

# STEP TO HUMANITY MAGAZINE



ISSUE: FALL 2023



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## Imprint

### **Step to Humanity Magazine - September 2023 Edition**

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#### **Photo Source**

STHA Website

#### **Gratitude**

To the Members of the Association, Members of the Board of Directors,

Editorial Team Members, Donors, Advertisers, Stakeholders,

Government Agencies & Volunteers. We extend our

heartfelt gratitude to our generous donors & advertisers,

Who have played a pivotal role in our mission's success.

Your financial support and unwavering belief in our cause have not only allowed us to reach a broader audience but also to create a more significant impact.

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Edition: September 22, 2023







## About the Magazine

On September 22, 2023, the Step to Humanity Association will be celebrating its 7th anniversary with the launch of its latest publication, the "Step to Humanity" Magazine. Over the past seven years, our association has been dedicated to addressing critical issues such as poverty alleviation, healthcare, and climate change. This event represents a significant milestone in our journey, and we are excited to present our progress, achievements, and future endeavors to you.

The magazine will take center stage during this celebration, providing an extensive overview of the impactful initiatives we have undertaken and sharing the inspiring stories of individuals and communities whose lives have been positively transformed. Through this publication, we aim to highlight the power of collective action and emphasize the importance of collaboration in effecting positive change.

Following the release of the magazine, we will be hosting a virtual discussion meeting, delving deeper into its contents and engaging in insightful conversations. We eagerly anticipate sharing this remarkable journey with you and reaffirming our commitment to the well-being of humanity.





## MESSAGE FROM PRESIDENT STEP TO HUMANITY ASSOCIATION

Dr. Mohammad Asif Fazil

Dear Esteemed Readers,

Within the heart of our inaugural edition, you will embark on an inspiring journey that encapsulates the very essence of humanity – the remarkable tale of the Step to Humanity Association (STHA).

On the forthcoming date of September 22, 2023, the Step to Humanity Association will proudly mark its 7th anniversary by unveiling its latest creation: the "Step to Humanity" Magazine. Throughout these seven impactful years, our association has wholeheartedly committed itself to addressing critical global issues such as poverty alleviation, healthcare accessibility, and the looming challenge of climate change. This momentous occasion signifies a significant milestone in our shared expedition, and we are genuinely thrilled to present our progress, achievements, and future aspirations to you, our cherished readers.

In the year 2016, an extraordinary cohort of individuals, bound by a common vision, united under the visionary leadership of Moazzem Hossain. Their noble ambition was unambiguous: to establish an organization that

would usher hope and transformation into the lives of those less fortunate in developing nations.

The founding members of STHA, including myself (Dr. Mohammad Asif Fazil), Dr. Ekram ul Azim, Dr. Ibrahim Dodo, Dr. Mujahid Sayed, Mahfuj Enam, Masud Rana Sarkar, and our revered Moazzem Hossain, amalgamated their diverse backgrounds and resources to form a potent force for good. Their mission was nothing short of audacious: to combat poverty, elevate livelihoods, and illuminate a brighter path for the marginalized.

Our latest issue invites you into the extraordinary narrative of their odyssey. From that monumental inaugural meeting in Nanaimo, British Columbia, on June 5th, 2016, to the birth of the name "Step to Humanity Association," you will be enthralled by the unwavering dedication that fueled their pursuit of making profound differences in the lives of the underprivileged.

“

STHA's vision expanded to encompass the empowerment of unemployed youth through skill training, the championing of underprivileged students with educational opportunities, and the delivery of essential medical care to those in dire need. Their goal was, and continues to be, nothing less than the active engagement of individuals in socio-economic development.





## From the previous page

Within these pages, you will also encounter the story of how STHA established and upheld transparency and accountability in all financial dealings, a fundamental pillar of their noble cause. The heartfelt acknowledgment of TD Canada Trust for their invaluable support in this endeavor is a testament to the spirit of cooperation that drives the organization forward.

We extend our heartfelt gratitude to Dr. Ekram UI Azim for his relentless efforts towards CRA registration.

The official incorporation of Step to Humanity Association under the BC Society Act in September 2016 marked a significant turning point. It marked the commencement of their tireless efforts to address pressing community needs, exemplified by initiatives like tailoring training for unemployed youth in Bangladesh.

The path towards charity status was fraught with challenges, but the unwavering dedication of STHA ultimately triumphed. The story of their journey to gain recognition showcases their indomitable determination and unwavering perseverance.

Throughout its existence, STHA has relied on the invaluable contributions of dedicated members and the generous donations from friends, families, and the broader community to fund its transformative projects. Together, they have left an indelible and positive imprint on the lives of the impoverished in developing nations.

The saga of the Step to Humanity Association is a resounding testament to the transformative power of collective action and unwavering commitment.

With each step they take, STHA propels us closer to the realization of a world marked by reduced poverty, accessible education for all, and accessible medical care for those in dire need.

As you immerse yourself in their extraordinary journey within these pages, we fervently hope that you will be both inspired by their unwavering dedication and motivated to join them in their mission to bring about lasting transformation and reignite hope in the lives of the underprivileged.



I would like to extend my heartfelt thanks and deep gratitude to the editorial team for their tireless efforts and the remarkable work they have accomplished.

Sincerely,  
Mohammad Asif Fazil  
President and Co-Founder

[End of the article]





## MESSAGE FROM THE CHIEF EDITOR Prof. Delwar Jahid

We are delighted to present "Step to Humanity" Magazine, a publication by The Step to Humanity Association of British Columbia, Canada. Our charity association is dedicated to tackling the interconnected challenges of poverty alleviation, healthcare, and climate change. Through tireless efforts, we strive to uplift marginalized communities, provide essential resources, and foster sustainable practices for a brighter future. This magazine serves as a testament to the positive impact we have made and the ongoing work to create lasting change.

Over the years, our association has spearheaded various initiatives, ranging from educational programs and skill development workshops to sustainable development projects. Each of these endeavors is aimed at empowering individuals and communities, ensuring that they have the tools to overcome adversity and build a sustainable and prosperous future.

At Step to Humanity, we firmly believe that addressing poverty and climate change requires collective efforts, with the government and civil society working hand in hand. We are immensely grateful for the support and recognition from esteemed leaders like you, as they serve as beacons of hope for our volunteers, supporters, and the communities we serve. Your acknowledgment of our work in "Step to Humanity" Magazine resonates with readers, inspiring them to take action and contribute to poverty alleviation and environmental sustainability.

In the third sector and public sector, the impact of our magazine must strike a careful balance. We understand that our target audience, which includes customers, beneficiaries, users, stakeholders, and members, must be engaged and motivated by our messaging. At the same time, we prioritize accountability and accuracy in every aspect of our communication. Whether it's our prospectuses, annual reports, how-to guides, or white papers, we are committed to honing our text into effective and precise documents that align with our vision and mission.

Our areas of specialization encompass charity governance and fundraising, peace processes, and healthcare. The "Step to Humanity" Magazine is a reliable resource that leaders count on to access values-based management information and proven practices, allowing them to make informed decisions in their pursuit of positive change.

As we move forward, Step to Humanity remains dedicated to our mission of creating a world where poverty is eradicated, healthcare is accessible to all, and environmental sustainability is a priority. We are grateful for the continued support of leaders like yourself, as it reinforces our commitment to making a difference in the lives of those in need.

Together, let us take bold strides towards a brighter and more compassionate future. Step by step, hand in hand, we can build a better world for all. Thank you for being part of this journey with us.

[End of the article]





## BEST WISHES TO "STEP TO HUMANITY ASSOCIATION"

**António Guterres**  
UN Secretary General

UN Secretary-General António Guterres Offers Support and Best Wishes to "Step to Humanity"

In a heartfelt message, Ms. Meremcel Dumaquita, representing the Strategic Communications and Speechwriting Unit of the Office of Secretary-General António Guterres at the United Nations, extends warm wishes and wholehearted support to "Step to Humanity." In this publication that brought to you by the Step to Humanity Association in British Columbia, Canada, and was released on September 22, 2023.

Delwar Jahid, Chief Editor of Step to Humanity Magazine and Chairperson of The Step to Humanity Association's Special Project Committee, respectfully requested an endorsement and words of encouragement from Secretary-General Guterres. The endorsement requested carries the potential to significantly bolster our noble cause and inspire countless others to join the humanitarian movement.

The Step to Humanity Association Canada remains unwaveringly committed to addressing the interconnected challenges of poverty alleviation, healthcare, and climate change. Our organization tirelessly strives to uplift marginalized communities, provide essential resources, and promote sustainable practices, paving the way for a brighter future. Over the years, we have successfully implemented a diverse array of initiatives, including educational programs, skill development workshops, and sustainable development projects. These endeavors are all directed towards fostering lasting and positive change.

We firmly believe that the battle against poverty and climate change necessitates collaborative efforts, with both governmental and civil society entities working hand in hand. The support and recognition of distinguished leaders like Secretary-General Guterres serve as a beacon of hope for our dedicated volunteers, steadfast supporters, and the communities we serve. By acknowledging our work within the pages of "Step to Humanity" Magazine, your message will resonate with readers, igniting a spark of motivation and inspiring them to take meaningful action in the realms of poverty alleviation and environmental sustainability.

Our inspiration draws from Secretary-General Guterres' inaugural address to the UN General Assembly, wherein he highlighted crucial priorities for the United Nations, encompassing peace, sustainable development, and organizational reform. One particular quote from his address deeply resonates with us:

"We live in a complex world. The United Nations cannot succeed alone. Partnership must continue to be at the heart of our strategy. We should have the humility to acknowledge the essential role of other actors, while maintaining full awareness of our unique convening power."





From the previous page



He also emphasized:

"It is time to reconstruct relations between people and leaders – national and international. Time for leaders to listen and show that they care, about their own people and about the global stability and solidarity on which we all depend. And it is time for the United Nations to do the same: to recognize its shortcomings and to reform the way it works. This Organization is the cornerstone of multilateralism and has contributed to decades of relative peace. But the challenges are now surpassing our ability to respond. The UN must be ready to change."

"Our most serious shortcoming – and here I refer to the entire international community – is our inability to prevent crises. The United Nations was born from war. Today we must be here for peace."

These poignant words mirror the very essence of our mission. Secretary-General Guterres' visionary leadership and dedication to global well-being resonate deeply with our efforts, reinforcing our commitment to creating a better, more equitable world for all. We are profoundly grateful for your support, Secretary-General Guterres, and we eagerly anticipate your words of encouragement to fuel our ongoing pursuit of humanitarian excellence. Together, we can shape a brighter future for humanity.

Picture Source:  
Step To Humanity Association Website

[End of the article]



**A MESSAGE *from***  
**PREMIER DAVID EBY**

As Premier of British Columbia, I would like to offer congratulations to the Step to Humanity Association (STHA) as you celebrate your seventh anniversary.

Over these past seven years, your commitment to uplifting marginalized communities through humanitarian aid has exemplified the true spirit of international solidarity. Your initiatives to provide food, clean drinking water, health care and educational resources to impoverished communities abroad serve as beacons of hope for those in need. By emphasizing sustainability in your efforts, you demonstrate the interconnected nature of the environment, health and economic equality. In addition to your international work, I would also like to thank STHA for offering additional food aid here in British Columbia to support communities affected by the disastrous November 2021 floods.

I commend your ongoing efforts to make our world a better place through your relentless pursuit of social justice and equality. Your work resonates deeply with our province's values and has touched the lives of countless individuals. May your accomplishments continue to inspire us all to work toward a brighter, more equitable future.

Congratulations, again, on your seventh anniversary!

A handwritten signature in blue ink that reads 'David Eby'.

---

**Honourable David Eby, KC**  
*Premier of British Columbia*





July 5<sup>th</sup>, 2023

## A MESSAGE FROM THE MAYOR

On behalf of the citizens of Vancouver and my colleagues on City Council, I am pleased to extend my warmest wishes to Step to Humanity Association as they celebrate their 7<sup>th</sup> Anniversary.

As Mayor, I am proud of the vibrant multicultural city we live in. The Step to Humanity Association celebrates different ethnic backgrounds and promotes peace and friendship between all peoples. This work is integral to the growth and diversity of our community and internationally.

Once again, congratulations on the 7<sup>th</sup> year anniversary of the founding of Step to Humanity and best wishes for the future.

Sincerely,

A handwritten signature in blue ink, appearing to be 'Ken Sim', written in a cursive style.

Mayor Ken Sim



## EMPOWERING ACCESS TO TREATMENT: SUPPORTING MEDICAL EXPENSES IN DEVELOPING COUNTRIES

Moazzem Hossain

Developing countries face numerous health challenges, including limited healthcare resources and inaccessible treatment facilities. These countries bear a higher burden of diseases, drug resistance, and co-infections, resulting in increased mortality and morbidity rates. Access to healthcare services is often constrained by socio-economic and political factors, further impeding the ability of individuals in these countries to receive the care they desperately need.

