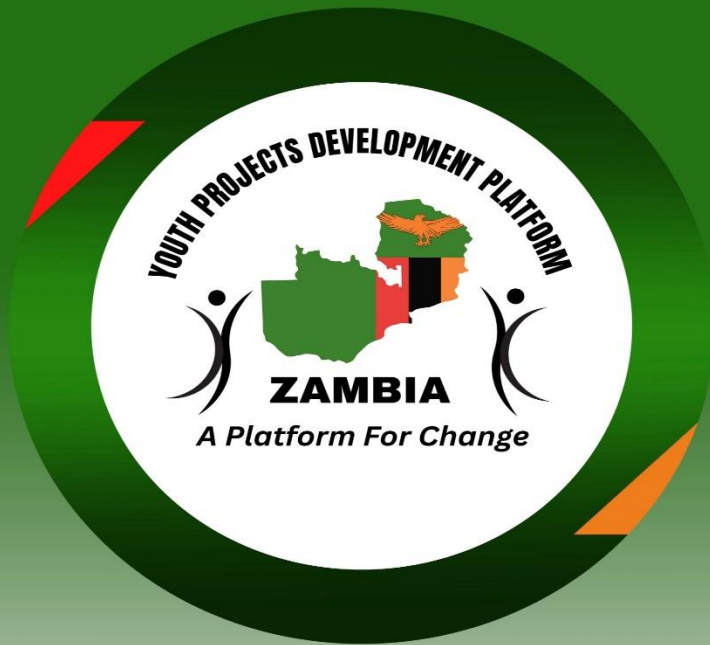




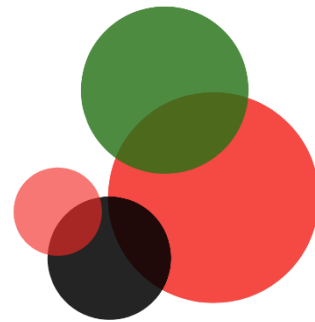
**Youth Projects
Development Platform**

RESOURCE MOBILIZATION STRATEGY

*A Community of Visionary Youths,
A Platform for Change*

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The Youth Projects Development Platform



Youth Projects Development Platform

A Community of Visionary Youths, A Platform for Change

RESOURCE MOBILIZATION STRATEGY

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TABLE OF CONTENTS

LIST OF TABLES.....	v
LIST OF FIGURES	vi
EXECUTIVE SUMMARY	iv
INTRODUCTION	1
ORGANIZATIONAL BACKGROUND.....	2
Vision, Mission, and Strategic Context	2
Vision	2
Mission	3
Strategic Context.....	3
RATIONALE FOR THE RESOURCE MOBILIZATION STRATEGY	3
GUIDING PRINCIPLES	3
STRATEGIC OBJECTIVES	4
SWOT ANALYSIS	4
STRATEGIC GOALS	5
RESOURCE MOBILIZATION FRAMEWORK.....	6
ENTERPRISE INTEGRATION MODEL	8
The Hybrid Approach.....	8
Profit Reinvestment for Sustainability	10
Compliance and Governance Oversight	10
Governance oversight will include:.....	10
Gender Equality and Social Inclusion (GESI)	11
IMPLEMENTATION PLAN	11
Implementation Objectives	11
Implementation Framework	12

Learning and Adaptation.....	15
RISK MANAGEMENT.....	15
Reporting Framework	18
MONITORING AND EVALUATION FRAMEWORK	19
Purpose of the M&E Framework	19
M&E Objectives.....	19
M & E Framework	20
SUSTAINABILITY AND FUTURE OUTLOOK.....	22
Leveraging Technology and Digital Ecosystems.....	22
Strengthening Youth Ownership and Intergenerational Continuity.....	23
Future Outlook	23
Sustainability Plan summary	24
REVIEW AND UPDATING OF THE RESOURCE MOBILIZATION STRATEGY	24

LIST OF TABLES

Table 1: SWOT Analysis	5
Table 2: Resource Mobilization Framework.....	8
Table 3: Profit Reinvestment for Sustainability	10
Table 4: Implementation Framework	14
Table 5: Risk Management Framework	17
Table 6: Reporting Framework	18
Table 7: M & E Framework	22

LIST OF FIGURES

Figure 1: The hybrid Model	9
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EXECUTIVE SUMMARY

The Youth Projects Development Platform has developed this Resource Mobilization Strategy to reduce donor dependence, strengthen institutional sustainability, and expand its long-term impact. As global and national funding environments shift toward impact-driven, partnership-based, and enterprise-supported financing, YPDP aims to transition from a predominantly donor-funded Organization to a diversified social enterprise model.

This strategy outlines how YPDP will diversify funding through grants, corporate partnerships, digital fundraising, membership schemes, and youth-driven enterprises such as 100 Youths, cooperative ventures, and paid training services. By 2029, the organization seeks to reduce donor dependence by 40% and grow internal revenue to support the four programs: *the 100 Youths Program, Edu-Fund, Innovation and Invention, as well as the Green-Clean Youth Response*.

The strategy plans to establish a dedicated Fundraising and Partnerships Unit, strengthens institutional systems, expands CSR and community partnerships, and enhances visibility through robust communication and donor engagement. A detailed implementation plan and Monitoring and Evaluation framework ensure accountability, measurable progress, and continuous learning for 2026–2031.

Through this strategy, YPDP positions itself as a financially resilient, youth-centered, and innovation-driven institution capable of sustaining its mission and empowering young people across Zambia for years to come.

