

PROFILE OF



UDAYANKUR SEBA SANGSTHA (USS) (2014-15)

Jordarga, Nilphamari - 5300

E-mail : uss.nilphamari@gmail.com

1. Basic Information

- Name of Organization : Uadyankur Seba Sangstha (USS)
 - Acronym : USS
 - Head Office Address : Jordarga, Nilphamari- 5300
 - Contact and Mailing Address: Jordarga, Nilphamari-5300
 - Phone : Cell: 01712-878300, 01989505573
 - E-mail : uss.nilphamari@gmail.com
 - Web site : www.ussnilphamaribd.org
 - Name of Chief Executive: Alauddin Ali
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- Contact person: Alauddin Ali
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- Designation : Executive Director
 - Contact Address : Jordargha , Nilphamari -5300 .
 - Year of Establishment : October 1997
 - Place of Establishment: Uttor Arazi Charikhola, Post Daroani, Textile Mill. Nilphamari
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- Legal status:
 - a. Registration Under department of Social welfare : Nil Sadar 188/98 dated : 02/12/1998
 - b. NGO Affaires Bureau No: 2410 Date: 5 February 2009 Renewed for 4 February 2019
 - c. Registered with Europe Aid ID=BD-2009-DDF-220643393, Date: June 22, 2009

2. Background Information of Udayankur Seba Sangstha (USS)

Udayankur Seba Sangstha (USS) started its activities on 10th October 1997 at Sadar Upazila of Nilphamari District. Till 2003 the period was to gather experience without much well defined strategy. In 2003 USS defined the goal and objectives of the organization in specific term and undertakes PAR (Participatory Action Research) as main approach to work with poor and marginalized people in the area.

USS envisions a democratic society free of poverty and inequality where all the people are enjoying freedom, self-reliant, confident and contributing to the development of country and nation as a citizen with democratic values.

To achieve the vision, USS facilitate a process among the marginalized people so that they can unmask the apparent and underlying causes of poverty and take initiatives to overcome the problems collectively.

PAR for poverty alleviation is considered the main thematic processes, approach and methodology of USS. PAR is considered useful and ideologically appropriate to implement all activities.

3. Vision and Mission Statement of USS

Vision: A society economically prosperous, culturally vibrant, socially just and democratically governed. A society based on the principles of equality, cooperation and freedom. A society where citizens have human rights and living with peace and dignity.

Mission Statement: Creative social transformation through promoting, assisting and encouraging deprived and marginalized people to build institutions, capacities and processes towards prosperity, sustainability and democratic self-governance.

4. Goal and Objectives of USS

Goal: To contribute towards a society economically prosperous, culturally vibrant, socially just and democratically governed. A society based on the principles of equality, cooperation and freedom. A society citizens have human rights and living with peace and dignity.

Objectives:

- To ensure food and livelihood security
- To secure gender, child rights and social justice
- To promote quality education for all
- To protect environment sustainability
- To establish democratic self-governance
- To promote peoples culture
- To access to entitlement rights and services

5. **USS Values for excellence:**

Peoples Democracy, Cooperation, Participation, Freedom, Equality, Justice, Empathy, Sharing, Caring, Rationality, Self-reliance, Efficiency, Accountability, Transparency, Sustainability, Collectiveness and Autonomy.

5.1 Human dignity and Gender equity

- All women and men are equal. They have equal rights in the society and participate in the development activities equally.
- USS will ensure participation of all poor people living in the working areas and provide special emphasis to the women participation as they considerably in backward position.
- All USS staff shall have the equal opportunities for promotion based on their experience and qualification considering gender perspective.
- USS Staff and management will ensure gender justice in all aspect of the organization.

5.2 Honesty, Integrity, Sincerity and Transparency

- All Projects/Programs personnel of USS shall promote Honesty, Integrity, Sincerity and Transparency in all activities.
- Staff behavior and conduct must consider this value and remain honest, sincere and transparent.
- Staff and organization will never hide any information to the stakeholders

5.3 Cost Consciousness and sound management of resources

- All Projects/Programs of USS shall manage and use their resources cost effectively and in some cases cost recovery basis All Projects/Programs Services of USS will be high quality.
- Staff of USS shall be responsible for maintaining the quality of the program performance.
- Staff of USS shall remain highly concerned on best use of resources.

5.4 Concern for Environment

- All Projects/Programs of USS would be environmentally sound.
- USS Office premises will be free from dangerous cigarette smoke.
- Garbage must be managed appropriately.
- Staff of USS shall work in a threat free and congenial environment.