Poverty remains a significant barrier to healthcare access in developing countries. Many individuals simply cannot afford the costs of medications or healthcare services. They are forced to make impossible choices between essential medical treatments and meeting their basic needs, as they lack the financial means to afford proper healthcare. This situation leads to increased suffering, higher mortality rates, and hampers socio-economic development.

Recognizing the urgent need for support, Step to Humanity Association, a charitable non-profit organization, is dedicated to providing financial assistance for treatment costs to marginalized individuals in developing nations. The organization aims to bring hope and strength to these individuals, enabling them to fight back against poverty and illness.

Step to Humanity Association has covered treatment expenses for numerous poor and vulnerable individuals in developing countries, including Nigeria, Pakistan, India, and Bangladesh. Many of these individuals had lost all hope of survival due to terminal illnesses. Their financial hardships prevented them from accessing the necessary medical attention. Thanks to Step to Humanity Association, they have received the medical care they desperately needed, including medications and surgeries. They now lead happy lives and actively contribute to the socio-economic development of their communities.

Additionally, Step to Humanity Association provides capital to help these individuals start their own businesses and generate income. This approach not only addresses their immediate medical needs but also breaks the cycle of poverty that hinders socio-economic development in developing nations. Step to Humanity Association remains committed to expanding this project in countries where disadvantaged individuals require critical medical assistance.

The challenges faced by developing countries in terms of healthcare access and poverty are immense, and support is crucial. Step to Humanity Association recognizes that addressing these problems requires collective action and sustainable solutions. The organization is deeply grateful to its volunteers and donors, whose ongoing support makes it possible to implement this project. Step to Humanity Association would not exist without their generous contributions.

[End of the article]





## GOAT REARING AND BREEDING: A SUSTAINABLE PATH TO ALLEVIATE POVERTY IN BANGLADESH

Dr. Ekram Ul Azim

### Background and Objectives

In the 21st century, despite global prosperity and globalization, millions of people in low- and middle-income countries still suffer from starvation. This is a result of socioeconomic disparities at both local and global levels. "Step to Humanity" is an organization committed to creating an inclusive world where all individuals have the right to access resources, including nutritious food, and opportunities to enhance their livelihoods. To achieve this, the organization has initiated several projects in Bangladesh, India, Pakistan, and Nigeria. The "Goat Rearing and Breeding" project, launched in Bangladesh in 2022, is a core initiative aimed at combating poverty and improving the lives of destitute women in the country.



Bangladesh, with a population of 169 million in 2022 and limited land area, has seen rapid economic growth.

However, a significant portion of the population remains trapped in poverty, with 53% earning just \$3.1 per day, and 6.5% living in severe poverty (below \$1.9 per day). The situation is even more dire in rural areas, where 78.4% of the population resides, and approximately 35% live below the poverty line. These individuals often face food insecurity, lack access to education and healthcare, and live without land or assets. The "Goat Rearing and Breeding" project was conceived to offer a sustainable means of livelihood, particularly for impoverished women, to break the cycle of poverty.

### Project Concept and Model

The project primarily focuses on the Black Bengal Goat, native to the Kushtia District in Bangladesh, renowned for its meat production. These goats mature quickly, with females giving birth to 2-4 kids annually. They are adaptable and can thrive on various foods, making them ideal for households with limited resources. To ensure sustainability, beneficiaries must adhere to

### Specific terms and conditions:

- Beneficiaries receive a female goat free of charge from Step to Humanity and become sole owners of the goat and its offspring.
- They cannot sell the mother goat without a valid reason approved by local volunteers. If they do sell it, the proceeds must be used to acquire a better replacement.
- A bull-goat is provided for breeding to preserve the Black Bengal Breed.





## From the previous page

- Beneficiaries must inform local volunteers if the female goat becomes ill, dies, or experiences pregnancy delays, and provide relevant data for research purposes.
- Health-care services are provided by the Upazilla Livestock office; beneficiaries are responsible for service fees if applicable.
- Beneficiaries are encouraged to donate one goat to a needy relative or neighbor, promoting a harmonious community and project sustainability.

### Project Implementation

In early 2022, Step to Humanity distributed approximately 100 Black Bengal Goats to destitute women in Kushtia District. Local volunteers, government officials, non-government organizations, and village representatives played key roles in beneficiary selection, goat procurement, health care, and project monitoring.

In summer 2023, Dr. Ekram Azim visited the project area to assess progress and distributed an additional 50 goats to new beneficiaries in adjacent villages.



Preliminary monitoring after 1.5 years revealed that approximately 10% of goats had died due to cold weather in the winter of 2022. Most goats had bred at least once during this period, and some were already pregnant for the second time. Although beneficiaries hadn't yet reaped the project's benefits, they eagerly anticipated future returns.



### Two case studies illustrate the project's impact:

Case Study 1: Jamuna Jamuna, a young housewife, obtained four offspring from her mother goat in two breeding cycles. She plans to sell some goats to build a brick house and educate her children, promising to donate a goat to her poor sister in the future.

Case Study 2: Shurzohar Shurzohar, a widow, gained three male offspring from her mother goat in one breeding cycle. She plans to raise and sell these goats, aiming to buy a cow and gift a goat to her daughter.

### Lessons Learned and Future Plans

Working in developing countries presents various challenges, such as the scarcity of dedicated local volunteers, difficulties in beneficiary selection, and inadequate monitoring. The project learned to avoid distributing goats in winter to prevent cold-related deaths and to provide well-sized goats for quicker

results. The project has thrived thanks to generous donors and aims to expand its success to other districts in Bangladesh and other developing nations.

In summary, the "Goat Rearing and Breeding" project represents a sustainable means to alleviate poverty in Bangladesh, providing destitute women with opportunities for better livelihoods and brighter futures. It is a testament to the positive impact that well-executed initiatives can have in the fight against poverty.

[End of the article]



## STEP TO HUMANITY ASSOCIATION TRANSFORMING DREAMS INTO REALITY

Dr. Mujahid Sayed



In 2016, a group of visionary individuals led by Moazzem Hossain came together with a common goal - to establish a charitable organization that would uplift the lives of the impoverished in developing countries. After extensive discussions, seven passionate individuals from diverse backgrounds and countries united to form a non-profit organization as part of their social responsibility. The founding members of Step to Humanity Association (STHA) included Dr. Mohammad Asif Fazil, Dr. Ekram ul Azim, Dr. Ibrahim Dodo, Dr. Mujahid Sayed, Mahfuj Enam, Masud Rana Sarkar, and Moazzem Hossain. They brought together their expertise and resources, with the shared objective of addressing poverty and improving livelihoods.

On June 5th, 2016, in Nanaimo, British Columbia, STHA held its first formal meeting, marking the beginning of its remarkable journey. During the initial stages, the members proposed various names for the organization, such as "Light of Humanity" and "Face of Humanity." Ultimately, they decided on "Step to Humanity Association," a name that truly reflected their commitment to taking meaningful steps towards enhancing the lives of disadvantaged individuals.

“

STHA's purpose was to alleviate poverty by empowering unemployed youth through skill training, providing educational support to underprivileged students, and offering vital medical treatment to those unable to afford it.

By engaging unemployed youth in income-generating activities, STHA aimed to enable them to contribute to the workforce and improve their livelihoods. The organization also sought to support impoverished students in completing higher education, equipping them with the necessary skills to compete in the job market and elevate their family's income. Furthermore, STHA aimed to provide medical treatment assistance to individuals who lacked the financial means to afford it, enabling them to actively participate in socio-economic development.

To ensure transparency and accountability in financial transactions, STHA opened a non-profit bank account with TD Canada Trust, allowing the organization to maintain accurate records of all its financial activities. STHA expressed deep gratitude to TD employees for their cooperation in facilitating the establishment of the bank account.

In September 2016, Step to Humanity Association was officially incorporated under the BC Society Act, providing the organization with a formal structure and recognition. With its incorporation, STHA wasted no time and promptly embarked on its first project, offering tailoring training to unemployed youth in Bangladesh. Despite limited resources, the organization initiated non-profit activities to address the pressing needs of the community.





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In early 2018, STHA applied for charity status to expand its reach and amplify its impact. However, the application process posed challenges, with a six-month delay before an officer was assigned to review the application. The officer conducted a comprehensive evaluation and requested multiple clarifications and explanations to ensure compliance with the criteria. The dedicated members of STHA worked tirelessly, investing countless hours to provide the necessary documentation and satisfy the officer's requirements. Finally, in June 2019, the officer approved STHA's application, with the registration retroactively effective from January 1, 2019. Dr. Ekram ul Azim received special recognition for his tireless support and inspiration throughout this arduous process.

Throughout its existence, STHA has relied on the contributions of dedicated members and generous donations from friends, families, and the community to fund its projects. These funds have enabled the organization to continue its mission of serving the impoverished and making a positive impact in developing countries.

Step to Humanity Association stands as a testament to the power of collective action and the unwavering commitment of individuals determined to create positive change. With each step taken, STHA moves closer to fulfilling its vision of a world where poverty is reduced, education is accessible to all, and medical care is available to those in need. As they forge ahead, STHA remains resolute in its mission to bring about lasting transformation and restore hope to the lives of the underprivileged.

[End of the article]

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"Who is it that would loan Allah a goodly loan so He may multiply it for him many times over? And it is Allah who withholds and grants abundance, and to Him you will be returned."

-Quran 2:245

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## THE EVOLUTION OF SOCIAL DEVELOPMENT APPROACHES: CHARITY MODEL, NEEDS-BASED APPROACH, AND RIGHTS-BASED APPROACH



### Introduction:

The field of social development has witnessed significant transformations over time, reflecting the changing perspectives and growing awareness of the challenges faced by vulnerable populations. This article explores the chronological evolution of three major approaches in social development: the Charity Model, the Needs-Based Approach, and the Rights-Based Approach.

### The Charity Model:

The Charity Model has its roots in the instinctive and emotional response to poverty and need. For millennia, societies relied on the generosity of individuals and charitable organizations to provide immediate relief to the poor and needy. While this approach demonstrated compassion and brought essential aid during crises, it struggled to address the underlying causes of social problems. Often, the Charity Model created a cycle of dependency, as beneficiaries became increasingly reliant on external assistance without opportunities for sustainable change.

### The Needs-Based Approach:

In the mid-20th century, the Needs-Based Approach emerged as a significant improvement over the Charity Model. This approach sought to involve the affected communities directly in identifying their needs and participating in finding solutions. By empowering the beneficiaries to have a say in their development, the Needs-Based Approach emphasized dignity and respect.

However, it often fell short in addressing systemic issues and policies that perpetuated poverty and inequality, leading to recurring challenges in the long term.

### The Rights-Based Approach:

With the adoption of the Declaration on the Right to Development by the United Nations, the Rights-Based Approach gained prominence. This pivotal declaration recognized development as a fundamental human right, entitling all individuals and communities to participate in economic, social, cultural, and political development while fully enjoying their human rights and fundamental freedoms.







## THE STEP TO HUMANITY ASSOCIATION: EMPOWERING COMMUNITIES AND TRANSFORMING LIVES

Dr. Anwar Jahid  
Ex. Director, Bangladesh Academy for Rural Development-BARD

### Introduction:

The Step to Humanity Association (STHA) has consistently demonstrated its commitment to addressing poverty, empowering communities, and improving lives through a range of impactful projects implemented worldwide. By focusing on sustainable livelihoods, healthcare accessibility, clean water access, education support, and crisis response, STHA has made a tangible difference in the lives of the underprivileged. With a dedicated team and the support of volunteers and donors, STHA has transformed dreams into reality, promoting sustainable development and uplifting communities.

### Empowering Unemployed Youth: Tailoring Training in Bangladesh:

STHA's tailoring training program for unemployed youth in Bangladesh stands out as a remarkable project. Recognizing the potential of tailoring as a self-employment skill, STHA provided training to equip these individuals with the necessary skills. Collaborating with local volunteers and a skilled tailoring master, the program empowered unemployed youth to establish their own businesses, generating income and improving their livelihoods. The provision of sewing machines further supported their entrepreneurial endeavors, showcasing the effectiveness of the project in empowering the youth.

### Financial Assistance for Treatment: Supporting Medical Expenses:

STHA has successfully addressed the barriers to healthcare access faced by individuals in developing countries. Through their financial assistance program, the organization has provided support for treatment costs to marginalized individuals in Nigeria, Pakistan,

India, and Bangladesh. By covering medical expenses, including medications and surgeries, STHA has enabled these individuals to receive the necessary care, leading to improved health outcomes and a better quality of life. Furthermore, their provision of capital to start businesses has offered these individuals an opportunity to break the cycle of poverty.

