's impact beyond just children.	**Cultural Resistance**: Deep-seated cultural beliefs and norms regarding gender roles and education hinder efforts to promote girls' education and challenge existing inequalities within the community.
2.	**Strong Bonding with Parents and Learners:** BUDS builds strong relationships with parents and learners and promotes trust, collaboration, and active engagement in the education process. It enhances parental involvement in their children's education and creates a supportive home-school partnership.	**Lack of Awareness and Sensitization**: The absence of adequate awareness and sensitization among parents regarding the importance of education contribute to low enrolment rates and a lack of support for educational initiatives.	**Proper Staff Management:** Implementing systems to track non-teaching and teaching staff performance can enhance accountability and improve the quality of education delivery in the centers.	**Safety Risks:** Persistent safety risks such as eve-teasing, criminal activities, and domestic violence pose immediate threats to girls' safety and well-being, deterring them from attending BUDS educational centers.

3.	**Events and Exposure Visits:** BUDS organize events and exposure visits to various places such as banks, police stations, parks, and libraries to broadens children's horizons, enhances their knowledge, and promotes experiential learning. It exposes children to different career opportunities, life skills, and community resources.	**Limited Community Support:** Insufficient support from community members may impede the project's success, as community involvement is crucial for sustainable educational development.	**Skill Development Workshops:** Introducing craft workshops and vocational training programs in the centers can provide practical skills to students, enhancing their employability and fostering creativity and entrepreneurship within the community.	**Lack of Enforcement:** Inadequate enforcement of laws and policies addressing gender-based violence and discrimination undermines efforts to create safe and supportive environments for girls' education.
4.	**Activity-Based Learning:** Implementing activity-based learning methodologies makes education more interactive, engaging, and relevant to children's interests and needs. It caters to diverse learning styles and promotes critical thinking, creativity, and problem-solving skills.	**Religious Emphasis Over Education**: The prioritization of religious studies over academic education or experiential learning limits the scope of the project and hinder its ability to provide holistic learning opportunities.	**Community Outreach:** Reaching out to community members through awareness, workshops, and community events can increase awareness about the importance of education and encourage greater participation and support for educational initiatives.	
5.	**Promotion of Equality: BUDS p**romotes equality based on caste, class, religion, and level of education fosters inclusivity, respect, and acceptance among children. It creates a supportive	**Concerns of Safety:** Parents' apprehensions about the safety of their children due to substance abuse or intoxication in the community can lead to reluctance		

	and non-discriminatory learning environment where all children feel valued and empowered.	to send them to educational centers, affecting enrolment rates.		
6.	**Skill Development and Job Placement:** BUDS **o**ffers further skill development programs and job placement assistance which equips children with practical skills and enhances their employability prospects. It empowers children to break the cycle of poverty, achieve economic independence, and contribute positively to society.	**Lack of Professionalism:** A lack of professionalism within the project team result in inefficiencies, mismanagement, and decreased effectiveness in achieving project goals.		
7.	**Nutritional Support:** BUDS providing nutritious meals to children ensures their physical well-being, enhances concentration and learning outcomes, and addresses nutritional deficiencies. It supports overall growth and development, particularly for children from disadvantaged backgrounds.	**Inadequate Mobilization:** Insufficient efforts in mobilizing community members and stakeholders to actively participate in educational initiatives may limit the project's reach and impact.		

8.	**Financial Support and Scholarships:** BUDS offers financial support and enables access to education for children from low-income families, reducing financial barriers and promoting educational equity. It empowers children to pursue their educational aspirations and realize their potential regardless of their financial circumstances.			
9.	**Creation of Safe Spaces:** BUDS creates safe and supportive spaces at all centers ensuring children's physical and emotional safety, and providing them with a conducive learning environment free from violence, abuse, and discrimination. It fosters a sense of belonging, security, and trust, enabling children to thrive and reach their educational goals.			

