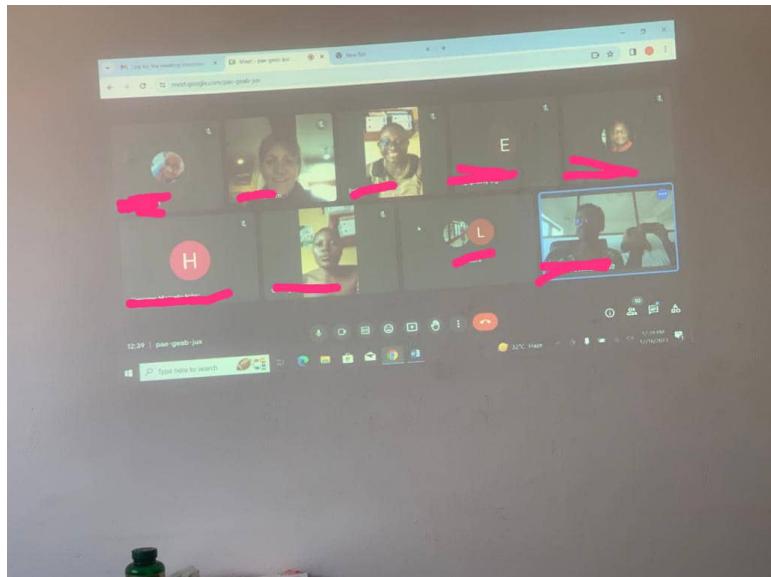




## STREAM NETWORK CAMEROON

### STRATEGIC PLAN 2024 – 2028



**DECEMBER 2023**



## ABBREVIATIONS

StSt – Stepping Stones

HEDECS – Health Development Consultancy Services

STREAM - Stepping Stones Trainers Engaging with Activist Movements (Networks).

HIV – Human Immunodeficiency Virus

AIDS – Acquired Immuno Deficiency Syndrome

VAC – Violence Against Children

VAWG - Violence Against Women and Girls

VAW – Violence Against Women

ACEs - Adverse Childhood Experiences

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CCM - Cameroon's Country Coordinating Mechanism

W4GF – Women for Global Fund

ReCAP+ - Cameroon Network of People living with HIV

RECAJ+ - Cameroon Network of Adolescents and Positive Youths

MOU – Memorandum of Understanding

ToT – Training of Trainers

SRHR – Sexual Reproductive Health Rights



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## 1.0 BACKGROUND OF STREAM



The STREAM (Cameroon) is a new network, borne out of the STREAM Network created out of a 4-day meeting held in Nairobi, Kenya, from 30 September to 3 October 2022, hosted by Positive Young Women Voices of Kenya. STREAM stands for *Stepping Stones Trainers Engaging with Activist Movements*. The Nairobi meeting brought together feminist women rights activists living with HIV from Argentina, Cameroon, India, Kenya, Tanzania, Uganda and Zimbabwe. They came together with the aim of seeking to uphold and maintain the SRHR of women and girls in all our communities in the context of HIV, irrespective of our HIV status.

STREAM also recognizes that violence against women, and children forms a key part of children's and Women's vulnerability both to acquiring HIV and to living with HIV, across the life span.

Together we resolved to join our diverse professional and lived experiences, knowledge, skills and passions together to create the STREAM Network Cameroon.