### Sustainable Livelihoods: Goat Rearing and Breeding Project:

STHA's Goat Rearing and Breeding Project has been instrumental in empowering impoverished women in the Kushtia District of Bangladesh. Through the distribution of female goats, this project has enabled women to generate income and improve their lives. The project's success is evident through the successful breeding of goats, highlighting the transformative potential of investing in livestock resources. This project serves as a model for empowering women and breaking the cycle of poverty, not only in Bangladesh but also in other communities.

### Enhancing Healthcare Access: Cataract Surgery Project:

The Cataract Surgery Project by STHA has addressed the critical issue of vision impairment and blindness in developing countries. By organizing and funding cataract surgeries, the project has restored vision and independence to individuals who were previously visually impaired. Beyond the direct beneficiaries, the project has raised awareness about eye health, contributing to the prevention of future cases of cataracts and blindness.





## From the previous page

The project showcases the transformative power of healthcare interventions and emphasizes the importance of accessibility and affordability in ensuring a better quality of life for all.

### **Access to Clean Water: Tube Well Installation Project:**

STHA has recognized the significance of clean water access and has implemented the Tube Well Installation Project in Bangladesh and Nigeria. By providing clean water to communities in need, STHA has improved health and sanitation, promoting sustainable development. The project's success lies in its collaboration with local communities, raising awareness about clean water, and training community members to ensure the long-term impact of the project. STHA's efforts in this area serve as an inspiring example of how organizations can empower communities and make a significant difference in addressing the global water crisis.

### **Crisis Response: Food Support and Humanitarian Aid:**

During times of crisis, STHA has demonstrated its commitment to supporting vulnerable communities. In response to the global pandemic, the organization implemented a food support program, providing non-perishable food items to low-income families in South Asian countries. This program ensured that these families had access to essential food supplies during challenging times. Additionally, STHA has provided humanitarian aid, supporting BC flood victims and addressing the healthcare needs of Rohingya refugees in Cox's Bazar, Bangladesh. These initiatives highlight STHA's dedication to providing immediate relief and long-term support in times of crisis.

### **Education Support: Financial Assistance Programs:**

Recognizing the transformative power of education, STHA has implemented financial assistance programs to support children from

low-income families in Bangladesh and Canada. By providing monthly support, the organization empowers these children to continue their education, alleviating the financial burden on their families and unlocking their potential. STHA emphasizes the socioeconomic benefits of education, such as increased employment opportunities and economic growth. Through their ongoing efforts, STHA demonstrates the profound impact of education and the importance of equal access for all children.

### **Acknowledging Volunteer Contributions:**

STHA acknowledges and celebrates the invaluable contributions of volunteers in implementing these projects and making a positive impact in communities. Volunteers play a crucial role in delivering services, monitoring progress, and ensuring the success of projects. Their dedication, expertise, and selflessness are integral to the organization's mission. STHA recognizes the importance of volunteer centers, governmental support, and collaboration across sectors to promote and facilitate volunteerism. The collective effort of volunteers, donors, and supporters has been instrumental in enabling STHA to fulfill its objectives and create lasting change.

### **Conclusion:**

The Step to Humanity Association (STHA) has consistently demonstrated its unwavering commitment to addressing poverty, empowering communities, and improving lives. Through their diverse range of projects, STHA has made a significant impact on sustainable livelihoods, healthcare accessibility, clean water access, education support, and crisis response. The organization's dedication, coupled with the support of volunteers and donors, has transformed dreams into reality and uplifted the lives of the underprivileged. With an ongoing commitment to positive change, STHA continues to make a lasting impact on communities worldwide.

**[End of the article]**





## STHA REPORT CLEAN WATER ACCESS

Access to clean water is not just a basic necessity but a fundamental human right. Unfortunately, for many people worldwide, clean water remains a luxury rather than a reality. This is especially true in densely populated countries like Bangladesh and Nigeria, where water contamination and scarcity pose significant challenges. However, the Step to Humanity Association (STHA) is making a substantial difference through its tube well installation project in these countries. By providing clean water access to communities in need, STHA is setting an inspiring example of humanity in action.

The lack of clean water access is a pressing issue in Bangladesh, where arsenic contamination poses a severe health risk. Similarly, in Nigeria, 60% of the population lacks access to safe drinking water. STHA's Tube Well Installation Project aims to tackle this problem head-on by providing clean water to these communities.

In Bangladesh, STHA has successfully installed tube wells in various locations within the Kaliakair upazila, granting clean water access to over 1,000 people. This intervention has had a profound impact on the well-being and health of the area's residents by reducing the risk of waterborne diseases and improving overall sanitation. Similarly, in Nigeria, STHA's tube well installations have provided clean water access to more than 2,500 individuals, bringing immeasurable joy to a community that had never experienced such access before.



However, STHA's project goes beyond simply providing clean water access—it aims to empower and promote sustainable development. The project involves close collaboration with local communities, raising awareness about clean water and providing training to community members on water maintenance and management. By empowering local communities to take ownership of the project, STHA ensures its sustainability and long-term positive impact on the health, well-being, and economic development of the surrounding communities.

STHA's tube well installation project in Bangladesh and Nigeria represents a crucial initiative in providing clean water access to communities in need. By working hand-in-hand with local communities, STHA sets a remarkable example for other organizations to follow, demonstrating the immense positive impact that can be achieved when communities are empowered to take charge of their own development projects.

[End of the article]





## PANDEMIC LOCKDOWN FOOD SUPPORT

Mayami Hossain Jyoti

The global pandemic in 2020 brought fear, anxiety, and despair, pushing people to face unprecedented adversity. As Covid-19 cases multiplied daily, citizens' health declined, and rural areas, especially those with limited access to healthcare and inadequate medical coverage, became particularly vulnerable.

“ Overcrowded hospitals struggled to meet the rising demand for healthcare professionals, and the virus claimed numerous lives. As cities and countries implemented lockdown protocols, connections began to fray, and transportation restrictions resulted in reduced food supplies. Families found themselves with dwindling food resources and limited storage. Step to Humanity Association was determined to change this.

Founded on principles of assistance and support to those in need, our organization has strived to overcome these challenges since its establishment seven years ago. Our primary focus has been helping individuals in developing countries such as Nigeria, Pakistan, Bangladesh, and India, restoring smiles to those who had begun to lose hope.

The lockdown measures began in South Asia, affecting countries like India, Pakistan, and Bangladesh, where access to groceries became difficult due to store closures. Low-income families were hit hard, particularly day laborers, rickshaw pullers, and small business owners, who were unable to earn income as everything shut down. The uncertain duration of the lockdown only added to the fear and anxiety during those challenging times.



Recognizing the devastating impact of the lockdown on these families, Step to Humanity Association initiated a program to deliver food to those in needs. Non-perishable items such as rice, lentils, and cooking oil were packed in quantities sufficient to sustain each family for at least two weeks. Volunteers purchased the food, packaged it, and set up distribution points. In cases where additional assistance was required, volunteers personally visited many homes to deliver the food. Through this humanitarian aid project, over a thousand families in Bangladesh, Pakistan, and India received crucial support.

Working on this heartwarming project brought joy and fulfillment as we witnessed families experiencing relief from food insecurities. We were able to provide the necessary support and assistance during the lockdown. We extend our gratitude to all our donors, volunteers, and dedicated supporters whose contributions made this possible. Their generosity enables Step to Humanity to flourish and make a positive impact worldwide, continuing to uphold the basic human right of access to food.

[End of the article]



## STHA REPORT SUPPORT FOR BC FLOOD VICTIMS STEP TO HUMANITY ASSOCIATION DONATES CASH TO LOCAL FOOD BANK

The recent devastating floods in British Columbia have left numerous people displaced and in urgent need of support. In response to this crisis, the Step to Humanity Association, a non-profit organization dedicated to humanitarian aid and disaster relief, has stepped forward to provide assistance to the affected communities.

One of the primary ways in which the Step to Humanity Association has extended support to the BC flood victims is through a generous cash donation to the local food bank. This contribution has played a crucial role in ensuring that those affected by the floods have access to essential food and supplies during this challenging time.

Recognizing the urgent need for food support in the affected communities, the Step to Humanity Association swiftly mobilized to provide aid. By partnering with the local food bank, the organization effectively delivered much-needed assistance directly to those who needed it the most.

“The decision to donate cash to the local food bank reflects the Step to Humanity Association's strategic approach. Unlike donations of food and supplies, which can present challenges in terms of management and distribution during times of crisis, cash donations offer flexibility and enable organizations to procure specific items required by the affected communities. This approach allows for a more efficient and targeted response to the crisis at hand.



The support provided by the Step to Humanity Association for BC flood victims has been widely appreciated by the affected communities. The cash donation to the local food bank has made a significant impact in ensuring that families have access to food and other vital supplies during this difficult period. Furthermore, the organization's efforts have inspired others to step forward and contribute to the ongoing relief efforts.

In addition to supporting the affected communities in British Columbia, the Step to Humanity Association has a commendable track record of providing humanitarian aid and disaster relief to communities worldwide. The organization remains steadfast in its commitment to making a positive impact and improving the lives of the most vulnerable.

In conclusion, the Step to Humanity Association's support for BC flood victims through the generous cash donation to the local food bank exemplifies their unwavering dedication to humanitarian aid and disaster relief. Their efforts have played a crucial role in ensuring that families have access to essential supplies during this challenging time. We applaud the Step to Humanity Association for their unwavering commitment and commend their support for communities in need.

[End of the article]



## STHA REPORT

# FLOOD RELIEF EFFORTS FOR PAKISTAN STEP TO HUMANITY ASSOCIATION OFFERS VITAL SUPPORT

Pakistan is currently grappling with a devastating flood crisis caused by heavy rains and flash floods, resulting in widespread damage to infrastructure, homes, and crops. This disaster has left millions of people in urgent need of humanitarian assistance, including food, water, medical supplies, and shelter. Responding to this crisis, Step to Humanity Association has stepped in to provide critical support to flood victims across the country.

The relief efforts of Step to Humanity Association have prioritized emergency assistance, focusing on providing food, water, shelter, and medical supplies to the most vulnerable communities.

“ Collaborating with local organizations, Step to Humanity Association has reached thousands of flood-affected families throughout the country, particularly in remote and hard-to-reach areas. The organization's response to the flood crisis has been prompt and effective, with dedicated teams on the ground assessing needs and delivering aid to those who need it the most. The volunteers of Step to Humanity Association have demonstrated remarkable dedication and resilience in the face of significant challenges, such as navigating flooded roads and bridges, coordinating with local authorities and organizations, and ensuring the safety and security of aid recipients.

The response of Step to Humanity Association to the flood crisis in Pakistan highlights the importance of effective and timely humanitarian action in times of disaster.



Picture: Daily Nation Pakistan

The organization's ability to mobilize resources, collaborate with local partners, and deliver aid to those most in need has been instrumental in saving lives and alleviating suffering in flood-affected areas. However, the need for continued support for flood victims in Pakistan remains urgent. Millions of people still require humanitarian assistance, and the long-term impacts of the disaster on communities and the economy will be significant. Therefore, it is crucial for organizations like Step to Humanity Association to receive sustained support from donors, governments, and the international community to continue their vital work in responding to the flood crisis and supporting long-term recovery efforts.

The support provided by Step to Humanity Association for flood victims in Pakistan has played a crucial role in offering emergency relief and aiding in long-term recovery efforts within affected communities. The organization's unwavering dedication and resilience in the face of formidable challenges exemplify the significance of effective humanitarian action in times of disaster. Nevertheless, the need for ongoing support for flood victims in Pakistan remains urgent.

[End of the article]





## STHA REPORT

### ADDRESSING THE ROHINGYA REFUGEE CRISIS PROVIDING HEALTHCARE ASSISTANCE



The Rohingya refugee crisis in Bangladesh is a tragic outcome of systematic discrimination and persecution against the Rohingya people from Myanmar. This humanitarian disaster began in August 2017, when the Myanmar military launched a brutal crackdown on the Rohingya community, forcing them to flee their homes in search of safety in neighboring countries, including Bangladesh. Since then, over 900,000 Rohingya refugees have sought refuge in Bangladesh, making it the largest refugee camp in the world. The overcrowded camps in Cox's Bazar, located in southeastern Bangladesh, face significant challenges in meeting basic needs such as clean water and food.



In response to the dire situation, Step to Humanity Association collaborated with AMDA Bangladesh, a local authorized volunteer organization, to establish a medical camp in Cox's Bazar refugee camp. This initiative aimed to provide essential medical assistance to the Rohingya refugees. The medical camp operated during periods of increased medication needs for the Rohingya refugees in February and September 2018. Step to Humanity Association played a crucial role by generously providing the necessary medications for the Rohingya refugees in Cox's Bazar.

Step to Humanity Association supplied medical resources to over 2,000 beneficiaries, ensuring access to vital healthcare services. The project was implemented in the temporary shelter at Kutupalong Camp, Cox's Bazar, with the necessary permissions from the Deputy Commissioner and Civil Surgery of Cox's Bazar.



