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EXECUTIVE SUMMARY

We are incredibly proud of the progress in sustainable development in Ethiopia—from strides in education to improved life expectancy to reductions in poverty. Now, we look ahead to even greater change that builds on this momentum in Ethiopia.

In 2018, Glimmer updated our strategy, drawing on the lessons learned from our work on the ground in Ethiopia since 2000. We refocused our efforts to place greater emphasis on livelihoods as the central driver of change. Glimmer’s strategic approach is based on the belief that families with steady and dependable income have greater capacity to send their children to school, make choices that support health and well-being, and withstand economic and environmental shocks.

Glimmer’s 2020-2025 strategic plan highlights how we are implementing and testing our revised strategic approach with an eye toward expansion and growth. Over the next five years, we are focused on the following priorities:

- Implementing, testing and standardizing our updated theory of change to deepen impact and build scalability.
- Increasing the depth and reach of impact on the ground in rural Ethiopia, supported by increased and diversified funding.
- Developing a comprehensive system of learning and improvement, and continually applying findings.
- Operating using global systems and connecting every staff member to the mission.
- Mitigating threats and seizing opportunities to strengthen the organization to continue work for the next 20 years.

As the Covid-19 pandemic adjusted our plans in 2020, we revised our strategic priorities to reflect the new and shifting situation on the ground. While Covid-19 is a shock at a global scale, it has the greatest impact on vulnerable communities, and we anticipate it will have ripple effects for years to come in rural Ethiopia. Covid-19 reinforced the importance of strengthening the resilience of both rural Ethiopian communities and our organization during and after the pandemic.

As we look ahead to the next 20 years, Glimmer envisions Ethiopia with a thriving rural population that is both holding up and benefiting from the country’s economic growth. Opportunity exists for all girls to attend school and all women to earn a fair income. Families and communities are resilient, supported by local systems and resources. Through the efforts of Glimmer, our partners, and the government and people of Ethiopia, the country’s most vulnerable communities will progress and prosper—allowing Glimmer to create a roadmap to ending poverty at a global scale.

As Glimmer marks 20 years since our founding, we are incredibly proud of the progress in sustainable development in Ethiopia—from strides in education to improved life expectancy to reductions in poverty. Now, we look ahead to even greater change that builds on this momentum in Ethiopia.
FOUNDER’S STORY

When the images of the great Ethiopian famine emerged in the mid-1980s, Donna Berber was shaken to her core. Inspired by Live Aid, the global concert that brought attention to the devastating famine, the seed was planted that later inspired a vision that would change the lives of millions of rural Ethiopians.

COMMITMENT TO THE MOST VULNERABLE

A Glimmer of Hope was born in 2000 with the mission to improve lives in the most remote areas of Ethiopia. It was important to Donna and Philip, her husband and co-founder, to go where no one else was willing to go and help the people with the greatest need.

AN INNOVATIVE SOLUTION TO ENDING POVERTY

Donna and Philip’s vision led to Glimmer’s new model for community development. With an endowment from the Berbers to fund operating costs, they established Glimmer with the promise that all donations would go directly to projects. Glimmer employs a full staff of Ethiopian development experts and works with indigenous development partners to address the needs of the people through an integrated approach. Glimmer supports sustainability and full ownership by leveraging relationships with the government to staff and provide funding, with the community to contribute cash and labor, and with local partners to mobilize their own resources.

Since 2000, Glimmer has invested $110 million, reached 5 million people and completed 10,000 projects in rural Ethiopia. See the impact of our current approach at http://www.glimmer.org/results-in-mz.
EXECUTIVE LEADERSHIP TEAM

Glimmer’s executive leadership team guides the organization’s vision, operations and implementation in consultation with the board of directors.

ALICYN YARBROUGH
CHIEF EXECUTIVE OFFICER
Alicyn guides the development and expansion of Glimmer’s strategies. She reviews outcomes, shapes the direction of Glimmer’s approach and works in close partnership with the Ethiopian country director.

GEBREHIWOT RETA
COUNTRY DIRECTOR
Gebre informs the direction of the organization’s strategies and implementation. He leads a team of 20 Ethiopian staff and serves as key contact and advocate with stakeholders, government leaders and local partners.

NASSER HASSEN
SENIOR DIRECTOR OF QUALITY CONTROL & SUSTAINABILITY
Nasser oversees the implementation of Glimmer’s monitoring, evaluation, research and learning strategy, and drives continuous improvement.