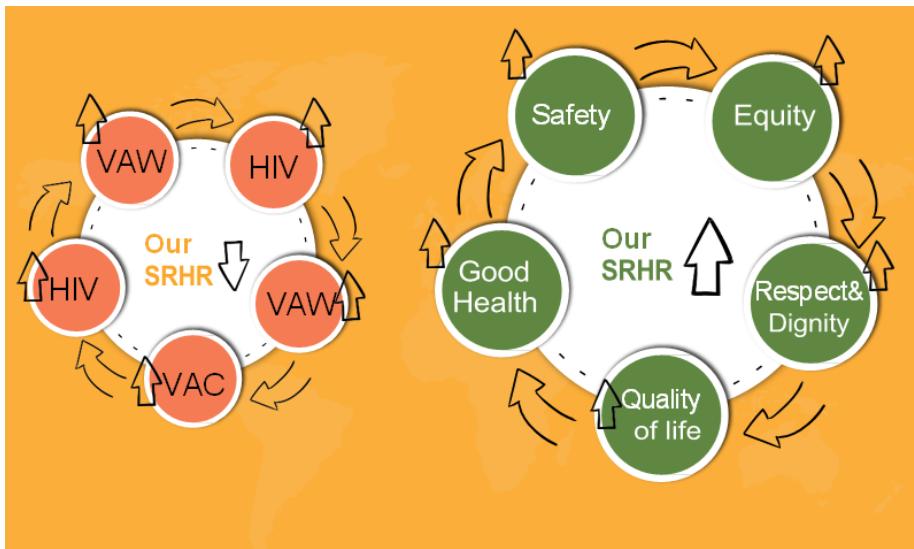
## OUR PURPOSE

We came together as STREAM NETWORK to seek a common purpose in our work - to uphold and maintain the SRHR of women and girls especially in all our communities in the context of HIV, irrespective of our HIV status. We all recognize that violence against women (VAW), and violence against children (VAC), form a key part of children's and women's vulnerability both to acquiring HIV and to living with HIV, across the life span. We all recognize that Adverse Childhood Experiences (ACEs) often challenge an individual's physical, mental and economic health and well-being across their lifespan. We recognize that these ACEs often include violence against women and against children. We recognize that children who have experienced violence in their own lives often grow up to become recipients and/or perpetrators of violence in their adult lives, thereby perpetuating the challenges they have faced in subsequent generations.

Within our communities, we all recognize also how the vicious cycles of Violence Against Children (VAC) and Violence Against Women (and Girls) (VAWG) are both causes as well as consequences of HIV. These slow down, reduce - and often prevent - women's and children's realization of their SRHR. These challenges conspire to form what we call a draining circle, illustrated (the left hand circle below). Instead, through this proposed work, we seek to form 'gaining circles' (the right hand circle below), to overcome VAC, VAWG and to uphold all our SRHR.

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**Commented [AW1]:** Do you want to add in this diagram here? I have added it in in case.



(Draining and Gaining Circles, from the STREAM NETWORK International Strategic Plan, 2022)

## WHO WE ARE IN CAMEROON

STREAM NETWORK Cameroon is a feminist activist's movement women-led, apolitical, non-profit, non-sectarian, non-governmental organization headquartered in Bamenda in the North West Region of Cameroon since 2023. It is borne from the Nairobi Kenya Meeting of 2022.

The STREAM Network is a new network created out of a 4-day meeting held in Nairobi, Kenya, from 30 September to 3 October 2022, hosted by Positive Young Women Voices. STREAM stands for *Stepping Stones Trainers Engaging with Activist Movements*.

We were motivated to be in Nairobi Kenya in order to contribute to the Global SDGs: 1. End poverty in all its forms everywhere; 3. Ensure healthy lives and promote well-being for all at all ages; 5. Achieve gender equality and empower all women and girls; and the HIV National Strategic plan of Cameroon.

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STREAM Cameroon is aimed at upholding sexual and reproductive health rights, stopping violence against women and children and creating good relationships between children and their caregivers in order to ease disclosure and stop violence on children and women.

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## MISSION STATEMENT

### Mission

We aspire to make all our work rights-based, inclusive and holistic, to end inequalities and uphold our sexual and reproductive health and rights across the life span.



### Vision

An inclusive and safe environment for all, especially women and children living with and affected by HIV.

### Values

Core values are:

1. Human rights
2. Sexual and reproductive health and rights
3. Gender equity and equality
4. Respect for diversity
5. Safety
6. Participation
7. Evidence-informed

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To these we wish to commit to the following values:

- Our Accountability and Responsibility to one another and to our communities
- Equity and equality across genders and generations
- Our commitment to climate justice - and a recognition of the damaging effects of climate change
- Our commitment to economic equity/empowerment (raising the quality of life)
- Our commitment to meaningful participation and involvement of all in our work together

### GOAL or AIM:

To uphold sexual and reproductive health rights, stopping violence against women and children and creating good relationships between children and their care givers in order to ease disclosure and stop violence on children and women.

### CORE STRATEGIC OBJECTIVES

- Promote disease prevention, reduce morbidity and mortality in communities
- Promote and defend sexual and reproductive rights of children and women



- To reduce violence within the families, institutions and communities
- Empower adolescent girls and young people living with HIV on livelihood and sustainability
- Advocate for a change in policies through research and evidence based practices

#### INTENDED GROUPS

STREAM intends to serve children, caregivers, girls and women in their diversity especially those living with and/or affected by HIV, disadvantaged persons irrespective of their faith, culture, and locality in Cameroon. Among these are;

- People living with **HIV/AIDS**
- Adolescent girls and young women
- Children living with HIV
- Care givers
- Orphans and Vulnerable Children
- Teenage mothers
- Women
- Men

**Commented [AW2]:** Normally nowadays UNAIDS recommends that we just say People living with HIV. This is because if someone has AIDS, then they also have HIV, and most of us know with HIV can be living well on ARVs, so our HIV doesn't advance to AIDS. AIDS is still scary for so many, and most of us, if on ARVs DON'T have AIDS. So that is why UNAIDS (and we) are recommending that we just say "People living with HIV now". I hope that makes sense?