The medical team consisted of two doctors, one paramedic, and three health assistants, who tirelessly provided medical care and dispensed medications to the refugees.







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The medical camp operated six days a week, from 9:30 am to 2:30 pm, serving an average of 130-150 patients per day. Step to Humanity Association provided medical supplies, including medicines, in two installments, in February 2018 and September 2018. These supplies were distributed to patients at the camp, sourced through the assistance of a volunteer from a reputable pharmaceutical company in Bangladesh.

While the project achieved success in providing healthcare support, the refugee population continues to require ongoing medical services. The poor hygiene conditions in the camps contribute to the prevalence of illnesses, particularly among vulnerable groups such as children and the elderly. Additionally, many individuals with chronic conditions require long-term medication.

Addressing the healthcare needs of the Rohingya refugees remains a pressing challenge. Step to Humanity Association recognizes the ongoing necessity for medical assistance and continues to work towards providing essential healthcare services to this vulnerable population.

[End of the article]





## FINANCIAL ASSISTANCE FOR EDUCATION EMPOWERING CHILDREN'S FUTURE

Mayami Hossain Jyoti

Education is a fundamental human right that should be accessible to every individual worldwide. However, the unfortunate reality is that many children still face barriers to education due to financial struggles within their families, particularly in developing countries. These children often find themselves forced into labor from a young age to support their families, depriving them of the opportunity for a standard education and future employment prospects.

The impact of child labor is profoundly disheartening. Boys and girls as young as six are compelled to engage in strenuous Labor Day and night in order to meet basic needs like food and shelter. This leaves them with little time or energy to pursue their dreams and aspirations. Education plays a critical role in shaping a child's future, equipping them with foundational skills in subjects like math and science while expanding their knowledge of the world. It also enables them to better understand themselves and unlock their true potential.

Recognizing the urgency of addressing this issue, Step to Humanity has taken the initiative to assist children from low-income families by providing them with financial aid for education. This ongoing project grants children the opportunity to transform their futures and alleviates the concerns of their parents. The organization offers monthly financial assistance to families in both Bangladesh and Canada, ensuring that children can continue attending school. This support not only benefits the children directly but also eases the financial burden on their parents, enabling them to allocate resources to other essential needs.



Moreover, education has a positive socioeconomic impact on society as a whole. As children complete their education and enter the workforce, the money they earn is reinvested back into the economy, contributing to its growth. The emergence of new businesses and innovative ideas benefits a growing number of individuals, demonstrating the ripple effect of investing in education. Thus, society as a whole reaps the rewards of prioritizing education.

Additionally, education fosters the development of essential soft skills that are integral to personal growth. Through education, children have opportunities to socialize and engage in activities that deepen their understanding of different perspectives and values. These soft skills play a significant role in interpersonal interactions, contributing to the creation of a harmonious society.





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Education is a fundamental requirement for securing a brighter future for every generation. The generous donors supporting Step to Humanity Association have provided children with the chance to transform their lives for the better. The heartwarming smiles of these children stand as a testament to the profound impact that education can have on their lives. Each child possesses dreams, wishes, and goals, and it is our collective responsibility as a society to equip them with the necessary tools and resources to achieve them.

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"Give to the one who asks you, and do not turn away from the one who wants to borrow from you."

- Matthew 5:42 (New Testament)

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[End of the article]



## STHA REPORT

# TAILORING TRAINING EMPOWERING UNEMPLOYED YOUTH IN BANGLADESH



Tailoring is a profession that holds great potential for providing a stable source of income for individuals equipped with the necessary skills. In Bangladesh, where poverty and unemployment remain significant challenges, initiatives such as the one undertaken by Step to Humanity Association (STHA) can truly make a difference in the lives of young people striving to improve their livelihoods. This article will delve into the implementation process, beneficiaries, and outcomes of STHA's pilot project, which focused on providing training and support to unemployed youth for

self-employment through tailoring.

The primary objective of STHA's project was to assist unemployed youth by equipping them with tailoring skills that would enable them to establish their own businesses and generate income. The ultimate goal was to enhance the overall livelihoods of these individuals and their families, positively impacting aspects such as nutrition, health, and education through improved financial stability. The project was executed in Kushtia, Bangladesh.

Drawing from his personal experience with poverty-related issues in his birthplace, Dr. Ekram Azim, an executive member of STHA, developed the project concept. He engaged with the local community and enlisted the support of three local volunteers, comprising two college professors and one student. These volunteers, held in high regard within the local community, willingly assisted in implementing the project without any remuneration. Professor Nawab Ali led the team of local volunteers and maintained regular communication with STHA.

The volunteers were tasked with identifying disadvantaged and unemployed youth who expressed an interest in tailoring training and subsequent self-employment. They provided a list of five interested candidates, from which STHA selected two based on direct telephone interviews. The volunteers also connected with a skilled tailoring master who owned his own business and could provide training to the selected candidates. STHA engaged in phone conversations with the tailoring master to clarify his responsibilities within the project, and all parties signed an agreement on a specified date to solidify their commitment.





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The training session commenced on a specified date and concluded on another predetermined date. Professor Nawab Ali disbursed fixed subsistence allowances to the trainees and provided remuneration to the trainers in cash at the end of each month. All payment receipts were submitted to STHA on a monthly basis.

Local volunteers visited the training venue at least once a week to ensure that the trainees were actively engaged in their activities and that the trainer delivered appropriate lessons to ensure completion within the designated timeframe. Volunteers sent progress reports to STHA, including text, video clips, and payment receipts,

on a monthly basis. Dr. Azim also maintained monthly communication with the tailoring master to monitor progress.

Upon successful completion of the training, the trainees received a sewing machine from STHA and embarked on establishing their own businesses with the guidance of their trainer. STHA remains committed to monitoring the overall benefits of this training in relation to the livelihoods of the beneficiaries' families.

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"Give to the near of kin his due, and also to the needy and the wayfarers. Do not squander your wealth wastefully; for those who squander wastefully are the brothers of Satan, and Satan is ever ungrateful to his Lord."

- Quran 17:26-27

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## STHA REPORT IMPROVING VISION QUALITY & QUALITY OF LIFE

Blindness, particularly caused by cataracts, is a prevalent issue in Bangladesh, especially among the poorest and most disadvantaged individuals. According to the World Health Organization (WHO), cataracts contribute to over 50% of global blindness cases. The high incidence of blindness in Bangladesh can be attributed to poverty, inadequate nutrition, and limited access to healthcare. To address this problem, the Step to Humanity Association initiated a resource-limited project aimed at providing free cataract surgeries to the most vulnerable individuals in Gazipur, Bangladesh.



Commencing in February 2020, the project successfully provided 25 cataract surgeries to those in dire need. Additionally, it offered preliminary eye examinations and basic treatments to at least 150 people. The primary objective of the project was to alleviate poverty and restore vision to individuals who couldn't afford surgery due to financial constraints. A dedicated team consisting of nurses, doctors, and support staff worked together seamlessly to ensure a positive experience for the patients and the team performed necessary surgeries at a local clinic, conducting cataract screenings as well. To facilitate quick recoveries, patients also received post-operative treatment.



It is truly remarkable how cataract surgery can profoundly impact a patient's daily life. Many individuals who underwent the procedure were able to regain clear vision and resume their daily activities. They no longer felt reliant on others or burdensome to their loved ones. Moreover, the families of these patients, whose vision had been restored, experienced positive changes as well.

They were relieved of the responsibility of caring for their visually impaired loved ones. The Cataract Surgery Project was solely funded by donations from generous individuals. This aspect renders the project even more significant as it did not receive any government funding. To sustain the provision of free cataract surgeries to those in need, the project heavily relied on donations.

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This project not only provided free cataract surgeries but also raised awareness about the significance of eye health. By encouraging individuals to seek treatment promptly, the project aimed to prevent the development of cataracts and subsequent blindness.

The impact of the Cataract Surgery Project in Bangladesh cannot be overstated, as it provided free cataract surgeries to those who

were unable to afford them. By improving the quality of life for these individuals and affording them the opportunity to contribute to their communities and families, this project serves as an exemplary model of how collective efforts can enhance the lives of those most in need.



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"Each of you should give what you have decided in your heart to give, not reluctantly or under compulsion, for God loves a cheerful giver."

- 2 Corinthians 9:7 (New Testament)

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[End of the article]





## LOCAL VOLUNTEERS: HEROES OF STEP TO HUMANITY ASSOCIATION



Step to Humanity Association of Canada is dedicated to tackling poverty, climate change, and promoting sustainable development within the country. The organization recognizes and values the immense contribution of volunteers in building healthy and inclusive communities, empowering individuals, and addressing social, cultural, economic, and environmental challenges. They call upon leaders across sectors to establish robust volunteer centers, while urging governments to safeguard individuals' rights to volunteer and allocate resources for volunteering. Additionally, businesses, media, education, religion, and NGOs are encouraged to actively promote and facilitate volunteerism. The association deeply appreciates the significance of volunteering as a vital component of civil society, embodying noble aspirations such as peace, freedom, opportunity, safety, and justice for all. In an era characterized by globalization and complexity, volunteering, whether through individual or group efforts, upholds human values of community, care, and service.

STHA advocates for shared responsibilities among volunteers, organizations, and communities. They emphasize the importance of meaningful volunteer work that yields tangible results, with clearly defined participation criteria and policies. Volunteers and those they serve should be provided with protection measures, including appropriate training, evaluation, and recognition. The article emphasizes the removal of physical, economic, social, and cultural barriers to volunteer participation.

Volunteering at Step to Humanity Association of Canada empowers individuals to exercise their rights and responsibilities as community members, fostering lifelong learning and personal growth. It highlights the significance of bridging differences and forging connections to promote healthy and sustainable communities. Volunteers are encouraged to provide innovative solutions to shared challenges and shape collective destinies. The article asserts that volunteering has become an essential element in all societies as we enter the new millennium, calling for practical action to transform the United Nations' declaration that individuals have the power to change the world into a reality.

Step to Humanity Association of Canada highly appreciates and recognizes the invaluable contributions of its dedicated volunteers across various projects.





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**Professor Nowab Ali**, a committed volunteer, has made significant contributions to Step to Humanity Association (STHA) in Bangladesh. With a background in applied chemistry and over 30 years of experience as the head of the Department of Chemistry at Daulatpur Degree College, Professor Nowab Ali joined STHA in 2016. He played a crucial role in the successful implementation of the tailoring training project for unemployed youth in Kushtia. Additionally, he actively participated in various other initiatives, including goat distribution, scholarship programs, treatment expense support, and tubewell installation in Kushtia. Professor Nowab Ali's selflessness and commitment have

greatly benefited the beneficiaries of STHA's projects, demonstrating his dedication to improving the lives of the underprivileged.

**Dr. Sharif Mahmud Rume**, a medical doctor, volunteered with Step to Humanity Association (STHA) in response to the Rohingya crisis in 2018. With a degree from Sir Salimullah Medical College, Dhaka, Dr. Rume played a crucial role in organizing and implementing a medical camp in the Cox's Bazar refugee camp. Working alongside AMDA Bangladesh, the camp provided essential medical assistance to over 2,000 Rohingya refugees. Dr. Rume's dedication and expertise helped address the urgent healthcare needs of the Rohingya population affected by the crisis, alleviating their suffering and providing much-needed medical support.



**Labib Uddin**, a government employee and social worker, has been a valuable volunteer for Step to Humanity Association (STHA) since 2016. With a background in agriculture and extensive community knowledge, Labib Uddin has played a crucial role in implementing various projects. He facilitated the installation of tubewells in educational institutions, empowered women through goat rearing, provided essential food supplies during the COVID-19 lockdown, and supported treatment for the underprivileged. Labib Uddin's efforts ensured access to clean drinking water for thousands of individuals, improved the livelihoods of vulnerable women, and successfully provided essential support to impoverished individuals during the pandemic.

**Lubna Jahan Eva**, a volunteer since 2020, has made significant contributions to Step to Humanity Association (STHA) by supporting impoverished individuals with their medical expenses. Through the treatment expense support project in Kaliakair, Gazipur, Lubna Jahan Eva provided financial assistance to beneficiaries facing various medical conditions. Her support ranged from covering the medical expenses of individuals with congenital heart disease, severe burns, kidney stones, osteoporosis, amputation complications, fractures, rectal carcinoma, and thalassemia. Lubna Jahan Eva's involvement in the project has provided financial relief and facilitated access to necessary medical care for these individuals, making a meaningful impact on their lives.



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## REMARKABLE ACHIEVEMENT OF STEP TO HUMANITY ASSOCIATION



[Agrilife24.com](http://Agrilife24.com): In a heartwarming recognition of its humanitarian efforts, Step to Humanity Association (STHA) has been awarded the prestigious gold certificate for the "Best Association in the Local Charity Category" by the readers of the Surrey Now-Leader. The Surrey Now-Leader, a renowned Canadian media outlet serving the communities of Surrey, North Delta, and White Rock in British Columbia, presented this esteemed accolade to the international charity organization.