INTRODUCTION

The landscape of resource mobilization within the civil society sector is undergoing a fundamental transformation. Traditionally, many NGOs and social enterprises, particularly in developing countries including Zambia, have relied heavily on Donor-Centric Funding Model to sustain their operations, programs, and projects. While this model played a vital role in building institutional capacities and advancing social change, it has also fostered dependency, unpredictability, and limited organizational autonomy. Over time, this dependency has exposed NGOs and social enterprises to significant vulnerability, especially when donors shift priorities, scale down funding, or withdraw support altogether.

Globally, the funding environment is shifting from *traditional grant-making* toward *impact-oriented, conditional, and catalytic financing models*. Donors increasingly seek sustainability, measurable outcomes, and scalability in their investments. They now prefer to partner with organizations that demonstrate innovation, self-reliance, community ownership, and long-term impact rather than short-term dependency. This shift has particularly affected organizations, many which often operate with limited resources. To remain competitive and relevant, organizations, must embrace hybrid and diversified resource mobilization strategies that balance social impact with financial sustainability.

In Zambia, this evolving landscape presents both a challenge and an opportunity. For youth-led organizations such as the **Youth Projects Development Platform (YPDP)**, the challenge lies in adapting to this new reality while staying true to their mission of empowering youth to drive national development. The opportunity, however, lies in building a resilient and sustainable institution that leverages youth innovation, partnerships, and enterprise to generate internal resources and reduce dependency on external grants.

YPDP's mandate, as outlined in Article 5 of its Constitution, provides a strong foundation for this shift. The Organization possesses the legal and institutional powers to mobilize resources through grants, donations, partnerships, and membership contributions, while also establishing cooperative initiatives and business ventures that promote youth empowerment and organizational sustainability.

Adopting a diversified and enterprise-driven model is therefore both a strategic and practical imperative for YPDP. This approach aligns with global trends in social entrepreneurship and impact investing, enabling the Organization to position itself not just as a beneficiary of aid but as an active contributor to economic and social transformation. It also ensures that YPDP remains financially resilient, capable of financing its four programs, the 100 Youths Program, Edu-Fund, Youth Inventions and Innovations, as well as the Green-Clean Youth Response, without overreliance on donor cycles. Ultimately, this paradigm shift empowers YPDP to fulfill its vision of building a generation of innovative, responsible, and self-reliant young Zambians who drive sustainable development from within their communities.

ORGANIZATIONAL BACKGROUND

Youth Projects Development Platform is a registered Zambian Youth-Led Non-Governmental Organization dedicated to advancing youth participation in Entrepreneurship and Economic Empowerment; Climate Change, Environmental Awareness, Sanitation and Sustainability; Invention, Innovation and Creativity Promotion; Education and Skills Development; as well as Civic Participation and Community Development.

Established to bridge the gap between policy and youth empowerment, YPDP promotes inclusive leadership, technical training, and advocacy to address unemployment and inequality.

YPDP's mandate is grounded in five pillars:

1. Entrepreneurship and Economic Empowerment
2. Climate Change, Environmental Awareness, Sanitation and Sustainability
3. Invention, Innovation and Creativity Promotion
4. Education and Skills Development
5. Civic Participation and Community Development.

VISION, MISSION, AND STRATEGIC CONTEXT

Vision

We envision a Zambia where youths are educated, empowered, and active participants in shaping a healthy, sustainable, and inclusive society, where their ideas, entrepreneurial initiatives, inventions, and innovations thrive within a framework of good governance and accountability.

Mission

To empower youths to drive Zambia's development by fostering economic independence, promoting cooperative entrepreneurial initiatives, supporting inventions and innovations, and advancing a green and sustainable environment, while championing transparency, accountability, and good governance as foundations for inclusive community development.

Strategic Context

This Resource Mobilization Strategy operates in line with YPDP's Strategic Plan (2025–2030) and Zambia's National Youth Policy, ensuring complementarity with SDGs 1 (No Poverty), 2 (Zero Hunger), 4 (Quality Education), 8 (Decent Work and Economic Growth), 9 (Industry, Innovation and Infrastructure), 11 (Sustainable Cities and Communities), 13 (Climate Action), 16 (Peace, Justice and Strong Institutions) and 17 (Partnerships for the Goals).

RATIONALE FOR THE RESOURCE MOBILIZATION STRATEGY

Resource mobilization ensures that YPDP remains financially independent, programmatically sustainable, and institutionally credible.

The rationale includes:

1. Reducing dependence on short-term donor cycles.
2. Increasing internal resource generation.
3. Building long-term partnerships.
4. Enhancing transparency and accountability.

GUIDING PRINCIPLES

YPDP's resource mobilization strategy is anchored in its core values and ethical framework, ensuring that every funding source and partnership strengthens its mission and integrity. The following principles guide its approach:

- **Accountability:** Ensuring transparency and responsible stewardship in the acquisition and utilization of all resources.
- **Integrity:** Upholding honesty, fairness, and ethical conduct in all partnerships and operations.
- **Innovation:** Encouraging creative, adaptive, and sustainable funding solutions that align with youth-driven change.

- **Empowerment:** Investing in the potential of young people as active agents of transformation and community development.
- **Sustainability:** Promoting long-term organizational stability, environmental responsibility, and financial resilience.
- **Partnership:** Fostering collaboration built on mutual respect, shared vision, and collective effort to achieve lasting impact.

