BRIDGE FOR DEVELOPMENT ORGANIZATION

ANNUAL REPORT 2024

MARCH, 2025

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BRIDGE FOR DEVELOPMENT ORGANIZATION

ACRONYMS AND DESCRIPTIONS

ANE	ACTION FOR THE NEEDY IN ETHIOPIA
BDO	BRIDGE FOR DEVELOPMENT ORGANIZATION
ECSOC	ETHIOPIAN CIVIL SOCIETY COUNCIL
EAL	ETHIOPIAN AIR LINES
ETB	ETHIOPIAN BIRR
FHIDO	FUTURE HOPES INTEGRATED DEVELOPMENT ORGANIZATION
FR	FUNDRAISING
GOS	GENERAL OPERATING SUPPORT
HIDO	HIWOT INTEGRATED DEVELOPMENT ORGANIZATION
IT	INFORMATION TECHNOLOGY
INGO	INTERNATIONAL NON GOVERMENTAL ORGANIZATION
IS	INTERNATIONAL SCHOOL
LNGO	LOCAL NON GOVERMENTAL ORGANIZATION
SP	STRATEGIC PLAN
WSA	WOMEN AND SOCIAL AFFAIRS

Executive Summary:

In this annual report of 2024, we have summarized the major issues we consider worth mentioning about our major performances to stakeholders. As we kept struggling, we are showing progress little by little.

BDO's major performances include the finalization of five year strategic plan, fundraising initiatives, the adoption of policies and procedures and partnerships.

Strategic planning (SP) for an organization is considered a growth and sustainability tool. Hence, the finalization of BDO's five year SP is one the milestones for BDO and it has been started to be implemented in the midst of local and global situations. This year is the year of preparation, launching and resource mobilization year in relation to the SP.

Resource mobilization is the life blood for charities to exist and achieve their objectives. BDO is striving to fundraise up to its capacities through diverse strategies such as crowd funding (online), individual contributions and through grant writing. In 2024 we have focused locally cultivating on international schools and embassies in Ethiopia.

Why policies and procedures are needed? Suzan Manuel argues saying three benefits of policies and procedures for nonprofits.

- Donors have more choices in how they give and who they give to. They also want to know the organization they support has good management practices, as there are increasing demands for accountability, transparency and demonstration of impact. Donors and volunteers want to be involved in well-run organizations.
- It is important for social benefit organizations to have Policies and Procedures in place with comply with the health and safety laws, employment standards and other important legislation.
- Policies and procedures allow the organization's leadership to guide operations without constant intervention, giving team members the freedom to make decisions within a certain scope. Having detailed systems, policies, procedures and job descriptions in place builds a solid base and allows more time to do the important stuff.

Hence, BDO has finalized adapting and developing several policies and procedures in 2024.
Localization partnerships are vital to our success, leveraging local knowledge for effective and sustainable programs. In 2024 we sought to engage in two kinds of partnerships. One was to partner with consortiums and the second was localization partnership. We share localization partnerships aim with the broad nonprofit communities such as to strengthen local skills, resources, and resilience; to ensure long-term sustainability by embedding projects within local structures; to prioritize inclusivity and equitable access to resources; to enhance accountability and reduce operational costs; and to empower local communities to drive their own development. However, the response we got from the nonprofits we selected to partner on the basis of localization couldn't be responsive and positive except ANE (action for the needy in Ethiopia). ANE has accepted our request warmly and we are able to visit ANE and held meeting together. We have shared our needs

and what we expect from ANE and we are under communication and hope we will conclude with beneficial and mutual agreement.

It is worth to mention the critical challenges facing BDO to undertake its mission. Lack of funding for project implementation, operating expenses and to undertake fundraising events are among others. Also inadequate number of volunteer involved and lack of capacity building support from stakeholders are critical problems.

Message from the Executive Director:

Dear Friends, Partners, and Supporters,

As we reflect on this past year, I am filled with immense gratitude and pride in what we have achieved together. Bridge for Development Organization (BDO) was founded on the belief that every woman, child, and young person deserves the opportunity to thrive. Thanks to your unwavering support, we have continued to bring hope and transformation to the lives of those in need.

