

# THE CHRISTIAN COUNCIL OF TANZANIA (CCT)

---



**STRATEGIC PLAN 2019 -  
2023**

**(First Unedited Draft for  
Comments)**

# Table of Contents

<b>TABLE OF CONTENTS .....</b>	<b>II</b>
<b>1. INTRODUCTION .....</b>	<b>1</b>
1.1 ABOUT THE CHRISTIAN COUNCIL OF TANZANIA (CCT).....	1
1.2 OUR HISTORY .....	1
1.3 OUR VISION AND MISSION .....	2
1.3.1 <i>Our Vision</i> .....	2
1.3.2 <i>Our Mission</i> .....	2
1.3.3 <i>Our Strategic Goal</i> .....	2
<b>2 FOCUS AREAS AND MAIN CHALLENGES.....</b>	<b>2</b>
2.1 OUR FOCUS AREAS.....	2
2.2 OUR THREE MAIN CHALLENGES .....	2
<b>3 STRATEGIC FOCUS AREAS 1 .....</b>	<b>3</b>
3.1 FOCUS AREA 1 OBJECTIVES.....	3
3.1.1 <i>Specific Objective 1: Improved CCT approaches and systems for effective implementation</i> .....	3
3.1.2 <i>Specific Objective 2: Promote sustainable economic development and livelihood empowerment processes</i> .....	4
3.1.3 <i>Specific Objective 3: Strengthened policy engagement, governance and advocacy</i>	4
3.2.4 <i>Specific Objective 4: Promote inclusive quality health, education and wellbeing of the people</i> .....	5
3.1.5 <i>Specific Objective 5: Promote women empowerment, children development and gender equality</i> .....	6
3.2.6 <i>Specific Objective 6: Facilitate adaptation and mitigation of climate change and access to reliable and sustainable energy</i> .....	7
3.1.7 <i>Specific Objective 7: Promote Youth development and life – long learning opportunities</i> .....	8
<b>4 STRATEGIC FOCUS AREAS 2: FINANCIAL AND HUMAN RESOURCES .....</b>	<b>8</b>
4.1 FOCUS ATEA 2 OBJECTIVES.....	8
4.1.1 <i>Specific Objective 1: Financial Resource</i> .....	8
4.1.2 <i>Specific Objective 2: Human Resources</i> .....	9
<b>5 FOCUS AREA 3: STRENGTHENING BIBLICAL TEACHINGS, MISSIONS AND OUTREACH MINISTRY .....</b>	<b>10</b>
5.1 FOCUS AREA 3 OBJECTIVES.....	10
5.1.1 <i>Specific Objective1: To have a well coordinated engagement in mission at national, regional &amp; global levels</i> .....	10
5.1.2 <i>Specific Objective 2: Strengthening networking with Regional and Global networks and organizations in mission and evangelism</i> .....	10
5.1.3 <i>Specific Objective 3: Improving interfaith relations</i> .....	11
5.1.4 <i>Specific Objective 4: Strengthening coordination of Missions and and mission outreaches</i> .....	11
5.1.5 <i>Specific Objective 5: Strengthening coordination of Christian Education in education institutions</i> .....	11
<b>RESULTS AND INTERVENTIONS LOGIC .....</b>	<b>13</b>
FOCUS AREA 1 DEVELOPMENT PROGRAMS .....	13
FOCUS AREA 2 RESOURCES MOBILIZATION .....	23
FOCUS AREA 3 INTERFAITH RELATIONS, EVANGELISM AND ECUMENE.....	26

## **1. Introduction**

### **1.1 About the Christian Council of Tanzania (CCT)**

The Christian Council of Tanzania (CCT) is a faith-based organization (FBO) committed to realizing the full potential of the member churches and organizations to improve the wellbeing of the Tanzanian citizens, Spiritually, Economically, Socially, culturally and Politically.

Our independence enables us to take a flexible and long-term view socioeconomic and spiritual aspects. We adopt a catalytic and transformative role in driving forward interventions in the social, economic, political, environmental and spiritual areas and we work with a wide variety of partners to maximize impact and the value for money.

We support diverse activities that span the holistic and sustainable development spectrum. This gives CCT an unparalleled breadth of vision – bringing multiple perspectives to bear on key human development challenges and setting advances in innovative approaches to address the existing and the emerging development challenges, particularly those facing the poor and excluded members of the society and the excluded population groups.

We strive to be bold and adventurous, nurturing creativity and innovation and backing ambitious initiatives. We work to shape the implementation of the national vision 2025 development agenda and the global Sustainable Development Goals (SDGs) agenda and to influence policy at national and international levels.

### **1.2 Our history**

The Christian Council of Tanzania (CCT) was established in January 1934 by missionaries of the Anglican, Moravian and Lutheran churches as a fellowship of Church and non-Church Christian organizations to promote the spiritual and prophetic unity of the Church, its development and advocacy. It was then named the Tanganyika Missionary Council, registered under the Societies Ordinance and issued Registration Certificate No. SO. 4632. In 1960 it changed its name to Christian Council of Tanganyika and in 1964 adopted its current name, i.e. Christian Council of Tanzania. It is currently constituted of 12 National Churches and 12 Church-related organizations.

CCT members are united in confessing faith to which the Church has ever witnessed in the One Triune God, Father, Son and Holy Spirit, confessing Jesus Christ as the Way, Truth and Life, trusting in the guidance of the Holy Spirit and striving for the advancement of the Kingdom of God throughout the world. The Holy Scriptures of the Old Testament and the New Testament record God's revelation of Himself to the people, enshrined with all things imperative for Salvation, and also being the ultimate standard of faith and way of life. The Apostles Creed and the Creed commonly called the Nicene Creed are historical confessions witnessing to and safe-guarding the faith which is

perpetually confirmed in the spiritual experience of the Christian Church. Apart from its vision and mission, CCT is guided by the main purpose as established by the founding fathers and its core values.

