



MISSION DEVELOPMENT FOUNDATION

P.O. BOX 71779 TEGETA - DAR ES SALAAM – UNITED
REPUBLIC OF TANZANIA

TEL +255 222 630200

E-MAIL: info@missiondevelopmentfoundation.net

www.missiondevelopmentfoundation.net

The Foundation Profile

Introduction:

Mission Development Foundation is an independent and nonprofit organization for the purpose of serving the integral human development. It is incorporated in the United Republic of Tanzania under the **Companies Act, 2002 Section 15 with the Certificate of Incorporation No. 80187** and therefore working as an independent entity with its own management under the Board of Directors.

It collaborates with individuals, corporate bodies, community-based organizations, government and non-governmental organizations, private services providers as well as religious institutions to serve the humanity to all individuals and societies regardless of their religion, color, tribe or nationality for the purpose of enabling integral human development.

The foundation is therefore an organ or instrument to providing the means, networking and coordination of the missions' operations of socio-economic and pastoral nature within and among the people such as health, education, community based infrastructure, orphanage centres, sustainable environmental management, peacemaking and reconciliation, hospitality and water projects as well as empowerment and professional career building programs.

So as to be operative and sustainable to reach its goal, the organization, apart from soliciting fund from various sources for the services of humanity, it has to establish legal generating income projects which provides services at the same time become a means to sustain and existence. The management and operation, especially where projects are business oriented needs to employ a proper human resources and utilization of other resources for income and services of the society at large.

Vision:

To be a source of change in the society and become a refuge for spiritual, socio-economic, humanitarian and professional career growth.

Mission:

To provide demand driven human development services and to mobilize funds to establish and support socio-economic, humanitarian and sustainable development projects.

Objectives:

1. To conduct socio-economic, humanitarian and human development projects for the purpose of providing and ensuring human growth to the individual, family and society.
2. To conduct training programs to organized individuals, corporate bodies, societies, private services providers and religious institutions on in association with professional associations and institutes for the aim of strengthening their professionalism and maximization of outputs.
3. To establish internal and international network with individuals, corporate bodies, community-based organization, government and non-governmental organizations, private services providers as well as religious institutions for the purpose of sharing experience and soliciting funds to establish and support integral human development projects.
4. To conduct research and establish information sharing centre to interested individuals, professional and non-professional bodies in areas such as entrepreneurship and self reliance, sustainable development, HIV/AIDS and malaria programs, peace stability, poverty eradication, academic excellence, marketing, social policies implementation, etc.
5. To support missions that provide and promote Christian moral teachings, spiritual growth, building of houses for worshipping as well as reconciliation and promotion of peace.
6. To offer advisory and consultancy services on finance, administrative and managerial issues in areas such as planning, fund raising tactics, effective management and implementation strategies, management design and operation, organizational development and projects evaluation, marketing, accountancy and auditing as well as manpower recruitment and performance appraisal.
7. To establish and operate media facilities such as radio, news papers, TV and other forms of media as well as making full use of mass media for the cause of societal growth and awareness.
8. To promote education by supporting and building the schools such as kindergarten, primary, secondary, colleges and vocational training as well as the establishing and building of students' study centres, libraries, students' hostels and students' transportation for the purpose of promoting the spirit of learning among the youths and providing better studying environment.
9. To establish and promote exchange programs for the purpose of promoting cooperation and experience sharing between the foundation and our partners within and outside Tanzania. The exchange programs shall include tourism vacations, volunteering, etc.

General Activities

Most of our activities rely on the signs of time, the call of the needy, situation and the need to respond to people or projects. In view of this, the foundation's activities are as follows:-

1. Training and Consultancy

The foundation conducts on-job training programs and consultancy services in association with professional associations and institutes on various disciplines such as projects write up and project management, corporate management and management of assets, human resources management and performance appraisal, production and sales management, accountancy, budgeting and fund raising tactics, manpower career growth, entrepreneurship and small scale enterprises development, financial markets and sources of fund, etc.

2. Research and Publicity

The foundation conducts research and establish information sharing centre to interested individuals, professional and non-professional bodies in areas like entrepreneurship and self reliance, sustainable organizational growth, HIV/AIDS and malaria programs, poverty eradication and human growth, academic excellence, democracy and peace stability, sustainable development, marketing, social policies implementation, etc

3. Socio-Economic Promotion

The foundation in line with its objectives, designs and implements human-centred development projects for sustainable development of the society by providing long-term sustainable solutions to their problems. Typical activities here include small-scale enterprise development, self-reliance empowering and capacity building programs for local communities as well as sustainable systems development by advocating changes in social policies.