The working group of Prevention of Violence against Women and Young Girls discussed the following Strengths, Weaknesses, Opportunities, and Threats of BUDS Upcoming/proposed Project:



SWOT ANALYSIS OF PREVENTION OF VIOLENCE AGAINST WOMEN AND YOUNG GIRLS

		Prevention Of Violence (SWOT Analysis)		
S.No.	**Strengths**	**Weakness**	**Opportunities**	**Threats**
1.	**Trust:** BUDS established trust among community members which further facilitates open communication and cooperation, essential for implementing effective violence prevention strategies.	**Lack of Trained Counselors:** The absence of trained counselors to deal with violence poses a significant weakness, as individuals experiencing or perpetrating violence do not receive the specialized support and intervention needed for effective resolution.	**Training and Capacity Building:** Investing in training and capacity-building programs for project staff and community members to become certified counselors and crisis responders can enhance the project's ability to provide effective support and intervention for violence-related issues.	**Pressure from Community:** Community pressure to address violence issues may strain project resources and staff, impacting effectiveness.
2.	**Mobile Health Van**: BUDS's presence of a mobile health van in the community provides valuable insights into the grassroots reality of violence, allowing for targeted interventions and tailored support services to be provided where they are most needed.	**Limited Resources:** Constraints in funding and resources limit the scope and effectiveness of violence prevention efforts, hindering the project's ability to reach all segments of the marginalized community.	**Establishment of Crisis Response Team:** Creating a dedicated crisis response team within the project can improve its capacity to address urgent situations of violence promptly and effectively, ensuring the safety and well-being of community members in crisis.	**Inadequate Response to Emergencies:** The absence of a crisis response team leaves the project vulnerable to inadequately responding to emergencies and urgent situations of violence, risking further harm to affected individuals and families.
3.	**Bonding within the Community:** BUDS staff fosters a sense of bonding and solidarity within the marginalized community, encouraging mutual	**Resistance to Change**: People are resistant to change due to deep-seated cultural norms or social attitudes within the community which pose resistance to adopting	**Data Collection and Analysis:** Implementing mechanisms for data collection and analysis on violence cases can provide	**Staff Safety Concerns:** BUDS Staff feel threatened or endangered due to their involvement in addressing violence

	support and cooperation in addressing issues of violence.	non-violent behaviors, making it challenging to achieve sustainable behavior change.	valuable insights into the prevalence, trends, and root causes of violence within the community, informing the development of targeted interventions and evaluation strategies.	issues, affecting morale and productivity.
4.	**Community Engagement:** Active participation of community members in BUDS's various projects like health, education, and skill development demonstrates a high level of community engagement which is relevant and can be effective in addressing local needs and concerns including violence.	**No Crisis Response Team:** The lack of a dedicated crisis response team leaves the project ill-equipped to handle urgent situations of violence, potentially compromising the safety and well-being of community members in crisis.		**Impact on Mental Health:** Addressing violence issues can have detrimental effects on staff mental health, necessitating support mechanisms.
5.		**Data Deficiency:** The lack of available data regarding violence cases, including domestic violence and child abuse, hinders the project's ability to assess the prevalence and patterns of violence within the community, making it challenging to develop targeted interventions and measure the project's impact.		**Discrimination and Stigma:** Staff may face discrimination and stigma from the community, hindering effective engagement and support provision in other programs as well.
6.		**Dependency on Others:** The project's dependency on outside agencies for dealing with violence cases undermines its capacity to provide timely and comprehensive		

		support to affected individuals and families.		

Case Presentation by Dr. Rajeev and Ms. Sandhya on POCSO Case: Dr. Rajeev Seth along with Ms Sandhya presented a case of sexual abuse and kept the identity of the case confidential. A case presentation was conducted, delving into a real-life scenario relevant to BUDS mission. This interactive session encouraged participants to analyze complex situations, identify potential solutions, and apply strategic thinking to address challenges effectively while dealing with cases of sexual abuse. A dedicated discussion on this topic was held. Strategies for mitigating violence, promoting inclusivity, and fostering safer environments were explored, aligning with BUDS's commitment to social impact,community well-being, and prevention of violence against children.

Roadmap Strategy Activity: Pen, Ball, and Bottle

The resource person (Ms. Tanu Girotra) conducted Pen, Ball, and Bottle activity during the session. The objective of this activity is to demonstrate the importance of strategic planning and effective strategizing by using visual aids (pen, ball, and bottle) and collaborative team efforts to develop a roadmap for BUDS existing and upcoming projects. This exercise emphasizes the importance of teamwork, coordination, and alignment in implementing strategic plans. The resource person (Ms. Tanu Girotra) divided the participants into three teams of equal size. Each team had pens, a ball, and a bottle and they were asked to put the ball in the box without touching the ball.