A Year of Impact and Growth:

Over the past year, we have expanded our reach, strengthened our programs, and deepened our commitment to empowering the most vulnerable members of our community. From a strategic plan to resource mobilization and the creation of visibility are a testament to the power of collective action of staffs and partners.

Challenges & Lessons Learned:

While we celebrate our achievements, we also acknowledge the challenges we faced—from resource limitations to operational hurdles. Yet, through resilience, innovation, and the commitment of our team and partners, we have navigated these obstacles and emerged stronger.

Looking Ahead: Building a Brighter Future

As we move forward, our vision remains clear: to expand our impact, strengthen partnerships, and create sustainable solutions for the communities we serve. The year ahead presents new opportunities to scale our initiatives, enhance our advocacy efforts, and empower even more individuals to shape their own futures.

A Heartfelt Thank You:

None of this would be possible without you—our dedicated donors, partners, volunteers, and team members. Your generosity and belief in our mission inspire us every day. Together, we are not just responding to immediate needs; we are building lasting change.

We invite you to continue this journey with us. Whether through financial contributions, partnerships, or advocacy, your support fuels our mission and brings us closer to a world where every person has the opportunity to thrive.

With gratitude and hope,

Naji Gebremariam

Director, Bridge for Development Organization (BDO)

1. **BDO Background:**

- History of BDO

Ethiopia is one of the countries with the weakest social services, widespread poverty and rapid population growth. Bridge for Development Organization (BDO) was established as a non for profit community service organization believing that ever increasing young population groups (women, children, adolescents and the youth) in general are at risk. Hence, BDO was established understanding that the government needs partners that can complement the welfare services for the underserved.

BDO is a board-led, non-governmental community service organization. It was established in October 2019 and licensed by the Federal Civil Society Agency under Registration No. 4509.

- Mission Statement

Our mission is to enable women, children and young people in need of special support to be supported health, education, employability, job and life skills training for self-reliance.

- BDO's Core Values and Beliefs

The organization's values, principles, and beliefs include: Accountability, cooperation, equal opportunities, empathy, innovation, inclusivity, nonviolence, respect, transparency, justice

2. **The Objectives of This Report: This annual report aims**

- to create awareness on the mission of BDO;
- to demonstrate the impact we made in 2024;
- to show appreciations to our current supporters and donors; and
- to build trust through financial transparency.

3. **Accomplishments:**

3.1. Administrative:

The goal of accomplishments in the administrative department is to enhance organizational and operational capacity and excellence now and in the long run.

A. The following activities which are part of year the 2023 are carried out in the first quarter of 2024.

1) The finalization of annual report of the year 2023
2) The external audit recruitment and auditing of the organization's finance and accounting 0f 2023
3) Annual meeting conducted for the organization to approve the performance report of 2023

B. Adapting and Developing BDO policies:

The following list of policies and procedures were adapted and developed during the 2024

- Policies and procedures for stakeholder and external partnership involvement.
- BDO Branding guidelines
- BDO Digital strategy
- BDO Sustainability strategy
- BDO Resource Mobilization

- BDO Cost Sharing
- BDO Stakeholder Engagement
- BDO Child Protection Policy
- BDO Volunteering Policy

C. Finalization of BDO strategic plan 2024:

C1: The aim of BDO's strategic plan:

- Road map that guide nonprofits, ensuring actions align and achieve with an organization's mission and goals.
- Aimed for BDO and its stakeholders, donors, board members, supporters, and other interested parties to understand the strategic priorities and goals and serves as a communication tool to seek support.

C2: BDO's Call to Action:

- Stakeholders, supporters, donors and partners to collaborate and support for effective and efficient implementation of this strategic plan.

D. **BDO was supervised by a team of stakeholders** from Nefas selk Lafto Sub City finance/project monitoring and follow up and WSA office and from Woreda 14 office staffs to monitor how BDO is functioning.

E. One staff has attended HRBA project development and implementation training for two days (Dec. 26-27/2024) sponsored by ECSOC and Freedom House.

The Objectives of the training were to:

- Define human rights and understand their basic characteristics.
- Identify the major international, regional, and national human rights instruments.
- Understand the nature of state human rights obligations emanating from international, regional, and national legal frameworks.
- Learn about the meaning of rights-holders and duty bearers in international human rights law.