### **1.3 Out Vision and Mission**

#### **1.3.1 Our Vision**

An ecumenical Christ centered instrument promoting sustainable holistic development for the kingdom of God

#### **1.3.2 Our Mission**

To foster unity in the body of Christ and coordinated engagement in addressing challenges and using the available opportunity to achieve sustainable holistic development in the society

#### **1.3.3 Our Strategic Goal**

To ensure active engagement of CCT in sustainable devt intervention in socio-economic , political, cultural and environment arena

## **2 Focus Areas and Main Challenges**

### **2.1 Our Focus Areas**

The CCT Strategic Plan 2019-2024 is focussed on achieving results in the following three main areas:

1. Achieving Holistic, Inclusive and Sustainable Human Development through an effective coordinated and integrated development programming
2. Strengthening Biblical Teachings, Missions, and Outreach Ministry
3. Strengthening CCT's Financial and Human Resource Capacity for Implementing Interventions

### **2.2 Our three Main Challenges**

The core CCT challenge is inadequate engagement of CCT in sustainable development interventions in the spiritual, socio-economic, political, cultural and environmental arenas. This is caused by the following factors which forms the core focus of these strategic plan interventions:

1. External donor dependency in the implementation of programs, and inadequate human resources
2. Inadequate fulfilment of CCT spiritual obligations in missions and ministry outreaches due to Inadequate coordinated CCT engagement in mission at national, regional and global levels
3. Inadequate mobilization and utilization of available human and financial resources.

### **3 Strategic Focus Areas 1**

The Christian Council of Tanzania, along with its spiritual obligations have been engaging itself in socio-economic, political, cultural and environmental issues for decades. Its reason for existence remains the role to unite its members, but as an institution responsible to contribute in development of the country it takes further obligations for holistic development. Achievements of results in this focus area will be ensured through the interventions that are aimed at realizing the following sevenfold focus area objective:

#### **3.1 Focus Area 1 Objectives**

- Improved CCT approaches and systems for effective implementation
- Promote sustainable economic development and livelihood empowerment processes
- Strengthened policy engagement, governance and advocacy
- Promote inclusive quality health, education and wellbeing of the people
- Promote women empowerment, children development and gender equality
- Facilitate adaptation and mitigation of climate change and access to reliable and sustainable energy
- Promote Youth development and life – long learning opportunities

##### **3.1.1 Specific Objective 1: Improved CCT approaches and systems for effective implementation**

The CCT 2019-2024 Strategic Plan will be implemented through an integrated strategic coordination and integration of the activities in the CCT programs Annual updates will be made for milestones and resource allocation. Annual financing plans will be developed in a transparent manner in order to ensure programming coherence and smooth achievement of the CCT Vision and Mission.

Effective coordination and integration of CCT programs and services will be achieved by means of drawing on a wide range of resources available to CCT such as funding, human, organizational, and facilities. The CCT program directors are expected to use the flexibility available to them to coordinate and integrate services and programs with the aim of ensuring maximum outcomes and value for money.

The CCT will also design and implementation a coordinated CCT M&E system. The system will enable CCT to measure results, value for money, and build evidence base about what works. The CCT Monitoring and Evaluation system is required for ensuring recording, storing, management, and sharing of CCT programming data. The objective of the CCT Monitoring System will be to provide a coherent and coordinative system for measuring interventions progress and reporting results at CCT level and at national and international level. The monitoring system will include the following main components

- The Data sets and their indicators (Inputs and Process indicators and Results Indicators)
- Data collection tools and methods
- Governance and coordination system
- The data management system. The data management sub-system should include data collection activities and tools, reporting formats, and data storage

### ***Expected Outcomes***

Coherent, integrated and well coordinated CCT programming supported with a an effectively coordinative system for planning, measuring interventions progress and reporting results

### **3.1.2 Specific Objective 2: Promote sustainable economic development and livelihood empowerment processes**

Interventions in this area will include economic capacity strengthening through facilitated access to affordable financial services. Access to credit is critical for facilitating local entrepreneurs access productive assets thus enabling them citizens apply their skills for income generation and in addressing the problem of joblessness and poverty. Financial inclusion is enabling many of the world's poorest people to develop businesses, insure against bad weather and illness, maintain employment, and smooth consumption. The financial system (financial institutions and markets) in Tanzania is still relatively small, dominated by banks, and has not been particularly inclusive for among other reasons, lack of collateral. Access to financial services remains clustered in urban areas as the lack of infrastructure (power, telecommunications, roads) and the high administrative costs.

### ***Expected Outcome***

Citizens in Tanzania are able to apply their skills for income generation and escaped poverty and joblessness through facilitated access to financial capital and productive assets

### **3.1.3 Specific Objective 3: Strengthened policy engagement, governance and advocacy**

CCT policy engagement and governance focuses on strengthening CCT's research, policy development and advocacy skills at national and community level, networking with other agencies with the aim of influencing the policies and practices of the government of Tanzania so that it delivers equitable and sustainable service in the country.

CCT builds strategic alliances with stakeholders and like-minded organizations, through active participation in national forums, regional ecumenical solidarity and civil society activity. The key results from this strategy are expected to be strong networks within and out of the country for mutual enrichment and synergy. CCT is recognized at local and national level as an effective voice for peaceful co-existence and social-economic justice.

### ***Expected Outcome***

The policies, institutional frameworks and organizational systems of the government and those of our domestic and external partners reflect the voices, and effectively address the needs of the CCT target beneficiaries.

#### **3.2.4 Specific Objective 4: Promote inclusive quality health, education and wellbeing of the people**

The living standards and the welfare of the people are improved when all members of the communities and their households enjoy good health. The contribution of education and health to strengthening human capabilities is well documented in the development literature. Significant progress in health has been realized in Tanzania. However, more interventions are needed to address health challenges facing the newborn, the under-five the pregnant women and children.

Evaluation reports are showing that Tanzania is making good progress in child survival, but insufficient progress for new born survival and maternal health and family planning. Interventions that facilitates access to essential health care are still required particularly in the hard to reach places . Attention is also to be focused on ensuring Food and Nutritional Security (FNS) for the newborn, the under five and pregnant girls and women. Interventions in this area will therefore be focused on:

1. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. CCT will focus on interventions that foresters inclusive school enrollment in the education system, retention and school attendance.
2. Ensure healthy lives and promote well-being for all at all ages particularly the newborn pregnant women, lactating mothers and the old people and people with disabilities

The critical importance of human capital accumulation to poverty reduction and economic growth is well documented. Theory and empirical evidences suggests that education is necessary for strengthening human capabilities to address life challenges. Besides improvements in the welfare of the individual and the family, education contributes to the development of the community and the nation at large in the sense that it promotes growth in the sense that it improves the labour force and thus enabling workers to use existing capital more efficiently.

