



GLIMMER'S THEORY OF CHANGE

ABOUT

Our **theory of change** provides a roadmap for our work by explaining how a group of early and intermediate outcomes sets the stage for producing long-term results. The following outlines the framework of our approach to change in rural Ethiopia.

CONTENTS

Theory of Change Overview & Diagram

Livelihoods Strategy Overview

Health & Water Strategy Overview

Education Strategy Overview

THEORY OF CHANGE **OVERVIEW**

THE PROBLEM WE ARE ADDRESSING

Rural Ethiopian families are trapped in a deeply rooted cycle of poverty and lack fundamental needs: sustainable income, food security, clean water, access to education and quality health care. In addition, families suffer repeated exposure to debilitating health, climate and economic crises, such as drought, flooding, disease, and instability, and do not have the capacity and resources to adequately cope. The majority of rural Ethiopians rely on agricultural production to provide for their families. But, female farmers, who make up over half of the rural workforce, have unequal access to resources limiting their productivity.

LONG-TERM GOAL

To support resilient families and communities that are equipped to absorb, anticipate and overcome shocks while transforming systems and structures to address the root causes of vulnerability, reduce the impacts of climate change and break the cycle of poverty.

APPROACH

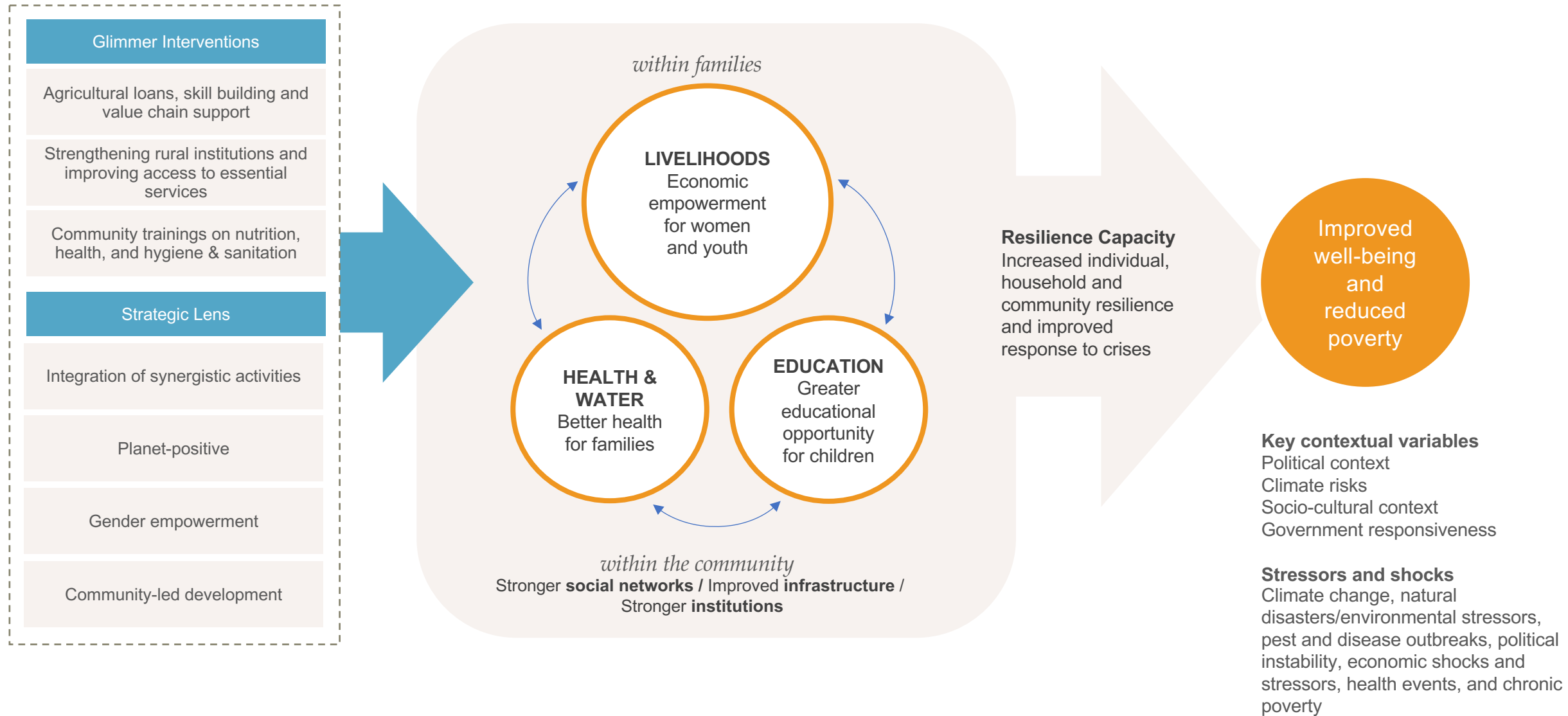
Glimmer positions sustainable livelihoods at the core of our holistic model, supported by interventions in education and health. Our approach centers on the family, based on the belief that families that are healthy and have access to education are better able to take advantage of economic opportunity and secure a steady income stream. At the same time, families with economic opportunity and stability are better able to send their children to school, access necessary resources, and make choices that support their health and well-being. Underpinning family resilience is the critical need to proactively address climate risks for rural farmers. Our planet-positive approach protects environmental resources and ensures productive land use over the long-term so that the people of rural Ethiopia can thrive where they live for generations to come.