The activities also include the improvement of rural infrastructure by ensuring that the rural people are provided with clean drinking water and other water services, building of pedestrian bridges, small scale irrigation, rural roads improvements, sustainable use of natural resources and conservation of our environment.

4. Promotion of Education

The foundation promotes education by supporting and building the schools such as kindergarten, primary, secondary, colleges and vocational training as well as the establishing and building of students' study centres, libraries, students' hostels and students' transportation for the purpose of promoting the spirit of learning among the youths and providing better studying environment.

5. Gender and Human Rights

The foundation in line with the millennium development goals, conducts special advocacy campaigns for gender equality in decision making areas and promotion of children and women's rights awareness. These campaigns are aimed at ensuring that

the society recognizes the role of women in building the nation and that the rights of these women and their children are respected, protected and implemented.

6. Relief Services

This refers to the provision of emergency assistance directly to beneficiaries like distribution of food, shelter and health services after a disaster. The foundation therefore, in line with its objectives, designs and implement relief-related activities as the need may be so as to provide help and support to the people in tragedy.

7. Fund Raising

The foundation cooperates with individuals within and outside our country as well as local and international societies and organizations to raise funds for the purpose of establishing and supporting socio-economic, humanitarian and sustainable development projects.

8. Income Generating

The foundation establishes and runs various projects for income generating so as to sustain the operations of the foundation as well as enabling it to financially support other integral human development projects carried out by other missions or community-based organizations. The income that is generated from these projects is not for profit making rather for the sustenance of the foundation and other activities pertaining to, or supported by the foundation.

9. Pastoral Care and Promotion

The foundation in line with its objectives, establishes and runs special programs for supporting and promoting financially various missions in achieving their human-centred goals, sponsoring orphan children's education, promoting children and youths talents, providing care allowances to the financially disadvantaged pastors as well as supporting and promoting the building of worshiping houses.

10. Helping the Needy

The foundation establishes and runs special programs for the provision of material and financial support to the legally established children's orphanage centres, providing life care support to the disadvantaged people, providing care support to HIV/Aids victims, providing care allowances and support to the widows, women and elderly as well as assisting and supporting hospitals in their efforts to save human lives.

Working Approaches:

In view of the above activities, the foundation has developed some approaches through which the above activities are implemented. The approaches are detailed here below:-

a) Analysis of the Environment

The foundation conducts a thorough study of the general environment pertaining to the group targeted for either training program or developmental support. With this study, we are therefore able to identify and understand the source(s) of whatever problem existing

and therefore be able to provide a long-term sustainable solution to the discovered problem.

Among the things considered under this study depending on the type of the group targeted include the people themselves, nature and type of their economy, working discipline and working conditions, culture, living standards and economic activities within the area, market and marketing practice, the level of literacy, etc.

b) Participation of the Target Group

For the purpose of reaching a long-term sustainable solution, we involve the participation of the targeted individuals in reaching the solutions. With this therefore, we ensure that at all time during the course of our operations, whether during training or when dealing with development activities, we involve the participation of individuals and local partners and ensure that we empower them and strengthen their capacity to search for solutions to their problems.

c) Gender Balanced Development

The foundation puts special emphasis on striving for equality between men and women so as to ensure a gender balanced growth. The foundation therefore believes in capacity building and empowerment programs that aim at self reliance and reduction of the gap in decision making areas between men and women and therefore ensuring a gender balanced growth.

d) Marketing Focus

In view of the objectives of the foundation, the changes resulting from speedy changes in science and technology and the growing competitive market structure, we believe that; firms, corporate bodies and other profit making organization need to operate in line with this focus. The foundation therefore shall at all time provide on-job training programs that comply with the market focus so as to enable them to operate productively with economy to time and resources for the maximization of shareholder's wealth.

Working Values and Principles:

The foundation believes and abides to the following values and principles:-

- a) In God We Trust and relay.
- b) The Humanitarian and Relief Principle.

The humanitarian and development activities shall focus mostly on the spiritually, socially and economically disadvantaged people in the society and that our on-job training programs shall aim at professional capacity strengthening and empowerment for maximum productivity with economy to time and resources. We value and safeguard the human rights and stand against any type of segregations.