5.5 Quality services

- USS has always provided qualitative services among the poor people.

5.6 Capability and Accountability

- Beneficiaries of USS shall possess the knowledge, understanding and capability to identify and resolve their problems. Staff of USS shall facilitate process.
- USS Management and Staff of USS shall remain strict to their work plan and demonstrate accountability to the organization.

5.7 Creativity and Innovation

- In all cases the creativity and innovation will be appreciated in the whole project or program cycle.
- Creativity and innovative work the staff would be rewarded
- Innovative and creative work would be replicated

5.8 Discipline

UdayankurSeba Sangstha, priorities organizational rules, regulations and resilient commitment towards policy, procedures and systems USS has a channel to deal with any misconduct by its staff accordingly.

6. Names of the on-going Program & project of USS

Program	SI No	Projects	Working Areas	Donors / Development partners
Food Sovereignty, Access to Natural Resource and Services	1	Animator Sensitization Project	Nilphamari Sador, Jaldhaka, Saidpur and Domar Upazila	Self
	2	Community development And Monga mitigation for the Poor through Upgrading Social capital (CAMPUS)	Domar Upazila	ActionAid Bangladesh
	3	Poverty alleviation through goat rearing	Nilphamari Sador	Bangladesh NGO Foundation
	4	Community Dhan Bank to Protect Monga	Nilphamari Sador	Green Foundation
	5	Fiscal Governance Project	Domar Upazila	ActionAid Bangladesh
Women Development, Child Rights Protection and Gender Equality	1	Promote Gender Equality through Local Knowledge & People's initiative	Nilphamari sador	Diakonia
	2	Girl Power Project (GPP)	Nilphamari Sador, Jaldhaka, Domar & Dimla Upazila	Plan International Bangladesh
	3	Participatory Community Capacity Enhancement (PCCE)	Jaldhaka Upazila	Plan International Bangladesh.
	4	Development Initiative to Promote Youth and Adolescent (DIPTYWO)	Nilphamari Sador	Manosher Jonno Foundation (MJF)
	5	Legal Aid Support	Nilphamari District	Actionaid, Plan International

				Bangladesh & Self
Education	1	Primary, High School Development with health Support	Nilphamari Sador Upazila	Green Foundation
	2	Promoting Science Education of Secondary School	Nilphamari Sador Upazila	Bngladesh Freedom Foundation
	3	Community Pre-school	Nilphamari Sador Upazila	Green Foundation
Environment Protection & Disaster	1	Adolescent Livelihood Opportunity (ALO)	Nilphamari sador	USC-Canada Bangladesh
Popular Cultural Education	1	People's Drama and Song Presentation	Nilphamari District	Diakonia, Plan International Bangladesh & Self

7. Names of the phase-out project of USS

Program	SI No	Projects	Working Areas	Donors / Development partners
Women Development, Child Rights Protection and Gender Equality	1	Human Rights Awareness	Nilphamari Sador Upazila	US AID & MSS
Education	2	Non Formal Education	Nilphamari Sador Upazila	BRAC
	3	Early Childhood Development	Jadhaka Upazila	Plan International Bangladesh
Food Sovereignty, Access to Natural Resource and Services	4	Farmers Field School	Nilphamari Sador & Jaldhaka Upazila	RDRS Bangladesh

8. Existing donors of USS and Project wise Budget

Name of Donner	Project/ Programme	Duration Funding	Budget in Taka
Action Aid Bangladesh (AAB)	Community development And Monga mitigation for the Poor through Upgrading Social capital (CAMPUS)	2008-2017	Approximate: 5 Crore
Plan International Bangladesh	Participatory Community Capacity Enhancement (PCCE)	2006 - 2024	Approximate: 3 Crore 60 Lacs
Plan International	Girl Power Project (GPP)	2011 - 2015	Approved: 2 crore 25 Lacs

Bangladesh			
Diakonia	Promote Gender Equality through Local Knowledge & People's initiative	2012 - 2015	Approximate: 1 crore 50 Lacs
USC-Canada, Bangladesh	Adolescent Livelihood Opportunity (ALO)	2010- 15	Approved 25 Lcs
MJF	Development Initiative to Promote Youth and Adolescent (DIPTYWO)	2013-14	Approved Tk. 573500
Action aid	Fiscal Governance Project	2014-18	Approximate 80 Lacs
Freedom Founation	Promote Science Education	2012-14	Approved 25 Lacs

9. Budget of year:

- Budget: BDT. 2,15,50,000/- (For the FY- 2014-15)

