



Global Peace Lets Talk

International Program Strategy Accountability Structures



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Isaiah 40:31 - But those who hope in the Lord will renew their Strength

They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint



Global Peace lets Talk is like a Baobab tree with its **Bark and Roots** that are rarely cut down, as our wood is porous, very soft and wet. However, the bark is extremely useful. It the only tree in which one can strip the bark without harming the tree (although it disfigures the tree). In fact, the bark regenerates quite readily, even when stripped all the way around the trunk. The fiber is used for household materials and a number of braiding and weaving projects such as making rope, clothing, baskets, and nets. In addition, the bark and roots have many medicinal uses as well, and is used to create the antidote to poisons.

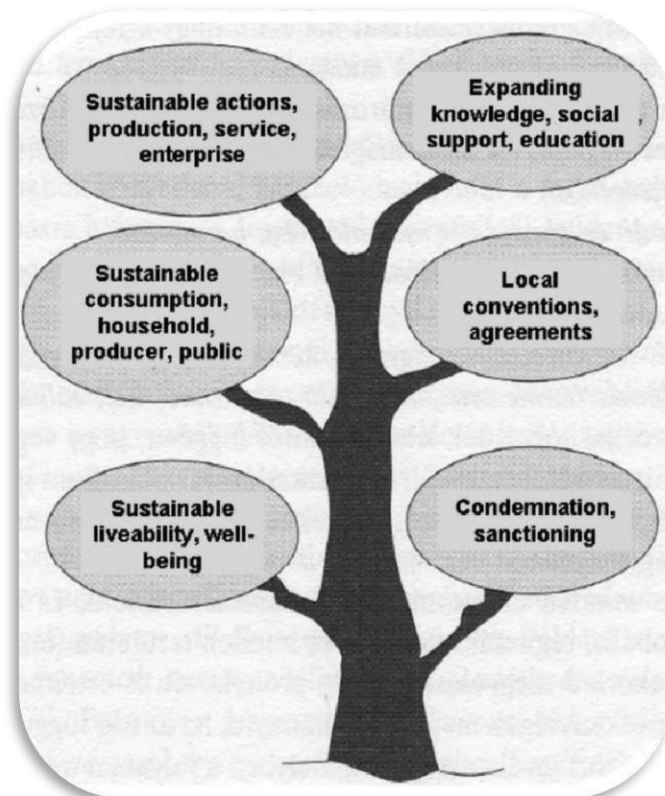


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Executive Summary:

This strategy can be termed as the Global Peace Let's Talk (GPLT) Community Programming Strategy. It lays out the GPLT's international reporting structures; from the community, district, provincial, national, regional, continental and to the international head office.

About Us:

[Global peace Lets talk](#) is an international membership multiracial NGO working in over 36 countries across the world, with its work bringing people of different political affiliations, races, religions, and cultures together. Global Peace Let's Talk came to being after [Dr. HC. Veronica \(Nikki\) de Pina](#), the Founding Chief Executive, witnessed the many heartbreaking challenges currently being faced by people around the world who live in conflict zones, in addition to those living in developing countries who are not able to provide for themselves or their families each day. With a mind to start a unique Global Peace building movement, she then started bringing together teams of great thinkers who carried the same belief as her, but more importantly, people who carried the same heart for humanity as her.

At GPLT we believe that it takes one individual to influence another to live in peace; but in order to achieve this, we have set up communication structures in and around communities across the world through peace-building activities which are put in place to promote the coexistence of all people.

[Our approach to peace-building and the SDGs implementation.](#)

GPLT agrees with other global stakeholders that Sustainable Development Goals promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels. It aims to reduce the widespread criminality or the least visible forms of all violence against children, women, and other vulnerable members of our society. We also believe that violence against children has severe consequences for the future of societies.

Believing in Martin Luther King's approach to peace-building, GPLT has devised a peace stratagem using Art and Culture; taking it as a strategy to aid and guide us in changing behaviors, influencing the building of altruistic, innovative, and socially responsible characteristics in both children and young people as the future torchbearers of peace. In addition to working with women as home and community builders. We also use art and culture activism as a therapy, and as well as a community job creation strategy

Investing in our Efforts

Our immediate attention rests on the project activities, and the processes and structures required to manage and evaluate larger projects such as:

Investment in Technical Support	Development of Monitoring & Evaluation systems
Capacity Development	
Fundraising	Human Resources
Program Standardization & Delivery	Administrative systems
Financial and project management	Leadership
Marketing	Governance

All the above will help to assess the impact of our work and allow for a continuous process of learning and adaptation.

Strategy Implementation.

This strategy stands as the GPLT community entrance and exit approach and must be used to put up project implementation structures in communities around the world. The strategy is implemented through setting up of Community Social Clubs (CSCs) that will help in supporting and sustaining our peace and community development initiatives around the world without promoting a culture of dependency, but rather a culture of innovation and resourcefulness whereby our strategies can not only be successfully implemented, but are also repeatable and scalable.

The strategy helps to inform and guide our global operations in a strategic way from the outset. It lays out plans to be put in place on starting community social clubs, which will put the GPLT humanitarian and social activities in motion as we use [a structured approach to problem solving](#). These are sustainable structured pillars for a peaceful and united community.

It is an outlined approach that identifies previously planned/established locations for work, sectors of intervention, funding targets, and targets of people to be reached.

The country by country program implementation plan will be developed when our country officials carry out rapid assessments, as well as needs assessments within the first week of our community entrance.

This program strategy is a coherent set of program activities designed to achieve a specified goal or set of objectives. The program strategy establishes the parameters of GPLT's entire operation around the world, and ensures that GPLT's programs are 'strategic' and based on the specific context being faced.

This strategy is based on an analysis of GPLT's 'value added' in terms of GPLT's contribution to addressing humanitarian needs. It also provides a clear analytical basis for deciding what to do and what not to do, as well as our international reporting structure.

GPLT focus & budget requirements 2021 to 2023

GPLT's main focus is on conflict prevention. Yet, the challenges being faced by people around the world pushes it to create and become involved in more humanitarian actions as a means of maximizing sustainable peace building activities. Monitoring, mitigating, and response remain parts of its balanced and comprehensive strategy.

Structures being set up through this strategy will build the GPLT accountability system that will serve to capture data on its activities in any country, at any given time. Plans are also in place to build a system that will allow the capturing and dissemination of data in real time.

Stakeholders Involvement:

GPLT works with communities, governments, and local groups around the world in promoting peace by improving people's well-being, human rights, legal support to its beneficiaries, health support services for survivors of global/economic crisis, and empowerment of women and girls. It builds on local support systems and structures, ensuring that solutions are community-driven and implemented. Our support also focuses on men and boys to reflect on social norms and relations, women's economic empowerment to reduce women's dependence, building women's leadership skills, facilitating community dialogues through storytelling in order to promote changes in social norms, strengthening community governance, economic status, supporting Gender-based Violence (GBV) research and learning for advocacy and practice.

All our country-by-country activities must be community driven and have community ownership. As such, community members must be involved at all stages of program planning implementation, as well as report writing.

Funding required to meet GPLT's obligations:

An investment of US\$ 30 -45 million is required from September 2021 to September 2023 on:

1. Setting up of its country branches and accountability systems in 35 countries.
2. Advancement of program quality.
3. Technical excellence.
4. Knowledge generation and dissemination.
5. Advocating for policy change and implementation.
6. Leverage organizational experience and skills.
7. Enhancement of data collection and dissemination systems.
8. Community Social Clubs art, culture, and sporting activities competitions from communities, districts, provincial, national, regional, continental, and international
9. Scale up innovations and technical models that are proven to prevent conflict.

