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Tigray Development Association

ORGANIZATIONAL PROFILE



WHO WE ARE

TDA is membership-based non-governmental organization registered as a charity organization with registry number 0462 (issued on November 2009) under the legal notice No 321/1960 and re-registered and accorded a legal personality with registry number 0462 (issued on June 10 2019) in accordance with the Civil Society Organization proclamation No.111/2019 and licensed by the federal Democratic Republic of Ethiopia Agency for Civil Society Organizations as an Ethiopian local organization with certificate bearing number 0462.

TDA has over 1.3 million subscribed members, 35 chapters and sub-chapters in major cities around the world. TDA's members are the major owners of the association, who donate and contribute finance and in-kind resources to it. Membership in TDA is, irrespective of geographical, political and other segmentations, open to everyone who is much concerned about the improvement of the wellbeing of the society through addressing their multi-faceted socio-economic needs.

TDA is an active member of two Consortiums and a Network-CCRDA-Consortium of Christian Relief and Development Association; CORHA-Consortium of Reproductive Health Association; and ACSOT-Alliance of Civic Society Organizations of Tigray (a regional umbrella organization/Network).

TDA has been operational in Tigray through its head office based in Mekelle and woreda and zonal branches; in Ethiopia via its branch office in Addis Ababa; in USA via its TDANA, and in Europe via its TDA Germany, TDA Holland, TDA Norway, TDA UK and TDA Canada.



STORY

Tigrai Development Association (TDA) was founded by Diaspora community in Washington DC on 12 August 1989 with the mission to improve the socio-economic situation of the 17 years long civil war-ravaged Tigray region. It started its operation in building, rehabilitating and reconstructing of education and health facilities on top of other emergency responses.

Three years later in 1991 the headquarter moved to Mekelle when the first General Assembly convened and put forward directions on the way forward. TDA aggressively engaged in education, health and youth job creation for about three years' period through opening up its branches and chapters inside Ethiopia and abroad.

TDA then had to continue to expand its interventions towards road and water point construction, agriculture, protection, school feeding, WASH, to address the existing needs of the society which was affected by the then war.

Building and furnishing of schools, science and technology centers, special high schools, classes, hospitals and health centers, besides soft programs have been among the projects and programs TDA has achieved.





CORE VALUES

- Excellence
- Partnership
- Learning institution
- Productiveness
- Transparency
- Integrity
- Responsiveness



MISSION

Strives to improve the well-being of the society through mobilizing resources, designing and implementing impactful programs that contribute to crucial human resource development thereby bring about productivity and sustainable development.



VISION

Envisions to see a productive, self-reliant and prosperous society.



GOVERNANCE OF TDA

TDA is structurally organized in the form of the General Assembly, the Board of Directors, Audit Commission and the Management as follows.

THE GENERAL ASSEMBLY/GA

GA is the supreme governing body of the TDA entrusted with the highest decision power. It sets out strategic directions and oversees all TDA activities. It is a body comprising 18 board of directors and audit commissions. The Assembly formulates policy, defines general objectives and strategy, and approves the budget and accounts. It appoints key management officials, including the executive directors.

THE BOARD OF DIRECTORS/BOB

BoD is made up of the president, vice president and 16 board members. The former represents the TDA on the international scene, bears primary responsibility for the TDA's external relations and conducts lobbying and advocacy in close cooperation with the Executive Director.

As chair of the Assembly, the president ensures that the responsibilities assigned to these two bodies remain under their control and closely monitors the running of the TDA. The president is responsible for developing the institutional strategy and proposing it to the Assembly. The vice-president assists the president in carrying out their duties and substitutes for the president when they are absent or unable to carry out their duties or at their request. They are also responsible for the cohesion, smooth running and development of governance and oversight mechanisms.



THE AUDIT COMMISSION

The Audit Commission is an internal oversight body, which independently and objectively monitors and assesses the organization's performance and efficiency according to recognized international standards. The Internal Audit Unit, the Executive Director and the Assembly are the three components of the internal oversight system. The Assembly, aided by the Audit Commission, has ultimate responsibility for oversight.

THE MANAGEMENT

The Management is the TDA's executive body, responsible for implementing and overseeing the institutional strategy and general objectives defined by the Assembly. The management is also responsible for managing TDA staff and ensuring the smooth running of the organization as a whole.