10. Offices of USS

Number of Offices:

- Head Office: 01
- Field Offices: 04
- Total Offices: 05

11. Operational Areas of USS

In a format you can write District, Upazila, Name of Unions, Name of villages/number of villages
Geographical Coverage

Name of District	Name of Upazila	Name of Union and Municipality
Nilphamari	Domar	Vogdaburi
		Ketkebari
		Gomnati
		Bamunia
		Boragari
		Boragari
		Panga motukpur
	Dimla	Dmla Sador
		Khaga Khoribari
		Balapara
		Goyabari
		Nawtara
		Tapa Khoribari
	Jadhaka	Kaymari
		Khutamara
		Kathali
		Golna
Sholemari		
Golmunda		
Dharmopal		
Mirganjo		

		Shimulbari
		Dowabari
		Jaldhaka Municipality
	Nilphamari Sador	Laksmichap
		Polashbari
		Chaoraborogasha
		Ramnagor
		Itakhola
		Kundopukur
		Chorykhola
		Panchopukur
		Nilphamari Municipality

Name of Project	Number of Beneficiaries				
	Male	Female	Adolescent	Children	Total
Community development And Monga mitigation for the Poor through Upgrading Social Capital (CAMPUS)	1000	2350	350	1050	4750
Poverty alleviation through goat rearing	52	212	95	150	509
Community Dhan Bank to Protect Monga	624	716	350	1040	2730
Promote Gender Equality through Local Knowledge & People's initiative	319	430	250	400	1399
Girl Power Project (GPP)	1200	3600	400	700	5900
Participatory Community Capacity Enhancement (PCCE)	200	400	500	600	1700
Development Initiative to Promote Youth and Adolescent (DIPTYWO)	-	200	50	80	330
Primary, High School Development with health Support	100	300	450	370	1220
Promoting Science Education of Secondary School	200	300	450	330	1280
Community Pre-school	-	210	-	300	510
Adolescent Livelihood Opportunity (ALO)	200	400	350	-	950
People's Drama and Song Presentation	1000	3000	2000	2500	8500
	4895	12118	5245	7520	29778

12. Staff Position of USS

Total staff of the Organization: 123‡

Male : 43 Female: 80

Staff information of USS

Regular staff		Contract Staff		Voluntary staff		Total Staff	
Male	Female	Male	Female	Male	Female	Male	Female

26	18	06	42	12	20	44	80
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13. **Membership/ partnership and collaboration with other organization/agencies**

USS is the Members of the following networking forum, agencies and maintain collaboration with :

USS strongly believes that collective efforts guided by a **networking body** of agencies should be much more positive and tangible for sustainable development of the society. Thus the organization is always positive to develop link with other organizations and associations working in the field of development. Presently, USS has network with the following organizations /association:-

- Federation of NGO's in Bangladesh (FNB)
- Network for Reproductive health in north-west Bangladesh.
- CAMPE
- North Agro-biodiversity Forum (NAF)
- People, Land & Agrarian Net work (PLANET)

14. **Bank Accounts and Signatories**

In a format please write Name of Bank with Address, Account number and signatories

a) Udayankur Seba Sangstha (USS)