Strategy Purpose

This programming strategy sets out the GPLT approach to challenges faced by communities around the world, and how to deal with them. It puts in place the reporting structure of the GPLT programs from communities to the international HQ. This helps us to be as effective as possible. GPLT's efforts should also complement the efforts of the national government and other relief organizations; as well as;

- Outline the overall framework for GPLT's operations around the world, which allows operational plans to be developed. Said plans are to be uniform and adequate in order to support the desired scale and nature of activities.
- This program strategy will help drive the appropriate scale-up of all other operations. For example, it allows logistics, human resources, and other support functions to plan for a scale-up commensurate with the goals outlined in the strategy.
- Prevents ad-hoc and reactive responses that are not based on sound analysis, thus helping to avoid a poorly coordinated program.
- Allows the analysis of scenarios to help guide strategic decision-making about GPLT's operations as the context/circumstances change.
- Helps communicate GPLT's intentions and activities to a wide range of stakeholders, both internal and external. In particular, it defines GPLT's role within a humanitarian response to fill critical gaps, while at the same time, informing other key stakeholders where we believe GPLT's capacity lies.
- Provides a framework for fundraising and proposals, in order to ensure that funds raised can support priority activities and needs, in addition to preventing funds being accepted for inappropriate activities.

1. Our Work:

GPLT implements 17 activities which are all directly linked to the 17 United Nations Sustainable Development Goals with special emphasis on **SDG 16**, which is implemented through Art and Culture Activism.

1.1 Why SDG Goal 16:

Goal 16 aims to promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels. It aims to reduce the widespread criminality or the least the visible forms of any sort of violence against children, women and other vulnerable members of our society. Violence against children also has severe consequences for the future of societies

1.2 The Sustainable Development Goal 16 Targets

We believe that for us to have measurable goals we have to meet the Sustainable Development Goal 16 targets. This can only be achieved when we have enough resources and access to all communities we work in;

- Significantly reduce all forms of violence and violence related death rates everywhere.
- Ending the abuse, exploitation, trafficking, torture, and all forms of violence against children.
- Promote the rule of law at the national and international levels, ensuring equal access to justice for all.
- By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets, and combat all forms of organized crime at all levels.
- Substantially reduce corruption and bribery in all their forms.
- Develop effective, accountable and transparent institutions at all levels.
- Ensure responsive, inclusive, participatory and representative decision-making at all levels.
- Broaden and strengthen the participation of developing countries in the institutions of global governance.
- By 2030, provide legal identity for all, including birth registration.
- Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.
- Strengthen relevant national institutions, including through international cooperation, for building capacity at all levels, in particular in developing countries, to prevent violence and combat terrorism and crime.
- Promote and enforce non-discriminatory laws and policies for sustainable development.

1.3 Our Activities:

Global Peace Let's Talk constitutes the following 17 projects 12 are listed here: --

1. The Arts and Culture
2. Sport
3. Women Empowerment
4. Children Rights
5. Environmental Stewardship
6. Sustainable Agriculture
7. Sustainable Education
8. Youth Matters
9. Tourism
10. Human Rights
11. Sustainable Rural Development
12. Health and Wellness

1.4 The 17 SDGs

(1) [No Poverty](#), (2) [Zero Hunger](#), (3) [Good Health and Well-being](#), (4) [Quality Education](#), (5) [Gender Equality](#), (6) [Clean Water and Sanitation](#), (7) [Affordable and Clean Energy](#), (8) [Decent Work and Economic Growth](#), (9) [Industry, Innovation and Infrastructure](#), (10) [Reducing Inequality](#), (11) [Sustainable Cities and Communities](#), (12) [Responsible Consumption and Production](#), (13) [Climate Action](#), (14) [Life Below Water](#), (15) [Life On Land](#), (16) [Peace, Justice, and Strong Institutions](#), (17) [Partnerships for the Goals](#).

When aligning the SDGs into the 12 project activities, each chapter has to work with several SDGs as follows:

Program The Arts and Culture	Program Sport	Program Women Empowerment
SDG04 SDG08 SDG16	SDG03 SDG08 SDG16	SDG05 SDG08 SDG16 SDG10
Program Children Rights	Program Environmental Stewardship	Program Sustainable Agriculture
SDG04 SDG10 SDG16	SDG06 SDG11 SDG12 SDG13 SDG14 SDG15	SDG02 SDG03 SDG08 SDG12 SDG15
Program Sustainable Education	Program Youth Matters	Program Tourism
SDG01 SDG04 SDG05 SDG08 SDG16	SDG04 SDG05 SDG08 SDG09 SDG10 SDG16	SDG08 SDG09 SDG12 SDG14 SDG15 SDG16
Program Human Rights	Program Sustsnabale Rural Development	Program Health and Wellness
SDG04 SDG10 SDG16	SDG01 SDG02 SDG06 SDG07 SDG08 SDG09 SDG10 SDG11	SDG02 SDG03 SDG06 SDG12

1.5 Art and Culture Activism

Applying a multidisciplinary approach for peace building:

We have chosen Art and Culture activism as our core activities on peace building; believe Art and Culture tells human stories and should form part of a broader peace and reconciliation strategy alongside traditional peacebuilding techniques, transitional justice practices, and psycho-social interventions and human rights methods.

At Global Peace Let's Talk we believe that Art and Culture can be used as an antidote of conflict that is affecting people today. For example, **arts-based activities**, such as theatre, dance, painting, yoga, music and storytelling can be used to foster positive behavioral change in children; we believe that art can be used as an entry point for peace building.

Art is a language that can be used to communicate where there is language barrier; art communicates in moments when words fail, and it is through art that the world is united. Culture brings one's identity and a sense of belonging; if we respect one's culture we will be welcome in their life. With art and culture activities implemented in communities through children and young people's community social clubs, we foresee a peaceful world coming into existence.

1.5.1 Art as a Therapy:

Most problems we face such as violence and some other abuses happen because someone has a mental challenge that the others are not seeing.

Art therapy can trace its modern roots back to 1942. It was then that [Adrian Hill](#), a British artist who, while recovering from tuberculosis, learned how therapeutic painting and drawing could be. He noted that the practice was engrossing both to the mind and the body. Because it released a patient's creative energy and had therapeutic benefits, Hill coined the phrase "art therapy."

1.5.2 Child Rights Advocacy

UNICEF says, each year, 500 million to 1.5 billion children around the world are subjected to some form of violence.¹ More than 1 billion children were living in areas affected by conflict and violence in 2006. ² Conflict affects multiple aspects of development, including child survival, gender equity, poverty reduction and access to education.

GPLT believes that promoting child rights and involving children in child rights advocacy brings solution to prevention of conflicts in the future as they will grow up upholding and respecting other people's rights. The right of children to participate actively is the foundation of children's involvement in peace making. Children are potentially among the most powerful of peace builders, and we should listen to them, learn from them and support them in their endeavors. All around the world.

Peacebuilding has both preventative and curative approaches to conflict, and children, as the decision makers of the future, must be part of both. Conflict, of course, does not end with the signing of peace accords or the laying down of arms (just as peace is not necessarily present

until the outbreak of armed violence). Lasting peace requires a substantial process of education, bridging gaps, serving justice, and establishing a fair, firm, and lasting democracy, particularly in war torn communities emerging from conflict. In these areas, it is a critical need to form a powerful, detailed, and situationally/culturally/gender specific educational platform for both adults and children.

1.5.3 Women Empowerment

GPLT believes that women as part of every society, play both a major and central role in building peaceful communities. If given the necessary tools to support peace building efforts, phenomenal results can emerge. For example, they constitute half of every community and the difficult task of peace-building must be done by men and women in partnership. Women are also the central caretakers of families. Since they are the nucleus, everyone is affected when they are excluded from peace-building, within their family and the ripple effect often extends outward to their community. Women are also advocates for peace as peacekeepers, relief workers, and mediators.