More and better education tends to speed up the rate of poverty reduction through technological progress, which increases Labour productivity. Creating, developing and diffusing new products and processes require strong science and technology (S&T) skills as well as entrepreneurial skills. This draws attention to the critical importance of CCT supportive interventions to support both the “quantity” as well as the quality of highly skilled labour in Tanzania for poverty reduction, growth enhancement and competitiveness of the country in the global economy. The required interventions

includes curriculum development that is aligned to current the global developments in science and technology, investments in physical infrastructure for modern schools, training teachers and investments in vocational education and polytechnic schools.

### ***Expected Outcome***

- The wellbeing of the CCT target beneficiaries is improved through sustainable improvement in their health and enhancement of their capacity to innovate and address life challenges through the application of knowledge and skills
- Improved health and wellbeing of lactating mothers, pregnant women and children under five

### **3.1.5 Specific Objective 5: Promote women empowerment, children development and gender equality**

This objective is aimed at Achieve gender equality and empowerment of all women and girls in the CCT Intervention areas and other parts of the country. Realizing gender equality and the empowerment of women and girls will make a crucial contribution to progress across all the Goals and targets. The achievement of full human potential and of sustainable development is not possible if one half of humanity continues to be denied its full human rights and opportunities. Women and girls must enjoy equal access to quality education, economic resources and political participation as well as equal opportunities with men and boys for employment, leadership and decision-making at all levels.

We will work for a significant increase in investments to close the gender gap and strengthen support for institutions in relation to gender equality and the empowerment of women at the global, regional and national levels. All forms of discrimination and violence against women and girls will be eliminated, including through the engagement of men and boys. The systematic mainstreaming of a gender perspective in the implementation of the Agenda is crucial.

Though significant progress have been achieved in the implementation of measures to ensure gender equality and empowerment of women and girls, Still women and girls in most parts of the country have less access to public services, to economic resources and political participate Therefore the interventions in this area will be focused on achieving the following:

1. ending all forms of discrimination against all women and girls in the communities where the CCT programs are implemented and where the CCT member churches are located.
2. Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation
3. Eliminate all harmful practices, such as child, early and forced mn. arriage and female genital mutilation



4. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
5. Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences
6. Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
7. Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
8. Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

### ***Expected Outcomes***

All forms of discrimination and violence against women and girls in the CCT Program areas are eliminated, including through the engagement of men and boys and through systematic mainstreaming of a gender perspective in the program implementation.

### **3.2.6 Specific Objective 6: Facilitate adaptation and mitigation of climate change and access to reliable and sustainable energy**

The aim of this objective is to strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in the local communities and in the entire nation. The most vulnerable community of Climate change in Tanzania is the "Agrarian Community". Growth in Tanzania's Agriculture and the welfare of smallholder subsistence farmers you is significantly impacted by climate change.

In this backdrop, technologies & innovations are looked at as primary means to overcome the challenges and to ensure food security in the rural communities and of the country and increasing the income of the farmers. At the same time Agriculture is also facing the likelihood of manpower reduction as more and more people are likely to move out of agriculture because of low incomes in the sector. With lesser manpower to feed the growing populations, modernization of agriculture is the only rescue factor if Tanzania has to feed its population with climate sensitivity.

Further, in the backdrop of poor average incomes per acre in Tanzania's Agriculture, it is imperative that more land per unit resource inputs is made the norm of farming. In this scenario, Climate Smart Agriculture Technologies stands the harbinger in bringing higher production per resource employed in Tanzania's Agriculture all across the value chain from farm to the table.

### **3.1.7 Specific Objective 7: Promote Youth development and life – long learning opportunities**

This objective is aimed at preparing prepares young persons to meet the challenges of adolescence and adulthood and achieve their full potential. CCT will promote Youth development through activities and experiences that help youth develop social, ethical, emotional, physical, and cognitive competencies.

In addition to that, CCT will support strengthening the leadership skills of the young persons by developing :their ability (a) to analyze their own strengths and weaknesses, set personal and vocational goals, and have the self-esteem, confidence, motivation, and abilities to carry them out (including the ability to establish support networks in order to fully participate in community life and effect positive social change); and (b) to guide or direct others on a course of action, influence the opinions and behaviors of others, and serve as role models in their village/Mtaa communities and in their religious communities

1. substantially reduced proportion of youth not in employment, education or training in the program areas
2. Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labor in all its forms
3. Increased access of small-scale gamers and small scale industrial entrepreneurs in the CCT program areas to financial services, including affordable credit, and their integration into value chains and markets
4. Empower and promote the social, economic and political inclusion of all youth, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

## **4 Strategic Focus Areas 2: Financial and Human Resources**

### **4.1 Focus Atea 2 Objectives**

#### **4.1.1 Specific Objective 1: Financial Resource**

We will achieve our vision and mission through strategic resource mobilization and finance prioritization. On an annual basis, we will plan the CCT priorities; connect priorities from the different programming departments, and partners and prioritize financing. Financial mobilization will be guided by the identified funding priorities. Unforeseen events will be financed through an established fund for contingences. Care will be taken to minimize the likelihood of unforeseen events to happen. This will be done through monthly meetings to assess progress in the implementation and financing of the CCT activities..Financial resource will be mobilized through three strategies:

- Funds will mobilized through the implementation of the resource mobilization strategy, which includes a CCT investments

- Increase the proportion of funding from higher partners from within country
- Mobilize resources from the CCT/UKWATA alumni

#### Expected Outcomes

- Improved and strengthened CCT financial capacity to deliver goods and services
- Reduced external financial dependency and increased CCT programming flexibility

#### 4.1.2 Specific Objective 2: Human Resources

We will focus on the following five core capabilities namely “capability to act and self-organize, capability to generate development results, capability to relate, capability to adapt and self-renew, and the capability to achieve coherence” in our programs. We will strive on strengthening the CCT Capacity to implement programs. We will pay attention to strengthening the ability of CCT as an institution by ensuring adequate staffing with highly qualified people and with competences perform.