STRATEGIC OBJECTIVES

1. To diversify YPDP's funding base.
2. To strengthen institutional capacity for fundraising.
3. To establish long-term donor and corporate partnerships.
4. To promote internal income-generating ventures.
5. To enhance visibility and credibility through strong communication strategies

SWOT ANALYSIS

STRENGTHS	OPPORTUNITIES
▪ Strong youth-led identity and national credibility. ▪ Clear vision, mission, core values, and objectives. ▪ Legally registered and compliant NGO with strengthening governance. ▪ Strong flagship programs (100 Youths, Green-Clean Response, Youth Inventions and Innovations Edu-Fund). ▪ Multiple credible partnerships & MOUs (EU, UNA, PIN, JCTR, Czech partners). ▪ Skilled team strengthened after OCAT capacity-building. ▪ Growing institutional visibility & professional website. ▪ Established grassroots networks in 4 provinces. ▪ - Proven track record in climate, innovation, and civic participation projects.	▪ Growing global and national funding for youth empowerment & climate action. ▪ Expanding CSR opportunities in mining, telecoms, banking, and energy sectors. ▪ Social enterprise and innovation hubs gaining momentum. ▪ High digital fundraising potential (local + diaspora). ▪ Increasing youth entrepreneurship and cooperative movement in Zambia. ▪ Potential for partnerships with universities, INGOs, and councils. ▪ Rising demand for youth-focused consulting & training services. ▪ Growth in the green economy and recycling market.

WEAKNESSES	THREATS
▪ Heavy dependency on donor-funded projects. ▪ Limited unrestricted/core funding. ▪ Social enterprises still in early stages (CatalystCraft, cooperatives). ▪ Limited financial reserves and liquidity. ▪ Small staffing structure, reliance on volunteers. ▪ Weak alumni and membership contribution system. ▪ Incomplete MEL systems and inconsistent documentation. ▪ Limited logistics and resource capacity in provinces. ▪ Systems and policies still stabilizing after OCAT reforms.	▪ Donor fatigue and shifting global funding priorities. ▪ Highly competitive funding environment with bigger NGOs. ▪ Economic instability affecting CSR and donor budgets. ▪ Inflation increasing operational costs. ▪ Delays in disbursement affecting project timelines. ▪ Youth unemployment increasing demand on programs. ▪ Risks associated with policy shifts in NGO regulation. ▪ Burnout risk for core team due to workload.

Table 1: *SWOT Analysis*

STRATEGIC GOALS

In response to the evolving funding landscape and YPDP’s commitment to long-term sustainability, the organization has outlined strategic resource mobilization goals designed to strengthen financial resilience, institutional capacity, and program impact. These goals aim to diversify income sources, enhance internal systems, and foster partnerships that support youth empowerment across Zambia. Through a balanced approach that integrates donor support, community involvement, corporate engagement, and social enterprise development, YPDP seeks to build a self-reliant organization capable of driving meaningful change for years to come.

Our Resource Mobilization Goals are to:

- Diversify funding sources to strengthen financial resilience and reduce over-reliance on a limited number of donors.
- Reduce donor dependency by 40% over the next four years through expanded income streams.
- Expand corporate partnerships to secure long-term strategic funding and in-kind support.
- Grow the YPDP membership scheme to increase annual subscription-based revenue.
- Promote community fundraising initiatives that build public ownership and grassroots support.

- Strengthen consultancy services in youth development, training, research, and project management to generate internal income.
- Develop youth-led business ventures that provide both employment and revenue for YPDP programs.
- Operationalize social enterprise projects, including Catalyst Craft Hub and youth cooperatives, to fund education, entrepreneurship, and environmental activities.
- Establish a dedicated fundraising unit within the organization for structured and coordinated resource mobilization.
- Build staff capacity in proposal writing, donor engagement, grant management, and partnership development.
- Enhance digital communication and visibility, leveraging online platforms to boost donor confidence and public engagement.
- Strengthen institutional systems for transparency, accountability, and effective resource management.
- Deepen collaboration with government, private sector, and development partners to amplify impact and resource opportunities.
- Promote participatory fundraising models that involve communities directly in supporting YPDP's mission.
- Implement robust impact measurement systems, including annual audits, monitoring tools, and structured reporting frameworks to build donor trust.
- Monitor progress through a structured resource mobilization framework, ensuring goals are tracked, reviewed, and achieved consistently.

RESOURCE MOBILIZATION FRAMEWORK

Strategic Goal	Definition	Key Performance Indicators (KPIs)	Target by 2030	Lead Responsibility
1. Diversify Funding Streams & Reduce Donor Dependency	Expand funding sources beyond traditional grants by introducing	✓ % of income from non-donor sources	✓ Donor dependency reduced from 90% to 50%	Fundraising Unit + Executive Director

	CSR partnerships, digital fundraising, membership schemes, and social enterprises to reduce donor dependency by 40% by 2029.	✓ Number of CSR partners ✓ Annual internally generated revenue	✓ 10 CSR partners onboard ✓ ZMW 1.5 million internal revenue	
2. Strengthen Institutional Fundraising Capacity & Systems	Establish a fully functional Fundraising & Resource Mobilization Unit by 2026, train staff, improve donor engagement, and institutionalize grant management systems.	✓ Fundraising Unit established ✓ Number of staff trained ✓ Number of proposals submitted annually	✓ Fundraising Unit fully operational by 2026 ✓ 6 trained staff ✓ 30 proposals submitted annually	Executive Director + HR + Board
3. Develop and Scale Social Enterprise Models	Establish profitable youth-led enterprises (Catalyst Craft, cooperatives, innovation hubs) generating at least 20% of annual organizational income by 2028.	✓ % of revenue from enterprises ✓ Number of cooperatives formed ✓ Profitability of Catalyst Craft	✓ 10 youth cooperatives formed ✓ Catalyst Craft fully commercialized ✓ 20% of income from enterprises	Enterprise Lead + Programs Lead
4. Strengthen Strategic Partnerships & Community Engagement	Build multi-sector partnerships (government, INGOs, private sector, community	✓ Number of MOUs signed ✓ Number of joint projects implemented	✓ 10 active MOUs ✓ 6 joint projects implemented ✓ Annual community fundraising	Partnership & Networking Team

	groups) to secure joint funding and co-implementation agreements by 2027.	✓ Number of community-led fundraising activities	events in 5 provinces	
5. Ensure Transparency, Accountability & Impact Communication	Strengthen financial and narrative reporting systems to achieve 85% donor retention and publish annual reports & audits consistently from 2025 to 2030.	✓ Annual audits published ✓ Number of impact briefs ✓ Donor retention rate	✓ 85% donor retention ✓ Annual Audit + Annual Report every year ✓ Quarterly impact briefs produced	Finance Officer + M&E Unit + Communications