1.5.4 Sustainable Education

GPLT promotes sustainable education initiatives believing that education imparts knowledge, skills, values and attitudes that are important for the social, economic, and political development for any country. This role is well articulated in Sustainable Development Goal 4 (SDG 4), which seeks to ensure inclusive and equitable quality education for all and promote lifelong learning.

While education is central to peacebuilding it is important to note that it has two facets. There is evidence to the view that when equitably available, of good quality, relevant and conflict sensitive, education can help promote peace and provide safe environments.

One of the key interventions in promoting peace through education is development of conflict-sensitive education policies and plans. This entails conducting conflict analysis on education systems, structures and delivery to identify the drivers of conflict and violence, and the dynamics therein leading to development of concrete and realistic intervention that leverage on the capacity for peace through education.

1.5.5 Human Rights Advocacy

GPLT believes that human rights are the foundation of freedom, justice and peace. Their respect allows the individual and the community to fully develop. Documents such as the International Covenants of Human Rights set out what governments must do and also what they must not do to respect the rights of their citizens.

Violent conflicts cause unacceptable levels of civilian casualties, atrocities and abuses in fragile states. Effective protection of human rights underpins the legitimate governance and rule of law that establish the conditions for a state to effectively resolve conflicts and grievances without violence.

1.5.6 Sustainable Environment Stewardship

GPLT believes that using all of the tools at our disposal, from dialogue and mediation to preventive diplomacy, will keep the unsustainable exploitation of natural resources from fueling and financing armed conflict and destabilizing the fragile foundations of peace.

GPLT believes that developing solutions that meaningfully involve local communities and build on generations of collective knowledge. Said methods will serve to advance good stewardship of the environment as an integral part of peace-building and sustainable development.

1.5.7 Sustainable Agriculture

Linking food security systems with peace building efforts will go a long way in promoting a peaceful world.

Participants have continued to increase their incomes and diversify their crops through a wide variety of techniques, allowing them to increase their production, generate more income and contribute to the economic growth of their communities.

1.5.8 Farmers Pride Agro-Investments

Stable jobs and steady income help people break cycles of conflict and overcome entrenched social divides equitable societies make retribution less likely. Microfinance helps poor individuals create businesses and new livelihoods.

Microfinance is popular with the development of the community because it empowers individuals to create their own wealth and invest in their own communities. Here, small or even tiny loans can have large social returns. Micro-credit enables citizens to grow their businesses and build and buy homes, even in communities disconnected from the formal economy and national lenders. Ideally, this investment is the first step to broader stability and sustainable institutions.

In order to build its sustainable financial resources and work toward becoming self-funding, GPLT has established an Agro-investment facility that will start and fund farming and food processing activities across the world as a means of building family, community, and national economies.

1.5.9 Child Ambassador Program

With the overall objective of empowering young leaders across the world to contribute to preventing and countering violent extremism and build peace in their communities, GPLT has started a Global Peace Ambassadors project. This project comprises of young leaders who have excellent track records in their societies, who will work on promoting peace building, conflict resolution, and community building in their countries.

1.5.10 Youth Development

At GPLT we believe that the role of the youth is pushing for achieving sustainable development goals. They play a significant role in the **implementation, monitoring and review of the Agenda** as well as in holding governments accountable. With political commitment and adequate resources, young people have the potential to make the most effective transformation of the world into a better place for all.

1.5.11 Health and Wellness

GPLT understands that a healthy nation is made up of a healthy people with healthy habits and values. In short, “health” is a state of being, whereas “wellness” is the state of living a healthy lifestyle. Health refers to physical, mental, and social well-being; wellness aims to enhance well-being. It can affect physical, mental, and social well-being. This department takes a look at communicable and non-communicable diseases, sub-optimal lifestyle and emotional habits, as well as mental health/wellness.

1.5.12 Sports for Peace building

GPLT uses sport as a tool to promote **peace**, tolerance, and understanding; bringing people together across boundaries, cultures, and religions. Its values such as teamwork, fairness, discipline, and respect are understood all over the world and can be utilized in the advancement of solidarity and social cohesion.

1.5.13 Sustainable Rural Development

GPLT promotes Sustainable rural development, a **holistic approach where daily basic needs of rural populations must** be covered by reliable public utilities combined with technical, socioeconomic, and environmental conditions to support regional economies and urban-rural linkages.

1.5.14 Tourism (Skills and Culture Exchanges)

GPLT promotes skills and cultural exchanges, historical preservation, and agricultural awareness in a great way as it is sustainable tourism. Sustainable tourism minimizes the impact on local culture while simultaneously benefiting it, both in terms of the economy and local ecosystems. Someone who goes on a cultural exchange travels in order to discover a city, region or country in its totality: the language, traditions, history, to gain the local’s perspective or even master the skills and crafts for which they are known.

This traveler is non-invasive and approaches the local culture respectfully, keen to learn. This type of tourism benefits local people in both urban and rural areas. Another important point to consider is that when on an exchange, you stay in the houses of families with whom you share this experience. You are welcomed into the day-to-day life of local residents: you stay with them, you shop in their local, everyday stores or, in the case of students, attend the local school as another member of the student body.

In this way, anyone that takes part in a cultural exchange learns about the local culture alongside their host family in a completely natural way. The result? Knowledge and understanding are generated which in turn reduces the historical, cultural, social or natural impact, which is the basis of sustainable tourism.

2. Leadership Development

GPLT believes in the transition of its employees to leaders; this exercise can be a tough task to accomplish. While moving up the ladder in the organization, it is essential that they have the apt skills to become a leader. These skills are acquired through our virtual and live leadership development programs and courses. They are organized by our international partners to serve two purposes; firstly, to offer employees a clear pathway for taking up managerial roles and secondly, to help existing leaders hone their skills.

2.1 GPLT leadership program focuses on the following factors:

- The short-term and long-term strategic goals of the organization;
- Existing or expected leadership gaps;
- Leadership traits that are critical to the organization;
- Alignment of the leadership program with the company's growth and demands;
- The impact of leadership program on your business.

2.2 Capacity Building & Development

GPLT Capacity-building exercises are aimed at building its employees' capacities through the process by which it obtains, retains and improves both the skills and knowledge crucial to accomplishing a set of strategic objectives - which are most often to build a scalable and sustainable.

Capacity-building is the backbone building work that often isn't as visible as the programmatic work of an organization. Imagine that there is a restaurant which caters to 100 customers a day. Their success has made them have to expand due to a lack of space. but have run out of space and so decide to expand.

They add an equal area to the serving section of the restaurant and can now cater to 200 customers a day. But they don't change anything in their kitchen. Do you think this would work? Most likely not. The restaurant would face operational challenges in serving 200 customers when at full capacity. So, work needs to be done to upgrade the kitchen as well. That work is what we call capacity-building. It's the foundational work that needs to be done by an organization to make sure it can serve its customers well.

2.4 Child Ambassadorial Program

GPLT runs a Child Ambassadors program. This project was set up to **motivate young people who represent and advocate for young people's right to information**. This ensures that the voice of young people is heard whenever new tools and services are developed for them, and that the outcomes of our productions will meet the needs of young people,

Each member of this group carries the following responsibilities:

- Help more children by sharing the life-changing work of child sponsorship with others
- Join a community of heart centered people like you – who not only desire to make a difference, but who have a particular desire to help children through child sponsorship!
- Be equipped with unique tools, powerful trainings, and innovative ideas to help find new funding partners among their families and friends.
- Attend meaningful in-person events to get to know other Child Ambassadors, like our annual conference, trainings, and youth zoom events.

