

ORGANIZATIONAL PROFILE

BEZA LEHIWOT DEVELOPMENT ORGANIZATION (BeLDO)

1. INTRODUCTION

Beza Lehiwot Development Organization (BeLDO) is a civil society organization (CSO) established under the Civil Society Organizations Proclamation No. 1113/2019. It was registered as a Local Organization on November 30, 2023, with registry number 7064, headquartered in Bahir Dar city, Amhara National Regional State, Ethiopia.

The name “Beza Lehiwot” means “redemption” in Amharic, symbolizing the organization’s mission to rescue and uplift vulnerable and marginalized communities. BeLDO is dedicated to addressing humanitarian and development gaps across Ethiopia, striving to empower communities, promote equity, and foster sustainable development.

2. CORE VALUES

- **Compassion** – Driven by care for the most vulnerable.
- **Integrity** – Upholding ethical conduct and accountability.
- **Inclusivity** – Ensuring diversity and accessibility in all programs.
- **Innovation** – Seeking creative solutions to complex challenges.
- **Collaboration** – Partnering with communities, government, and organizations.

3. GUIDING PRINCIPLES

- Respect for human rights
- Equity and non-discrimination
- Empowerment and self-reliance
- Sustainability and resilience
- Evidence-based programming
- Local ownership and accountability

"Together for a better world"



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Vision: To be a leading civil society organization that create a just and inclusive society where every individual, regardless of their background or circumstances, has the opportunity to lead a dignified, healthy, and productive life.

Mission: Empowering and supporting vulnerable and marginalized communities in Ethiopia, with a focus on holistic development and well-being.

- Continuous learning and adaptability

4. THEMATIC AREAS OF FOCUS:

BeLDO implements multi-sectoral programs to address pressing social and economic challenges:

- **Education** – Expanding access to quality education, improving infrastructure, supporting teachers, and empowering disadvantaged children and youth.
- **Health and Nutrition** – Tackling malnutrition, food insecurity, and healthcare access through awareness, service delivery, and preventive measures.
- **Youth Skills Development** – Market-driven training, TVET programs, entrepreneurship support, and inclusive opportunities for young women, displaced youth, and underserved groups.
- **Women’s Empowerment** – Financial literacy, income-generating activities, cooperative support, leadership capacity-building, and strengthening women-led businesses.
- **Gender-Based Violence (GBV) Prevention & Response** – Survivor-centered case management, referral pathways, awareness campaigns, male engagement, service provider training, and coordinated response mechanisms.
- **Human Rights** – Promoting justice, equality, and social inclusion for marginalized groups.
- **Social Cohesion & Peace-building** – Strengthening community bonds, fostering dialogue, and promoting non-violent conflict resolution.
- **Community Resilience & Sustainable Livelihoods** – Supporting climate adaptation, disaster preparedness, and sustainable economic opportunities.
- **Evidence-Based Research & Program Design** – Using data-driven approaches to design and evaluate impactful interventions.
- **Strengthening Governance & Service Delivery** – Enhancing local governance and equitable access to essential services.

5. CROSS- CUTTING ISSUES

Beza Lehiwot Development Organization (BeLDO) integrates critical cross-cutting issues into all aspects of its programs and operations to ensure inclusivity, sustainability, and protection of

vulnerable groups. Central to this commitment is safeguarding, which prioritizes the safety and well-being of children, women, and marginalized populations across all interventions. BeLDO also upholds human rights and social justice, embedding principles of equality, fairness, and dignity into its work. Through gender equality mainstreaming, the organization ensures that women and men benefit equally from programs and actively participate in decision-making. Its strong focus on inclusivity guarantees meaningful participation of marginalized groups, including youth, ethnic minorities, persons with disabilities, and displaced populations. Finally, BeLDO emphasizes environmental protection and sustainability, promoting conservation, climate resilience, and responsible resource management to secure long-term community well-being. Together, these cross-cutting priorities strengthen the impact and relevance of BeLDO's development initiatives across Ethiopia.