#### PARTNERS (CARTOGRAPHY)

- STREAM GLOBAL
- STEPPING STONES
- SALAMADER **TRUST**
- UNAIDS
- UNICEF
- CARE INTERNATIONAL
- Ministry of Health
- Ministry of Family and Women Empowerment

**Commented [AW3]:** Please note that I am in the process of retiring! And we have no funds at all to support you – but I'm happy to advise as much as you would like and that's for free of course 😊



- Ministry of Social Affairs
- UN WOMEN
- FEMINISTE EN ACTION



#### NETWORKS (CARTOGRAPHY)

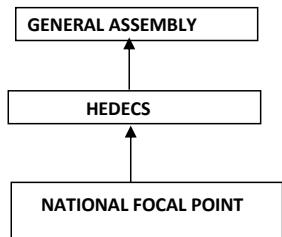
- Global Fund Cameroon's Country Coordinating Mechanism of Civil Society Organisations (CCM)
- W4GF
- ReCAP+
- RECAJ+

#### MONITORING AND EVALUATION

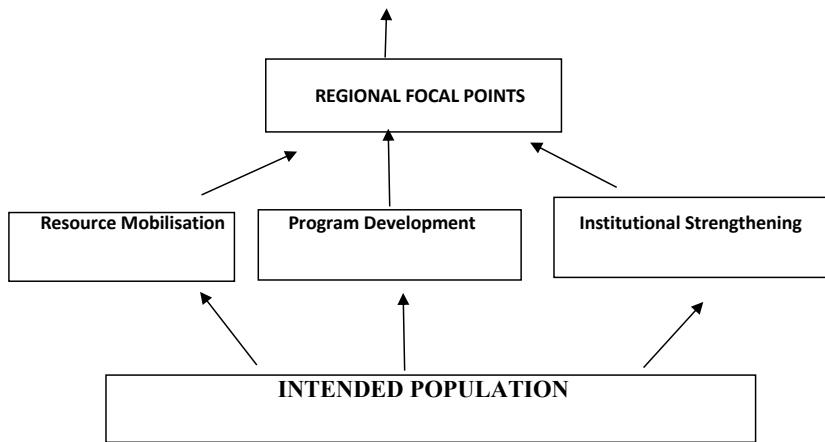
STREAM activities progress and impact is captured through:

1. Regular follow-up (Meetings, Supervision, field visits),
2. Networking (Knowledge development and sharing)
3. Planning and Reporting meetings (Weekly, Monthly and Yearly)
4. Baseline and post project report (Donor demand)
5. Monthly Progress Reports to funders
6. Monthly financial Reconciliation
7. Annual Reports
8. Annual process and Financial Audits

#### ORGANIGRAM



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#### STREAM NETWORK CAMEROON STRATEGIC PLAN

DOMAIN	ADDITIONAL IDEAS	ACTIONS NEEDED
Legal	Formalizing status at national level	STEPPING STONES should assist HEDECS in setting up the network and platform in Cameroon.
	Integrate STREAM in HEDECS strategy	Create and operationalise adolescent support group Create and operationalise parent support group
Strategy completion	Follow up country discussions for adaptation of global	With support from STREAM, HEDECS will strengthen collaboration with national institutions, partner organization, networks and



	strategy plan to the national context	platforms for advocacy for adapting the global strategy
		Conduct meetings, trainings, with different stakeholders on the global strategy
		Training with adolescent girls and young people living with HIV on livelihood and sustainability
		Training people living with HIV <u>as facilitators to implement one of the StSt Manuals</u> in one community before <u>expanding the programme through HEDECs for use with other communities</u>
Network structure		Organizing monthly meetings with various support groups
		Creation of national committees and appointment of regional focal persons
		Organizing capacity building workshop for support group members
		Developing code of conduct for support group members
		Developing of report templates
Resource mobilization		Mobilizing resources at the national and international levels
		Participate in national and international meetings, workshops and advocacies.
Communication/exploration of the following up options		Sharing of information via STEPPING STONES handouts and social media outlets of HEDECs
		Sharing of information via STEPPING STONES secretariat.