Table 2: *Resource Mobilization Framework*

ENTERPRISE INTEGRATION MODEL

In pursuit of long-term sustainability and reduced dependency on external donor funding, YPDP will adopt a hybrid resource mobilization approach that integrates social enterprise activities into its mission-driven programming. This model ensures that YPDP remains focused on its core objectives of youth empowerment, innovation, and sustainable community development while generating internal income to sustain operations and expand impact.

The Hybrid Approach

YPDP's hybrid approach blends social impact and business innovation, positioning the organization as both a catalyst for social transformation and a driver of economic empowerment. While its programs remain primarily non-profit and community-oriented, selected initiatives will incorporate enterprise components designed to generate some revenue without compromising YPDP's values or developmental objectives. Key enterprise components under this hybrid model include:

1. **Youth-Led Cooperatives:** Establishing and supporting youth cooperatives under the 100 Youths Program to promote entrepreneurship, savings, and collective investment in productive ventures such as agribusiness, green solutions, and creative industries.
2. **Innovation1 Hubs and Creative Enterprises:** Expanding the Catalyst Craft Hub as a youth innovation and business incubation center, providing technical mentorship, workspace, and training-for-fee services to young entrepreneurs, artisans, and innovators.
3. **Training-for-Fee Models:** Offering specialized paid training, mentorship programs, and consultancy services in areas such as project management, leadership, innovation, climate action, and financial literacy, with subsidized access for vulnerable youth.
4. **Green and Social Ventures:** Implementing eco-focused enterprises under the Green-Clean Youth Response initiative, such as waste recycling, eco-innovation labs, and environmental art campaigns that create jobs and environmental awareness simultaneously.

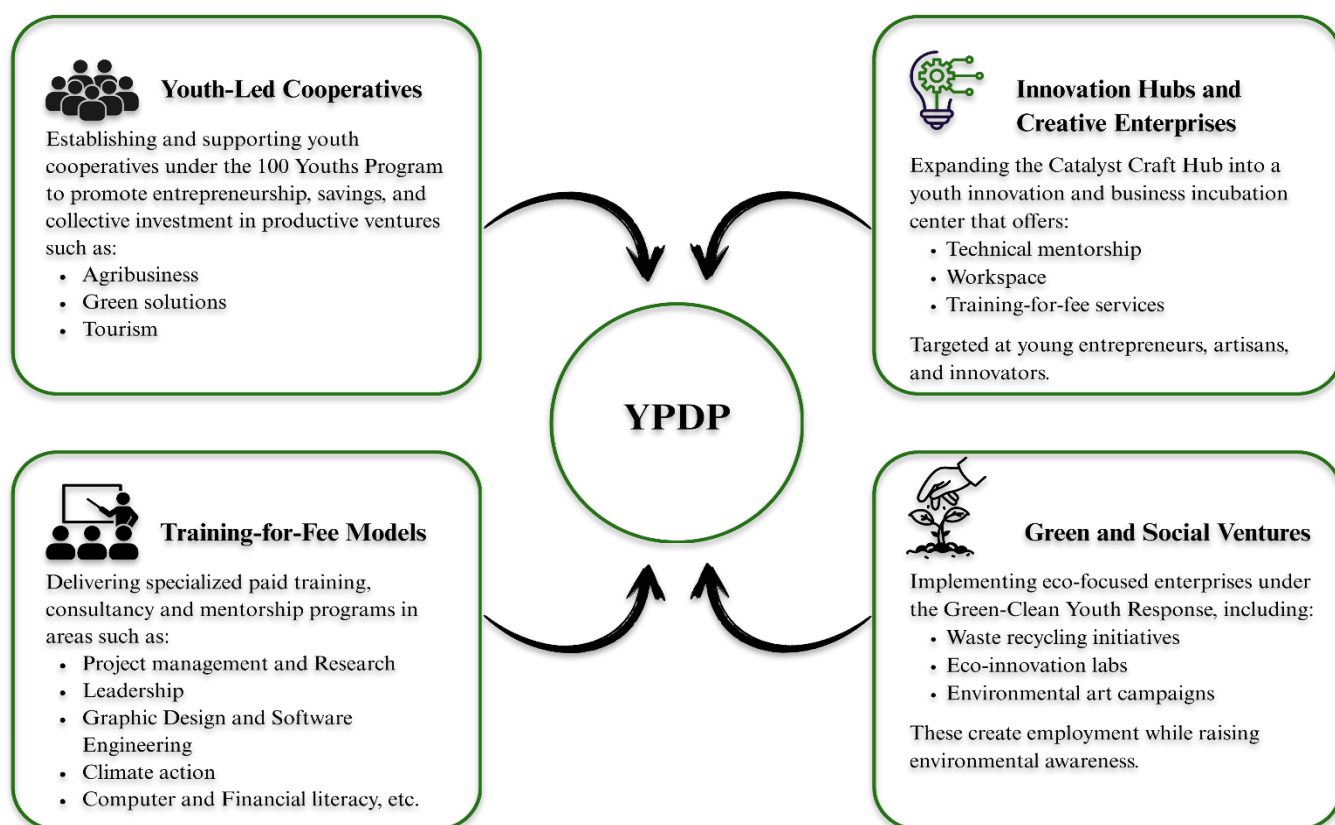


Figure 1: The hybrid Model

This model ensures YPDP becomes not only a facilitator of opportunities but also a participant in creating sustainable livelihoods for youth.