2.5 Story telling for Peace Building:

In implementing its activities, GPLT promotes Story telling as an artform and as a part of everyone's culture. In ancient days, people used to gather around together at night just to hear elders telling their stories; this was a way of sharing their particular life experiences and ways that were used to overcome certain hardships; to those listening, it was both a lesson and a solution. It was a blueprint to be followed, or it was a cautionary tale. Today, GPLT brings back the same concert to help in building peace in the home, community, and ultimately nations, as we work on meeting the SDG 16 targets. A story told today can change how people behave tomorrow, and the ripple effect is only limited by our own imagination.

2.6. Community Social Clubs Concept for social capital building:

GPLT has devised a strategy to promote community participation in development. This strategy is carried out through establishment of various community social clubs, which are responsible for different community activities according to GPLT programing policy.

When we gather people, it is not to physically see each other, but rather to share and learn. We hear their story and then we determine what we might gain or extract from their experience. We gather with people to build relationship/social capital, which is arguable the single-most critical key in human development. In fact, some would even suggest this is the only legitimate form of currency. According to Coleman (1990:302), social capital is **dependent on the social structures that exist between people**, which make it possible for those involved to take certain actions and to be able to get things done that they would not have been able to do on their own.

When people come together, they share ideas, they share their weaknesses and strengths, and benefit from each other's existence. We make the crucial transition from living independent lives to living interdependent lives, ultimately understanding that joy and peace are cultivated via relationships. Community social clubs are a way of promoting peace and unity across the world.

Social capital has been described as the "glue" that develops between people in groups and societies by sharing experiences, ideas, ideals, values, virtues, beliefs and practices. According to Coleman (1990:302), social capital is dependent on the social structures that exist between people, which make it possible for those involved to take certain actions and to be able to accomplish things which they would not have been able to do on their own. Thus, the distinguishing aspect of social capital is that it relies on relationships between people who form these social structures. It is worth noting that the idea of "giving and receiving" is an integral aspect of such relationships.

2.7 Identify target communities' needs:

While art and cultural activities can be replicated, they need to be context/culturally/situationally specific in order to effectively and powerfully meet the particular needs of those they are aimed at. For example, as it pertains to painting, coloring, drawing, pottery, music, dance and storytelling, it is important to note that the inclusion and utilization of local tools and traditions must be taken into consideration and must be implemented in order to ensure that target groups are better able to identify with the form and content of the activities that is presented to them.

3. Building Social Capital:

GPLT community entrance starts with the building of Social Capital. This is the networking of relationships among people who live and work in a particular society, enabling that society to not only function effectively, but to flourish. Social capital is established for a purpose, and it will continue for as long as people experience results and benefits from it (Coleman, 2000:16)

GPLT believes that social capital is the most important prerequisite for community development processes. Without social capital, community development processes simply cannot operate. There cannot be family, neighborhood and community networks. Therefore, people's ability to establish the gift of trust among one another and building reciprocal relationships with one another becomes a virtual impossibility.

We believe that where there is sufficient social capital to support community development processes, the foundation is established and the stage is set for peace to be fostered.

Our community development projects are just one way of producing social capital.

We work with communities around the world in places that include:

- ✓ homes
- ✓ community workplaces
- ✓ sporting events
- ✓ religious activities
- ✓ Schools and carnivals

3.1 Effects of Low Social Capital

In implementing its community development projects, GPLT takes a look at whether there is low or no social capital within the home, neighborhood, or community, as the absence of social capital will make it virtually impossible for people to work together for the common good.

When the human capital required for social capital's core building blocks is absent, e.g.

- ✓ **self-esteem**
- ✓ **trust**
- &
- ✓ **communication skills**

3.2 The results of low social capital will be:

- ✓ Inadequate levels of material well-being - and people will be struggling for survival.
- ✓ Inadequate physical infrastructure - such as places to meet, public spaces, telephones, newspapers.
- ✓ Human, economic, and physical infrastructure prerequisites (though hugely underdeveloped), are present, but there have been no opportunities to develop networks and interconnections between people.

Where there is insufficient social capital to support their community development processes, GPLT volunteers take these actions:

- ✓ conduct community rapid assessment exercises.
- ✓ conduct needs assessment on identified project participants.
- ✓ undertake activities that develop essential human capital prerequisites such as self-esteem, mental health, and effective communication skills.
- ✓ work to increase the material well-being of the group through advocacy, social policy development, and material assistance.
- ✓ work to develop physical infrastructure – recreation facilities, meeting rooms, public spaces, etc.
- ✓ work to build scalable and sustainable community livelihoods/infrastructure.
- ✓ Set up CSCs to undertake all GPLT activities through which people can communicate their challenges, tell their stories, and make interconnections with each other in a safe environment.
- ✓ Implementation of community social clubs' activities shall not need any money, but other local available resources, and some that will come from GPLT at a later stage of the club's life.

3.3 The Benefits of Community Social Clubs (CSCs):

1. They encourage the participation of children, youth, and women as partners in development of their homes, community, and nations,
2. Enable us to identify and build skills and economically empower communities to benefit from their skills, create jobs, and promote good health, food systems, environmental management, and human rights activities as ways to take charge of their lives.
3. The (CSCs) are established and are managed by community members who include children, and will be used to mobilize support for community child rights, social justice and human rights.
4. These clubs help Global Peace Let's Talk in gathering information, providing documentation, and facilitating the publication on all Child, Women and Human Rights violations.

3.4 Community Social Clubs' Participants Tasks per Country:

- ✓ Forming Community Social Clubs.
- ✓ Train others on Child Rights advocacy, country laws and the legislature.
- ✓ Identify trainers and mentors amongst participants and other community members for each discipline.
- ✓ Start GPLT structured activities.
- ✓ Engaging in children's youth clubs, councils and Parliaments in these activities.
- ✓ Seek sponsorship and organize annual District, Provincial and National arts and culture activities and competitions.
- ✓ Undertaking campaigns such as collecting signatures of the public on the streets.
- ✓ Identify influential people, hold meetings, and consultations.
- ✓ Identify members of parliament in their constituency and hold meetings and consultations with them.
- ✓ Using the media (Social networks, print, and electronic media (Radio and TV) to tell the world about their activities, report child rights violations, air out their concerns and challenges, take action for human rights through the means of information and communication technology.
- ✓ Exercising their right to peaceful assembly.

3.5 GPLT Country by Country Community Activities:

- ✓ Establish community social clubs.
- ✓ Art clubs.
- ✓ Child Rights clubs.
- ✓ Education support clubs.
- ✓ Culture clubs.
- ✓ Sports clubs.
- ✓ Environment management clubs.
- ✓ Health and wellness clubs.
- ✓ Skills exchange clubs.
- ✓ Tourism clubs.
- ✓ Development Clubs.
- ✓ Agriculture investments, and Microfinance Credit schemes for farming communities

3.6 People to be targeted for Community Social Clubs Membership:

- ✓ All children, regardless of color, religion or parents' political affiliations.
- ✓ Children with disabilities.
- ✓ Children in need of special physical or emotional support including but not limited to a variety of different therapies, medical attention, medication, social justice, food scarcity/malnutrition, and housing.
- ✓ Children in refugee camps.
- ✓ Children forced into labor.

- ✓ Children who are living on the streets.
- ✓ Children who are bullied by their peers.
- ✓ Child mothers.
- ✓ Children in conflict regions.
- ✓ Children who are out of school because of economic challenges.
- ✓ Children who are victims of corporal punishment, abuse or any and all forms of exploitation.
- ✓ Children, adolescents, and women.
- ✓ Other vulnerable community members currently absent representation.
- ✓ Farmers and anyone involved in agriculturally aligned activities.