6. GEOGRAPHIC FOCUS:

BeLDO, the development organization, operates across all regions within Ethiopia, recognizing the critical need for comprehensive development interventions throughout the country. This broad geographical scope allows BeLDO to address the diverse needs and challenges faced by both urban and rural communities across the Ethiopian landscape.

By maintaining a presence in all regions of Ethiopia, BeLDO is able to deeply understand the unique circumstances and requirements of each locality. This holistic approach ensures that BeLDO's development programs and initiatives are tailored to the specific needs of the communities they serve, whether they are located in densely populated urban centers or remote rural areas.



BeLDO's nationwide presence enables the organization to implement a wide range of development projects and interventions that cater to the multifaceted needs of the Ethiopian people. From urban settings to rural villages, BeLDO works to address pressing issues related to healthcare, education, infrastructure, economic opportunities, and social welfare, among others.

This broad geographical coverage allows BeLDO to leverage its expertise and resources to drive sustainable change across the country. By operating in all regions, the organization is able to identify and address disparities, ensure equitable access to essential services, and foster inclusive development that leaves no community behind.

Furthermore, BeLDO's Pan-Ethiopian presence enables the organization to foster collaboration, knowledge-sharing, and the replication of successful development approaches across different regions. This cross-pollination of ideas and best practices helps to amplify the impact of BeLDO's work and contribute to the overall progress and well-being of the Ethiopian people.

7. ORGANIZATIONAL APPROACHES/ WORKING MODALITIES

Beza Lehiwot Development Organization (BeLDO) employs diverse organizational approaches that ensure its interventions are inclusive, sustainable, and impactful. Central to its work is community-driven engagement, where local voices and priorities shape program design and implementation. BeLDO embraces holistic and integrated programming, recognizing that social, economic, and environmental challenges are interconnected and require multi-dimensional solutions. Through capacity-building and empowerment, the organization equips individuals, community groups, and institutions with the skills and resources needed to drive and sustain development. Its evidence-based and adaptive programming ensures that decisions are informed by data, research, and continuous learning, allowing flexibility to respond to evolving needs. BeLDO also emphasizes strategic partnerships and collaboration, leveraging networks and expertise to amplify impact and sustainability. Finally, the organization adopts a rights-based approach to development, ensuring that dignity, equality, participation, and accountability remain at the core of all its initiatives, thereby fostering long-term empowerment and social justice.

8. GOVERNANCE STRUCTURE

Beza Lehiwot Development Organization (BeLDO) is guided by a well-structured governance system that ensures effective leadership, accountability, and strategic oversight. At the top, the Board of Directors provides overall direction and governance, setting policies and ensuring alignment with the organization's mission and values. The Executive Director leads day-to-day operations, translating board decisions into action and managing organizational strategy. Supporting this role, the Management Team oversees key functions such as programs, finance, human resources, and communications, ensuring smooth and coordinated implementation. To strengthen decision-making, Advisory Committees contribute specialized expertise in areas relevant to BeLDO's mission, while the dedicated staff and volunteers carry out program activities and service delivery at the community level. Together, this governance structure fosters transparency, efficiency, and inclusivity, enabling BeLDO to achieve sustainable impact across Ethiopia.

9. ORGANIZATIONAL SYSTEMS & FRAMEWORKS

Beza Lehiwot Development Organization (BeLDO) operates under a robust governance framework that ensures transparency, accountability, and efficiency across all its functions. This framework is anchored in a series of well-developed systems and manuals, including the Human Resource Manual, which guides fair and professional workforce management; the Financial Manual, which upholds integrity in budgeting, reporting, and resource allocation; and the Procurement & Logistics Manual, which guarantees transparent and cost-effective supply chain practices. To safeguard the well-being of staff, beneficiaries, and partners, BeLDO has established a comprehensive Safeguarding Manual, while its Monitoring & Evaluation (M&E) Manual provides a strong foundation for evidence-based decision-making and continuous program improvement. Ethical standards are reinforced through a clear Conflict of Interest Policy, and operational efficiency is supported by Vehicle Management Guidelines that ensure safe and cost-effective transport operations. Together, these governance systems strengthen BeLDO's institutional credibility, enhance its effectiveness, and enable the organization to deliver impactful and sustainable development interventions across Ethiopia.