Profit Reinvestment for Sustainability

All income generated from YPDP's enterprise ventures will be managed under a Social Enterprise Fund (SEF) dedicated to sustaining the organization's mission and expanding programmatic impact. Profits will be allocated as follows:

Allocation Category	Percentage	Purpose
Reinvestment in Programs	40%	Strengthen and expand initiatives such as the Edu-Fund , 100 Youths Program , and Green-Clean Youth Response .
Institutional Development	30%	Support administrative costs, staff welfare, systems strengthening, and infrastructure development to enhance institutional efficiency.
Enterprise Growth	20%	Expand existing ventures, explore new products and services, and invest in innovation hubs.
Reserve and Contingency Fund	10%	Build financial resilience and provide a buffer against funding gaps or emergencies.

Table 3: *Profit Reinvestment for Sustainability*

Compliance and Governance Oversight

To safeguard integrity, transparency, and accountability, YPDP will establish a Social Enterprise and Investment Policy guided by Zambia's legal framework for NGOs and business entities. This policy will provide clear operational procedures for enterprise ventures, ensuring alignment with YPDP's constitution, ethical standards, and development mission.

Governance oversight will include:

1. **Board Oversight:** The Board will provide strategic direction, approve enterprise investments, and ensure compliance with regulatory requirements.
2. **Enterprise Development Committee:** A specialized subcommittee will oversee business operations, financial reporting, and adherence to ethical and environmental standards.
3. **Annual Auditing and Reporting:** Enterprise accounts will be maintained separately but integrated within YPDP's audited financial statements to ensure transparency and accountability.
4. **Regulatory Compliance:** All business ventures will comply with relevant laws governing taxation, employment, cooperative formation, and environmental protection in Zambia.

By integrating enterprise development within its core operations, YPDP positions itself as a youth-led social enterprise organization, one that not only empowers young people but also models sustainability, innovation, and accountability in the broader civil society ecosystem. This hybrid approach will enable YPDP to thrive as a self-reliant institution, capable of sustaining its programs, expanding its reach, and influencing national development agendas from 2026 to 2030 and beyond.

Gender Equality and Social Inclusion (GESI)

All fundraising and program implementation must promote inclusivity by:

1. Ensuring gender balance in programs.
2. Allocating at least 40% of resources to women and youth-led activities.
3. Mainstreaming disability inclusion and rural access.

IMPLEMENTATION PLAN

The implementation plan outlines the key strategic objectives, actions, responsible parties, and timelines for executing YPDP's Resource Mobilization Strategy. It provides a clear roadmap for translating goals into measurable results while ensuring accountability, sustainability, and alignment with YPDP's mission and core values.

This plan will be implemented over a **five-year period (2026–2031)** in alignment with YPDP's Strategic Plan. It emphasizes strong institutional coordination between the Board, Management, and the Fundraising and Partnerships Unit (FPU) to achieve the desired results.

Implementation Objectives

The key objectives of the implementation plan are to:

1. Coordinate the effective execution of all resource mobilization activities.
2. Define clear roles, responsibilities, and timelines for staff and partners.
3. Promote continuous monitoring and learning throughout implementation.
4. Ensure effective donor engagement and transparent reporting mechanisms.
5. Align all activities with YPDP's mission, vision, and strategic goals.

Implementation Framework

Strategic Objective	Key Actions	Lead Responsibility	Supporting Units / Partners	Timeline (2026–2031)	Performance Indicators
1. Coordinate effective resource mobilization implementation	- Operationalize the Fundraising & Partnerships Unit (FPU) - Conduct annual donor & stakeholder mapping- Develop partnership frameworks & donor engagement protocols	Executive Director & FPU	Board, Program Managers, Communications	2025–2026	FPU fully functional- Annual donor mapping report completed
2. Diversify funding sources and reduce donor dependency	- Identify, target & engage 15 key donors (UNDP, EU, USAID, AfDB, etc.) - Submit 10 proposals annually- Launch CSR partnerships & co-financing arrangements - Expand digital fundraising & community drives	Fundraising & Partnerships Unit (FPU)	Executive Director, Board, Communication Dept	2026–2027	Number of new donor partnerships- % increase in annual revenue- 40% donor dependency reduction by 2029
3. Strengthen institutional fundraising capacity & systems	- Conduct 4 capacity-building workshops annually - Train staff in proposal writing, reporting, budgeting & donor relations- Strengthen	HR & Training Dept	Finance Dept, MEL Unit, FPU	2025–2030	- Number of staff trained - Audit compliance standards met

4. Enhance donor engagement, visibility & communication	financial management systems & audits					Improved grant management score
	Introduce resource mobilization SOPs					
5. Expand and diversify internal revenue streams	- Develop a donor communication strategy- Publish annual reports, audits & quarterly donor briefs - Hold annual donor appreciation and feedback forums - Improve branding, website, and CRM systems	Communications Department	Executive Director, FPU, MEL Unit	2026–2030		- Donor satisfaction rating ($\geq 85\%$) - Annual reports/audits published - Increase in donor retention
	- Launch social enterprise ventures: CatalystCraft, consultancy, trainings - Establish 10 youth cooperatives under 100 Youths Program- Introduce paid services (research, training, printing, M&E support) - Strengthen community fundraising & membership models	Enterprise Development Lead	Program Managers, FPU, Partners	2028–2029		20% of YPDP income from enterprises - Number of active cooperatives - number of fee-for-service clients