We will also strengthening the ability of individual staff at CCT headquarters and in the region and District CCT offices through the on-job coaching and mentoring programs. In the communities by ensuring adequate availability of motivated volunteers with the ability to perform.

In addition, we will focus on the following five core capabilities namely “capability to act and self-organize, capability to generate development results, capability to relate, capability to adapt and self-renew, and the capability to achieve coherence” in our programs. We will strive on strengthening the CCT Capacity by means of implement programs. We will pay attention to strengthening the ability of CCT as an institution by ensuring adequate staffing with highly qualified people and with competences perform.

We will ensure development of new skills, competencies, and training as important features CCT capacity development. We will also ensure that material resources such as equipment and capital assets are also also available for this purpose. Capacity development and its impacts will be continuously assessed in order to ensure existing gaps are filled and to ensure constant progress, CCT growth and in avoiding possible organizational and programming failures.

Enhancing productivity and increasing efficiency will be achieved by designing a coherent organization structure. Emphasis will be placed on the division of work, and designation of responsibilities and duties for promoting the functional principle. Personnel management will be one of the important interventions, whereby training and development programs, welfare programs, salary incentive programs, and upgraded working conditions and facilities.

#### ***Expected Outcomes***

- The CCT has acquired human resource capabilities and competencies to deliver according to her vision and mission

## **5 Focus Area 3: Strengthening Biblical Teachings, Missions and Outreach Ministry**

### **5.1 Focus Area 3 Objectives**

#### **5.1.1 Specific Objective1: To have a well coordinated engagement in mission at national, regional & global levels**

On this area, CCT will focus on achieving the following specific objectives:

1. Strengthening networking with Regional and Global networks and organizations in mission and evangelism.
2. Improving interfaith relations
3. Strengthening coordination of mission and mission outreaches
4. Strengthening coordination of Christian Education in education institutions

#### ***Expected Outcomes***

Enhanced Learning and sharing opportunities across the East Africa and Southern Africa Region and globally

Expansion of horizon for mission activities for CCT and CCT members

Established Partnership with other Christ Centred organizations across the Region and globally in mission and evangelism

#### **5.1.2 Specific Objective 2: Strengthening networking with Regional and Global networks and organizations in mission and evangelism.**

In the Book of John 17 Jesus Prayed for the Church that it may be one. Networking with the regional and the global networks and organizations in missions and evangelism is one of the critical elements of uniting the Body of Christ around the core mission of reaching the world with the True Gospel about Salvation. CCT will therefore strengthen networking with the Regional and the Global networks and organizations in mission and evangelism in order to fulfill the mission of Jesus Christ to the Church.

#### ***Expected Outcomes***

Improved relations between different religious for peace and harmony in the society

### 5.1.3 Specific Objective 3: Improving interfaith relations

CCT will continue learning from Ltd own experience and that of partners around the world and will expand its engagements in interfaith dialogue in the country and will support Interfaith Dialogue and action in the country-in the African Region and other parts of the World. CCT will focus on interfaith dialogue and action to build respectful mutual relationships in areas with conflicts and those with conflict Hot Spots.

#### **Expected Outcomes**

- Strengthened coordination of mission outreach by church members by Regional and District Committees
- Children Sunday school services in CCT church members improved
- Increased Christian believers

### 5.1.4 Specific Objective 4: Strengthening coordination of Missions and mission outreaches

The core mission of the iBody of Christ is to fulfill the Great commission of Jesus Christ to reach the world with the Truth about the Love of God and His Plan of Salvation through Jesus Christ. CCT will strengthen its engagement in building the Kingdom of God through coordinated programs for Strengthening missions and mission outreaches. In addition to that this objective will be achieved through development and distribution of missions and mission outreach resources that will include books, tracts and audio teachings .Annual Plans both at national and local level will be developed at the end of every year to plan the implementation of activities in this strategic focus area.

#### Expected Outcomes

- Strengthened coordination of mission to educational institutions
- Universities mission outreaches facilitated and coordinated
- Learned Christians supporting Christian Missions
- Christian morals are established and strengthened in universities and schools
- Youth equipped with life skills, discipleship and interfaith knowledge

### 5.1.5 Specific Objective 5: Strengthening coordination of Christian Education in education institutions

The CCT USCF is a student ministry committed to welcoming students into the church family, at higher learning institutions so they can experience rich Christian community, receive solid Bible teaching, and be mobilized to reach others in the city/town where the institution is located. .

The objectives of USCF and UKWATA are to achieve the following:

- To guide students towards accepting the saving faith in the True God and towards living a well-balanced Christ-like

- To deepen and develop the students' spiritual life by promoting among them the serious study of the Bible as the inspired liberating Word of God which will help them to live a sanctified and justified life today.\
- To encourage students to devote themselves "to the extension of "God's Kingdom here and everywhere, by the articulation and incarnation of God's Word.
- To cultivate loyalty among students to their own denominations and to encourage them to pray and act for the realization of Christ's prayer "that they may be one."

***Expected Outcomes***

Expected Impact of USCF and UKWATA is to bring students from various denominations to accept Christ as their personal Savior; to come closer to one another; and to help them realize and experience the unity in Christ which transcends our denominational differences.

## Results and Interventions Logic

### Focus Area 1 Development programs

Results	Indicators	Interventions	Lead Actor
<b>Specific Objective 1: Improved CCT approaches and systems for effective implementation</b>			
<b>SO1 Outcomes</b>			
Adequate and visible CCT interventions in the community	<input type="checkbox"/> Availability of CCT's programs in the respective communities		Planning, Monitoring and Evaluation
Sustainability of the results of development programs at the organization and community level	<input type="checkbox"/> Ownership of project by the community		
Improved program performances	<input type="checkbox"/> Quality of program interventions		
Efficient utilization of Human Resources	<input type="checkbox"/> Quality of work done by CCT staff		
<b>Outputs</b>			
<input type="checkbox"/> Programs well coordinated in the areas of intervention <input type="checkbox"/> Church members are engaged and aware of CCT's interventions at the community level	<input type="checkbox"/> Number of programs harmonized in the respective geographic locations <input type="checkbox"/> Number of church members engaging in	<input type="checkbox"/> Coordinating all the programs in their respective geographic locations <input type="checkbox"/> Linking CCT programs with CCT church members in the areas of intervention	