KAHSAY GIRMAY
SENIOR DIRECTOR OF OPERATIONS
Kaahsay heads the programs and operations team in Ethiopia, which is responsible for the day-to-day implementation and ongoing performance of project activity.
With a rocky history of political unrest, border wars, famines and refugee crises, Ethiopia has often been symbolic of hardship. In recent years, Ethiopia has made substantial progress in the fight against poverty and is one of the most rapidly developing countries in the world. Growth is mainly attributed to the development of the agriculture sector, construction of sound infrastructure, and the commitment of the people and government to achieve middle-income status.

Solving the underlying issues of poverty in Ethiopia can pave the way to global change. Ethiopia’s large labor force, efforts to cultivate international business, and economic growth combine to position the country as a leader on the continent. Creating sustainable change in Ethiopia can set the course for ending extreme poverty and reducing systemic inequality. We envision progress in Ethiopia at a scale that could inform a blueprint for ending poverty globally.
The lives of Ethiopians are improving, but there is still a long way to go, especially in remote, rural areas.

SINCE 2000, ETHIOPIA HAS EXPERIENCED IMPORTANT PROGRESS

- Child mortality under the age of 5 decreased by half.
- Life expectancy increased by 14 years.
- Primary school enrollment more than doubled.
- Girls giving birth between the ages of 15 and 19 decreased by nearly 40%.

The lives of Ethiopians are improving, but there is still a long way to go, especially in remote, rural areas.
Life for a rural Ethiopian family is defined by hardship. When a drought hits, a family that relies on farming is sent into crisis without enough income or food for months. Opportunities to improve farming productivity and apply climate-smart practices that protect the land, access to markets and farming inputs, and solutions that can build up savings are simply out of reach in their remote community.

For a family in this position, limited income means the boys stay home from school during harvest season to help work the land. The girls search for water twice a day—taking them far from home along isolated, rough terrain to bring back contaminated water. The eldest daughter will soon drop out of school and be married before she turns 16.

Because every illness or climate shock has the potential to send the family into crisis, they never have a chance to get ahead. This is how the cycle of poverty continues in rural Ethiopia for nearly 17 million families.

**THE PROBLEM WE ARE ADDRESSING**

More than 80% of Ethiopia’s population lives in rural areas—where poverty is most entrenched.

Nearly 26% of the rural population lives on less than $0.60 a day.

Farming makes up 70% of jobs in rural Ethiopia, but climate change threatens food supply and income for families.

More than 30% of pregnant women in rural areas do not receive prenatal care.

14% of girls in Ethiopia are married before turning 15.

Nearly 50% of girls drop out by secondary school.
VISION

Eliminate poverty, illuminate lives.

MISSION

Glimmer brings together community-led, integrated solutions that transform the lives of rural Ethiopian families.

CORE VALUES

Put People First
We resolutely listen to the people in our communities, our supporters and partners, and each other.

Look Inward, Share Outward
Transparency is key to our success.

Follow Through
Commitment to our word matters.

Embrace Change
We relentlessly pursue our vision by taking smart risks and always striving to be better.
Glimmer’s strategy positions sustainable livelihoods as the foundation of our holistic model, supported by essential health and education interventions. Glimmer places families at the center of our work, based on the belief that families that are healthy and have access to education are better able to take advantage of economic opportunities and secure steady income streams. Likewise, families with economic opportunities and stable incomes are better able to send their children to school, access necessary resources, and make choices that support health and well-being in the future. Underpinning family resilience is the critical need to proactively address climate risks for rural farmers. Our climate-smart 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.

Our guiding principles keep us focused on pursuing the most effective ways to improve the lives of the rural poor and create change that is sustainable long-term. Our learnings since 2000 come together to support programmatic design to create systemic, lasting change.

Our theory of change provides a roadmap for planning, implementation and evaluation by explaining how a group of early and intermediate outcomes sets the stage for producing long-term results.

“To realize our vision, we must dream big, take risks and look at our mistakes.”

-Donna Berber, founder and executive chair
GUIDING PRINCIPLES

Glimmer is focused on pursuing the most effective ways to improve the lives of the rural poor and create change that is sustainable long-term. Our learnings since 2000 come together to support programmatic design to create systemic, lasting change.