3.2. Marketing and Communication:

- BDO has developed digital strategy based on online training given by Lightful platform
- One staff has got training on Social Media communication prepared by Lightful platform
- ANL 2023 was finalized and disseminated to partner in the year 2024

3.3. Fundraising (FR):

- BDO has tried to approach 25 embassies through email to fundraise for general operating cost. However, no embassy is able to donate.
- BDO has tried to work on online FR that reinforces the ongoing fundraising on platforms like Global Giving and Wegen Fund.
- Application for GOS donation was requested to British Council, Ethio telecom, EAL, and EBS TV.
- Amount funds raised in 2024 is ETB 36, 653.46 (ETB 3000 from individual supporter in Ethiopia and ETB 33653.46 from online fundraising/abroad)
- BDO was Vetted and approved by Global Giving and passed to continue to fundraise online for the coming two years.
- Under school FR initiative, BDO has requested international schools with dispatch of relevant and supporting documents to 10 international schools (IS) (visited to 3 and emailed to 7 IS).

3.4. **Partnerships:** BDO aims to enhancing the partnerships and networking with experienced and renowned charities for mutual collaboration and capacity development of BDO.

- Four INGOs and two LNGOs for application to work on principles of localization were selected and approached. We have got recommendation letter from ECSOC and ACSO to use for support for partnerships with the selected charities. Only ANE responded to our request immediately and showed us the interest and we are under communication for the detail discussion and negotiation.
- Letter for five consortiums for partnerships was sent through emails but no obtained response.
- BDO also has approached 16 real estates for partnerships and working together in corporate social responsibility sector through email letter. However, none of them responded on the issue.

3.5. Project Implementation:

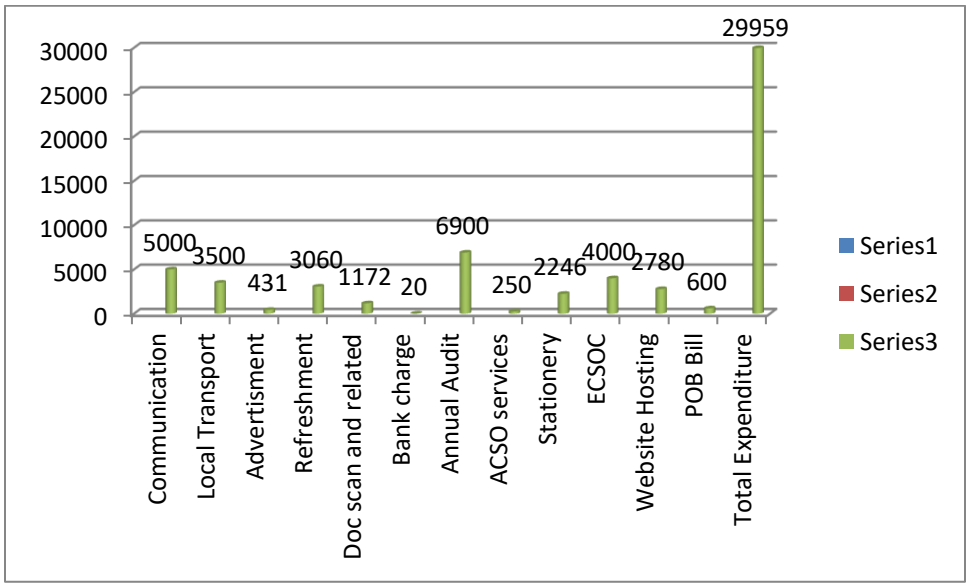
Fundraising are underway for specific projects. However, we strive for getting donations we have raised inadequate money and we are continued to strive to reach our goals.

4. Summary of Financial Statement:

4.1.1. Revenue: During the reporting period BDO has an income of ETB 36653.46 which is ETB 3000 is from individual supporter and ETB 33653.46 is from online fundraising (crowd funding) collected from individuals.

There was ETB 42985 transferred and in account from previous year. Hence, the total available money (beginning balance) in BDO's account was ETB 79638.46

4.1.2. Expenditures: The total expenditure of BDO for the year 2024 is ETB 29959.63. All the expenditure lines are administrative.