6. Build strategic partnerships and strengthen local engagement	Sign at least 10 MOUs with INGOs, government, councils, universities- Implement co-funded and joint projects- Organize regional partnership forums	Partnership & Networking Team	Executive Director, Board, Local Leaders	2026–2029	- Number of MOUs signed - Number of joint projects implemented - Increased geographic reach
7. Ensure long-term sustainability through financial reserves	Establish the YPDP Sustainability/Endowment Fund- Mobilize seed capital from corporates, alumni, and high-net-worth partners- Develop investment plan and policy	Executive Director	Board, Finance Dept, Partners	2028	Fund capitalization level- Annual contributions received
8. Promote continuous monitoring, learning & adaptation	- Implement RMS Monitoring & Evaluation Framework- Conduct annual review workshops - Produce bi-annual progress reports- Conduct mid-term and final RMS review	MEL Unit	Executive Director, FPU, Program Managers	2025–2031	Annual MEL reports- Mid-term & final RMS review completed- Evidence based strategy adjustments

Table 4: Implementation Framework

This implementation framework will guide YPDP’s transition toward a resilient, innovative, and enterprise-driven organization capable of sustaining its mission and impact beyond 2030. Regular reviews will ensure that actions remain responsive to emerging opportunities, funding trends, and youth development priorities.

Learning and Adaptation

YPDP will use the Monitoring, Evaluation, and Learning (MEL) framework to continuously capture lessons, assess effectiveness, and adapt strategies to changing donor landscapes. Annual review workshops will ensure organizational learning and alignment with global best practices.

RISK MANAGEMENT

Effective resource mobilization requires proactive identification, assessment, and management of risks that could hinder the achievement of strategic objectives. Youth Projects Development Platform recognizes that both internal and external risks can affect its ability to mobilize and sustain resources between **2026 and 2030**. This section outlines key potential risks, their implications, and corresponding mitigation strategies to ensure financial resilience, credibility, and organizational sustainability.

Risk Category	Risk Description	Likelihood	Impact	Mitigation Measures (Specific & Action-Oriented)	Responsible Actors	Timeline	Key Indicators (Measurable)
1. Financial Risks	Risk of inadequate funding, donor withdrawal, or delays affecting project continuity.	Medium	High	✓ Diversify funding streams by securing at least 5 new donors by 2027. ✓ Conduct annual independent audits. ✓ Establish 3-month contingency fund by 2028. ✓ Strengthen donor communication to retain 85% donors annually.	Finance Dept, ED, FPU	2025–2031	%Unrestricted funding active donors Audit compliance score

2. Operational Risks	Inefficiencies from limited capacity, weak planning, or logistical delays.	Medium	Medium	✓ Conduct quarterly staff trainings. ✓ Develop and enforce SOPs by 2026. ✓ Adopt digital PM tools (Asana/Trello) by 2025. ✓ Hold quarterly performance reviews.	HR Dept, Program Managers	2025–2030	Number staff trained SOP compliance rate Timely delivery of outputs
3. Reputational Risks	Risk of public distrust due to misinformation or limited visibility.	Low	High	✓ Implement annual communications strategy. ✓ Publish yearly reports & visibility materials. ✓ Strengthen stakeholder feedback loops through quarterly forums.	Communications Dept	2025–2031	Media visibility metrics- Stakeholder satisfaction score
4. Compliance Risks	Noncompliance with donor/ national regulations, leading to penalties or funding loss.	Medium	High	✓ Align systems to EU/UN standards by 2025. ✓ Conduct bi-annual compliance audits. ✓ Update procurement, safeguarding, and data policies annually.	Finance, Procurement, Board Audit Committee	2025–2031	Audit results- Policy compliance level
5. Strategic Risks	Misalignment between donor priorities and YPDP objectives, weakening resource flow.	Medium	Medium	✓ Update RMS every 2 years based on donor trends. ✓ Maintain donor intelligence database. ✓ Participate in national & global	ED, FPU, Board	2025–2031	Number of revised strategies- Alignment score in donor assessments

6. Political & Economic Risks	Changes in national policy, inflation, or currency fluctuations impacting finances.	High	High	✓ development networks. ✓ Maintain gov't relations (quarterly engagements). ✓ Implement flexible budgeting & forecasts. ✓ Hold multi-currency accounts where allowed. ✓ Conduct annual policy risk assessment.	ED, Finance Dept, Board	2025–2031	Budget variance-Macro-economic risk index
7. Environmental & Climate Risks	Climate shocks disrupting project timelines and operations.	Low	Medium	✓ Integrate climate resilience into all programs. ✓ Develop Business Continuity Plan by 2027. ✓ Secure asset insurance annually.	Program Managers, MEL Unit	2025–2031	BCP readiness score-Insurance coverage
8. Human Resource Risks	Staff turnover, burnout, or skill gaps reducing performance .	Medium	Medium	✓ Introduce retention plan by 2026. ✓ Implement performance-based incentives ✓ Maintain consultant & volunteer roster updated yearly.	HR Dept, ED	2025–2030	Staff retention rate-Performance review scores
9. Technological Risks	ICT system failures, cybersecurity breaches, or data loss.	Medium	High	✓ Implement cybersecurity protocols ✓ Conduct quarterly data backups ✓ Use cloud-based systems for finance & MEL ✓ Conduct annual ICT audits.	IT/Admin Dept, Communications	2025–2031	System uptime %-Data security incidents

Table 5: Risk Management Framework

The risk management framework is designed to:

1. Identify potential internal and external risks that could affect resource mobilization.
2. Assess the likelihood and impact of each risk.
3. Develop mitigation measures and contingency plans.
4. Assign clear responsibilities for monitoring and managing risks.
5. Ensure timely reporting and learning for continuous improvement.