\*This strategic plan is developed in details as seen below

#### STREAM PRIORITY ISSUES

STREAM Cameroon plan of action are prioritized under 3 Key priority areas dubbed “3 PILLARS” for STREAM Cameroon Strategic Plan:

#### STREAM CAMEROON PILLARS

##### PILLAR 1: LOCALISATION OF STREAM

Objective 1.1 STREAM network implanted in Cameroon

**Commented [AW4]:** In our experience, livelihood and sustainability programmes work better *after* the participants have been through StSt programmes

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**Commented [AW5]:** One key thing it would be good for you to decide soon is whether you would prefer to start with StStWC – Stepping Stones with Children, which is designed for use with 5-8s, 9-14s who are orphans and other vulnerable children, and their caregivers; OR with Stepping Stones & Stepping Stones Plus (designed for use with adolescents aged 15 + and adults). There are pros and cons of starting with either and you can then follow up with the other programme – but it would be good for you to decide which would work better for you initially. We can talk this through on a call if you would like....

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**Deleted:** rolling it out



### Strategy

- Integrate STREAM in HEDECS strategy
- Have Regional Focal persons in 10 Regions of Cameroon
- Register STREAM as a network in Cameroon
- Stakeholders buy in. Follow up country discussions for adaptation of global strategy plan to the national context
- Increase membership into STREAM
- Conduct meetings

### INDICATORS

- STREAM in HEDECS Strategic plan
- No. of focal persons
- STREAM Registration certificate
- Number of strategic partners identified
- Sign MOUs
- No. of meetings
- Sign MOUs
- Organize information and feedback sessions with partners

## PILLAR 2: RESOURCE MOBILIZATION

STREAM sees the need to expand and be more sustainable in its Human, Material and Financial resources to be able to achieve its vision for the next five years 2024-2028

### 2.1 Human Resource

#### Objective

**2.1.1:** To put in place key staff / Focal Persons and develop competencies in line with network vision

#### Strategy

- Recruitment of key team members
- Develop capacity building strategies for STREAM members



#### Indicators

- Number of staff /Focal Persons
- Number of team trainings
- Number of team members trained

### 2.2 Financial resource

#### Objective

- 2.2.1** To increase program funding by 30% for effective programming through diversification of STREAM funding portfolio by 2027
- 2.2.2** Participate in national and international meetings, workshops and advocacies.

#### Strategy:

- Develop a fund raising strategy
- Develop a fund raising committee constituted of team members and volunteers
- Explore funding opportunities in line with the mission and vision of STREAM NETWORK

#### Indicators

- fund raising plan put in place
- number of funding opportunities exploited
- percentage increase in program funding
- Number of national and international meetings participation
- Number of workshops conducted and participate
- Number of advocacies conducted

### 2.3 : Material Resources

#### Objective

- 2.3.1** To increase material resources for effective implementation of program activities by 2027

#### Strategy:

- develop material mobilization strategy
- carry out mobilization campaigns
- carry out donation activities



#### Indicators:

- STREAM office operational
- Mobilization plan put in place for STREAM Network and for intended communities
- No. of campaigns carried out
- No of persons and target communities supported

### PILLAR 3: PROGRAM DEVELOPMENT

STREAM Cameroon looks at the different Program Areas that it needs to focus on to achieve its vision

## 3 PROGRAM DEVELOPMENT

3.1 Program development will follow the STREAM Trainers manuals guided by the StSt trainers. This we will adopt a three phase approach

#### Phase one:

Conduct initial experiential adaptation workshop (s) to go through the existing manual together with experienced StSt trainers

Training will initially require in person expert training for at least 2 weeks

Virtual or at a distance support will be required over the year as we move on

**Commented [AW6]:** Again it would be good for you to decide soon which manual you would prefer to start with (see files I will attach to the email for more info on these)

#### Phase two:

Evaluate how much adaptation may likely be needed for the Cameroon context. Then run an initial training of facilitators workshop based on that adaptation

#### Phase three:

Run a pilot led by the Cameroonian facilitators with ongoing support from the (external) trainers, then see what next in addressing the priority needs and desires coming from the intended communities as described below

#### Strategy:

Read manual for better understanding, with technical support from the StSt trainers.

Conduct initial workshop with the StSt trainers.