Glimmer builds resilience of families by providing capital along with training and technical assistance through locally-run financial institutions and strengthening social networks such as village economic and social associations. We contribute to broader community resilience by increasing the capacity of local institutions, increasing access to communal infrastructure and resources, and integrating planet-positive practices. Glimmer is guided by the principles of community-led development, engaging directly with the community to develop locally-owned visions and goals and tailor approaches to best meet their unique needs.

Glimmer works within existing systems, and leverages partnerships with local and regional government to facilitate our intended outcomes and create an environment where communities can thrive long after Glimmer's projects are complete.



THEORY OF CHANGE **DIAGRAM**



LIVELIHOODS STRATEGY

Goal: Increase family resilience through diversified income and increased production especially for women, improve food security and nutrition, and mitigate climate change.

TRAININGS & LOANS

Farmers receive training in commodity-specific business (e.g., market linkages, proper care and feeding, value-add production), climate-smart practices (e.g., soil fertility, recycled byproducts, intercropping, improved breeds) and financial literacy. Each borrower also receives one-on-one technical assistance from a community facilitator, a locally-hired staff who assesses progress and provides ongoing support.

MARKET & SOCIAL SUPPORTS

Borrowers participate in multi-stakeholder platforms to facilitate market linkages. Membership in local village economic and savings associations allows farmers to share best practices; increase knowledge of savings, climate conditions, and gender equality; and strengthen social networks.

COMMUNITY-BASED FINANCIAL SERVICES

To support financial access for the entire community, Glimmer strengthens local financial cooperatives to become self-sustained, locally run savings and loan institutions.

IRRIGATION & ASSET PROTECTION

Farmers receive support through training in efficient water use and irrigation management, and provision of key infrastructure such as irrigation and veterinary services to support sustainable livelihoods.



HEALTH & WATER STRATEGY

Goal: Improve health outcomes for women and children by supporting community outreach and education and increasing access to quality health care and clean water.

TRAININGS

Glimmer provides training to health extension workers and members of the Women's Development Army on maternal and child health and nutrition. Strengthening these local systems and resources for women and families is intended to lead to better health outcomes over the long-term.

HEALTH POSTS & HEALTH CENTERS

Glimmer creates and improves access to quality health facilities in the most remote communities so that all community members are close to critical health care with skilled practitioners. Provision of solar power for health facilities provides continuous access to essential services.

CLEAN WATER, SANITATION & HYGIENE

To support health outcomes, Glimmer constructs and renovates community water sources, ensuring families have access to clean water within 1 kilometer of their homes. Glimmer trains water committee members on sanitation, hygiene and maintenance of water sources.



EDUCATION STRATEGY

Goal: Change understanding of gender norms among boys and girls, support gender equity, build social networks, and increase access to quality educational environments.

GENDER EMPOWERMENT

To empower girls around gender issues and ensure more girls stay in school, Glimmer supports and strengthens girls' clubs. Girl leaders of the clubs educate their peers on early marriage, menstruation and the importance of staying in school. With income-generating opportunities to support the club, girls build confidence and create a permanent safe space to share challenges and talk about issues that they can't anywhere else. Boys also join the club and learn about gender roles and misperceptions.

ACCESS TO EDUCATION

To ensure more children can attend school, Glimmer provides access to better learning environments and education materials. Glimmer also constructs gender-segregated latrines, which help more girls stay in school when they reach the age of menstruation. Provision of solar power for education facilities provides continuous access to essential services.