YPDP adopts a **risk-based management approach**, guided by international best practices such as **ISO 31000:2018**, ensuring that all programmatic and financial risks are systematically tracked and mitigated

Reporting Framework

MONITORING ACTIVITY	FREQUENCY	RESPONSIBILITY	OUTPUTS
Risk review meetings	Quarterly	Executive Director & Finance Manager	Risk Update Report
Audit & Risk Committee review	Bi-annually	Board Committee	Risk Mitigation Progress
Annual organizational risk assessment	Annually	MEL Unit + ED	Organizational Risk Profile
Integration into Annual Performance Report	Annually	ED, Board, Communication Dept	Published Risk & Performance Report

Table 6: *Reporting Framework*

MONITORING AND EVALUATION FRAMEWORK

Youth Projects Development Platform recognizes that effective resource mobilization and sustainable organizational growth require robust monitoring and evaluation systems. A comprehensive M&E framework ensures that the organization can track progress against its strategic resource mobilization goals, measure impact, identify gaps, and adapt interventions in real time. This framework will provide accountability to stakeholders, reinforce transparency, and inform evidence-based decision-making for continuous improvement. Given the shift in donor priorities toward impact-oriented, accountable, and sustainable funding, YPDP's M&E system is designed to capture both quantitative and qualitative indicators that reflect organizational performance, financial resilience, and youth-centered social impact. By systematically tracking outputs, outcomes, and impact, YPDP will be able to demonstrate its contribution to youth empowerment, social innovation, and sustainable community development.

Purpose of the M&E Framework

The M&E framework aims to:

1. Assess progress toward YPDP's resource mobilization targets.
2. Measure the effectiveness and efficiency of fundraising mechanisms.
3. Provide real-time data to inform management and strategic decisions.
4. Enhance accountability and transparency with donors and stakeholders.
5. Support organizational learning and adaptive management.

M&E Objectives

1. Track performance against the Resource Mobilization Strategy (RMS) goals.
2. Evaluate donor engagement and partnership quality.
3. Measure the efficiency of financial resource utilization.
4. Identify bottlenecks and areas for improvement.
5. Facilitate learning across departments and programs.
6. Ensure compliance with international donor reporting standards.

M & E Framework

M&E Component	SMART Objective (with actual numeric targets)	Key Actions	Indicators (with real numbers)	Responsible Unit	Timeline	Expected Outputs (quantified)
1. Performance Monitoring	Ensure 90% of annual resource mobilization activities are completed on schedule between 2026–2030	Quarterly reviews, proposal tracking, enterprise monitoring	20 grant proposals submitted per year - At least 8 approved grants annually- 30% yearly growth in enterprise revenue	MEL, FPU	Quarterly	20 performance reports Annual dashboard (5 total)
2. Mid-Term Evaluation (2028)	Conduct a mid-term evaluation by Q4 2028 with 100% program coverage	External evaluator, field surveys	- Evaluation covering all 3 flagship programs 80% stakeholder participation	MEL, Board, Consultant	2028	1 Mid-Term Evaluation Report
3. End-Line Evaluation (2030)	Produce a full end-line evaluation covering 2016–2030 with $\geq 85\%$ outcome achievement	End-line surveys, beneficiary mapping	85% achievement of 5 RMS goals 2,500 youths reached cumulatively	MEL + External Evaluator	2030	1 Final Evaluation Report
4. Learning & Adaptation	Hold 5 annual learning workshops (one per year) to integrate ≥ 10 lessons each	Reflection sessions, donor debriefings	10 new lessons incorporated yearly (50 total)	MEL, Programs	Annually	5 Learning Briefs
5. Accountability & Reporting	Publish 5 Annual Reports and achieve 100% donor reporting compliance	Annual audits, donor reporting	5 Annual Reports- 5 Audit Reports 100% compliances	Finance, ED, Comms	Annual & Quarterly	25 donor reports over 5 years
6. Compliance Monitoring	Maintain $\geq 95\%$ compliance with donor and statutory requirements annually	Internal audits, compliance checks	$\geq 95\%$ audit compliance score- 2 internal	Board Audit Committee, Finance	Bi-annual	10 Internal Audit Reports

			audits per year			
7. Social Impact Monitoring	Increase youth employment/entrepreneurship outcomes by 40% among beneficiaries	Surveys, livelihood tracking	40% increase in job creation or income 500 youths in decent work by 2030	Programs + MEL	Semi-annual	10 Social Impact Briefs
8. Financial Tracking	Grow unrestricted funding from ZMW 60,000 (2025 baseline) to ZMW 300,000 by 2030	Monthly financial reports	Unrestricted funds increase by 40% per year	Finance Dept	Monthly & Quarterly	60 financial summaries
9. Program Monitoring	Achieve $\geq 85\%$ program completion rate yearly	Progress reports, field supervision	500 youths trained per year (2,500 total)- $\geq 85\%$ completion	Programs Dept	Monthly & Quarterly	20 Program Performance Reports
10. Stakeholder Feedback Monitoring	Achieve $\geq 80\%$ donor & partner satisfaction by 2028 and maintain it through 2030	Partner surveys, donor scorecards	80% satisfaction rating- 20 partners engaged annually	Comms, MEL, FPU	Semi-annual	- 10 Feedback Synthesis Reports
11. Impact Evaluation	Demonstrate $\geq 50\%$ improvement in youth livelihood outcomes by 2030	Longitudinal studies	50% improvement in income or skills- 400 youth businesses supported	MEL + Enterprise Committee	Mid-term & End-line	2 Impact Reports
12. Data Management & Security	Achieve 98% data accuracy and 100% data backup reliability	Cloud systems, updates	98% accuracy score- 100% backup success rate	MEL + ICT	Quarterly	Data Quality Reports
13. Enterprise Performance Monitoring	Grow enterprise revenue from ZMW 25,000 (baseline) to ZMW 200,000 by 2030	Sales tracking, ROI analysis	35% yearly revenue growth- ROI of 15% by 2030	Finance + Enterprise Unit	Monthly & Quarterly	20 Enterprise Scorecards
14. Partnership Monitoring	Establish 50 active partnerships by 2030	MoUs, joint reviews	Minimum 10 new partnerships	FPU, Board, Programs	Annual	Annual Partnership Reports