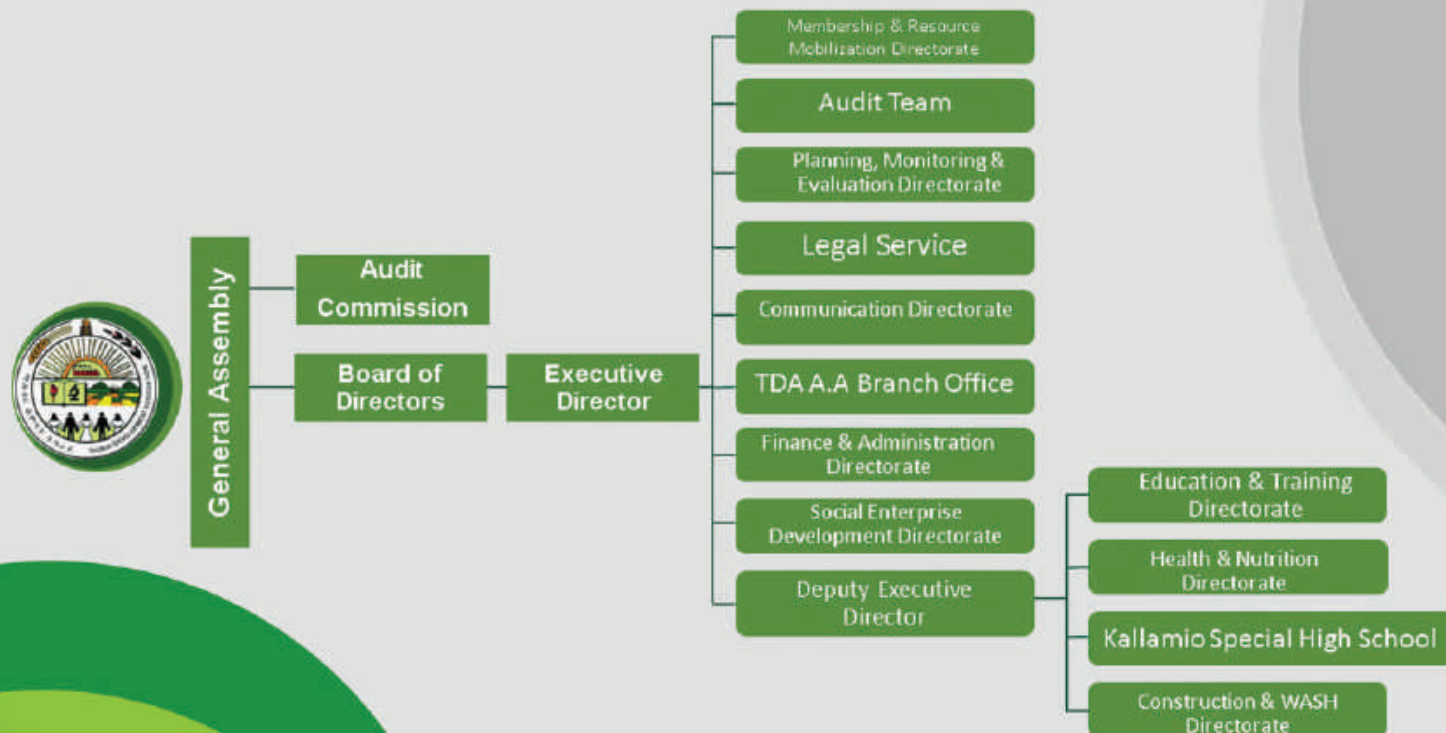
MANAGEMENT PHILOSOPHIES

TDA manages its operations based on such donor compliance manuals, policies and guidelines as human resource manual, procurement manual, finance manual, gender and disability manual, service delivery manual, communication policy and procedure, communication standard manual, data quality assurance manual, stakeholders' engagement manual, community involvement manual, safeguarding policy, code of conduct, PSEA focal point and others. Generally, it strives for

- Working towards maximum efficiency: The organization organizes itself through managing the power structure between management and employees and the division of labor within the association so as to work for maximum efficiency.
- Motivating employees: The association instigates its employees to improve their performance, recognize their personal responsibility for their work and work toward the overall success of their organization.
- Managing crisis: TDA uses crisis management techniques when something goes wrong while executing its development programs. These philosophies focus on identifying potential dangers, planning for those dangers and responding to them with a clear goal.