STHA, a registered charitable organization in Canada under the Societies Act of BC (registration #50066022) and CRA Registration #750593923RR0001, was founded in 2016 with a dedicated mission to alleviate poverty, primarily focusing on nations in Asia and Africa. Operating as a non-profit entity, STHA transcends political boundaries and international borders to serve the underprivileged, exemplifying a commitment to humanity that knows no bounds.

Throughout its years of operation, STHA has implemented a wide array of programs and services aimed at uplifting individuals, families, and communities, with special attention to countries such as Nigeria, India, Pakistan, and Bangladesh. These multifaceted initiatives encompass youth employment programs, educational support, health and sanitation projects, livelihood enhancement, and emergency relief efforts to address climate-related vulnerabilities. The ultimate goal of STHA is to foster self-sufficiency, create lasting positive change, and reduce poverty in these underserved communities.

The gold certificate from Surrey Now-Leader readers serves as a testament to the exceptional work carried out by Step to Humanity Association and reflects the deep impact it has made on the lives of those it has touched. STHA remains committed to its mission and looks forward to continuing its meaningful contributions to global humanitarian efforts.



## STEP TO HUMANITY ASSOCIATION

Website: [www.steptohumanity.org](http://www.steptohumanity.org)

CRA Registration: 750593923RR0001

Head Office: 164 - 13898 64 Ave, Surrey, BC V3W 1L6, Canada

### List of members:

#### Founding Member:

- 1 Dr. Mohammad A Fazil
- 2 Mohd Ekram ul Azim
- 3 Moazzem Hossain
- 5 Dr. Ibrahim Dodo
- 6 Dr. Mujahid Sayed
- 7 Mahfuj Enam
- 7 Mohammad Masud Rana Sarkar

#### General Members:

- 1 Abdur Rahman
- 2 Abul Kalam Azad
- 3 Ahmed Elmalah
- 4 Ashfaque Ahmed
- 5 Dr Faraj El Gehani
- 6 Dr. Mohd Enamul Haque
- 7 Dr. Hammad Mir
- 8 Dr. Md. Muntasir Ul Alam
- 9 Ehtesham
- 10 Emran Mohammad Abu Anas
- 11 Fahana Kanig
- 12 Fariadul Islam
- 13 Halim
- 14 Kamal
- 15 Khalid Sheergar
- 16 Md Zakaria
- 17 Md. Mahfuzur Rahman
- 18 Mizanur Rahman
- 19 Mohammad Bashar
- 20 Mohammad Sajed
- 21 Mohammad Tayyeb
- 22 Momtaz Ali
- 23 Nasarat
- 24 Raeed Mir
- 25 Sabbir Ahmed
- 26 Sarder Asaduzzaman
- 27 Tafsirul Islam
- 28 Tarek Mizan
- 29 Abdur Razzaq Abbasi
- 30 Sayed Abbass
- 31 Dilkhush Panjwani
- 32 Afzal Rasheed
- 33 Zakir Hussain
- 34 Sujath Syed
- 35 Ann Winter

- 36 Shabbir Amanullah
- 37 Idumban Rajan
- 38 Rajeev Peekra
- 39 Shahzad Khurram
- 40 Harinath Mallavarapu
- 41 Ranjit Tatineni
- 42 Arun Natarajan
- 43 Md Awlad Hossain
- 44 Md Razzaqul Haider
- 45 Mohammad Khalid Akter
- 46 Dr Suvida Jain
- 47 Michelle Lppy
- 48 Mohammad Jahangir Hossain
- 49 Shantanu Gore
- 50 Maureen Wielinga
- 51 Md Khorshedul Alam
- 52 Mohammad S Khan
- 53 AKM Shahid Al Mansur
- 54 Md Omar Reza
- 55 Md Imran Khan
- 56 Bashir Hareed
- 57 Navid Alam
- 58 Asif Shahzad
- 59 MD Shaheen
- 60 BM Sirajeel Arifin
- 61 Ruth Bahri
- 62 Delwar Jahid
- 63 Fernandes Marine Services
- 64 Golam Mostafa
- 66 Jaman hossain
- 68 Dr. Abdul Had
- 69 Amit Azad
- 70 Farah Azim
- 71 Salima Akhter
- 72 Hiron Nahar Khan
- 73 Raeed Hammad Mir
- 74 Md. Munjasir Ul Alam
- 75 Md Muntasir Ul Alam
- 76 Md Mofizul Huq Laskar
- 77 Mohammad Saifuzzaman
- 78 Joel-Ahmed Mondol
- 79 Dr. Faruque Ahmed
- 80 Md Waz Uddin
- 81 Hossain Iman
- 82 Azlina Islam Tima



## STEP TO HUMANITY ASSOCIATION Executive Committee



**DR. MOHAMMAD ASIF FAZIL**  
PRESIDENT AND CO-FOUNDER

Dr. Mohammad Asif Fazil is a distinguished physician with a wealth of experience in Canada's healthcare sector. Throughout his illustrious career, he has consistently showcased exceptional expertise and a deep commitment to patient care, earning him a well-deserved reputation as one of Canada's most respected and trusted physicians. Dr. Fazil's extensive medical knowledge and vast experience have led him to hold influential positions in various healthcare organizations, where he has played a pivotal role in advancing medical research and innovation. He remains actively engaged in the medical community, generously sharing his expertise with fellow healthcare professionals and contributing to the field's progress. Dr. Fazil's unwavering dedication to patient well-being and his relentless pursuit of excellence make him a highly esteemed member of Canada's healthcare community.

**DR. IBRAHIM DODO**  
VICE PRESIDENT AND CO-FOUNDER



Dr. Ibrahim Dodo is a devoted family physician with a profound commitment to serving underserved populations. Born and educated in Nigeria, he furthered his medical training in Family Medicine in the UK and earned his qualification in 2008. Dr. Dodo has had a fulfilling career as a Family Physician in England and currently practices in Vancouver Island, BC, Canada. With his compassionate approach to patient care and extensive medical expertise, he has made a significant impact on the health and well-being of his patients. Beyond his medical profession, Dr. Dodo is passionate about reading, traveling, and wildlife conservation. He also dedicates his time and resources to various charitable causes, demonstrating his unwavering commitment to helping less privileged individuals worldwide. Dr. Dodo's dedication to serving others and his unwavering pursuit of excellence make him a valued member of the medical community.

## STEP TO HUMANITY ASSOCIATION Executive Committee



**DR. MUJAHID ALI SYED, MD, FRCPC, CISAM, FIIOPM**  
VICE PRESIDENT AND CO-FOUNDER

Dr. Mujahid Ali Syed is a highly esteemed specialist in mental health who has dedicated his professional career to enhancing the lives of individuals and communities. As a qualified psychiatrist and a fellow of the Royal College of Psychiatrists, he possesses extensive experience working with diverse populations across three continents. Dr. Syed leads the department for mental health and substance use at the White Rock MHC & Peace Arch Hospital, where he serves as a consultant psychiatrist and addiction specialist. He holds an academic appointment as a clinical lecturer at the University of British Columbia and is a fellow of the International Institute of Organizational Psychological Medicine. Dr. Syed actively participates in various professional associations and non-governmental organizations, including the Indo-Canadian Psychiatric Association and the British Columbia Psychiatric Association. Furthermore, he co-founded and serves as the honorary CEO of Care Educational Societies and holds the position of vice president at Step to Humanity, among other leadership roles. With his expertise, dedication, and compassion, Dr. Syed has made significant contributions to the field of mental health and the betterment of humanity.



**MOAZZEM HOSSAIN**  
GENERAL SECRETARY AND CO-FOUNDER

Moazzem Hossain is a dedicated Registered Nurse (RN) who has made substantial contributions to both the healthcare and community development sectors. After completing his Bachelor of Science in Nursing from Vancouver Island University in 2015, Moazzem has tirelessly provided exceptional care to patients in his role as an RN. Before embarking on his nursing career, Moazzem earned a Bachelor of Science in Fisheries from Bangladesh Agricultural University and a master's in Aquatic Resource Development from the University of Stirling, UK. With his extensive background in community development, Moazzem has worked relentlessly for nearly a decade to improve the lives of people in Bangladesh. He remains actively engaged in community activities in Canada and collaborates closely with the Step to Humanity Association to support underprivileged individuals worldwide. Moazzem's passion for serving others and his unwavering commitment to excellence have solidified his status as a valuable member of both the healthcare and community development communities.



## STEP TO HUMANITY ASSOCIATION Executive Committee

### DR. EKRAM UL AZIM JOINT SECRETARY AND CO-FOUNDER



Dr. Ekram Azim is an educator, scientist, and community organizer who has embarked on a mission to uplift underprivileged individuals. He obtained his BSc and MSc from Bangladesh Agricultural University and earned a PhD in Aquatic Ecology from Wageningen University in the Netherlands. Currently serving as a Technical Director in a consulting firm based in Surrey, BC, Canada, Dr. Azim's life journey has seen him rise from adversity to becoming a stalwart in civil society. His experiences growing up in a society where many children lacked basic necessities such as food, shelter, healthcare, and education fuel his dedication to caring for the underprivileged, a commitment he upholds through his involvement in various community development organizations, including Step to Humanity.



### MASUD RANA SARKAR, RPH TREASURER AND CO-FOUNDER

Masud Rana Sarkar is a highly educated pharmacist holding a B.Sc in Pharmacy and a Master's in Clinical Pharmacy and Pharmacology from the University of Dhaka. He currently manages his pharmacy business in Surrey, BC. Beyond his professional work, he is a devoted father of two and actively engages in community service. In 2004, he served as President of the Rotaract Club of Metropolitan Dhaka, underscoring his strong belief in the significance of assisting underprivileged members of society. Masud's dedication to making a positive impact in the community led him to join Step to Humanity, where he tirelessly works to enhance the lives of those in need.

### MAHFUJ ENAM IT SECRETARY AND CO-FOUNDER



Mahfuj Enam is a Senior Web/App Developer for the BC Government since 2014 and previously served as a Senior System Analyst for the Ministry of Commerce in Bangladesh. With over a decade of experience, Mahfuj has designed numerous IT infrastructures and software applications, including the first Export Database Software for the Export Promotion Bureau in Bangladesh, the computerization of the Ministry of Commerce, and the Bangladesh Trade and Tariff Commission. In Canada, he has contributed to projects like the corporate website for the BC Government and the Legislative Assembly of BC's websites, among other applications. In addition to his professional work, Mahfuj is passionate about community service and enjoys lending a helping hand. During his free time, he indulges in writing and has published six books, including two in Canada titled "If I Go Forever" and "Death of a Dream."

Ref: <https://www.steptohumanity.org/team-members/>

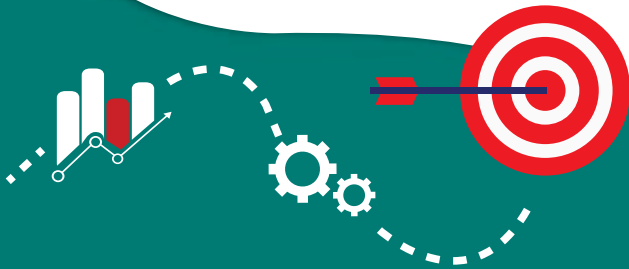




# STRATEGIC PLAN (2024-2029)

## STRATEGIC PLAN (2024-2029)

By Prof. Delwar Jahid and  
Prof. Dr. Anwar  
(Rural Development and Planning expert )





# Step to Humanity Association

## Strategic Plan 2024-2029

### Introduction

Step to Humanity Association (STHA) is a charity organization in Canada, registered in 2016 under the Societies Act of BC, #S0066022/CRA Registration # 750593923RR0001. STHA is a non-profit, non-political, non-partisan, and international charitable organization in Canada with the aim of reducing poverty, especially in Asian and African countries. At the initial stage, STHA has implemented a variety of programs and services for underprivileged individuals, families, and communities, especially in Nigeria, India, Pakistan, and Bangladesh. STHA initiatives mainly include youth employment programs, education support, health and sanitation, livelihood improvement, and emergency relief efforts for climate vulnerabilities to alleviate poverty, improve livelihoods, create lasting change, and bring self-sufficiency to communities. The strategic planning document is prepared keeping in view the central issues of STHA and giving emphasis on formulating strategic plans 2024-2024 from the perspective of Bangladesh. The strategic plan laid the foundation for STHA's five-year plan document for implementing its programs from the perspective of one country in Asia through the piloting of programs that embody the principles of flexibility, transparency, accountability, and improvement. At the initial stage, the Strategic Plan (20024-2025) of Bangladesh will start first, followed by the Strategic Plan (20024-2025) of Nigeria after getting feedback on the launching experience of Bangladesh, as it is prepared and gets approved. These plan documents outline the critical steps and methodologies for program development, stakeholder engagement, risk management, and reporting that will guide Step to Humanity Association in its quest to make a positive difference in the communities it serves. It is hoped that it can guide the work internationally, in the respective countries and units/branches, and in all the communities, that STHA works in.