Ending poverty requires resilience. We equip families with the tools, training and resources to become more resilient to environmental, economic and social shocks—empowering them to respond and thrive long after we leave a community.

Agriculture and income are cornerstones of resilience. Our focus is on providing capital and skill development to farmers while strengthening value chains and financial systems to drive growth in agriculture and family income, stability and long-term food security for rural Ethiopia.

Systemic change takes time. By committing to a community for five to seven years, Glimmer can monitor and support programs and empower the community to create sustainability.

Alignment with government priorities and systems builds sustainability. We take an ecosystem approach by designing plans around national priorities and strengthening local systems and structures in the rural areas.

Community engagement is key to sustainable change. We honor local needs, priorities and culture by listening to the Ethiopian people first. We ensure long-term change by involving community members in every step of the process.

Power lies in integration. We strategically integrate initiatives in income growth, health and education to leverage synergistic impacts and drive deeper change.
**THEORY OF CHANGE**

**Key contextual variables**
- Political context
- Climate risks
- Socio-cultural context
- Government responsiveness

**Stressors and shocks**
- Climate change, natural disasters/environmental stressors, pest and disease outbreaks, political instability, economic shocks and stressors, health events, and chronic poverty

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**STRATEGIC APPROACH**

- **Glimmer Supports**
  - Provision of loans and market linkages
  - Training and technical assistance
  - Development of key infrastructure

- **By**
  - Integrating climate-smart practices
  - Leveraging partnerships with government & local partners
  - Utilizing principles of community-led development

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**within families**

**LIVELIHOODS**
Greater livelihoods opportunity for adults and youth

**HEALTH & WATER**
Better health for families

**EDUCATION**
Greater educational opportunity for children

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**within the community**

Stronger **social networks** / Improved **infrastructure** / Stronger **institutions**

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**Resilience Capacity**
Increased individual, household and community resilience and improved response to shocks

**Improved well-being and reduced poverty**
Strategic Approach

LIVELIHOODS STRATEGY

Goal: Increase household income and savings, improve food security and nutrition, build family and community resilience, 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. In addition to providing clean water at school campuses, Glimmer establishes and strengthens school water, sanitation and hygiene clubs to support health and attendance. Provision of solar power for education facilities provides continuous access to essential services.
Glimmer defines resilience as the capacity of people, households and communities to mitigate, adapt to and recover from stressors and shocks in ways that support reduced poverty and improved well-being over time—while transforming systems and structures to address the root causes of vulnerability. The resilience capacity of families and communities builds with the goal of reaching the stage of lasting transformation.

Resilience is the lens through which Glimmer develops plans and measures impact. Without planning for resilience, we risk investing in change that can’t be sustained over time. Resilience is especially critical for vulnerable communities that are disproportionately impacted by complex issues, including climate change and Covid-19.
MONITORING, EVALUATION, RESEARCH & LEARNING

Glimmer measures impact by looking at how integrated interventions in livelihoods, health and education result in improved resilience and decreased poverty for families.

The purpose of Glimmer’s monitoring, evaluation, research and learning system is to:

- Clarify and articulate our goals and vision for success.
- Track progress and make ongoing improvements to our strategy to maximize efficiency and effectiveness.
- Better understand our contributions to poverty alleviation in Ethiopia.
- Build an evidence base for an integrated, holistic model of poverty alleviation.
- Share key learnings with stakeholders to secure additional funding to support our continued work in Ethiopia.

The core of the monitoring, evaluation, research and learning system includes:

- Performance Monitoring: Systematic data collection to assess quality and effectiveness of implementation.
- Evaluation and Learning: Ongoing and integrated processes for investigating and understanding progress toward the long-term goals in our theory of change.
- Research: Investigate the broader development space in order to remain strategically innovative and incorporate global best practices.

MONITORING AND EVALUATION TOOLS

Glimmer uses a mixed-methods approach to data collection, including household surveys, focus groups, cooperative assessment tools, digital surveys of individual loan recipients, government bureau data and cross-site evaluations.
Glimmer gathers data to understand how individuals and communities are prepared to respond to shocks.