Results	Indicators	Interventions	Lead Actor
	CCT projects in their localities		
<input type="checkbox"/> Project/program officers inter-link each other for sustainability of their programs <input type="checkbox"/> Development projects are well planned and monitored for sustainable results	<input type="checkbox"/> Number of meetings conducted <input type="checkbox"/> Number of training materials developed and harmonized	<input type="checkbox"/> Consultative meetings for programs activities linkages <input type="checkbox"/> Develop and harmonize CCT training materials	
<input type="checkbox"/> Efficient and improved M&E in place <input type="checkbox"/> CCT's central database in place	<input type="checkbox"/> Availability of Central Monitoring and Evaluation system <input type="checkbox"/> Availability of CCT central database	<input type="checkbox"/> Develop and improve CCT central Monitoring and Evaluation system <input type="checkbox"/> Establishment of CCT's central database	
<input type="checkbox"/> Appraisals based on capacities <input type="checkbox"/> Staff at all levels trained on different thematic areas	<input type="checkbox"/> Percentage of Human Resources with capacity <input type="checkbox"/> Number of employees trained and refreshed on their areas of work	<input type="checkbox"/> Identify human resources with their capacities <input type="checkbox"/> Regular training of CCT human resources with regard to their thematic areas of work	
<b>Specific Objective 2: Promote sustainable economic development and livelihood empowerment processes</b>			
<b>SO2 Outcomes</b>			
<input type="checkbox"/> Communities have increased their financial capitals and expanded their investments	<input type="checkbox"/> Number of community members who have accessed financial services		CCMP, PAMOJA, Climate change and Food



Results	Indicators	Interventions	Lead Actor
<input type="checkbox"/> Groups are engaged in advanced business activities and labour markets	<input type="checkbox"/> Number of groups, including community members from marginalized groups, who have accessed new markets for their business products.		Security
<b>Outputs</b>			
<input type="checkbox"/> Increased skills on financial management and income generating activities <input type="checkbox"/> Increased number of businesses and entrepreneurial engagements	<input type="checkbox"/> Number of community members with financial management skills <input type="checkbox"/> Number of groups members engaging in entrepreneurial activities	<input type="checkbox"/> Training groups on financial management and income generating activities <input type="checkbox"/> Facilitate groups members to engage in entrepreneurial activities	
<input type="checkbox"/> Groups are trained on entrepreneurship and business development <input type="checkbox"/> Improved value chain and market linkages to increased income of entrepreneurs	<input type="checkbox"/> Number of groups trained on business and engage in income generating activities <input type="checkbox"/> Group members with knowledge and skills on value addition <input type="checkbox"/> Number of groups linked to value addition agencies	<input type="checkbox"/> Training groups on business and entrepreneurship issues <input type="checkbox"/> Training groups members on value addition issues <input type="checkbox"/> Linking groups with value addition agencies like SIDO	
<b>Specific Objective 3: Strengthened policy engagement , governance and advocacy</b>			

Results	Indicators	Interventions	Lead Actor
<b>SO3 Outcomes</b>			
<input type="checkbox"/> Communities have the capacity to influence decision making processes to promote their rights	<input type="checkbox"/> Number of communities with capacity to influence decision making processes		Peace, Advocacy and Good Governance
<input type="checkbox"/> Access to Justice by vulnerable groups improved	<input type="checkbox"/> Number of people reached with legal education <input type="checkbox"/> Number of disputes attended <input type="checkbox"/> Number of disputes referred		
<input type="checkbox"/> Reduced public resources mismanagement and corruption	<input type="checkbox"/> Number of project trucked		
<input type="checkbox"/> Democratic governance and Peaceful coexistence in the society	<input type="checkbox"/> Frequency of Social interaction within community <input type="checkbox"/> Number of people participating in political decision making		
<b>Outputs</b>			
<input type="checkbox"/> Improved policies addressing governance and human rights	<input type="checkbox"/> Number of policies analyzed and researched	<input type="checkbox"/> Conduct policy analysis and research	
<input type="checkbox"/> Improved capacities of churches and	<input type="checkbox"/> Stakeholders at national	<input type="checkbox"/> Engagement of different	

Results	Indicators	Interventions	Lead Actor
communities to influence decision making processes	<ul style="list-style-type: none"> <li>and local level engaged in policy analysis and interpretation</li> <li><input type="checkbox"/> Number of churches advocating on categorized issues</li> </ul>	<ul style="list-style-type: none"> <li>stakeholders in policy analysis and interpretation</li> <li><input type="checkbox"/> Integrate advocacy in churches/CCT programs</li> </ul>	
<input type="checkbox"/> Right holders have the knowledge and skills to monitor public budget and truck expenditures	<input type="checkbox"/> Number of right holders participated in monitoring and trucking public budget and expenditures through PETS committees	<ul style="list-style-type: none"> <li><input type="checkbox"/> Formation of PETS committee</li> <li><input type="checkbox"/> Strengthening of PETS committee members</li> <li><input type="checkbox"/> Implementation of SAM processes</li> </ul>	
<input type="checkbox"/> Right holders have the knowledge and strategies to claim their rights	<input type="checkbox"/> Number of cases related to people's rights reported	<ul style="list-style-type: none"> <li><input type="checkbox"/> Capacitating right holders to demand rights</li> <li><input type="checkbox"/> Facilitate right holders to demand their rights</li> </ul>	
<ul style="list-style-type: none"> <li><input type="checkbox"/> Paralegals trained and equipped with legal aid skills</li> <li><input type="checkbox"/> Paralegals equipped with resources to provided legal aid to vulnerable groups</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Number of paralegals trained on legal aid and legal education</li> <li><input type="checkbox"/> Number of paralegals providing legal aid and education</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Training and facilitate paralegals to provide legal aid and legal education to the communities</li> <li><input type="checkbox"/> Facilitate paralegals with tools and resources to provide legal aid to vulnerable groups <ul style="list-style-type: none"> <li>o Provision of legal education to the community</li> <li>o Attending clients disputes</li> </ul> </li> </ul>	