### The Strategic Plan Framework of STHA

<b>Vision</b>	"Build a poverty-free world together, valuing diversity, promoting empathy, and working towards common goals to create a bright future for the poor and vulnerable."
<b>Mission</b>	"To reduce poverty by providing employment-related skill training, education expenses, sanitation and medical supplies, and direct financial support for the self-sufficiency of the poor people and community."
<b>Services</b>	Health and Sanitation Services, Emergency Relief Services for Victims, Livelihood and Social Protection Services, Education Support, Skill Training, and Human Resource Services.



<b>5 Year Goals</b>	<b>Goal-1:</b> Reduce and prevent poverty, vulnerability, and inequality to build climate resilience in communities.	<b>Goal-2:</b> Enhance healthcare access (sanitation, medical supplies, services, and water supply) for the disadvantaged, vulnerable, and poor.	<b>Goal-3:</b> Provide/promote education costs (stipend) and skill training to youths and vulnerable /disadvantaged people to enhance employment and improve livelihood.	<b>Goal-4:</b> Empower the rural poor (youths and vulnerable/ disadvantaged people) through community organization and leadership.
<b>Strategic Objectives</b>	<p>i) Continually improve vulnerability and inequality strategies for poverty reduction and social protection through ensuring stakeholder support, collaboration, and community participation to combat climate change and vulnerability.</p> <p>ii) Provide/increase the level of support/ assistance provided to climate victims/ targeted poor or coastal household members (over baseline) by 20%.</p>	<p>i) Reduce the incidence of illness among the targeted poor people or coastal household members (over baseline) by 30% through providing services/assistance/ costs for improving their physical and mental health.</p> <p>ii) Install/provide deep/submersible tube-well or hand tube-well for agriculture and pure drinking water, as well as water-sealed latrines for household members or the community to improve their health condition.</p>	<p>i) Provide education costs to poor students and skill training to rural youths and vulnerable poor (over baseline) by 10% for generating employment and improving livelihood.</p> <p>ii) Link the youths and vulnerable poor (over baseline) by 20% for obtaining skill training from collaborating partners or other institutions to enhance employment and improved livelihood.</p>	<p>i) Organize rural poor (youths and vulnerable/disadvantaged people) through community organizations (groups) to mobilize, empower, and provide self-help.</p> <p>ii) Establish a culture of continuous learning, innovation, and leadership through community organizations (groups) operating for self-help and group achievements.</p>

## STHA Strategic Plan 2024-2029

As per the registration of Step to Humanity Association (STHA) as a charity organization under the Societies Act of Canada, the organization implements its activities according to the decisions of the Board of Directors or through membership consultation. In the next five years, we plan to continue working alongside our member program-implementing countries, following our policy guidelines and our vision to reduce poverty by providing employment-related skill training, education expenses, sanitation and medical supplies, and direct financial support. Our new strategic plan covers the next five years (2024–2029). It is developed with our members'



decisions through an open participatory process and supports our mission with new innovative ideas, knowledge sharing, and the experiences of respective countries. With the insights of our members, we have developed four programmatic goals and strategic objectives to achieve the goals for this period.

This strategic plan describes the direction and action plan for the coming five years, 2024–2029. Starting with external and internal trends, we derived a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis that resulted in the strategic goals and objectives for 2024–2029, as given below:

### SWOT ANALYSIS OF STHA

<p><b>STRENGTHS</b></p> <ul style="list-style-type: none"> <li>o A registered charity organization in Canada</li> <li>o Experience in successful implementation of rural projects and initiatives for the poor/vulnerable people in Asia and Africa</li> <li>o Donors and members' support in fund raising</li> <li>o Sources of future fund-raising</li> <li>o Minimum administration cost</li> <li>o Accountability and transparency in undertaking programs, income, costs, and budget.</li> </ul>	<p><b>WEAKNESSES</b></p> <ul style="list-style-type: none"> <li>o Inadequate funds for diversified charitable activities/support for the poor in various countries</li> <li>o Less experience in continuously implementing diversified rural projects, programs, and initiatives for the poor/vulnerable people in Asia and Africa under an institutional framework</li> <li>o Inadequate administrative and program staff in the central office</li> <li>o Lack of detailed organizational structure</li> <li>o Lack of identified collaborating partners in program-implementing countries.</li> </ul>
<p><b>OPPORTUNITES</b></p> <ul style="list-style-type: none"> <li>o Scope of assistance/collaboration with the program-implementing countries</li> <li>o Strategic partnerships with key development actors/partners and agencies</li> <li>o Fundraising through by-laterals, by-laterals, multi-lateral institutions/foundation, donors, and individuals from Canada and other countries</li> <li>o Investment in fund/financial instruments to achieve development outcomes rather than just grants/donations</li> <li>o Community participation through group activities and leadership.</li> </ul>	<p><b>THREATS</b></p> <ul style="list-style-type: none"> <li>o Uncertainty in future fund raising</li> <li>o Inadequate collaboration possibilities among development partners, government agencies, and NGOs</li> <li>o Competitors in the same arena</li> <li>o Political influence in beneficiary selection and decision-making</li> <li>o Uncertainty in getting support from the respective government departments/agencies.</li> </ul>

The strategic objectives are developed based on STOT analysis and the opinions of experts, which are finally agreed upon by the management team and approved by the board of directors. This strategic plan is designed to give direction to STHA policymakers and to inform the concerned stakeholders.





## WORK PLAN AND STRATEGY SUMMARY 2023-2029

### **STHA strategic objectives/priorities, expected results and activity focus**

This work plan summarizes focus activities along with the budget and expected outcomes of STHA for 2023–2029. The plan will be available to the concerned office for information and implementation as part of the communication. The Board of Directors, management, and staff will strive to ensure that the STHA meets its strategy and fulfills its obligations to the satisfaction of its members, partners, and wider stakeholders. Between 2024 and 2029, we will pursue constructive dialogue with our members, partners, and stakeholders about where the STHA should seek to be in 2023 and beyond. We will remain accountable to our members, partners, and others concerned. This plan will be reviewed and adjusted half-yearly or annually and at the midpoint of the plan period to ensure that we remain focused on delivering against our strategy and within our budget.

### **Highlight of strategic priorities, focus activities and the overall costs for expected outcomes to attend goals/objectives**

1. **Membership Development:** Form associate membership for individuals and organizations for wider participation and fund-raising. Work with members and other organizations to enhance accountability and quality for technical support, building capacity, and improving linkages.
2. **Strengthen the STHA Secretariat:** Strengthen the headquarters secretariat with working staff, effective programs, and adequate resources in place.
3. **Organizational Development of STHA:** Develop an effective organizational structure, work culture, and guiding policies and resources to provide strategic direction in pursuit of the STHA's mission and goals. Establish grass-roots-level organizations or groups in the community to promote governance, accountability, and quality. The organizational structure is annexed in Annexure-A.
4. **Program Operations:** Implement STHA's Secretariat activities and the activities of the country office and to other parts (sub-regions) of the program-implementing countries mainly on healthcare supports (sanitation, medical supplies, services, and water supply), education costs (stipend), and direct financial support for the disadvantaged, vulnerable poor to build climate resilience in communities. Organize seminars, conferences, and webinars on the strategic events and key activities of priority issues.
5. **Training and Capacity Building of Target Beneficiaries:** Provide training to the beneficiaries' of STHA for their skill development, employment, and improved livelihood. Moreover, provide training for the personnel of program-implementing officials and management staff for the program-implementing units' personnel in their respective countries.
6. **Research/Baseline survey, Documentation, and Learning:** Conduct a baseline survey in the working areas of the selected district/sub-district and at the grass-roots level, along with research studies in the areas of jurisdiction.



7. **Leadership, Governance, Policy Dialogue, Advocacy and Strategy:** Bring to the attention of policymakers and other stakeholders, and where necessary, advocate for a change in public policy or practices through community organization to achieve STHA mission and objectives.
8. **Information, Education, and Communications:** Develop awareness-raising and sensitization programs for the poor and vulnerable on key priority issues and STHA programs through appropriate communication media.
9. **Monitoring, Reporting, and Evaluation:** Conduct an external audit and statutory audit for evaluation of STHA's financial activities and its on-going financial operations on a regular basis.
10. **Resource Mobilization:** Institutionalize fundraising within and outside the STHA from individuals and institutions by lateral (in country and foreign) donors to raise adequate resources to support the STHA program activities in the long term.



"The best way to find yourself is to lose yourself in the service of others."

- Mahatma Gandhi





## Action Plan, Cost and Expected Outcome/Income of STHA 2024-2029

Strategic priority	Activity focus	Expected outcome	Cost in CD
<p><b>1. Membership Development:</b> Open associate membership for individuals and organizations for wider participation and fund-raising. Work with members and other organizations to enhance accountability and quality for technical support, building capacity, and improving linkages.</p>	<p><b>Establish a framework</b> in the STHA board meeting to select, engage, support, maintain, and develop a membership community in Canada and program-implementing countries.</p> <p>Open associate membership for individuals and organizations for wider participation and fund-raising as per decision of Board of Directors and by-laws.</p> <p><b>Build the capacity of</b> STHA and other stakeholders in key areas of development and implementation of activities through raising funds.</p>	<p>1.1 A regionally representative, inclusive, and committed membership.</p> <p>1.2 Held the meeting in STHA HQ or Zoom platform meeting regarding Associate membership.</p> <p>1.3 Members/partner organizations actively engage and meet STHA membership obligations to raise funds to combat poverty in different countries.</p>	\$ 10,000.00
<p><b>2. Strengthen the STHA Secretariat:</b> Strengthen the headquarters secretariat with working staff, effective programs, and adequate resources in place.</p>	<p><b>Enhancing the profile of</b> the Secretariat with working materials and equipment in place.</p> <p><b>Recruitment of required</b> officials to implement this work plan and other duties of the STHA.</p> <p><b>Publication of half-yearly</b> newsletters in English and made public.</p> <p>Develop and strengthen cordial working relationships with partner organizations, networks, and stakeholder organizations in program-implementing countries.</p> <p><b>Conduct research and</b> create the documentation/ library and website unit within the secretariat.</p> <p>Implement key office operations and financial procedures and policies.</p> <p><b>Develop and upgrade</b> STHA's website to improve accessibility, navigation, and membership engagement.</p>	<p>2.1 A functioning office space is in place.</p> <p>2.2 A minimum number of working personnel in place for carrying out the duties of the STHA.</p> <p>2.3 half-yearly newsletters are published and circulated among members and key partner organizations.</p> <p>2.4 A research and documentation/library and website unit established at the secretariat.</p> <p>3.5 Upgraded STHA's website to improve accessibility, navigation, and membership engagement and other communications materials are printed and distributed at events and among partners by post or email.</p>	\$ 2,00,000.00

Strategic priority	Activity focus	Expected outcome	Cost in CD
<p><b>3. Organizational Development of STHA:</b> Develop an effective organizational structure, work culture, and guiding policies and resources to provide strategic direction in pursuit of the STHA's mission and goals. Establish grass-roots-level organizations or groups in the community to promote governance, accountability, and quality.</p>	<p>Develop a five-year program implementation strategy plan (PISP) for Asian and African countries, including the piloting of the program and budget thereon.</p> <p><b>Build the capacity of</b> country offices to support the full implementation of the STHA's programs.</p> <p><b>Develop an organizational</b> development strategy and other policy documents along with personnel recruitment policy.</p> <p><b>Develop a personnel</b> recruitment policy to recruit full-time and part-time officials, professionals, and volunteers for key functions.</p> <p>Develop a comprehensive budget in line with activities and programs mapped out in the PISP.</p> <p><b>Create an operational</b> structure conducive to relevant activities—activity management by teamwork.</p>	<p>3.1 A well-developed five-year PISP 2024-2029 for Asian and African countries, including piloting of the program.</p> <p>3.2 The number of new officials recruited and actively working for STHA</p> <p>3.3 The number of organizational documents developed for the STHA, such as financial policy, staff recruitment policy, etc.</p> <p>3.4 Effective program commitment to members and stakeholders in support of the STHA's mission and vision.</p> <p>3.5 A well developed monitoring, reporting, and evaluation policy and strategy for STHA.</p>	<p>\$ 2,00,000.00</p>



"To deny people their human rights is to challenge their very humanity."