## RESILIENCE INDICATORS

<table>
<thead>
<tr>
<th>Resilience Indicators (Selected Sample)</th>
<th>Data Source</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Average asset ownership</td>
<td>Household survey</td>
<td>Baseline, Midline, Endline, Impact</td>
</tr>
<tr>
<td>2 % of community reporting increased bridging and/or bonding social capital</td>
<td>Household survey</td>
<td>Baseline, Midline, Endline, Impact</td>
</tr>
<tr>
<td>3 % of community reporting increased aspirations/confidence to adapt locus of control index</td>
<td>Household survey</td>
<td>Baseline, Midline, Endline, Impact</td>
</tr>
<tr>
<td>4 % of community reporting a change in gender-equitable decision-making</td>
<td>Household survey</td>
<td>Baseline, Midline, Endline, Impact</td>
</tr>
<tr>
<td>5 % of community who have applied improved technologies or management practices</td>
<td>Household survey</td>
<td>Baseline, Midline, Endline, Impact</td>
</tr>
<tr>
<td>6 Response to shocks and stressors among the community (use of savings, social capital, new information, agricultural practices)</td>
<td>Household survey</td>
<td>Baseline, Midline, Endline, Impact</td>
</tr>
<tr>
<td>7 Average household food insecurity scale</td>
<td>Household survey</td>
<td>Baseline, Midline, Endline, Impact</td>
</tr>
<tr>
<td>8 Average ability to recover/rebound from shocks and stressors</td>
<td>Household survey</td>
<td>Baseline, Midline, Endline, Impact</td>
</tr>
<tr>
<td>9 Reported shock or stressor exposure and perceived severity</td>
<td>Household survey</td>
<td>Baseline, Midline, Endline, Impact</td>
</tr>
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</table>
# Outcome Indicators

Glimmer gathers data to understand outcomes of our interventions across livelihoods, health and water, and education.

<table>
<thead>
<tr>
<th>Outcome Indicators (Selected Sample)</th>
<th>Data Source</th>
<th>Frequency</th>
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</thead>
<tbody>
<tr>
<td>1 % of mature loans repaid</td>
<td>Household survey / cooperative records</td>
<td>Annually</td>
</tr>
<tr>
<td>2 Increased financial literacy</td>
<td>Targeted focus groups</td>
<td>Annually</td>
</tr>
<tr>
<td>3 Increased knowledge of commodity development</td>
<td>Targeted focus groups</td>
<td>Annually</td>
</tr>
<tr>
<td>4 Increased knowledge of best practices and climate-friendly agriculture</td>
<td>Targeted focus groups</td>
<td>Annually</td>
</tr>
<tr>
<td>5 Increased livelihoods diversification</td>
<td>Targeted focus groups</td>
<td>Annually</td>
</tr>
<tr>
<td>6 Increased yield/production levels of targeted commodities - livestock and crop</td>
<td>Household survey</td>
<td>Annually</td>
</tr>
<tr>
<td>7 Increased annual sales (in Ethiopian birr) of targeted products - livestock and crop</td>
<td>Household survey</td>
<td>Annually</td>
</tr>
<tr>
<td>8 Increased savings in local financial cooperatives (in Ethiopian birr)</td>
<td>Cooperative records</td>
<td>Annually</td>
</tr>
<tr>
<td>9 No. of supported local financial cooperatives demonstrating increased capacity</td>
<td>Cooperative assessment</td>
<td>Baseline, Midline, Endline, Impact</td>
</tr>
<tr>
<td>10 Increased knowledge of hygiene and sanitation among health workers receiving training</td>
<td>Targeted focus groups</td>
<td>Annually</td>
</tr>
<tr>
<td>11 Increased knowledge of nutrition and maternal and child health among health workers receiving training</td>
<td>Targeted focus groups</td>
<td>Annually</td>
</tr>
<tr>
<td>12 Increased confidence, sense of control and aspirations for the future among girls’ club members</td>
<td>Household survey</td>
<td>Annually</td>
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STRATEGIC FOCUS: 2020-2025
CURRENT STATE: SWOT ANALYSIS

**Strengths**
- One-country focus since founding in 2000
- Community-driven approach
- Long-term commitment to communities
- Integrated approach to address roots of vulnerability
- All-Ethiopian implementation team
- Endowment contributes to organizational stability

**Weaknesses**
- Complexity of integrated approach challenging in implementation and measuring synergistic impact
- Challenges with using shared online systems across both offices
- Funding concentrated among a small group of donors