Roadmap Strategy: The resource person (Ms. Tanu) assigned each team the task of developing a strategic roadmap for BUDS projects/programs (education, health, or violence prevention) by using the provided visual aids. Participants engaged in a comprehensive strategy session aimed at strengthening existing health, violence prevention, and education programs while brainstorming innovative ideas for future initiatives. Through collaborative ideation and strategic planning, a roadmap was devised to guide our efforts toward sustainable impact and growth. Teams brainstorm ideas and strategies related to their assigned thematic areas i.e. Education, Health, and Prevention of Violence. The resource person encouraged participants to reflect on the importance of strategic planning, effective communication, and teamwork in achieving BUDS objectives.

Roadmap Strategy for Health Project

TEAM HEALTH

Discussed and suggested Strategies for Health Project:

1. **Needs Analysis and Assessment:** Gather data on prevalent health issues and conduct a thorough assessment of the healthcare needs of the marginalized community, identifying gaps in healthcare services and resources.

2. **Communication and Awareness:** Develop a communication plan to raise awareness about the healthcare project, utilize social media platforms, and community events to reach the target audience, and share success stories of similar projects, such as the Mobile Health Van, to inspire confidence and engagement.

3. **Capacity Building:** Provide training and capacity building programs for staff members, focusing on healthcare delivery, counseling skills, and technical knowledge, ensuring staff members are equipped with the necessary tools and resources to effectively serve the community.

4. **Networking and Collaboration**: Forge partnerships with government agencies and NGOs to access resources, expertise, and funding opportunities, and coordinate with local healthcare facilities to ensure seamless referrals and continuity of care.

5. **Fundraising and Resource Mobilization:** Develop a fundraising strategy to secure financial support for the healthcare project, and engage donors through targeted outreach, storytelling, and donor recognition initiatives.

6. **Marketing and Promotion:** Implement marketing strategies to promote healthcare services and programs within the community, and utilize information, education, and communication materials to disseminate health-related information effectively.

7. **Continuous Monitoring and Evaluation:** Establish mechanisms for ongoing monitoring and evaluation of the healthcare project, and collect feedback from beneficiaries and stakeholders to identify areas for improvement and adaptation.

Roadmap Strategy for Education Project

TEAM EDUCATION

Discussed and suggested strategies for the Education Project:

1. **Community Engagement Strategies:** Implement door-to-door setup to engage with families and understand their educational needs and challenges, organize community gatherings such as Mohalla meetings and Nukkad Natak (street plays) to raise awareness about the importance of education, and mobilize community support.

2. **Alumni and Community Influencers Engagement**: Involve alumni from educational centers within the community to serve as mentors and role models for current students. Collaborate with community influencers, including religious leaders, local celebrities, and respected individuals, to advocate for education and mobilize community support.

3. **Mobilization and Awareness**: Reach out to stakeholders such as local government officials, NGOs, and businesses to garner support and resources for the education project, and conduct awareness campaigns through various channels including social media, posters, and community events to highlight the importance of education and encourage participation.

4. **Inclusive Education for Children with Disabilities:** Recruit special educators trained in inclusive education to provide tailored support for children with disabilities. Acquire teaching aids, including books in Braille and other accessible formats, to facilitate learning for children with disabilities.

5. **Counseling and Capacity Building:** Provide training and capacity-building programs for staff members, including teachers and counselors, to effectively support students' educational and emotional needs and offer specialized training on counseling techniques, handle substance abuse issues, and promote positive mental health.

6. **Visual Learning and Educational Resources:** Develop educational materials such as videos, visual aids, and interactive learning resources to enhance engagement and understanding among students. Organize movie screenings and sessions on relevant topics such as substance abuse prevention to supplement formal education and promote awareness.

7. **Monitoring and Evaluation:** Establish mechanisms for ongoing monitoring and evaluation to track progress toward educational goals and identify areas for improvement, collect feedback from students, parents, and community members to assess the effectiveness of interventions, and adapt strategies as needed.

8. **Collaboration and Sustainability:** Foster collaboration with local educational institutions, NGOs, and government agencies to ensure the sustainability of the education project, and seek opportunities for long-term partnerships and resource sharing to support ongoing educational initiatives in the marginalized community.

Roadmap Strategy for Preventing Violence against women and young girls Project

TEAM PREVENTION AGAINST VIOLENCE

Discussed and suggested Strategies for Prevention against women and young girls

1. **Needs Assessment and Data Collection:** Conduct a comprehensive survey to identify the prevalence and types of violence experienced by women and young girls in the marginalized community, and gather data on socio-economic factors, cultural norms, and barriers to accessing support services.

2. **Networking and Collaboration:** Establish partnerships with government agencies, NGOs, and community-based organizations working on violence prevention and women's rights, and collaborate with law enforcement agencies, legal aid services, and healthcare providers to ensure a coordinated response to violence and support for survivors.