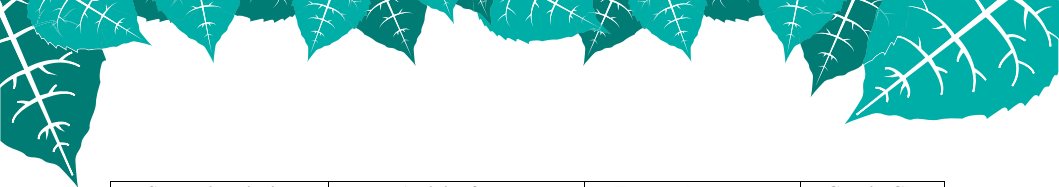
- Nelson Mandela





Strategic priority	Activity focus	Expected outcome	Cost in CD
<p><b>4. Program Operations:</b> Implement STHA's Secretariat activities and the activities of the country office and to other parts (sub-regions) of the program-implementing countries mainly on healthcare supports (sanitation, medical supplies, services, and water supply), education costs (stipend), and direct financial support for the disadvantaged, vulnerable poor to build climate resilience in communities. Organize seminars, conferences, and webinars on the strategic events and key activities of priority issues.</p>	<p><b>Work with and through</b> existing partners by establishing country/state and regional/local unit offices/ centers for implementing the activities of STHA.</p> <p><b>Carry out stakeholder</b> engagements at national and sub-regional offices and programs and initiatives.</p> <p><b>Build solid contacts and</b> strengthen good relationships with donor institutions and strategic partners for country/state /regional operation programs or initiatives to enhance support and services to poor and vulnerable people.</p> <p><b>Improved livelihood of the</b> poor/vulnerable people due to various assistance, services, and cash support from STHA programs and other organizations concerned.</p> <p><b>Organize national, sub-</b> regional, and regional seminars/ conferences/ workshop, on key STHA priority issues in key cities and sub-regions nationally and internationally.</p>	<p>4.1 Number of country/ state /regional and unit offices established.</p> <p>4.2 Number of relationships built with national and regional institutions of program-implementing countries on healthcare supports (sanitation, medical supplies, services, and water supply), education costs (stipend), and assistance in availing financial support by poor/ vulnerable people of respective country perspectives.</p> <p>4.3 Provided supports and services to poor/ vulnerable people on healthcare supports (sanitation, medical supplies, services, and water supply), education costs (stipend), and direct financial support from the STHA programs and from other organizations concerned.</p> <p>4.4 Annual report and mid-term evaluation report after two and a half years of STHA activities.</p> <p>4.5 Published annual reports and document audited accounts and financial statements for wider dissemination.</p>	<p>\$ 8,00,000.00</p>





Strategic priority	Activity focus	Expected outcome	Cost in CD
<p><b>5. Training and Capacity Building of Target Beneficiaries:</b> Provide training to the beneficiaries' of STHA for their skill development, employment, and improved livelihood. Moreover, provide training for the personnel of program-implementing officials and management staff for the program-implementing units' personnel in their respective countries.</p>	<p><b>Organize training course,</b> workshops and seminars for members and partners on key priority issues.</p> <p><b>Arrangements for skill training</b> for the beneficiaries and leaders/members of community organizations for employment and to improve livelihood.</p> <p><b>Arrangements for skill training</b> for the personnel of program-implementing officials and management staff for the program-implementing officials of respective countries.</p> <p><b>Arrangements for skill development training</b> for the personnel of the Secretariat Office of STHC.</p>	<p>5.1 Number of national training workshops and seminars organized for the officials of key stakeholders and community organizations.</p> <p>5.2 Number of Skill Trainings for the beneficiaries and members of community organizations for employment and improve livelihood.</p> <p>5.3 Funds mobilized for training, workshops and seminars.</p> <p>5.4 Develop training manuals.</p>	<p>\$ 3,00,000.00</p>
<p><b>6. Research/ Baseline survey, Documentation, and Learning:</b> Conduct a baseline survey in the working areas of the selected district/sub-district and at the grass-roots level, along with research studies in the areas of jurisdiction.</p>	<p><b>Set STHA's research agenda</b> and baseline survey through consultation with members and other relevant stakeholders.</p> <p><b>Conduct, commission, and prioritize research</b> in line with the research agenda and baseline survey in the program-implementing areas of the respective country.</p> <p><b>Actively participate/engage</b> in strategic forums to promote STHA's activities.</p> <p><b>Communicate with relevant government ministries and regulatory agencies</b> concerned about program implementation activities and organizations in the respective country.</p> <p><b>Convene and support</b> accountability, the learning group, and share findings to improve practice within other sectors, linking groups as necessary.</p>	<p>6.1 Stronger evidence and a baseline data base for assessing the impact of implementing services, quality, and practices</p> <p>6.2 Key learning is identified, shared, and integrated into practice through strategic forums or wider dissemination.</p> <p>6.3 Copies of research and baseline survey reports are available for documentation and learning sharing.</p>	<p>\$ 1,00,000.00</p>



Strategic priority	Activity focus	Expected outcome	Cost in CD
<p><b>7. Leadership, Governance, Policy Dialogue, Advocacy and Strategy:</b> Bring to the attention of policymakers and other stakeholders, and where necessary, advocate for a change in public policy or practices through community organization to achieve STHA mission and objectives.</p>	<p><b>Convene Annual General Meeting (AGM)</b> and quarterly Board meetings.</p> <p><b>Communicate regularly</b> with STHA's members and other key stakeholders on both processes with particular emphasis on messaging around implication of changes for Council members.</p> <p><b>Build and sustain</b> collaboration at all levels to raise awareness of potentials, and advocate for the development of socio-economic policies and systems targeting good governance and other processes.</p> <p><b>Advocate government</b> agencies to implement effective policies, governance, environmental sustainability, social responsibility.</p> <p>Build the capacity of the STHA to become an effective and innovative organization maintaining work standard.</p> <p>Policy Dialogue, advocacy plan and budget for bring to the attention of policymakers and other stakeholders to achieve STHA mission and objectives.</p>	<p>8.1 An effective board and well-managed secretariat with organizational are in place, providing corporate leadership for the STHA.</p> <p>8.2 Quarterly board meetings and AGM are held.</p> <p>8.3 Number of linkages created and sustained with the international institutions present in headquarters and regional offices across Asia and Africa.</p> <p>8.4 Reports on regular communications with STHA's members and key stakeholders</p> <p>8.5 Number of departments/agencies and enforcement bodies engaged in pursuit of STHA's mission and mandate.</p>	<p>\$ 40,000.00</p>



"The greatest gift you can give someone is your time, because when you give your time, you are giving a portion of your life that you will never get back."



- Rick Warren





Strategic priority	Activity focus	Expected outcome	Cost in CD
<p><b>8. Information, Education, and Communications:</b> Develop awareness-raising and sensitization programs for the poor and vulnerable on key priority issues and STHA programs through appropriate communication media.</p>	<p>Produce half-yearly and annual newsletters in English and the mother tongue of program-implementing countries.</p> <p>Develop a professional website for the official use of the STHA country office.</p> <p>Develop a communications policy and strategy to support the STHA's overall public relations activities.</p> <p>Develop media/press releases on various activities and use social media sites such as Facebook, Youtube, and LinkedIn to cover STHA's events and activities in their respective countries.</p>	<p>9.1 A professionally developed website is in place showcasing the activities of the STHA</p> <p>9.2 Social media pages and contents are well developed in reflection of the STHA's image and mission.</p> <p>9.3 Develop communication policy and strategy.</p> <p>9.4 Communication plan and budget for the public relations and media works and events on STHA's activities in the respective country.</p>	<p>\$ 40,000.00</p>
<p><b>9. Monitoring, Reporting, and Evaluation:</b> Conduct an external audit and statutory audit for evaluation of STHA's financial activities and its on-going financial operations on a regular basis.</p>	<p>Carry out independent audit of the financial accounts by independent auditors.</p> <p>Evaluate the initial activities of STHA.</p> <p>Produce annual reports, audited accounts, and financial statements in the report for transference.</p> <p>Develop a monitoring, reporting and evaluation policy and strategy.</p> <p>Conduct frequent/quarterly review of its activities to ensure they are on track and within budget.</p> <p>Produce quarterly and annual reports for its past and on-going operations and activities.</p> <p>Develop a monitoring, reporting and evaluation strategy and manual.</p>	<p>10.1 Ensure an independent audit of accounts and financial statements of STHA.</p> <p>10.2 Evaluation reports of the initial activities of STHA.</p> <p>11.3 Published annual reports, audited accounts, and financial statements in relevant documents.</p> <p>11.4 A well-developed monitoring, reporting, and evaluation policy and strategy.</p> <p>11.5 Copies of half-yearly activity reports.</p>	<p>\$ 60,000.00</p>







Strategic priority	Activity focus	Expected outcome	Cost in CD
<p><b>10. Resource Mobilization:</b> Institutionalize fundraising within and outside the STHA from individuals and institutions by lateral (in country and foreign) donors to raise adequate resources to support the STHA program activities in the long term.</p>	<p><b>Develop and launch a</b> fundraising and resource mobilization campaign to raise the necessary funds to support and sustain the ongoing activities of the STHA.</p> <p><b>1 Hire core fundraising staff</b> and give responsibility to the members of the Board of Directors (BoDs) and officials to STHA.</p> <p><b>Develop and launch the</b> International Fundraising Strategy 2024–2029.</p> <p><b>Identify the donor</b> foundation, by-lateral institutions/agencies and other sources.</p> <p><b>Launch the endowment</b> campaign, develop, and distribute fundraising proposals.</p> <p><b>Conduct an annual review</b> of the fundraising strategy.</p>	<p>11.1 Fundraising is ensured through a fund-raising campaign by the program-implementing organization and STHA, Canada.</p> <p>11.2 Copies of project proposals are developed and distributed to partners.</p> <p>11.3 Amount of funds raised across Asia, Africa, and worldwide.</p> <p>11.4 A list of partners with good working relationships.</p> <p>11.5 Number of staff hired for fundraising.</p> <p>11.6 Copies of reports of the endowment campaign and the fundraising strategy.</p>	<p><b>\$ 20,00,000.00</b> <b>(Accumulated Income)</b></p>



"The test of our progress is not whether we add more to the abundance of those who have much; it is whether we provide enough for those who have too little."

- Franklin D. Roosevelt



## Strategic Plan for Pilot Program in Bangladesh-STHA (Action Plan, Cost and Expected Outcome) 2024-2029

Strategic priority	Activity focus	Expected outcome	Cost in Thousand CD
<p><b>1. Organizational Development Government and Strategy of STHA:</b> Develop an effective organizational structure, work culture, and guiding policies and resources to provide strategic direction in pursuit of the STHA's mission and goals. Establish grass-roots-level organizations or groups in the community to promote governance, accountability, and quality.</p>	<p>Establish a country office at Cox's Bazar district and unit offices at sub-districts. (Upazilas).</p> <p><b>Develop a five-year Program</b> Implementing Strategic Plan (PISP) 2024-2029 in Bangladesh for piloting programs in Bangladesh as per budget allocation.</p> <p>Procure necessary furniture, computer/laptop, equipment and materials for country office at Cox's Bazar district and unit offices.</p> <p><b>Recruit full-time</b> and part-time officials, professionals, and volunteers at Cox's Bazar regional and unit offices for implementing key functions as per program implementation strategy and personnel recruitment policy.</p> <p><b>An Executive Committee</b> (EC) and the Country Director, as per the approval of the STHA, Canada, will implement the five-year PISP 2024-2029 in Bangladesh.</p> <p><b>Community organizations</b> like groups will be formed and mobilized for self-help and group decision-making.</p> <p><b>Develop a comprehensive budget</b> in line with activities and programs mapped out in the PISP.</p>	<p>1.1 Program implementing country offices and units established.</p> <p>1.2 A well-developed five-year PISP 2024-2029 in Bangladesh for implementing the strategic plan of STHA, Canada.</p> <p>1.3 An organization document, such as a staff and volunteer recruitment policy and strategy, developed for the STHA program.</p> <p>1.4 Program commitments of the decision-making body to achieve STHA's vision and goals.</p>	<p>\$ 2,00,000.00</p>

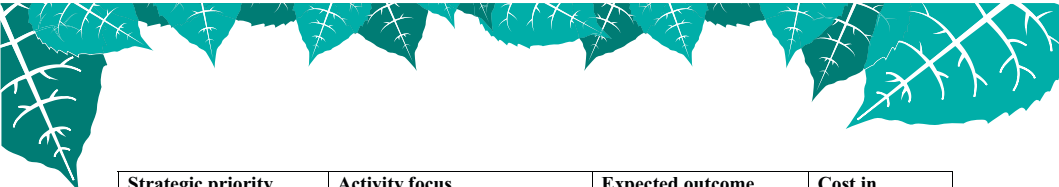
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<p><b>2. Research/Baseline Survey:</b> Documentation and Learning: Conduct baseline surveys in the working areas of the selected district/sub-district and at the grass-roots level, along with research studies in the areas of jurisdiction.</p>	<p><b>Identify research areas.</b> conduct research studies, and conduct baseline surveys through consultation with members and other relevant stakeholders, keeping in view the vision and goals of the STHA.</p> <p><b>Conduct, commission, and</b> prioritize research in line with the research agenda and baseline survey in program-implementing areas of the Cox' Bazar district.</p> <p><b>Actively participate/engage</b> in strategic forums to promote STHA's activities.</p> <p><b>Communicate relevant</b> government ministries and regulatory agencies concerned to keep inform the other partners and stakeholders organizations in Cox' Bazar district and other central organizations.</p> <p><b>Convene and support</b> accountability, learning groups, and sharing findings to improve practice with other sectors, linking groups as necessary.</p>	<p>2.1 Stronger evidence and baseline data in the program implementing areas for assessing the impact of implementing services, quality, and practices of the pilot program.</p> <p>2.2 Key learning is identified, shared, and integrated into practice through strategic forums or wider dissemination.</p> <p>2.3 Copies of research and baseline survey reports are available for documentation and learning sharing.</p>	<p>\$ 50,000.00</p>



"Human rights are women's rights, and women's rights are human rights."