**Opportunities**
- Progress and commitment of Ethiopian government to development
- Partnerships with reputable donors
- Growth of Ethiopian economy
- Alignment with U.N. sustainable development goals
- Participation and commitment of the community members and leaders where we work

**Threats**
- Vulnerable communities are susceptible to deep impacts from global health concerns, such as Covid-19
- Government instability
- Climate change and shocks
- Inflation and foreign exchange rate devaluation
- Limited pool of donors that can commit to funding full, integrated model over five years
### 2020-2025 STRATEGIC FOCUS

<table>
<thead>
<tr>
<th>FOCUS</th>
<th>PRIORITY</th>
<th>FIVE-YEAR OBJECTIVES</th>
<th>TIMING</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. IMPLEMENT &amp; EXPAND: Roll out updated approach to improve well-being and reduce poverty.</td>
<td>1.1 Complete current five-year projects and gather learnings in line with outcomes in theory of change.</td>
<td>2020-2024</td>
<td></td>
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<tr>
<td></td>
<td>1.1a:</td>
<td>North Shoa, Oromia region (population: 50,000).</td>
<td>2020</td>
</tr>
<tr>
<td></td>
<td>1.1b:</td>
<td>Maichew, Tigray region (population: 94,000).</td>
<td>2020</td>
</tr>
<tr>
<td></td>
<td>1.1c:</td>
<td>Gondar Zuria, Amhara region (population: 54,000).</td>
<td>2020</td>
</tr>
<tr>
<td></td>
<td>1.1d:</td>
<td>Medebay Zana, Tigray region (population: 97,000).</td>
<td>2021</td>
</tr>
<tr>
<td></td>
<td>1.1e:</td>
<td>Libo Kemkem, Amhara region (population: 64,000).</td>
<td>2022</td>
</tr>
<tr>
<td></td>
<td>1.1f:</td>
<td>Kola Tembien, Tigray region (population: 95,000).</td>
<td>2024</td>
</tr>
<tr>
<td></td>
<td>1.1g:</td>
<td>Oda Bultum, Oromia region (population: 96,000).</td>
<td>2024</td>
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<td></td>
<td>1.2 Increase current implementation by 20% by launching one new five-year project annually, targeting approximately 60,000-100,000 people per community.</td>
<td>2021-2025</td>
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<tr>
<td></td>
<td>1.2a:</td>
<td>Explore piloting a new five-year project as a geographic expansion of an existing project area.</td>
<td>2021-2025</td>
</tr>
<tr>
<td></td>
<td>1.2b:</td>
<td>Identify new partner for expansion of work in Southern region.</td>
<td>2021-2025</td>
</tr>
<tr>
<td></td>
<td>1.2c:</td>
<td>Prioritize subsequent projects in Amhara, Tigray and Oromia according to situation on the ground.</td>
<td>2021-2025</td>
</tr>
<tr>
<td>2. TEST: Assess key assumptions in theory of change.</td>
<td>2.1 Test components of value chain approach that best support livelihoods outcomes, including village economic and social associations, multipurpose cooperatives, business-to-business meetings, experience sharing, etc.</td>
<td>2020-2024</td>
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<td></td>
<td>2.2 Test effectiveness of direct support through community facilitators as part of value chain strategy.</td>
<td>2020-2024</td>
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<td></td>
<td>2.3 Pilot modalities for loan delivery to borrowers (microfinance institutions, local financial cooperatives, unions of financial cooperatives) to determine effectiveness and sustainability.</td>
<td>2020-2025</td>
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<td></td>
<td>2.4 Secure partnership with research institution to complete five-year case study of new model.</td>
<td>2023</td>
<td></td>
</tr>
<tr>
<td>3. ENHANCE IMPACT: Develop key partnerships and analyze our work to deepen our effectiveness.</td>
<td>3.1 Pilot a digital tool that provides resources and demonstrates the use of locally-available materials for proper hygiene and sanitation and Covid-19 prevention.</td>
<td>2020</td>
<td></td>
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<tr>
<td></td>
<td>3.2 Explore partnership with an organization that provides technology solutions that reach rural health workers with trainings and education.</td>
<td>2024</td>
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<td></td>
<td>3.3 Conduct a gender-analysis of Glimmer’s programming and processes.</td>
<td>2020</td>
<td></td>
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<td></td>
<td>3.4 Complete an internal analysis of Glimmer’s climate-smart agriculture practices.</td>
<td>2021</td>
<td></td>
</tr>
<tr>
<td>4. STANDARDIZE: Build replicability and scalability through standardization within and across projects.</td>
<td>4.1 Finalize and document updated exit strategy.</td>
<td>2020</td>
<td></td>
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<td></td>
<td>4.2 Develop internal programs manual.</td>
<td>2021</td>
<td></td>
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<td></td>
<td>4.3 Standardize curriculum for girls’ club trainings in schools.</td>
<td>2021</td>
<td></td>
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<td></td>
<td>4.4 Standardize program processes across implementing partners.</td>
<td>2021</td>
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<td></td>
<td>4.5 Roll out digital tracking of borrowers in every community.</td>
<td>2021</td>
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**THEORY OF CHANGE:**