3.7 What GPLT expects from members of the Community Social Clubs:

- ✓ The ability to establish and form a club, recruit others, and train them to not only intellectually understand the GPLT mission, but to carry it out.
- ✓ Identify Art and Culture skills in club members.
- ✓ Identify sporting skills in club members such as athletic ability and the ability to coach.
- ✓ Identify other unseen or untapped skills that go in line with the GPLT mission.
- ✓ Enhanced advocacy and lobbying skills.
- ✓ Must be a disciplined and principled member.
- ✓ Must have reporting skills.
- ✓ Must have research skills.
- ✓ Must have data gathering and disseminating skills.
- ✓ Must be able to effectively and clearly report on all activities and meetings held.
- ✓ Effective use of necessary and appropriate technologies by community members in the CSCs.
- ✓ Intimate knowledge, appreciation, and passion for Sustainable Development Goals. The intention to grow and magnify SDGs within community project areas and the ability to communicate lessons learned with other communities.

4. Community Social Clubs

4.1 Community Social Clubs Vision:

Promoting community skills development, economic empowerment, participation in the planning, design, implementation of community peace-building social justice, human rights advocacy programs, and formulation of CSC structures to be networked around the world. In addition to providing communities with an opportunity to formulate strategic problem-solving structures that not only gives them voices, but also empowers them, socially, economically, and culturally. Such systems and structures also afford them critically important political platforms to voice the violation and concerns of their universal rights. Issues which are all but ignored worldwide.

4.2 Community Social Clubs Mission:

Networking and strategically connecting people through designing community initiatives that improve their quality of life by empowering them to be self-sustainable and self-sufficient through enhancing community participation with

the major goal of building both their family and community incomes for sustainable livelihoods using arts and cultural activities.

4.3 Community Social Clubs Objectives:

- ✓ Establish Community Social Clubs that reflect various sectoral interests in numbers within communities that include sustainable arts and cultural development.
- ✓ Skills building for family and community economic building.
- ✓ Manage, monitor, and evaluate club activities in line with SDG's goal indicators.
- ✓ To assess the impact of clubs in response to the immediate needs of the community.
- ✓ Mainstream gender disability, HIV/Aids, and technology.
- ✓ Identify the challenges faced by young people and women in all project communities.

5. Who can become a member of our Community Social Club?

- ✓ Membership is open to all children, young people, women, and young men regardless of their background, color, religion or families' political affiliations.
- ✓ If members are children, they must live in the same locality.

5.1 Community Social Club Activities:

Our main community activities fall under three categories; that is **(Arts and Culture, Sporting development, and Agriculture Micro financing)**. We also have other supporting activities such as, Health and Wellness, Agriculture and Rural development, as well as Women Empowerment and Tourism. We use these approaches to identify talents, nurture them, economically empower, as well as use them for human rights advocacy and lobbying actions within the community for the betterment of the community.

5.2 Community Social Club Competitions:

GPLT has Chapter Guardians heading and coordinating the various 12 projects to attain GPLT's aligned objectives to the United Nations Sustainable Development Goals by engaging in Community Social Club competitions. Each Chapter Guardian is responsible for an activity. Each activity being done shall go through series of competitions, starting from the Community Clubs activities, then we go to the District, Provincial, National, then Continental, and International.

This process is geared at ensuring healthy competitions from the different hierarchical levels are carried out, till winners are able to reach the qualifying international level, where they receive global awareness, and recognition for their outstanding feats and performances.

These competitions help sustain healthy communications, bonding, community

interactions, bring people together to boost confidence, improve teamwork and collaboration, enhance social and emotional learning, discover hidden talents, increase intrinsic motivation, facilitate growth mindsets, resilience, perseverance, tenacity, cohesion, and develop empathy; all fostering respect among community members, and building peace.

5.3 Why do we use Art?

Art unlocks talent, opens up communication channels, and has the power to engage, provoke, and inspire people to act. Art comforts the disturbed and disturbs the comfortable. When artists from around the world come together to support human rights, the possibilities are endless.

5.4 Why do we use Culture?

People identify themselves with their culture and are networked by the same. Culture drives development, acknowledges diversity, and promotes the ability of individuals to freely participate in life and access cultural assets; will considerably contribute to the building of a culture of “living together”, and thus, lead to peace and human security.

5.5 Why do we use Sports?

Sporting is part of arts and is key in uniting people. It plays a big role in peace-building as it is an integrative process; it brings people together from different nations, religions and races. It is a tool for development.

Other supporting activities helps us to build a GPLT that brings together all members of communities around the world. We are a peace building, as well as a humanitarian organization; and because of these, we are found to be doing much more to support the building of social capitals amongst nations.

5.6 Why we support Agriculture skills and Knowledge Transfer:

GPLT practices its community development through the Agriculture Value chain. This neatly fits into its general goals and purpose of community development. It builds community capacity in low-income areas by creating jobs, developing a community ethos, sustainable livelihoods, healthy communities, and connects rural and urban areas with other supporting activities being carried out by GPLT to support its vision on bringing together all members of communities around the world. We are a peace building and humanitarian organization, and because of this, we are found to be doing much more to support the building of social capitals amongst nations.

6. Community Art initiative:

Our social activism actions are around the arts. These are a vast subdivision of culture, composed of many creative endeavors and disciplines that are as follows:

6.1 Visual arts:

Painting, drawing, printmaking, sculpture, ceramics, photography, video, filmmaking, design, crafts and architecture.

6.2 Creative / Performing Arts:

Prose writing, poetry, dance, acting/drama, film, music, sculpture, photography, illustration, architecture, collage, painting, craft, fashion, and design.

6.3 Recreation and Entertainment:

Activities which provide a diversion or permit people to amuse themselves in their leisure time.

6.4 Games:

Structured playing, usually undertaken for enjoyment; involves goals, rules, challenges, and interactions.

6.5 Sports:

Organized, competitive, entertaining, and skillful activities requiring commitment, strategy, and fair play, in which winners can be defined by objective means.

7. Measurable Results from GPLT's Community Social Clubs Activities:

7.1 Presence of High Social Capital

GPLT believes that high levels of social capital will cause:

- Participants to have sense of being part of the community.
- Participants will feel useful and be able to make a real contribution to the community.
- Promotion of full participation in local community networks and organizations.

- Participants to be able to build network in their country and across the world.
- Participants to be able to help each other.
- Peace to reign, and there will be less cases of violence against women and children.
- Participants to become productive citizens.
- Family and Community economies to be enhanced.

8. Club Membership:

Membership: Not less than 20 and not more than 60 members per club.

Committee of no more than 10 elected officials, 1 Club coordinator, and 1 Deputy per club.

8.1 Club launch criteria:

The club shall qualify for official GPLT membership and certification:

It will take 6 months of active participation by its members, and they would have gone through all the capacity building exercises since its inception from the day of formation.

- ✓ It must have a membership of not less than 20 and not more than 60 members.
- ✓ Have a constitution that members have agreed on
- ✓ Have elected a committee of not more than 10 executive members.
- ✓ Have clearly defined goals, objectives, and activities.
- ✓ Have an indication of mainstreaming of gender HIV and AIDS and technology in all activities to promote smart programming.

8.2 Membership Participation:

For someone to be a member, they should have identified activities of their interest and formed or agreed to form a Community Social Club affiliated with GPLT, with a membership of no less than 20 and not more than 60 people per club, and must agree to the rules and regulations of the Clubs and be able to recite the pledge below:

The pendulum has swung, the hourglass has run empty, and here I am delighted to keep my promise/pledge of a positive response to support the attainment of the 17 Global Goals on Sustainable development, all the while embracing the Vision, Mission, and Strategic Objectives of GPLT! Pursuant hereto, your wish is my command, regarding the corporate policy requirements and terms of reference of the GPLT in Country Section domain. Bless your golden heart always, pledging to build unity and peace amongst the Global Citizens.

8.3 Community Clubs Rules and Regulations:

- ✓ They must know, understand, and respect the GPLT Child Protection Policy.
- ✓ Each and every club must have a committee of not more than 10 elected people working under the Club Coordinator and the Deputy.