Results	Indicators	Interventions	Lead Actor
		<ul style="list-style-type: none"> <li>○ Provision of referrals to the higher level legal authority</li> </ul>	
<input type="checkbox"/> Peaceful engagement in socio-economic and political processes	<input type="checkbox"/> Number of awareness meetings conducted <input type="checkbox"/> Number of conflict prevented	Awareness creation Early detection and warning of conflict	
<input type="checkbox"/> Community participation in election	<input type="checkbox"/> Number of people participating in election process	Provision of civic education to communities, congregation	
<input type="checkbox"/> Media as a platform for CCT Advocacy work	<input type="checkbox"/> Number of events aired	Facilitate recording and broadcasting of CCT advocacy work	
<b>Specific Objective 4: Promote inclusive quality health, education and wellbeing of the people</b>			
<b>SO4 Outcomes</b>			
<input type="checkbox"/> Access to quality health and life-long learning opportunities	<input type="checkbox"/> Number of people with access to quality health <input type="checkbox"/> Number of youth with access to learning opportunities		Health and HIV/AIDS
<input type="checkbox"/> Improved health and wellbeing of lactating mothers, pregnant women and children under five	<input type="checkbox"/> Number of lactating mothers, pregnant women and children with access to health facilities		
<b>Outputs</b>			

Results	Indicators	Interventions	Lead Actor
<input type="checkbox"/> Communities are aware of public health challenges in their respective localities <input type="checkbox"/> Stakeholders are aware of importance of learning and learning opportunities in their localities	<input type="checkbox"/> Community members aware of the available health challenges <input type="checkbox"/> Number of stakeholders meetings conducted to address the available learning opportunities	<input type="checkbox"/> Creating awareness on public health challenges <input type="checkbox"/> Conduct meetings with education stakeholders to address the available learning opportunities	
<input type="checkbox"/> Community Health Workers and Health Workers trained on 1000 days package <input type="checkbox"/> Communities attend clinics and respond to 1000 days initiatives	<input type="checkbox"/> Number of Health Facility Workers and Community Health Workers trained on 1000 days initiative <input type="checkbox"/> Percentage of community lactating mothers, pregnant women and children registered in health facilities	<input type="checkbox"/> Training Health Facilities Workers and Community Health Workers on Siku 1000 initiatives <input type="checkbox"/> Facilitate CHWs and Health Facility Workers to reach out communities on Siku 1000 initiatives	
<b>Specific Objective 5: Promote women empowerment, children development and gender equality</b>			
<b>SO5 Outcomes</b>			
<input type="checkbox"/> Gender mainstreamed in CCT programs and gender justice realized and respected in the community	<input type="checkbox"/> Number of programs mainstreamed gender issues <input type="checkbox"/> Number of cases addressed in the legal machineries		Women, Children and Gender

Results	Indicators	Interventions	Lead Actor
<input type="checkbox"/> Children upbringing programs in place and child's rights protected	<input type="checkbox"/> Availability of child development programs <input type="checkbox"/> Communities awareness on child's rights		
<b>Outputs</b>			
<input type="checkbox"/> Champions, clubs, groups and paralegals trained on advocacy against Gender Based Violence <input type="checkbox"/> Clubs, groups and paralegals established and strengthened	<input type="checkbox"/> Number of champions, clubs and groups trained <input type="checkbox"/> Number of youth clubs established and strengthened to address gender issues	<input type="checkbox"/> Train gender justice champions, clubs, groups and paralegals on advocacy against GBV <input type="checkbox"/> Establishment and strengthening of youth clubs to address gender issues	
<input type="checkbox"/> Program officers decisively agreed to mainstream gender issues in their programs <input type="checkbox"/> Gender issues included in different programs plans	<input type="checkbox"/> Number of meetings conducted with program officers and other actors on gender mainstreaming <input type="checkbox"/> Number of workshops conducted	3 Joint meetings with program officers and other actors to mainstream gender issues in their programs  4 Planning workshops with stakeholders to mainstream gender issues in development programs	
<input type="checkbox"/> Violence against children's reduced	<input type="checkbox"/> Number of VAC cases reported	5 Capacity building to the community on VAC 6 Capacitate paralegals/care providers on VAC 7 Awareness creation through	

Results	Indicators	Interventions	Lead Actor
		media	
<b>Specific Objective 6: Facilitate adaptation and mitigation of climate change and access to reliable and sustainable energy</b>			
<b>SO6 Outcomes</b>			
<input type="checkbox"/> Communities apply skilful engagement in conserving environment	<input type="checkbox"/> Percentage of community members responding to environmental conservation interventions		Climate Change and Food Security, PAMOJA
<input type="checkbox"/> Increased communities awareness and preparedness to disasters	<input type="checkbox"/> Percentage of groups members aware and prepared to disasters		
<input type="checkbox"/> Groups and groups members trained on use of green energy <input type="checkbox"/> Environment issues mainstreamed in groups and groups and clubs established in public institutions	<input type="checkbox"/> Number of groups trained on the use of green renewable energy and energy serving stoves <input type="checkbox"/> Number of environmental clubs established <input type="checkbox"/> Number of community rallies conducted	<input type="checkbox"/> Training groups and communities on the use of green energy such as renewable energy and energy saving stoves <input type="checkbox"/> Establishment of environment clubs and groups in public institutions like schools <input type="checkbox"/> Conduct community rallies and campaigns on climate issues	
<input type="checkbox"/> Communities are aware of Disaster Risk Reduction responses <input type="checkbox"/> Resilience measures mainstreamed in the groups and communities	<input type="checkbox"/> Number of community rallies conducted <input type="checkbox"/> Number of groups trained on climate-friendly	<input type="checkbox"/> Conduct community rallies and campaigns on Disaster Risk Reduction issues <input type="checkbox"/> Train groups and communities	