Improve well-being and reduce poverty

Increase individual, household and community resilience and improve response to shocks

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**FOCUS PRIORITY FIVE-YEAR OBJECTIVES TIMING**

**THEORY OF CHANGE:**

Improve well-being and reduce poverty

Increase individual, household and community resilience and improve response to shocks
## 2020-2025 Strategic Focus

<table>
<thead>
<tr>
<th>FOCUS</th>
<th>PRIORITY</th>
<th>FIVE-YEAR OBJECTIVES</th>
<th>TIMING</th>
</tr>
</thead>
<tbody>
<tr>
<td>5. GROW:</td>
<td></td>
<td>Increase the depth and reach of impact on the ground in rural Ethiopia, supported by increased and diversified funding.</td>
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<tr>
<td></td>
<td>5.1</td>
<td>Increase funding by 20% to support programmatic growth and diversify funding (no funder constitutes &gt;25%).</td>
<td>2025</td>
</tr>
<tr>
<td></td>
<td>5.1a</td>
<td>Secure two new foundation donors (one by 2021 and one by 2023).</td>
<td>2021-2023</td>
</tr>
<tr>
<td></td>
<td>5.1b</td>
<td>Maintain and increase current funding sources to support stability and growth of our work.</td>
<td>ongoing</td>
</tr>
<tr>
<td></td>
<td>5.1c</td>
<td>Develop relationships to support government funding opportunities.</td>
<td>2025</td>
</tr>
<tr>
<td>6. LEARN:</td>
<td></td>
<td>Develop a comprehensive system of learning and improvement, and continually apply findings.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>6.1</td>
<td>Implement and operationalize new monitoring, evaluation, research and learning framework.</td>
<td>2020-2024</td>
</tr>
<tr>
<td></td>
<td>6.1a</td>
<td>Finalize Glimmer’s updated monitoring, evaluation, research and learning framework to inform evidence-based decision-making in line with revisions to theory of change.</td>
<td>2020</td>
</tr>
<tr>
<td></td>
<td>6.1b</td>
<td>Implement and institutionalize system across all new projects and organizationally in job descriptions, performance reviews, policies and procedures.</td>
<td>2020</td>
</tr>
<tr>
<td></td>
<td>6.1c</td>
<td>Expand use of digital data collection system and tools across all new projects starting in 2020.</td>
<td>2020</td>
</tr>
<tr>
<td></td>
<td>6.1d</td>
<td>Design and implement organization-wide data management and reporting strategy: identify software and technical tools, convert and streamline data, configure systems, and design dashboards.</td>
<td>2020-2021</td>
</tr>
<tr>
<td>7. UNIFY:</td>
<td></td>
<td>Operate using global systems and connect every staff member to our mission so that they clearly see how their role is critical to success.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>7.1</td>
<td>Implement and manage effective global systems across offices.</td>
<td>2020-2025</td>
</tr>
<tr>
<td></td>
<td>7.1a</td>
<td>Configure and implement NetSuite OneWorld financial and constituent management software across the organization.</td>
<td>2021</td>
</tr>
<tr>
<td></td>
<td>7.1b</td>
<td>Structure and implement Dropbox file sharing across U.S. and Ethiopia offices.</td>
<td>2021</td>
</tr>
<tr>
<td></td>
<td>7.1c</td>
<td>Create organization-wide job description manual that integrates core values and cross-team collaboration.</td>
<td>2021</td>
</tr>
<tr>
<td>8. SUSTAIN:</td>
<td></td>
<td>Mitigate current and future threats and seize opportunities to strengthen the organization to continue work for the next 20 years.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>8.1</td>
<td>Integrate Covid-19 prevention strategies into our implementation plans in Ethiopia.</td>
<td>ongoing</td>
</tr>
<tr>
<td></td>
<td>8.2</td>
<td>Assess inclusivity around hiring and internal operations and develop a plan based on findings.</td>
<td>2020</td>
</tr>
<tr>
<td></td>
<td>8.3</td>
<td>Formalize and document Glimmer’s updated IT policies and cybersecurity protocols.</td>
<td>2021</td>
</tr>
<tr>
<td></td>
<td>8.4</td>
<td>Conduct enterprise risk management and insurance assessments and document and implement all policy and procedure changes.</td>
<td>2021</td>
</tr>
<tr>
<td></td>
<td>8.5</td>
<td>Spending of the endowment caps at a rolling 6% plus inflation to cover operational costs without drawing on principal.</td>
<td>ongoing</td>
</tr>
</tbody>
</table>