- ✓ The club committee shall consist of representatives for each area of activities.
- ✓ Club Coordinator shall be the principal planning technical officer responsible for planning, design, and implementation of club activities.
- ✓ Each and every member of the club must fill a membership form in quadruplicate; one for the register, one for the club, one for the coordinator; and the fourth copy for our national database of club members.
- ✓ Club Coordinators will be required to plan and submit monthly, quarterly and annual work plans to the Provincial and County Coordinator.
- ✓ Each club shall be required to submit their work-plans through the Area Coordinator.
- ✓ Club Coordinators shall prepare and submit work plans and budgets to the Area Coordinator and finally to the Provincial and County Coordinator.
- ✓ Club Coordinators shall compile fortnightly reports of the different activities in their interest in Community Social Clubs.

8.4 Country Clubs and Leadership Reporting Structures:

- ✓ There shall be a National Coordinator who shall be the Country Leader of all Community Social Clubs. He / She shall lead, monitor and report all CSC activities done in each country to the local GPLT leadership.
- ✓ The National Coordinator shall be followed by Provincial Coordinator who leads and monitors all provincial CSC activities and reports to the National Coordinator,
- ✓ Provincial Coordinators shall be followed by District Coordinators who will lead and monitor all District activities and report to the Provincial Coordinators.
- ✓ District Coordinators shall be followed by Area Coordinators who will lead and monitor all area activities and report to the District Coordinators.
- ✓ The Area Coordinator is followed by the Club Coordinator who manages all club arts and cultural activism activities, and the Club Coordinator reports to the Area Coordinator.

8.5 Qualifications of National and Provincial Coordinators:

A National coordinator in this category must be a graduate in any stream, preferably mass media. Should have at least a one-year postgraduate diploma in public relations or a two-year master's degree in Communication and Journalism, specializing in Public Relation in the second year. In addition to having on the job experience.

8.5.1 Skills Required of National and Provincial Coordinators:

Should have advocacy skills, leadership skills, adaptability, be self-motivated, possess organizational skills, possess a close attention to detail, have the ability to plan ahead, capacity to work under pressure, have administrative/clerical skills, and interpersonal skills with excellent written and verbal communication.

- ✓ Associate or Bachelor's degree in event management, hospitality, mass media, business administration or another related field.
- ✓ Proven experience and a demonstrated expertise in coordinating events, logistics, and business operations in the events management service industry.
- ✓ Industry organization membership, continuing education courses and volunteer

activities.

- ✓ At least 2-3 years of full-time employment and outstanding performance in the industry.
- ✓ Excellent communication, interpersonal, and time management skills.
- ✓ The ability to solve complex problems.
- ✓ Possessing a keen attention to detail.
- ✓ Advocacy, leadership, adaptability, self-motivation, and organizational skills.
- ✓ Ability to plan ahead, ability to work under pressure, have administrative and clerical skills, interpersonal skills, with excellent written and verbal communication.

8.5.1.1 Responsibilities of National and Provincial Coordinators:

Tracks issues within a country/ community, assist with the development of programs and the coordination of events, prepare reports on community issues, respond to requests from community residents, and support the community manager.

8.6 Qualifications of District and Area Club Coordinators:

- ✓ At least one-year postgraduate diploma in public relations or a two-year master's degree in Communication and Journalism.
- ✓ Experience, basic knowledge, and skills in coordinating events, logistics, business operations, or in the service industry.
- ✓ Entry-level coordinator roles in the event and service industry.
- ✓ Problem-solving and decision-making aptitude.
- ✓ Excellent verbal, written, and interpersonal skills.

8.6.1 Responsibilities of a District and Area Coordinators:

8.6.1.1 District and Area Coordinator's responsibilities:

- ✓ Track issues within a community 100 clubs.
- ✓ Assist with the development of programs and the coordination of events.
- ✓ Prepare reports on community issues.
- ✓ Respond to requests from community residents, and support the community management.
- ✓ Answering phone calls and responding to client inquiries.
- ✓ Creating and exporting data with information regarding each event.
- ✓ Creating budgets for each event and allocating funds accordingly.
- ✓ Processing invoices from vendors.
- ✓ Placing reservations for venues, speakers and booths.
- ✓ Inspecting public areas before and after events.
- ✓ Directing custodial and logistical staff.

8.6.1.2 Club Coordinator's responsibilities and reporting lines:

- ✓ Establishment of the club.
- ✓ Identify talents, and organize them into groups.
- ✓ Help plan / conduct competition for each activity working with other stakeholders
- ✓ Choose winners, and forward their names to the District Club Coordinator (who carries out the competition in the District level following same format as done on the Community level; then forwards winners to the Province.

The Province carries out same process, and sends winners to the National Competition, from where winners are sent to the Country Directors, and their teams. Winners from here are sent to the Regional level; from where Regional leaders organize Regional competitions, so as to have winners get to the Continental level. The Leadership here finally produce winners who are sent to the International Community Social Club Competitions, to be able to produce the Club of the year

Club competitions will hold yearly; the District, Provincial and Regional competitions biannually, while the International competitions would be done every three years

9. The International Leadership Structure:

International Structure	#	Responsibilities
IEC	4	Policy and Processes Review / Approval
Board	8	Policy development/ Supervises Secretariat
Founder and Chief Executive	1	Make & manage major corporate decisions, overall operations & resources of GPLT
Senior Executive Director	1	Steering the organization and managing its policy, processes and operations
Executive Directors (IGC)	6	Develop, direct, plan, and coordinate operational activities for GPLT
Human Resources	3	Recruitment, manage Employee Relations
Finance and Admin	3	Financial planning, investing (spending money), and financing (raising money). Organizational administration
Communications	4	Information and Communications Function
International Program Managers (Chapter Guardians)	1 per country	Manage country Chapter programs & deliver on company goals.

10. International Reporting Structure:

- ✓ The International Executive Council (IEC) supervises the International Board
- ✓ The Board supervises the Secretariat.
- ✓ The International Board supervises the International General Committee.
- ✓ The International General Committee supervises the International Management Committee.
- ✓ The International Management Committee supervises the Chapter Guardians.
- ✓ Chapter Guardians work with Country Boards.
- ✓ The Country Board works with the Country Coordinator / Country Director and their deputies and report to the Regional Offices.
- ✓ The Regional Offices report to the Continental Offices.
- ✓ The Continental Office reports to the International Secretariat based in United Kingdom (UK)

Country Leadership Structure:

Country Structure	#	Responsibilities
Board	10	Policy and Processes, supervises Secretariat
Director	1	Determine and implement policies and make chapter decisions
Deputy Director	1	Supervise work of sections under his/her charge.
HR Officer	2	Recruitment, Employee Relations
Finance Officer	2	Ensure timely and accurate payment, receipt and recording of programs' finances
Secretary	1	Secretarial and administration
Senior Program Officer	1	Develop and Supervise program's operations regarding its project portfolio / Review and monitor proposals and grants
Program Officers	2	Plan, implement and coordinate project activities
Field Officers	3	Community clubs managers, Monitoring & evaluation of situations, and enforce policies and standards
Receptionist	1	Administration of diaries, visitors books, calls and acts as organisation gate keeper
Office Assistant	2	Organize and maintain office common areas
Messenger	1	Take errands for the organization

Country Reporting Structure:

- ✓ An elected County Board will supervise the Country Director/ Chapter Guardian.
- ✓ The Director/ Chapter Guardian will supervise the Deputy Country Director.
- ✓ Deputy Country Director Supervises the senior program manager.
- ✓ Senior Program manager supervises the program officers.
- ✓ Program officers supervises Field Officers.
- ✓ Field Officers supervises Provincial club Coordinators.