- Hillary Clinton





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<p><b>3. Program Operations:</b> Decentralize the program-implementing activities to the respective country office to implement various activities like healthcare supports (sanitation, medical supplies, services, and water supply), education costs (stipend), and other financial supports for the disadvantaged and vulnerable poor to build climate resilience in communities.</p>	<p>Work with regional or local partner organizations and other stakeholders through collaboration in implementing the program activities.</p> <p><b>Carry out stakeholder</b> engagements at national/sub-regional offices and programs and initiatives.</p> <p><b>Build solid contacts and</b> strengthen good relationships with donor institutions and strategic partners for operating programs or initiatives to enhance support and services to poor/vulnerable people.</p> <p><b>Develop a monitoring,</b> reporting, and evaluation policy and strategy for programs and initiatives.</p> <p><b>Conduct a quarterly or half-</b> yearly review of its regional and sub-regional activities to ensure that they are on track, within the time range, and on budget.</p>	<p>3.1 Program implementing regional office and units established with the necessary manpower within the organizational structure.</p> <p>3.2 Number of relationships built with national and regional institutions of the program implementing office on healthcare supports (sanitation, medical supplies, services, and water supply), education costs (stipend), and financial support to poor/vulnerable people.</p> <p>3.3 Provide supports and services to poor/vulnerable people on healthcare (sanitation, medical supplies, services, and water supply), education costs (stipend), and finance from the regional and unit offices.</p> <p>3.4 Improved livelihood of the poor/vulnerable people due to various assistance, services, and cash support from STHA's programs and others</p> <p>3.5 Build the capacity of the STHA program under affiliation Social Welfare/NGO Bureau of Bangladesh as per direction of STHA, Canada,</p>	<p>\$ 3,00,000.00</p>





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<p><b>4. Training and Capacity Building of Target Beneficiaries:</b> Provide training to the beneficiaries' of STHA for their skill development, employment, and improved livelihood. Moreover, provide training for the personnel of program-implementing officials for the program-implementing units of the respective countries. Organize seminars/conferences and webinars on the strategic events and key activities of priority issues.</p>	<p>Organize training courses, workshops and seminars for members and partners on key priority issues.</p> <p>Skill training for the beneficiaries and leaders/members of community organizations for community mobilization, employment, and improving livelihood.</p> <p>Link or support the program beneficiaries and leaders/members of community organizations in obtaining benefits like skill training, Golden ID, old age allowance, loans, etc. from the concerned service providers/departments.</p> <p>Skill training for the personnel of program-implementing officials and management staff for the program-implementing units of regional and sub-regional offices.</p> <p>Organize national, sub-regional, and regional seminars/conferences/workshops on key STHA priority issues in key cities, sub-regions, and nationally.</p>	<p>5.1 Number of skill trainings for the beneficiaries and members of community organizations for employment and to improve livelihoods</p> <p>5.2 Make aware the concern issues to the officials of key stakeholders and community organizations through organizing workshops and seminars locally and nationally.</p> <p>5.3 Funds mobilized for trainings, workshops and seminars .</p> <p>5.4 Training manuals developed for locally organized skill training.</p> <p>5.5 Published reports on organized events for wider dissemination.</p>	<p>\$ 1,00,000.00</p>



"The only thing necessary for the triumph of evil is for good men to do nothing."

- Edmund Burke





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<p><b>5. Information, Education and Communications:</b> Develop awareness raising and sensitization programs for the poor and vulnerable people on key priority issues and programs of STHA through appropriate communication medias.</p>	<p>Produce half-yearly and annual newsletters in English and the mother tongue of the program-implementing countries.</p> <p>Produced STHA's Bangladesh-related information and communication materials.</p> <p>Produced a variety of socio-economic development-related information and communication materials for the poor/vulnerable community people.</p> <p>Develop a professional website for the official use of the STHA country office.</p> <p>Develop a communications policy and strategy to support the STHA's overall public relations activities.</p> <p>Develop media/press releases on various activities being implemented or concluded.</p> <p>Develop a list of media institutions and contact them for partnerships to cover regional events and activities in Bangladesh.</p> <p>Use social media sites such as Facebook, Youtube, and LinkedIn for strategic communications to enhance the image, work of the STHA, and reach its target audience.</p> <p>Communication plan and budget for the public relations and media works and events on STHA's activities.</p>	<p>6.1 A professionally developed website is in place, highlighting the regional activities in the Bangladesh region.</p> <p>6.2 Social media pages and contents are well developed in reflection of the STHA's image and mission.</p> <p>6.3 Other communications materials are printed and distributed at events and among partners by post or email to widen the linkages.</p>	<p>\$ 30,000.00</p>



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<p><b>6. Monitoring, Reporting, and Evaluation:</b> Conduct an external audit and statutory audit for evaluation of STHA's financial activities and its on-going financial operations on a regular basis.</p>	<p><b>Audit of accounts and</b> finance of the Secretariat and piloting program office by independent auditors or internal auditors.</p> <p><b>Evaluate the initial activities</b> of STHA.</p> <p><b>Produce annual reports,</b> audited accounts, and financial statements in the report for transference.</p> <p><b>Develop a monitoring,</b> reporting, and evaluation policy and strategy.</p> <p><b>Conduct frequent/quarterly</b> reviews of its activities to ensure they are on track, within the time range, and within budget.</p> <p><b>Produce quarterly/half</b> yearly and annual reports for its past and ongoing operations and activities.</p> <p><b>Regular monitoring of</b> activities, reporting, and evaluation systems.</p>	<p>8.1 Regular monitoring of activities in Cox's Bazar office and unit (Upzila) offices.</p> <p>8.2 Evaluation of the initial activities of Cox's Bazar office and unit (Upzila) offices.</p> <p>8.3 Audit of accounts and financial statements by the STHA-appointed auditor or audit firm.</p> <p>8.4 A well developed monitoring, reporting, and evaluation policy system.</p> <p>8.5 Copies of half-yearly/annual activity reports, audited accounts, and financial statements</p> <p>8.6 Mid-term evaluation report after two and a half years of program piloting.</p>	\$ 40,000.00



"Charity is injurious unless it helps the recipient to become independent of it."

- John D. Rockefeller



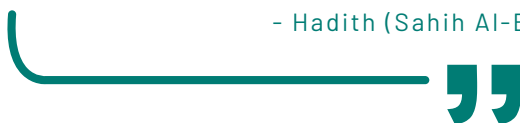


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<p><b>7. Resource Mobilization:</b> Institutionalize fundraising within and outside the STHA from individuals and institutions by lateral (in-country and foreign) donors to raise adequate resources to support the STHA program activities in the long term.</p>	<p>Develop and launch a fundraising/resource mobilization campaign to raise the necessary funds to support and sustain the planned activities of the STHA.</p> <p><b> Hire core fundraising staff</b> and give responsibility to own members of STHA and officials of STHA.</p> <p><b> Develop and launch the fundraising strategy</b> for 2024–2029.</p> <p><b> Launch the entitlement campaign,</b> develop, and distribute fundraising proposals.</p> <p><b> Conduct an annual review</b> of the fundraising strategy.</p>	<p>7.1 Program components and activities identified/ developed and communicated, and distributed to beneficiaries, poor people, and vulnerable people</p> <p>7.2 A list of partners and service providers with good working relationships</p> <p>7.3 Amount of funds raised from country sources and across Asia, Africa, and worldwide through STHA, Canada</p> <p>7.4 A regional Program Officer hired for fundraising and program implementation.</p>	<p><b>\$ 8,00,000.00</b> <b>(Funding support from STHA )</b></p>



"The believer's shade on the Day of Resurrection will be their charity."

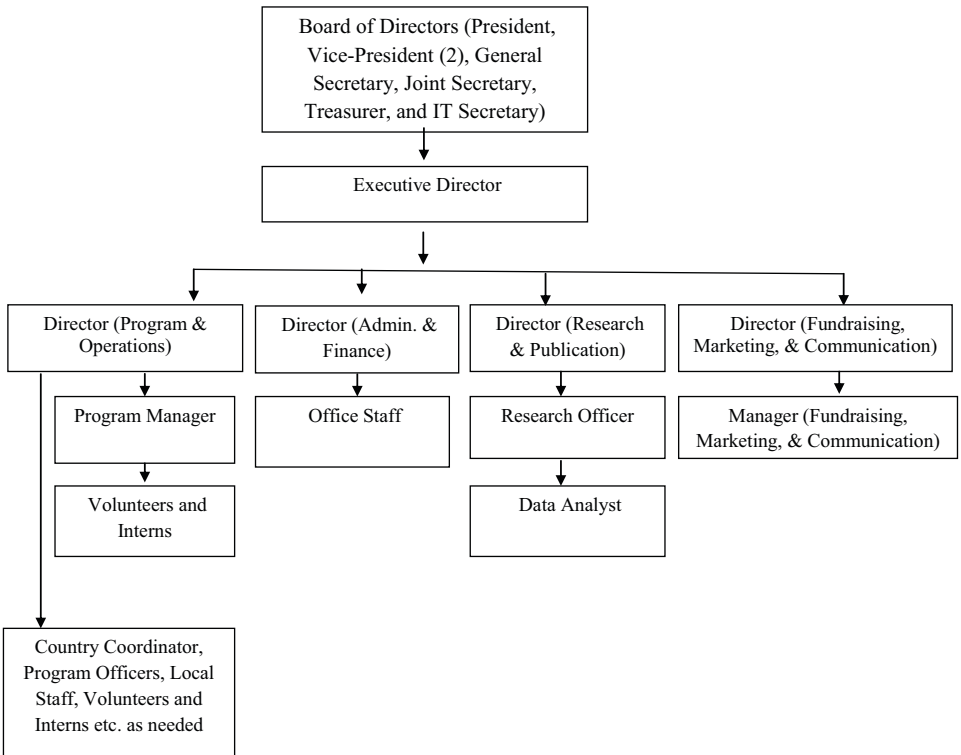
- Hadith (Sahih Al-Bukhari)





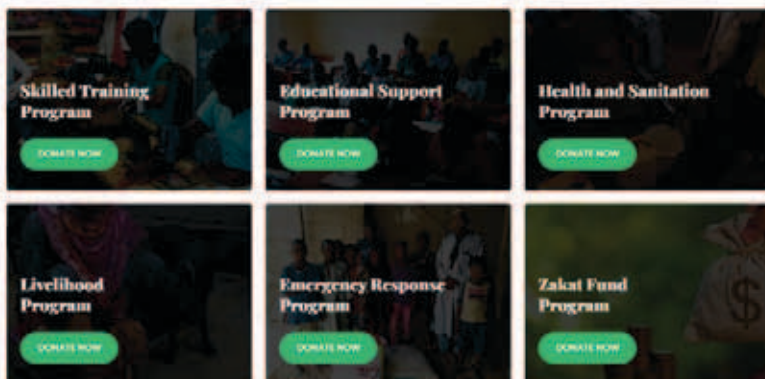
Annexure-A

**Organogram/Organizational Structure of STHA (Tentative)**

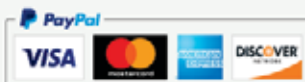




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*PLEASE DONATE GENEROUSLY*





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### Gelatin Free and Vegetarian Supplements

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**GIVING IS NOT JUST ABOUT  
MAKING A DONATION.  
IT IS ABOUT MAKING A DIFFERENCE.**

- KATHY CALVIN

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*Our journey began with a simple but profound idea: that by joining hands and working together, we can build a better future for all. Today, we invite you to be part of this remarkable journey. Together, we can make a profound difference in the lives of countless people, leaving a legacy of compassion and hope for generations to come. Join us in creating a world where humanity thrives. Together, we can make it happen.*



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100% Donation goes to Delivering Programs