**Organizational:**

Increase capacity and operational effectiveness
Glimmer activities

Resilience outcomes

Intermediate outcomes

Resilience Outcomes

Establish multi-stakeholder platforms

Increased loan repayment rates

Farm to market linkages established between producers and private sector

Farmers engaged in new or alternative income-generating activities

Farmers practice value chain activities

Increased crop and livestock yield

Increased annual household income

Farmers engage in climate-smart agriculture and livestock practices (e.g., recycled byproducts, intercropping, improved breeds)

Inefficient irrigation infrastructure and capacitate water user associations

Build veterinary infrastructure

APPENDIX | Livelihoods Strategy Action Plan

25

Increased oxygenation rates

Increased capacity of rural savings and credit cooperatives

Increased availability of financial services

Loans provided to enrolled farmers

Farmers engaged in new or alternative income-generating activities

Increased commodity-specific knowledge (e.g., market linkages, proper care and feeding, value-add production)

Establish and facilitate village economic and social associations

Increased knowledge of financial literacy among farmers (e.g., development of a business plan, savings, investment, bookkeeping)

Train farmers on value chain commodities and financial literacy

Increased knowledge among farmers of best practices, savings, climate conditions and gender equality

Train farmers on climate-smart agriculture and livestock practices

Increased links to key services (e.g., supplies, vet services, expertise at the woreda level)

Provide technical assistance to farmers (community facilitators)

Increased access to communal resources

Availability of access to infrastructure

Increased gender-equitable decision-making

Increased sense of power and control

Increased bonding social capital

Increased asset ownership

Increased cash savings

Increased asset ownership

Increased access to livestock services

Availability of access to infrastructure

Increased access to communal resources

Glimmer activities

Intermediate outcomes

Resilience outcomes
Training health extension workers and women’s development army members

Health extension workers and women’s development army gain knowledge and skills on proper maternal and child health care

Health extension workers and women’s development army gain knowledge and skills on proper nutrition

Health extension workers and women’s development army conduct home visits

Health extension workers and women’s development army provide nutrition training to women

Health extension workers and women’s development army provide maternal and child health care training to women

Resilience Outcomes:
- Increased sense of community ownership
- Increased sense of power and control
- Increased bonding social capital
- Increased access to basic services
- Increased use of pre-and post-natal care
- Families eat balanced, nutritious meals
- Increased access to clean water
- Increased use of clean water

Intermediate Outcomes:
- Increased maternal and child health care knowledge among women
- Increased nutrition knowledge among women
- Increased use of pre-and post-natal care
- Development of health post and health center infrastructure and provision of renewable energy
- Implement clean water systems
- Train water, sanitation and hygiene committee members on maintenance of water system
- Train members on hygiene and sanitation
- Facilitate community financial contribution

Glimmer activities:
- Ongoing maintenance of water systems
- Increased access to clean water
Parents and girls believe in the importance of girls attending school

Parents and girls believe schools are safe and clean

Increased implementation of income-generating activities

Increased knowledge about starting and running income-generating activities (business development and financial management)

Increased access to capital for girls’ club participants

Increased knowledge about sexual and reproductive health, hygiene and sanitation, as well as gender awareness and norms

Establish girls’ clubs

Provide seed money

Train girls’ clubs on menstrual hygiene management, importance of staying in school, sexual and reproductive health, family planning, and financial management