- c) Moral and Social value.

We commit ourselves to human dignity, justice and the integrity of creation. With this therefore, we shall abide to Christian moral principles and at all times we shall support and promote social teachings that shall enable the society to develop respect and obedience to God, obligation to truth, love to the nature and conservation of environment.

d) The Partnership Principle.

We shall at all time work through partnership with the local and international partners. To us, the people whom we serve and those who support and assist our mission are both our partners and therefore we shall work in partnership with all of them for the purpose of sharing experience, seeking collaboration in training and other human based activities as well as handling exchange programs.

e) The Self Reliance Principle.

We shall at all time support and promote self-help/self-reliance and ensure that our development and professional career growth programs are directed towards enabling the achievement of this goal to the individual firms, organizations and local community members.

f) The Marketing and Entrepreneurship Principle.

For the purpose of ensuring sustainable growth and development for respective individuals, corporate bodies, public service providers, religious organizations, etc, we shall provide demand driven on-job training programs to ensure that the respective firms operate productively for sustainability.

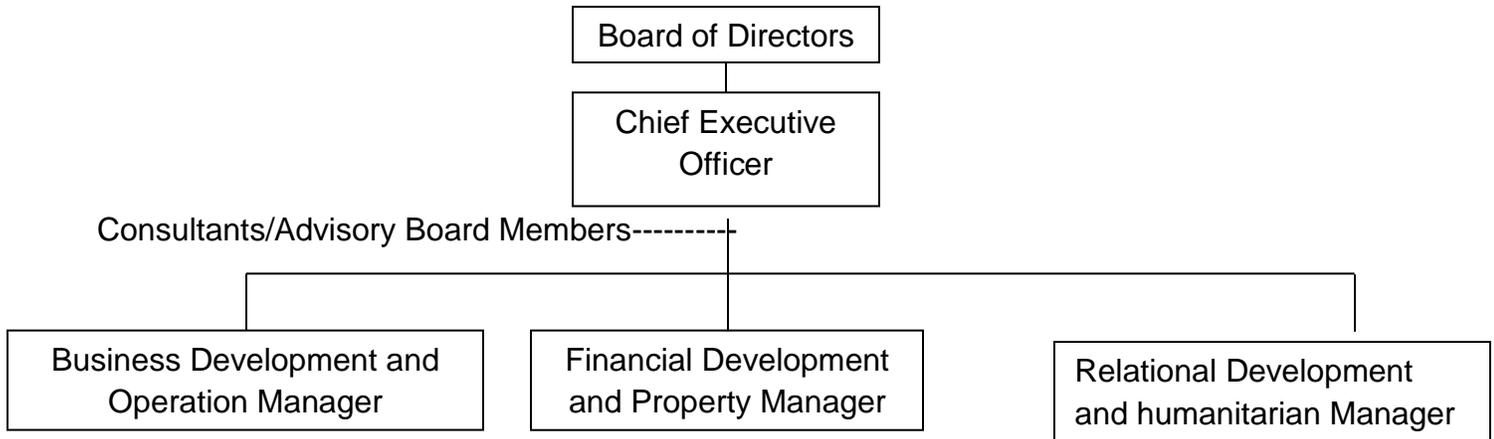
g) The Management and Leadership Principle.

The management and employees of the foundation are members of one family. We therefore abide to the principles of natural justice, dignity, mutual respect, division of work and delegation of powers, responsibility and accountability, career growth, human relations and participatory decision making.

h) Trustworthy, Stewardship and Transparency Principle.

We commit ourselves to operate and conduct our operations trustworthily and transparently by informing the public and our partners about the activities we carry out, giving financial and operational reports of our operations, following the principles, regulations and procedures without biasness as well as to observe, respect and abide to the working regulations as set by the foundation which must be in harmony with the Employment and Labour Relations Act, 2004 of the United Republic of Tanzania.

Management and Organization Structure



Board of Directors:

1. Rev. Fr. Chesco Msaga, C.PP.S (Chair person)
2. Rev. Fr. Vedastus Ngowi, C.PP.S (Member)
3. Rev. Fr. Thomas J. Wambura, C.PP.S (Secretary)
4. Rev. Fr. Richard Tiganya, C.PP.S (Member)
5. Rev. Fr. Egidius Seneda, C .PP.S (Member)
6. Rev. Fr. Francis Bartoloni, C .PP.S (Member)

Contacts and Physical Address:

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