Community Reporting Structure:

Position		Responsibilities
Provincial Clubs Coordinator	As per provinces	Coordinates & manages provincial clubs activities
District Clubs Coordinator	As per districts	Coordinates and manages district clubs
Community Clubs Coordinator	1 per community of 30 clubs	Coordinates and manages community clubs
Area Clubs Coordinator	1 per community of 10 clubs	Coordinates and manages area clubs
Club Coordinator	1 per club	Delegate tasks to appropriate team members

Community Social Club structure

Position		Responsibilities
Club Coordinator/Chairperson	1	(Overall leadership)
Deputy C	1	(Club Administration)
Secretary	1	(Minutes and data capturing)
Deputy Secretary	1	(Finance and accountability)
Deputy Secretary	1	(responsible for membership)
Treasurer	1	(responsible for finances)
Committee member	1	(responsible for policy & processes)
Committee member	1	(responsible for policy & processes)
Committee member	1	

Country Clubs reporting structure:

- ✓ Provincial Coordinators supervise District Coordinators.
- ✓ District coordinators supervise Area Coordinators in a district or county.
- ✓ Area Coordinators supervise Club Coordinators.
- ✓ Club Coordinators oversee the running of clubs in their community areas.
- ✓

10.3 Data Capturing and Reporting Tools:

GPLT has developed several data capturing and monitoring tools that shall be made available to all international and national reporting structures.

Appendix A

COUNTRY BY COUNTRY PROGRAM IMPLEMENTATION STRATEGY

Time frame	Level of detail	Length
Within 48 hours of our community entrance	<p>Version 1 (also referred to as the Appeal document)</p> <ul style="list-style-type: none"> • Initial assessment data including the response of other actors. • GPLT'S's decision to respond. • Locations of response. • Potential sectors of intervention and first response activities. • Funding target. • Target of people to be reached. • Time frame typically covers 90 days. 	1 page
Within one week	<p>Version 2</p> <ul style="list-style-type: none"> • More detailed assessment data. • Analysis of potential scenarios. • 3 pages goals, objectives and indicators. • Key sectors, activities, target areas and groups for the relief phase. • GPLT's approach to key cross-cutting programming, risks and critical issues. • Potential interventions in later phases, including exit or transition. • Budget and resources required. • Time frame typically covers 6-12 months. 	3 pages
Within one month	<p>Version 3 As for the version 2 strategy, plus:</p> <ul style="list-style-type: none"> • Updated, more detailed assessment and analysis. • Specific details of GPLT's emergency relief phase programs. • Concrete strategies to address key cross-cutting issues and programming approaches. • Clear phasing of activities. • Planned goals, objectives and activities for later phases (rehabilitation and reconstruction), including exit or transition. • Accompanied by detailed operational plan. • Time frame typically covers 1 to 3 years. 	2 Pages