Increased attendance for girls

Increased bonding social capital

Increased gender equitable decision-making

Increased sense of power and control

Increased sense of empowerment among girls

Increased financing for menstrual hygiene products

Increased availability of menstrual hygiene products

Increased attendance for youth

Increased knowledge about sexual and reproductive health, hygiene and sanitation, as well as gender awareness and norms

Development of gender-segregated latrines

Development of school infrastructure (e.g., facilities and supplies) and provision of renewable energy

Provide information via PTAs to teachers and parents on the importance of sending girls to school
A GLIMMER OF HOPE
Ethiopia Office

APPENDIX | Organizational Chart

CHAIR
Alicyn Yarbrough

COUNTRY DIRECTOR
Gebrehiwot Reta

FINANCE AND ADMINISTRATIVE DIRECTOR
Zena Dori

FINANCE OFFICER
Hanna Worku

COMPLIANCE OFFICER
Nassur Kemal

ADMINISTRATION OFFICER
[Vacant]

OFFICE ASSISTANT
Taterach Woldesenbet

OFFICE ASSISTANT
Yonas Weyessa

DRIVER
Daniel Beneberu

SR. DIRECTOR OF QUALITY CONTROL
AND PROGRAM SUSTAINABILITY
Nasser Hassen

DATABASE MANAGER
Meklit Tefera

MONITORING & EVALUATION MANAGER
Bejiga Abdo

COMMUNICATIONS OFFICER
Melat Mekonnen

DRIVER
Samuel Teferi

DRIVER
Belay Teklay

DRIVER
Alemaryehu Tessema

SENIOR DIRECTOR OF OPERATIONS
Kahsay Girmay

DIRECTOR OF PROGRAMS
Mulalem Ashenafi

SENIOR PROGRAM MANAGER
Tsegaye Gashie

SENIOR PROGRAM MANAGER
Tsegaye Telila

PROGRAM OFFICER
Tessema Firdissa

LIVELIHOODS OFFICER
Yemataye Tessema

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  Donna Berber
- CO-FOUNDER & BOARD MEMBER
  Philip Berber
- BOARD MEMBER
  Ryan Berber
- BOARD MEMBER
  Shane Berber
- BOARD MEMBER
  Jake Berber
- BOARD MEMBER
  Santiago Montoya
- TRUSTEE, U.K.
  Lee Portnoi
- TRUSTEE, U.K.
  David Gold

BOARD MEMBER
Ryan Berber

BOARD MEMBER
Shane Berber

BOARD MEMBER
Jake Berber

BOARD MEMBER
Santiago Montoya

TRUSTEE, U.K.
Lee Portnoi

TRUSTEE, U.K.
David Gold
A GLIMMER OF HOPE
Austin Office

APPENDIX | Organizational Chart

CHAIR EXECUTIVE OFFICER
Alicyn Yarbrough

BOARD & TRUSTEES
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- BOARD MEMBER
  Ryan Berber
- BOARD MEMBER
  Shane Berber
- BOARD MEMBER
  Jake Berber
- TRUSTEE, U.K.
  Lee Portnoi
- TRUSTEE, U.K.
  David Gold

OPERATIONS MANAGER
Emma Pennisi

SENIOR DIRECTOR, DEVELOPMENT AND COMMUNICATIONS
Kendra Beach

DIRECTOR OF PROGRAMS
Kate Scurria

DIRECTOR OF SYSTEMS OPERATIONS
Liz Mullaney

DIRECTOR OF FINANCE AND ACCOUNTING
Kelli Stoker

CHIEF INVESTMENT OFFICER
Santiago Montoya

PROGRAMS AND SYSTEMS ASSOCIATE
James Castle

PROGRAMS COORDINATOR
Leah Norman

COMMUNICATIONS MANAGER
Elif Iryibozi

COMMUNICATIONS AND DONOR MANAGER
Ellen Bettis

DEVELOPMENT COORDINATOR
Kate Martin

DEVELOPMENT OPERATIONS MANAGER
Brody Kwiatkowski

STAFF ACCOUNTANT
Stephanie Lawrence

SYSTEMS OPERATIONS ASSOCIATE
[Vacant]
We can’t eliminate poverty alone. We acknowledge the following individuals and organizations for their generous support and shared learnings over the past 20 years.

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Ryan Berber
Shane Berber

Jake Berber
Santiago Montoya
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David Gold

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