Results	Indicators	Interventions	Lead Actor
	economic activities	members on economic activities that are climate responsive	
<b>Specific Objective 07: Promote Youth development and life – long learning opportunities</b>			
<b>Outcomes</b>			
<input type="checkbox"/> Youth have access to employment	<input type="checkbox"/> Number of youth with access to decent employment		Youth Development
<input type="checkbox"/> Realization of responsible citizens	<input type="checkbox"/> Number of criminal cases reported		
<input type="checkbox"/> Youth equipped with Life skills	<input type="checkbox"/> Number youth with life skills		
<b>Outputs</b>			
<input type="checkbox"/> Youth with capacity to access labor market	<input type="checkbox"/> Number of youth capable of employment	<input type="checkbox"/> Capacitate youth in soft skills, entrepreneurship	
<input type="checkbox"/> Youth have morals and avoid risk behaviors	<input type="checkbox"/> Number of youth capacitated	<input type="checkbox"/> Facilitate carrier guidance and counseling <input type="checkbox"/> Facilitate sexual and reproductive health education	
<input type="checkbox"/> Youth are motivated to learn life skills <input type="checkbox"/> Youth have expanded their learning horizon on life skills	<input type="checkbox"/> Number of forums <input type="checkbox"/> Number of students participated	<input type="checkbox"/> Conduct motivation forums on career guidance <input type="checkbox"/> Conduct students' expositor visits	



## Focus Area 2 Resources Mobilization

Results	Indicators	Interventions	Lead actors
<b>Specific Objective 1: to strengthen mobilization and coordination of financing from internal sources</b>			
<b>Outcomes</b>			
<ul style="list-style-type: none"> <li><input type="checkbox"/> Improved and strengthened CCT financial capacity to deliver goods and services</li> <li><input type="checkbox"/> Reduced financial dependency and increased CCT programming flexibility</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> CCT budget deficit as a percentage of total CCT income</li> <li><input type="checkbox"/> CCT external financing dependence ratio</li> </ul>		Investment and Resource Mobilization
<b>Outputs</b>			
<ul style="list-style-type: none"> <li><input type="checkbox"/> CCT domestic financing is increased, effective and efficient</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Percentage of CCT expenditure on programming financed from internal sources</li> <li><input type="checkbox"/> The CCT Business corporation is registered, its capacity strengthened and it is functioning</li> <li><input type="checkbox"/> Percentage of internal capital financing administration</li> <li><input type="checkbox"/> Increased members contribution in CCT's financial portfolio</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Forming the CCT Business Cooperation and strengthening its capacity</li> <li><input type="checkbox"/> Implementing Resource Mobilization Strategy</li> <li><input type="checkbox"/> Mobilizing financial resources from the USCF and UKWATA Alumni</li> <li><input type="checkbox"/> Mobilizing financial resources from</li> </ul>	

Results	Indicators	Interventions	Lead actors
		member churches and other stakeholders	
<b>Specific Objective 2: Sufficient and motivated Human Resources</b>			
<b>Outcome</b>			
<input type="checkbox"/> The CCT has acquired human resource capabilities and competencies to deliver according to her vision and mission	<input type="checkbox"/> Vacancy Rate; number of vacant positions as a percentage of the approved establishment list ( current filled positions/ total approved positions)		Human Resources
<b>Outputs</b>			
<input type="checkbox"/> The required technical staff at CCT recruited whenever necessary / as needs arises <input type="checkbox"/> The required staff and volunteers in the programs are recruited; their capacity strengthened and are motivated in carrying out their activities.	<input type="checkbox"/> Gaps in the distribution of human resources in the CCT program areas ( also between urban and rural areas	<input type="checkbox"/> Recruiting and strengthening the HR capacity at CCT Headquarters and in the programming areas <input type="checkbox"/> Establishment of a HR Information system <input type="checkbox"/> Implementing strategies for retention	

Results	Indicators	Interventions	Lead actors
		of field staff/ volunteers (prompt motivation packages and refresher trainings)	

### Focus Area 3 Interfaith Relations, Evangelism and Ecumene

Results	Indicators	Interventions	Lead Actor
<b>Specific Objective 3.1: Strengthened networking with Regional and Global networks and organizations in mission and evangelism</b>			
<b>Outcomes</b>			
1.1. Enhanced Learning and sharing opportunities across the East Africa and Southern Africa Region and globally	<input type="checkbox"/> CCT's participation in learning and sharing opportunities in the Region and in the globe		Interfaith Relations
1.2. Expansion of horizon for mission activities for CCT and CCT members	<input type="checkbox"/> CCT members participation in mission activities in the Region and globally		
1.3. Established Partnership with other Christ Centered organizations across the Region and globally in mission and evangelism	<input type="checkbox"/> Number of partnerships CCT has in the Region and globally		
<b>Outputs</b>			
<input type="checkbox"/> Familiarization with Regional and Global organizations <input type="checkbox"/> Ties established between CCT and other Christian organizations in the Region and globally <input type="checkbox"/> Partnerships established with other organizations in the Region and	<input type="checkbox"/> Number of Regional and global organizations <input type="checkbox"/> Number of coalitions with CCT ties <input type="checkbox"/> Number of forums attended	<input type="checkbox"/> Meetings with regional and global organizations <input type="checkbox"/> Visits in specific regional countries <input type="checkbox"/> Establishment of partnership <input type="checkbox"/> Exchange programs <input type="checkbox"/> Attending regional and global	

Results	Indicators	Interventions	Lead Actor
globally <input type="checkbox"/> Evangelism extended across the Region and globally		forums	
<b>Specific Objective 3.2: Improved interfaith relations</b>			
<b>Outcomes</b>			
<input type="checkbox"/> Improved relations between different religious for peace and harmony in the society	<input type="checkbox"/> Number of conflicts resolved by interfaith committees <input type="checkbox"/> Number of advocacy initiatives undertaken by interfaith committees and platforms		Interfaith Relations
<b>Outputs</b>			