Appendix B

INTERNATIONAL BORD AND IEC ORGANOGRAM



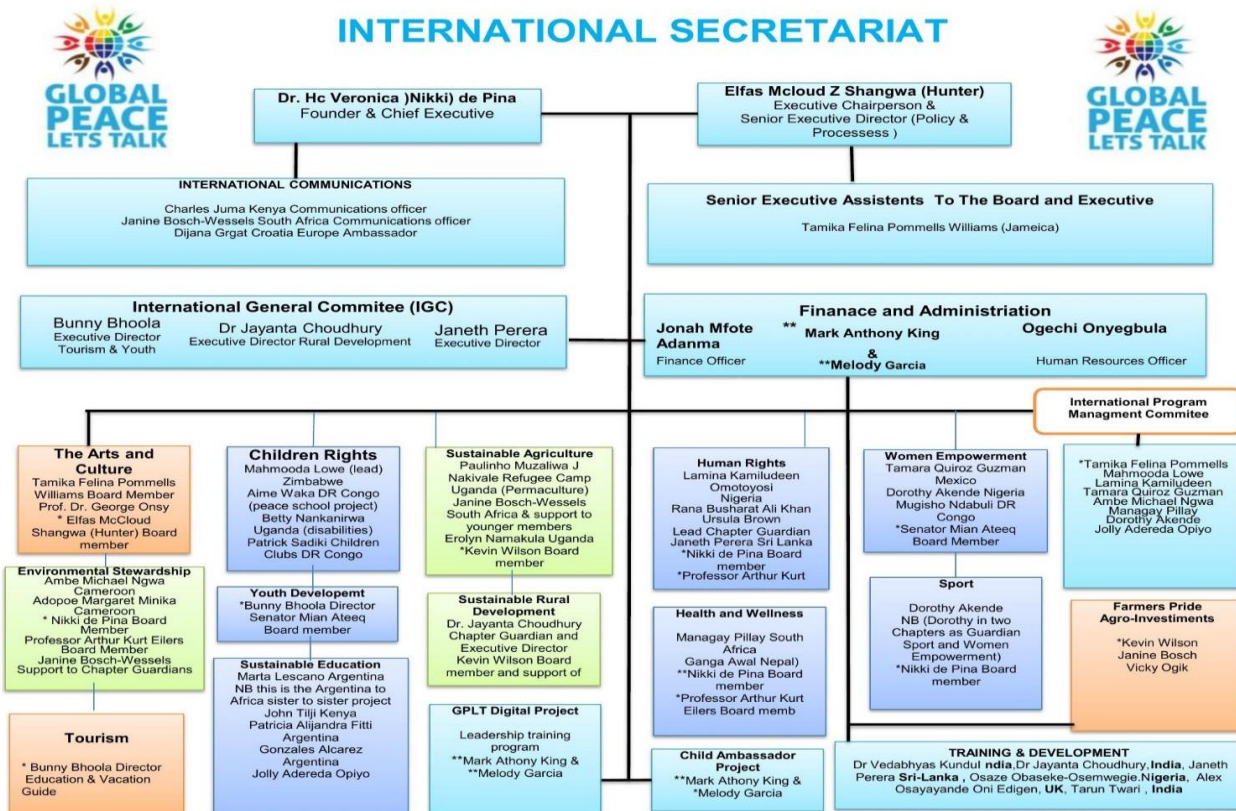
Appendix D

INTERNATIONAL BOARD



Appendix E

INTERNATIONAL SECRETARIATE ORGANOGRAM



Legend: ** International Executive Council
* Board members

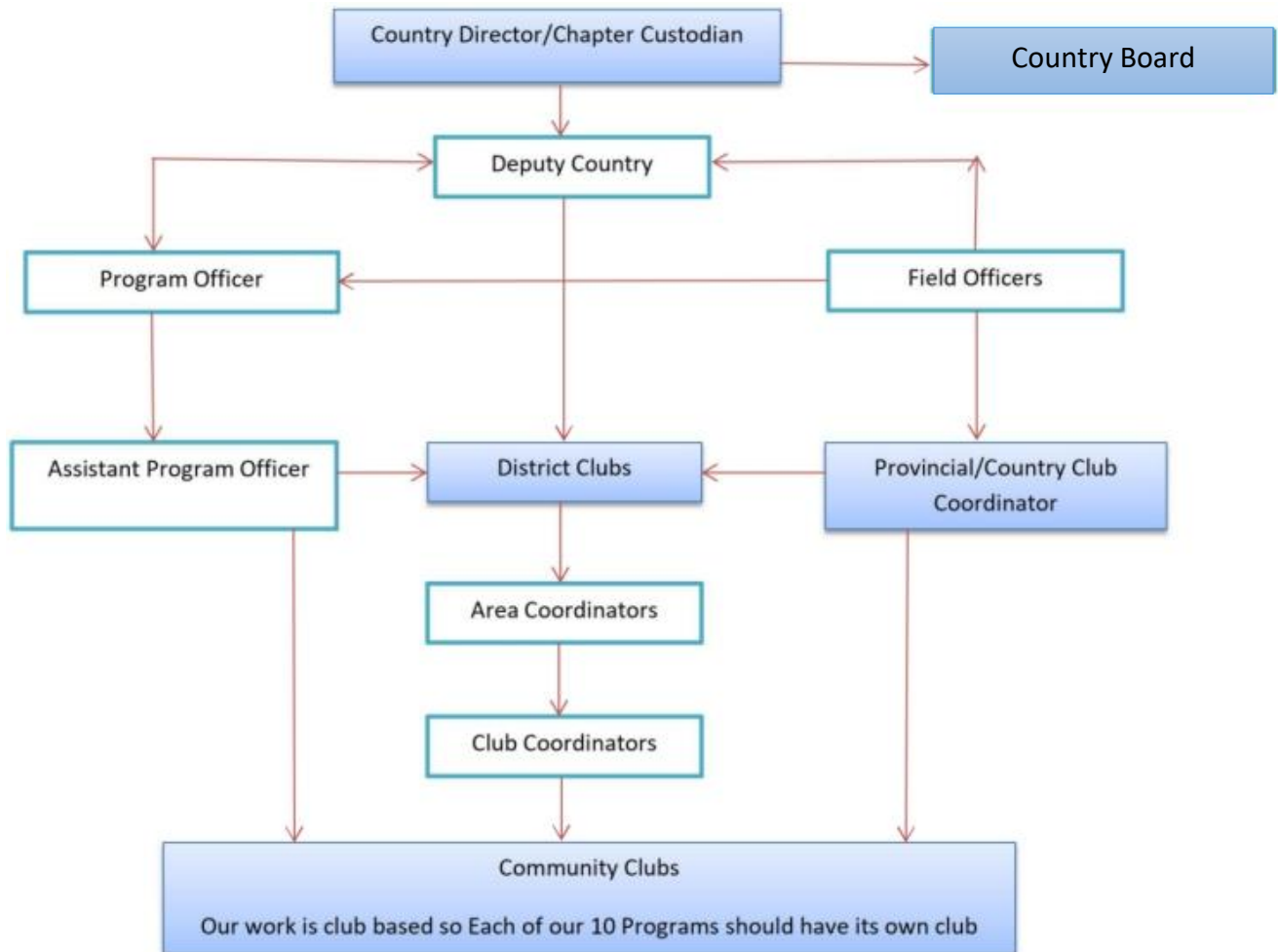
The organogram has been made using colorful boxes, light blue colours represents executive members the Bord, the IEC and management committees the dark blue are departments carrying out humanitarian activities, the Orange boxes are for departments that have activities that are used as income generation projects, the green/ yellowish boxes represent projects that covers the Agriculture value chain and the environment stewardship.

As a startegic internal reporting structure for GPLT Secretariate, our programmes are interlinked to each other and this is shown by colors of each box, all boxes with same colors represent linked programs, the light blue represents the international General Assembly deligation who meet once after every 3rd year on a GPLT elective General assembly where board members stand for re-election or are handing over duties to newly elected board members, during the same period the GPLT strategy will be reviewed together with other GPLT statutes, these teams will also adopt the 3 year activities for GPLT that would have been brought on the table by the International program management committee working with the International General Committee.

At this meeting the IEC will sit as the election presiding body of the GPLT, they will also be approving what the General assembly would have adpoted, during the same time different committees will be established to over see and monitor GPLT international projects

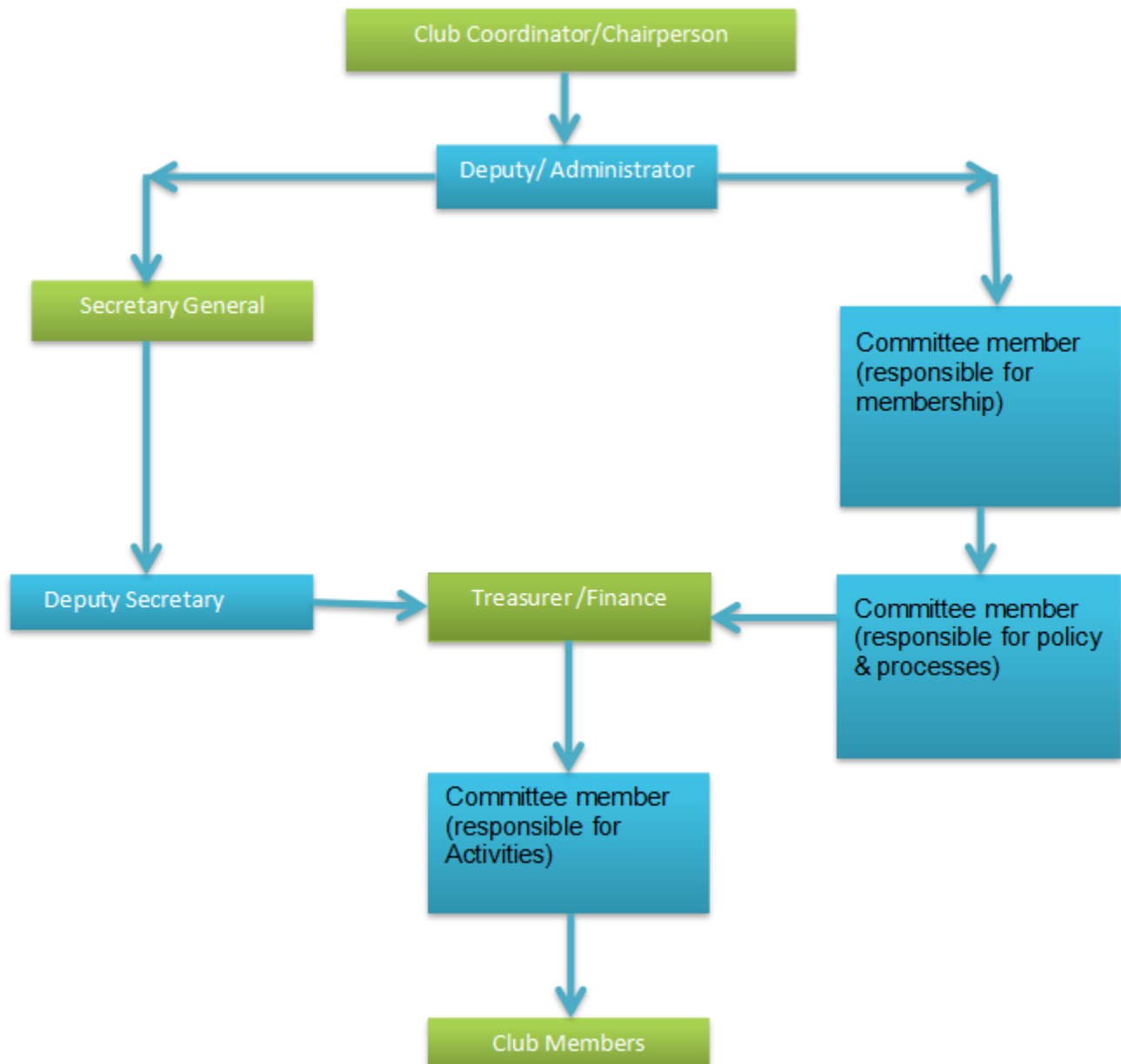
Appendix F

COUNTRY STRUCTURES



Appendix G

CLUB MANAGEMENT STRUCTURE



Conclusion:

The proper implementation of this Strategy in any part of the world shall help in the coordination and reporting of GPLT activities and shall also serve to assist our partners in understanding the GPLT programming strategy. We intend to use less resources while bringing about value for money results.

@HUNTER

Executive Chairperson @GPLT

Board review and Approvals

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IEC Policy Approval

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