The balance money from all expenditures in 2024 is ETB 49678.83

5. Challenges and Lessons Learned:

5.1. Challenges

- Lack of project funding because of tough competitions and donor restrictions in getting grants for project implementation.
- Partnerships – The response from nonprofits that we requested partnerships and for participating with consortiums have been unsuccessful and discouraging.
- General operating support (GOS) budget has been and is challenging to sustain the organization.
- Opportunities to get involved in connecting and sharing customary local information with local charities is not easy as information and communication is low from similar charities and others.

7.2. Lessons Learned:

- Fundraising – BDO is required to select and engage its supporters to be ambassadors and advocators. Also BDO should have more strategies for its fundraising and this needs more efforts and budget for investment.
- Partnerships – We are required to connecting with new and previous partner nonprofits for sharing experience and support opportunities.
- Staff Capacity – BDO staffs need training in IT and fundraising software and website utilization.

8. Future Goals and Objectives:

- BDO's future goals are mentioned in the strategic plan 2024. Establishing governance structure for the implementation of the SP is so crucial to monitor progress and ensure alignment.
- Objectives:

a) To support the improvement in quality and enrollments of education of the targets
b) To support the enhancement of the target beneficiaries health (sexual, child and youth health)
c) To improve the employability of youth through access to training, information and resources.
d) To help communities in disaster through provision of life saving and life changing resources.

9. Annual plan 2025:

- Goals

9.1. Developing BDO's leadership and management capacity through engaging volunteers for human resource capacity and staff training based on needs assessed.
9.2. Fundraising for sustainability of GOS budget source, project implementation and resource mobilization.
9.3. Increasing the visibility of BDO to local and international community and institutions.

- Projects
  - Supporting 100 women in 5 self-help groups through economic empowerment in Addis Ababa.

- Supporting 50 families displaced and resides in camps with emergency items.
- Supporting 80 households in poor living condition in training and child support in Addis Ababa.
- Helping migrant returnees in mental health first aid to 2400 returnee Ethiopian.

- BDO Estimated Annual Budget – Total – ETB 8465721.00
- Major Budget Allocations
  - Projects – 7406883.00
  - Promotion – 65075.00
  - Resource mobilization – 61500.00
  - General operational – 932263.00

10. Acknowledgements, Recognition, and Thanks:

I would like to express my gratitude, respect, appreciation and special thanks to the following entities:

- There are many friends of our staffs that are lovers of our mission and always appreciative for our success. Although the majority yet not started to donate money, we hope some will start to donate in the coming years.
- Experienced national NGOs like FHIDO, Hiwot Ethiopia, and HIDO for they kept on supporting and sharing experiences as a partner.
- Special thanking and appreciation goes to Action for the Needy in Ethiopia (ANE), a local charity with a great success and growth. ANE is an exemplary nonprofit accepting local charity partnership request and willing to support the growth and development of BDO.

11. List of Donors:

In 2024, our major donors are individuals from abroad who have used Global Giving crowd funding platform.

12. A Call to Action:

We believe the future of BDO is in the hands of supporters. Every contribution will help reach our goals. Thank you again for being the power behind our charity and its work.

Donate with money or in kind. For money donation use the following accounts:

- Through a local online fundraiser: https://www.wegenfund.com/NGOs/bdo/
- Through international online fundraiser: Global giving (**Short link:** http://goto.gg/57786)
- https://gogetfunding.com/volunteers-kit-support/ AND https://gogetfunding.com/rescue-100-amhara-families-displaced-because-internal-conflict/
- Bank Accounts: **Bridge for Development Org**.
  - Buna International Bank: account n/o – 2809501001609.
  - Commercial Bank of Ethiopia: account n/o – 1000221356989.

- Abyssinia Bank: account n/o -126006233

Get Involved:

Get involved through volunteering, spreading the word, and sharing our cause to friends and others. Donate using the link and accounts of the organization. Impact the life of women, children and the youth today and be the hero.

13. **BDO Contact information**:

Website: bridgefordevelopment.com (on redesign)
Social media links:
https://www.facebook.com/profile.php?id=100067192454187
https://www.twitter.com/@bridgedevelopm2
https://www.linkedin.com/company/bridge-for-development-organization
https://www.instagram.com/123456bridge
POB – 162 code 1056
Call: (+251) 911685306

Attachments:

Minute of Board
Income Expenditure Report
Bank Statements