Evaluation



Adaptation

Training of trainers in Cameroon

ToT localize trainings



**Indicators:**

Reports

Number of trainings conducted

Numbers of ToT facilitators

Experiences of ToT trainee facilitators in using the manual and on their own lives

### 3.2 SUPPORT GROUPS

Create and strengthen support group members living with HIV

**Objective**

- 3.2.1 Create and operational adolescent support group
- 3.2.2 Create and operationalize parent support group
- 3.2.3 Developing code of conduct for support group members
- 3.2.4 To offer counseling and psycho social support to support group members
- 3.2.5 To build capacities of support groups

**Strategy:**

- Counseling
- Psycho-social support
- Vocational training for life skills
- Formal education
- Job creation
- Enhance family cohesion

**Indicators:**

- Number of support groups created
- Number of support group members engaged in productive work
- Number of vocational trainings carried out
- Number of adolescent girls in formal training
- Number of adolescent girls empowered psycho-socially



- How many girls and women feel, determined, resilient, empowered, AIDS-free, mentored and safe
- How many girls and women feel heard, supported and their needs acted upon

### 3.3 HUMAN RIGHTS PROTECTION

#### **Objective**

3.3.1.1 To reduce gender based violence on people living with HIV and care givers within the families, institutions and communities

#### **STRATEGY:**

- Education and sensitization
- Trainings
- Health Talks
- Referrals of survivors
- Support to survivors

#### **Indicators:**

- No. of survivors supported
- How many survivors feel supported
- How many survivors feel they have gained or regained self esteem
- How many survivors have become resilient
- Reports produced

### 3.4 SEXUAL AND REPRODUCTIVE HEALTH RIGHTS

#### **Objective**

3.4.1 To increase knowledge on SRHR for girls and women and improve maternal and infant health among intended communities

#### **Strategy:**

- Identification of girls and women priorities through baseline survey
- sensitization and trainings on priorities of girls and women



- Monitoring and reporting

**Indicators:**

- Baseline survey
- Reports
- Number of trainings held
- Number of persons trained
- Number of reports produced

### **3.5 Socio-Economic Development/LIVELIHOOD SUPPORT**

**Objective**

- 3.5.1** Training with adolescent girls and young people living with HIV on livelihood and sustainability
- 3.5.2** Improve nutrition and income for identified targeted beneficiaries

**Strategy**

- Engage in income generating activities
- Life skills training
- start-up support capital for wealth creation

**Indicator**

- Numbers of life skills trainings carried out
- Number of start-up projects supported
- Number of participants' engaged in income generating activities

### **3.6 Orphans and Vulnerable Children CARE AND SUPPORT**

**Objective**

- 3.6.1** To increase access to psychosocial, economic, care and support services to **Orphans and Vulnerable Children** and care givers

**Strategy**

- Identify **Orphans and Vulnerable Children** and care givers
- Assess and prioritize needs and desires
- Develop an **Orphans and Vulnerable Children** support plan



- Conduct counseling sessions



#### Indicators:

- Number of identified **Orphans and Vulnerable Children** and care givers
- List of priority needs and desires
- Existing support plan
- Number of counseling sessions
- List of supported Orphans and Vulnerable Children and caregivers

### 3.7 Set up an MEAL system for STREAM

#### Objective

- 3.7.1 To operationalize the M&E system of STREAM

#### Strategy:

- Develop an M&E system
- Timely Reporting
- Research
- Capacity building

**Commented [AW7]:** If you decide to start with StStWC we have a facilitators' journal that you could adapt, as well as M&E questionnaires that you could adapt. There is also a counselling guide, to train existing professional counsellors who are used to working with adults, in ways to work more effectively with children...

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#### Indicators

- MEAL Manual
- Tools
- Report formats
- Number of trainings carried out

### 3.8 Communication and visibility

**Objective:** To enhance visibility and actions of STREAM network

#### Strategy

- Develop a communication plan
- Sharing of information via STEPPING STONES handles, social media outlets
- Sharing of information via STEPPING STONES secretariat.



#### Indicators

- Communication manual
- No of social media handles exploited
- Emails to STEPPING STONES secretariat

#### PLANNING FOR RESOURCES

##### Projected Budget for implementing this Strategic Plan

ITEM	FY24	FY25	FY26	FY27	FY28	TOTAL
Localisation of STREAM						
Resource mobilization						
Support groups						
Human rights protection						
Sexual and reproductive health rights						
Socio-economic development/livelihood support						
Orphan and Vulnerable Children and Care Givers Program						
Set up an MEAL system for STREAM						
<b>TOTAL</b>						

This projection includes staffing, equipment and supplies and program management.