Results	Indicators	Interventions	Lead Actor
<ul style="list-style-type: none"> <li><input type="checkbox"/> Interfaith committees are established</li> <li><input type="checkbox"/> Interfaith committees have capacity to dialogues, engage the community and conduct advocacy</li> <li><input type="checkbox"/> Interfaith committees are active and operational</li> <li><input type="checkbox"/> Community is sensitized and capacitated on interfaith relations</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Number of interfaith committees meeting regularly</li> <li><input type="checkbox"/> Availability of active interfaith committees in regions and districts</li> <li><input type="checkbox"/> Number of religious leaders attended the dialogues at all levels</li> <li><input type="checkbox"/> Availability of interfaith initiatives such as IR-VICOBA</li> <li><input type="checkbox"/> Ratio of interfaith committees engaging in socio-economic interventions</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Formulate interfaith committees</li> <li><input type="checkbox"/> Build capacity of interfaith committees</li> <li><input type="checkbox"/> Facilitate dialogue for religious leaders and other key stakeholders locally and nationally</li> <li><input type="checkbox"/> Support grassroots interfaith initiatives/activities e.g SHGs, Sports etc</li> <li><input type="checkbox"/> Mainstreaming of some of socio-economic issues in interfaith committees</li> </ul>	
<b><i>Specific Objective 3.3: To strengthen coordination of mission and mission outreaches</i></b>			
<b>Outcomes</b>			
<ul style="list-style-type: none"> <li><input type="checkbox"/> Strengthened coordination of mission outreach by church members by Regional and District Committees</li> <li><input type="checkbox"/> Children Sunday school services in CCT church members</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Number of leadership committees meeting regularly at regional and district levels</li> <li><input type="checkbox"/> Number of joint mission activities undertaken by</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Train evangelism and missions committees at region and district levels</li> <li><input type="checkbox"/> Regulating themes of evangelism in particular years</li> </ul>	Interfaith Relations

Results	Indicators	Interventions	Lead Actor
<p>improved</p> <p><input type="checkbox"/> Increased Christian believers</p>	<p>CCT members at local/grassroots level</p> <p><input type="checkbox"/> Number of exchange visits/ministry (ministers, groups, services) between member churches</p> <p><input type="checkbox"/> Quality of Children Sunday Services amongst Church members</p> <p><input type="checkbox"/> Number of children attending Sunday Services</p> <p><input type="checkbox"/> Number of new churches</p>	<p><input type="checkbox"/> Engaging church members in areas of intervention CCT direct implemented programs</p> <p><input type="checkbox"/> Training ministers on evangelism</p> <p><input type="checkbox"/> Capacity of Sunday School teachers</p> <p><input type="checkbox"/> Advocating for Sunday School services to religious stakeholders and religious leaders</p>	
<b>Outputs</b>			
<p><input type="checkbox"/> A mission strategy is in place</p> <p><input type="checkbox"/> Coordination mechanisms are in place</p>	<p><input type="checkbox"/> Identified regions of evangelism</p> <p><input type="checkbox"/> A strategy in place</p> <p><input type="checkbox"/> Availability of an M&amp;E system</p> <p><input type="checkbox"/> Leaders with capacity on missions</p> <p><input type="checkbox"/> Number of mentorship programs at regional and district levels</p>	<p><input type="checkbox"/> Local churches/dioceses identify stations for evangelism</p> <p><input type="checkbox"/> Facilitate mission work of the ministers</p> <p><input type="checkbox"/> Develop a comprehensive mission strategy</p> <p><input type="checkbox"/> Conduct support visits, M&amp;E, regular communication and learning platforms</p>	<input type="checkbox"/>
<input type="checkbox"/> CCT regional and district level		<input type="checkbox"/> Capacity building to regional	

Results	Indicators	Interventions	Lead Actor
<p>coordination is strengthened</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Activities at regional and district level are followed up and tracked</li> <li><input type="checkbox"/> Schools and Universities are supported by CCT members</li> </ul>		<p>and district leadership</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Support and mentor the regional and district leadership</li> <li><input type="checkbox"/> Establish information sharing and M&amp;E mechanisms</li> </ul>	
<b><i>Specific Objective 3.4: To strengthen coordination of Christian Education in education institutions</i></b>			
<b>Outcomes</b>			
<ul style="list-style-type: none"> <li><input type="checkbox"/> Strengthened coordination of mission to educational institutions</li> <li><input type="checkbox"/> Universities mission outreaches facilitated and coordinated</li> <li><input type="checkbox"/> Learned Christians supporting Christian Missions</li> <li><input type="checkbox"/> Christian morals are established and strengthened in universities and schools</li> <li><input type="checkbox"/> Youth equipped with life skills, discipleship and interfaith knowledge</li> <li><input type="checkbox"/> Children in primary schools are in the Word of God</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Number institutions with USCF</li> <li><input type="checkbox"/> Number of schools with UKWATA</li> <li><input type="checkbox"/> Number of Ministers (Pastors/Evangelists) dedicated for UKWATA and USCF</li> <li><input type="checkbox"/> Number of University Students supporting missions</li> <li><input type="checkbox"/> Number of primary schools with active Christian sessions</li> </ul>		Ecumene and Evangelism
<b>Outputs</b>			



Results	Indicators	Interventions	Lead Actor
<ul style="list-style-type: none"> <li><input type="checkbox"/> Christian youths are mobilized for discipleship and fellowship</li> <li><input type="checkbox"/> Christian youth and Groups in UKWATA and USCF have increased leadership skills, are properly led and guided</li> <li><input type="checkbox"/> Students have knowledge on the Bible and Christian teachings</li> <li><input type="checkbox"/> Students are receiving pastoral care/services and guidance</li> <li><input type="checkbox"/> UKWATA and USCF alumni are supporting and actively involved in CCT activities</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Number of youth Christians engaging in discipleship and fellowships</li> <li><input type="checkbox"/> Number of universities and schools with Christian programs</li> <li><input type="checkbox"/> Number of students participating in Bible Studies</li> <li><input type="checkbox"/> Number of UKWATA and USCF alumni conducted</li> <li><input type="checkbox"/> Universities, colleges and schools with USCF and UKWATA manuals</li> <li><input type="checkbox"/> Extent of programs in career guidance and counselling</li> <li><input type="checkbox"/> Number of teachers engaging in UKWATA and USCF programs</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Coordinate conferences and services for UKWATA and USCF at all levels</li> <li><input type="checkbox"/> Facilitate national leadership meetings</li> <li><input type="checkbox"/> Facilitate Christian Education</li> <li><input type="checkbox"/> Facilitate pastoral care for colleges, universities and schools</li> <li><input type="checkbox"/> Coordinate UKWATA and USCF alumni to meet and participate in CCT activities</li> <li><input type="checkbox"/> Develop and disseminate manuals</li> <li><input type="checkbox"/> Provision of career guidance and counselling</li> <li><input type="checkbox"/> Identify and train teachers at District and Regional levels</li> </ul>	