3. **Case Studies and Impact Stories:** Compile case studies and impact stories to illustrate the impact of violence on women and girls, their families, and the community as a whole, share these stories through various channels, including community events, social media, and awareness campaigns, to raise awareness and build empathy.

4. **Counseling and Support Services**: Recruit and train counselors with expertise in trauma-informed care and gender-sensitive approaches to provide support to survivors of violence, offer counseling services in safe and confidential spaces, providing emotional support, safety planning, and referrals to legal and medical services as needed.

5. **Community Events and Awareness Campaigns**: Organize community events, workshops, and awareness campaigns to educate community members about the root causes of violence against women and girls use culturally appropriate communication strategies to challenge harmful attitudes and promote gender equality and respect for women's rights.

6. **Capacity Building and Training:** Provide training for community members, including religious leaders, teachers, and youth activists, on recognizing and responding to signs of violence against women and girls, equip frontline workers, including healthcare providers and law enforcement officers, with the knowledge and skills to effectively support survivors and hold perpetrators accountable.

7. **Monitoring and Evaluation:** Develop monitoring and evaluation mechanisms to assess the effectiveness of violence prevention interventions and track progress towards established goals, collect feedback from survivors, service providers, and community members to identify gaps and opportunities for improvement.

Strategic Plan Presentations: Each team including health, education, and prevention of violence against women and young girls presented their strategic roadmap to the larger group. Teams explain their chosen strategies, the rationale behind their decisions, and potential outcomes.

Key Takeaways and Learnings from BUDS Strategic Meeting:

1) **Capacity Building of Staff**: Prioritize training staff on counseling, soft skills, existing health schemes, programs, policies, laws, and technical skills to enhance service delivery.

2) **Social Media Utilization:** Utilize social media effectively to disseminate information, raise awareness, and engage with the community.

3) **Networking and Collaboration:** Strengthen partnerships with government institutions, community organizations, and NGOs to maximize resources and reach.

4) **Standard Operating Procedures (SOPs):** Develop SOPs for each thematic area to ensure consistency and quality in service delivery for both staff and beneficiaries.

5) **Core Committee Formation:** Establish a core committee comprising academicians, professionals, and lawyers from the District Legal Services Authority (DLSA) to provide guidance and expertise.

6) **Mobile Health Van (MHV) Expansion**: Expand the reach of MHV to cover more areas and increase accessibility to healthcare services.

7) **Digitalization of Healthcare Data:** Implement software solutions like Salesforce for centralizing and managing healthcare data efficiently.

8) **Engagement with Authorities:** Organize meetings with police, Members of Parliament (MPs), Members of Legislative Assembly (MLAs), and Panchayat members for awareness and sensitization on health issues.

9) **NGO Consultation:** Seek input and collaboration from other NGOs to enhance the effectiveness and scope of interventions.

10) **Impact Assessment:** Conduct regular impact assessments to measure the effectiveness of interventions and document success stories.

11) **Feedback Mechanisms:** Implement pre and post-training feedback systems to continuously improve training programs and services.

12) **Inclusive Education:** Include boys in education programs to promote gender equality and holistic development.

13) **Self-Help Groups (SHGs):** Facilitate the formation of self-help groups to empower community members and foster collective action.

14) **Staff Training:** Conduct monthly training sessions to update staff on best practices, new developments, and emerging issues.

15) **New Employee Orientation:** Provide comprehensive orientation sessions for new employees to familiarize them with organizational policies, procedures, and goals.

16) **Data Collection:** Gather data through primary and secondary sources, including Right to Information (RTI) requests, to inform decision-making and program planning.

By implementing these key takeaways and learnings, BUDS can strengthen its operations, enhance community engagement, improve the delivery of healthcare and educational services in marginalized communities, and prevent violence against women and young girls.

Vote of Thanks (Feedback and Gratitude): The meeting concluded with a vote of thanks, expressing gratitude to all participants for their valuable contributions, insights, and commitment to BUDS shared goals. Feedback was solicited to ensure future meetings are even more productive and impactful.

Conclusion: In conclusion, the strategic planning meeting served as a platform for collaboration, innovation, and strategic thinking, setting the stage for transformative change in our organization's programs and initiatives. Moving forward, BUDS is poised to implement the strategies devised during this meeting, driving sustainable impact and positive change in marginalized communities for all three areas including Healthcare, Quality and Accessible Education, Prevent Violence against Women and Young Girls.