			per year- 50 total by 2030			
15. Risk Monitoring	Reduce high-risk incidents by 60% by 2030	Quarterly risk reviews, mitigation tracking	60% reduction in high-level risks 4 risk reviews per year (20 total)	ED, Finance, Board Audit	Quarterly	Updated annual Risk Register

Table 7: M & E Framework

SUSTAINABILITY AND FUTURE OUTLOOK

Youth Projects Development Platform is committed to evolving beyond the traditional donor-dependent model to become a youth-led social enterprise organization. By integrating enterprise activities with its core programs, YPDP positions itself as a proactive creator of opportunities rather than solely a beneficiary of external aid. Initiatives such as youth-led cooperatives, innovation hubs, the Catalyst Craft Hub, and green business ventures exemplify how the organization leverages youth innovation and entrepreneurial talent to generate sustainable internal resources. This positioning ensures that YPDP maintains strategic autonomy, strengthens its credibility with partners, and serves as a model for other youth-led organizations seeking long-term sustainability. By balancing social impact with financial viability, the organization demonstrates that social change and economic empowerment can be mutually reinforcing.

Leveraging Technology and Digital Ecosystems

Technology and digital ecosystems are central to YPDP's strategy for sustainable engagement and resource mobilization. The organization will capitalize on digital tools and platforms to:

- Expand outreach and engagement:** Use social media, online communities, and interactive platforms to connect with youth, partners, and donors across Zambia and the region.
- Diversify funding streams:** Implement online fundraising campaigns, digital donation portals, subscription-based membership models, and virtual training-for-fee programs.
- Monitor and measure impact:** Employ digital dashboards, CRM systems, and data analytics tools to track program performance, financial flows, and enterprise growth in real time.

4. **Enhance transparency and accountability:** Provide stakeholders with accessible, up-to-date reports and visualizations of programmatic and financial impact.

By embracing digital ecosystems, YPDP can scale its initiatives, improve operational efficiency, and sustain engagement with a wider audience while reducing reliance on traditional funding mechanisms.

Strengthening Youth Ownership and Intergenerational Continuity

A cornerstone of YPDP's sustainability is the active involvement and ownership of youth in decision-making, enterprise management, and program implementation. Youth ownership fosters a sense of responsibility, creativity, and commitment that ensures organizational longevity and relevance. Key strategies include:

1. **Leadership development programs:** Equipping young leaders with skills in governance, financial management, and program delivery to strengthen organizational capacity.
2. **Intergenerational mentorship:** Linking experienced professionals, alumni, and senior stakeholders with current youth members to transfer knowledge, build networks, and cultivate leadership continuity.
3. **Youth-driven governance structures:** Empowering youth representatives within committees, boards, and enterprise teams to participate in strategic planning and decision-making.
4. **Institutional memory and succession planning:** Establishing frameworks to document lessons learned, standardize processes, and ensure smooth transitions in leadership and management roles.

Through these strategies, YPDP ensures that its mission of youth empowerment and sustainable development is carried forward by successive generations, creating a resilient institution with enduring impact.

Future Outlook

Looking ahead, YPDP envisions a future where it is:

1. **Financially resilient:** With diversified income streams, sustainable enterprise ventures, and robust internal resource mobilization mechanisms.
2. **Impact-driven and innovative:** Continuously developing programs that respond to youth needs, societal challenges, and emerging opportunities.

3. **Digitally empowered:** Leveraging technology to enhance reach, engagement, and operational efficiency.
4. **Youth-centered and inclusive:** Promoting active participation, leadership, and ownership among young people while fostering partnerships with older generations for institutional stability.

By focusing on these pillars, YPDP is poised to sustain its programs, expand its reach, and become a leading model of youth-led social enterprise in Zambia and the broader African civil society space. Its commitment to innovation, accountability, and sustainability ensures that the organization will continue to empower young Zambians to drive social, economic, and environmental change for years to come.

Sustainability Plan summary

To ensure long-term sustainability, YPDP will:

- Establish income-generating units (consulting, training, printing production).
- Build endowment funds.
- Institutionalize membership fees and alumni contributions.
- Encourage volunteer engagement and in-kind support.

REVIEW AND UPDATING OF THE RESOURCE MOBILIZATION STRATEGY

The Resource Mobilization Strategy shall be reviewed every **two years** or when significant changes occur in the funding environment. The review will involve the Board, management, partners, and youth representatives.

Approved by:

The Board, Youth Projects Development Platform

Chairperson Signature: _____

Executive Director Signature: _____

Date: _____



YOUTH PROJECTS DEVELOPMENT PLATFORM

A Platform For Change