ORGANIZATIONAL CHART/ORGANOGRAM



WHAT WE DO



EDUCATION

- School Infrastructure Development
- STEM & Digital Education
- School Supplies Donation
- Learning Improvement
- Special High School
- Capacity Building



AGRICULTURE

- Agricultural Demonstration
- Dairy Farming
- Horticulture
- Seedling Multiplication
- Small Dams & Irrigation System



HEALTH & NUTRITION

- Strengthen Health System
- Medical Supplies Donation
- Health Infrastructure Development
- Capacity Building
- Child Nutrition
- Advocacy and scale-up
- Protection on SGBV



EMERGENCY RESPONSE

- Post-war recovery, rehabilitation & Reconstruction
- Humanitarian response during man-made & natural disasters
- Peace-building & financial support Our Achievements



ECONOMIC DEVELOPMENT

- Social Enterprise Development
- Life Skills Training
- Income Generating Activities



SPORT & CULTURE

- Circus Tigray
- Marshal Art, Marsh Band, Music & Drama Club
- Football Clubs & Cycling Clubs



WOMEN AND YOUTH EMPOWERMENT

- Protection % (S)GBV
- Advocacy
- Capacity building
- Job opportunities
- Seed money



TRACK RECORD ACHIEVEMENTS

EDUCATION

SCHOOL INFRASTRUCTURE DEVELOPMENT

- Constructed and furnished more than 714 primary & secondary schools
- Constructed and furnished 21 public libraries in different towns of the region
- Converted 570 makeshift (das) classrooms to standard ones
- Established 4 TVETs
- +2 million beneficiary students

STEM & DIGITAL EDUCATION

- Introduced digital education in 40 primary schools & established 50 virtual computer centers and offline digital Libraries in secondary schools.
- Established & furnished 6 science and technology centers in secondary schools

CAPACITY BUILDING

- Provided short-term capacity building training to over 10,000 teachers, directors, & communities

ACCELERATED LEARNING PROGRAM

- Created catch-up learning opportunities for over 1,500 out-of-school children lagging behind their peers

SOFT PROGRAMS

- Implemented such soft programs as READ II, BESO, EGRS, & CSSP in over 900 schools



TRACK RECORD ACHIEVEMENTS

HEALTH & NUTRITION

HEALTH INFRASTRUCTURE DEVELOPMENT

- Constructed & equipped 2 hospitals, 7 health centers and 74 health posts that increased access to health care services for over 4 million people in rural and underserved areas

MEDICAL SUPPLIES

- Strengthened & modernized health care services through providing essential medical equipment such as ambulances, machines, mattresses, bed bunks, and other instruments worth over 150 million birr

NUTRITION

- Improved the nutritional status of 32,000 school children in 80 drought-affected areas that in turn reduced prevalence of malnutrition

WASH & PROTECTION

- Improved access to drinkable water by constructing 100 community portable water points in primary & secondary schools
- Improved environmental & personal hygiene via installing 2 pipeline waters, constructing 19 dry pit latrines with water points
- Constructed 2 shallow wells, 3 roof catchments & 174 school latrines to reduce open air defecation
- Provided dignity kits and financial support to over 2000 female students of different schools

CAPACITY BUILDING

- Implemented such soft programs as READ II, BESO, EGRS, & CSSP in over 900 schools



TRACK RECORD ACHIEVEMENTS

WOMEN & YOUTH EMPOWERMENT

- Empowered 2,187 women family heads to carry out an income generating activities
- Increased social behavioral change on GBV, education, & migration
- Created jobs for 7,200 youths in basic construction, stone carving, metalwork, wood work, carpet-making, embroidery, modern bee-keeping, roof tile technology, general agriculture development & livestock production
- Also created temporary jobs for tens of thousands of youngsters in areas projects are undertaken
- Provided cash assistance to thousands of women & youth to start income generating activities



CAPACITY BUILDING

- Improved life skills & knowledge of over 10,000 women & youth through short & long-term training
- Provided vocational trainings for over 7,200 youths
- Trained & skilled over 10,000 youth that led to have better opportunities to employment & income-emanating activities



TRACK RECORD ACHIEVEMENTS

EMERGENCY RESPONSE

- Cash assistance to 300,000 IDPs, 100,000 Ethiopian deportees & +12,000 Eritrean refugees due to Ethio-Eritrea War, & returnees from Arab countries
- Created jobs ex-fighters and war-disabled people during the Derg Regime
- Delivered test kits worth of over 301,825 USD & 223 hospital beds amounting to 96,000 euros
- Distributed manual chemical spray machine, purchased chemical spray drone, provided insecticides and other inputs
- Supplied 14, 000 liters milk to the IDPs and wounded fighters
- Provided kitchen utensils, mats, food, cash, and clothes to IDPs in 6 IDP centers in and outside Mekelle
- Built up child safe spaces in 3 IDP centers
- Benefited 30,960 HHs & 6,258 diaspora via cash assistance (349 million Etb raised through a 'One Diaspora 2 One family'
- Established family links via phone call service to over 20,000 people who lost contact with their loved ones due to 2020's 2 years' bloody war in Tigray



ECONOMIC DEVELOPMENT

- Built roads of 23 km from Hawzen to Frewoini & 39 km from Adiremets to Kaza to help facilitate market access, emergency food distribution & transportation to remote villages
- Built Zesilassie Roundabout in Mekelle around Hatsey Yohanes Palace
- Established 4 vocational training centers (Kallamino, Selekleka, Axum & Mekelle Firesiwuat) where by thousands of youth gained life-changing skills
- Introduced long distance transport company known as Selam Bus in 1996 that improved the mobility of people who were limited to main road
- Improved livelihoods of 10,000 people through income generating activities
- Established a tour operator company called Express Ethiopia Travel/EET that played a great role in promoting tourism & heritages of Tigray & Ethiopia



TRACK RECORD ACHIEVEMENTS

SPORT & CULTURE

- Established Circus Tigray, Marshal Art, Marsh Band, Music & Drama Clubs & 28 Football Clubs with 20 members each and Cycling Clubs to enhance physical, psychological, & moral strengths & spirits as well as promote cultural heritage & history of Tigray
- +10,000 beneficiary youths



AGRICULTURE

- Built 10 small dams for irrigation & livestock
- Kallamino Agricultural Investment Center that has Agricultural Demonstration Center & 2 Dairy Farms & Horticulture, 3 Apiculture Centers
- Established 52 Seedling Nursery Sites that managed to produce or multiply 15 million seedlings per annum
- Opened 5 farmers training & demonstration centers whereby farmers acquired practical experiences & expertise
- +10,000 beneficiary farmers



PARTNERS

TDA has achieved such remarkable developmental and humanitarian accomplishments in partnership with the following international partners







































STRATEGIC THEMES



DIGITALIZATION

- Digitalizing TDA to ensure efficiency, productivity, cost savings, compliance, reduced errors, customer satisfaction, increasing employee satisfaction and retention and eliminate paper-based processes
- Ensuring excellence in TDA in a way of providing quality, exemplary and proactive internal and external services
- Revolutionize Digital Education
- Strengthen health system through digitalization
- Laydown the foundation for Digital Tigray



EXPANSION/GROWTH

- Expanding TDA's membership and revenue bases inside and oversea through opening up new TDA chapters and strengthening the existing ones and ensuring competitiveness at global arena
- Expanding its financial source to business and corporate membership & CSR
- Increasing its chapters and branch
- Expanding its operational presence in terms of project implementation out of Tigray.



REVITALIZATION

- Revitalizing TDA though developing such its unique identity as organizational culture, vision, mission, core values, philosophies, and excellence across all its services and programs.
- Creating attractive conducive working environment



STRATEGIC GOALS



MEMBERSHIP RECRUITMENT

- Increase from 1,303,862 to 2,037,284
- Increase chapters & sub-chapters from 7 to 36
- increase no of corporate members from 380 to 12,000



EDUCATION

- Furnishing 120 schools with all necessary educational supplies
- ALP for 9500 out-of-school children & adolescents
- Capacity Development for 11,250 School Teachers



NUTRITION & SCHOOL FEEDING

- Promote and scale up school feeding programs across selected schools
- Employ Social and Behavioral Communication Change (SBCC)



HEALTH, WASH, PROTECTION

- Strengthen the health system through digital intervention and supplying of equipment
- Improve safety and health for 19,050 SGBV survivors & war-affected community groups via trauma healing & MHPSS



JOB CREATION & WOMEN EMPOWERMENT

- Upgrade quality of existing technical & vocational education system & train over 20,000 youth with adequate skills
- Provide seed money & create linkage to micro-finance for loan privileges
- Own three special TVET across Tigray





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Tigray Development Association

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