STD - 0167102000367

Pubali Bank Ltd, Nilphamari Branch , Nilphamari

Name of Signatori

1.Mr Alauddin Ali - Executive Director

2. Mr Razob Ali Sarker - President of USS (Executive Committee)

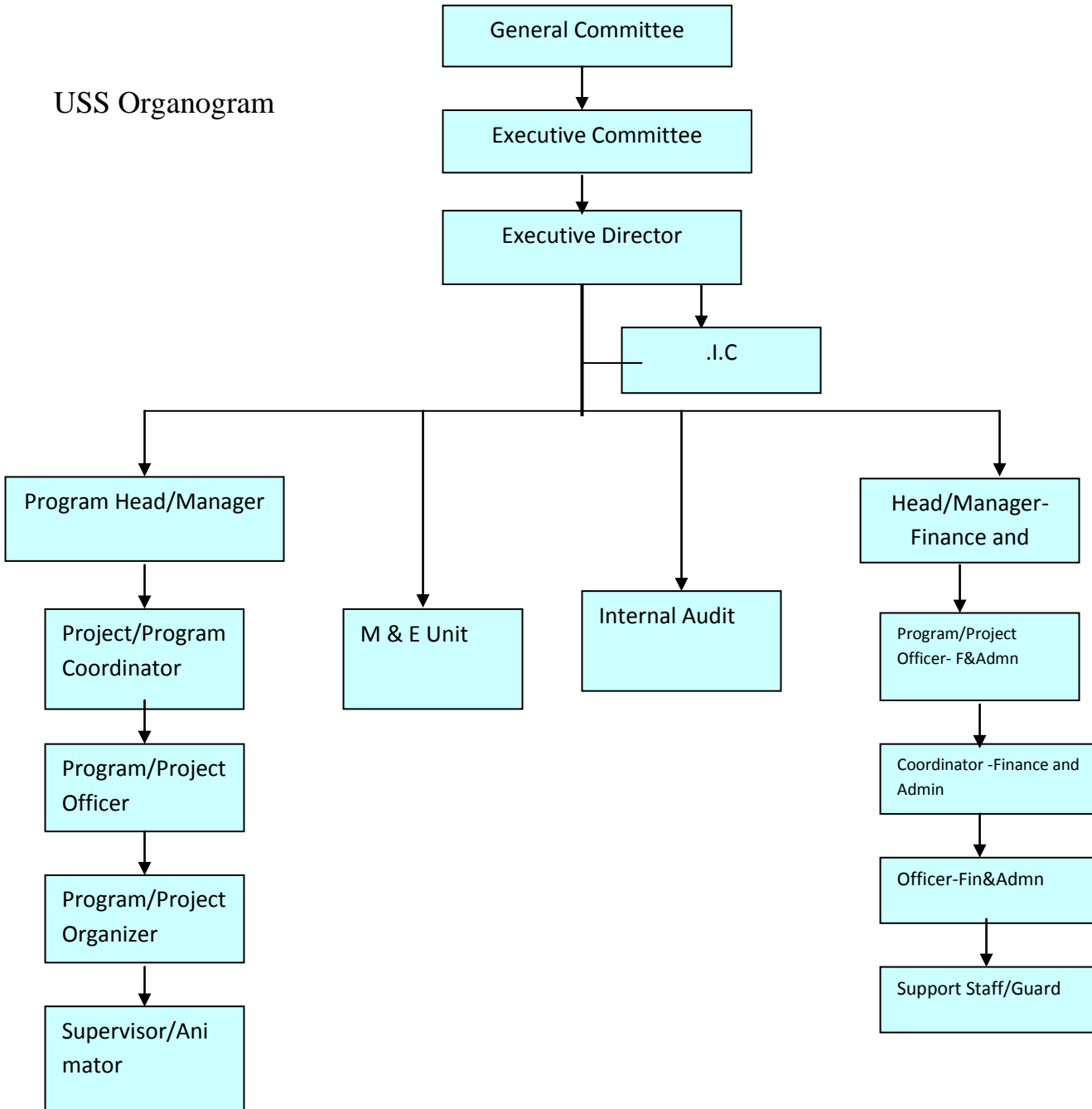
3. Mr. Bhubon Chandro Roy- Secretary of USS (Executive Committee)

15. **Management Structure with Leadership Pattern**

General Body is the supreme authority of the USS which is consisted with 09 members. General Body brings any amendment in the organizational structure. General body of the organization confirms the yearly organizational activities and accounts. General elect the 09 members Executive Committee for two years period. The Executive Committee is responsible and accountable to General Body for its work and organizational management. This is the body accountable for effective smooth functioning of the organizational activities. General Body also elect the Executive Director and he perform the management functions and guide the staff members as assigned by the Executive Committee. The Senior staff works under the direct supervision of the Executive Director. The project in charge and coordinators works under the supervision of Program Manager. Project Coordinators and in charge lead the projects in consultation of program manager and Executive Director. In Coordination meeting the Executive Director preside over the meeting and take all the important decisions in a participatory manner. The Coordinators/Project Director, Section Heads reports to the program manager of USS .

16. **Organogram of USS**
Please see the attachment

USS Organogram



Note: I.C- Implementing Committee.

17. Accountability

- 1) The Executive Committee is accountable to the General Body for its activities. As per constitution, USS management is responsible to the Executive Committee for the effective management of the Organization and the program as well as for the proper utilization of funds provided by the different sources.
- 2) The EC always members monitor the activities of Accounts Section for ensuring the good accounting. Before implementation of any project or plan it needs to be approved by EC, EC also takes decision
- 3) USS managements accountable to the District and Upazila level Administration for its activities. USS is participating in the coordination meeting organization by the local Administration and submitting reports on a regular basis.
- 4) USS is also accountable to its beneficiaries for the activates and services and the money they saved and given to the organization's custody.

18. Organizational Transparency

- USS is transparent to the donors and is providing all types of information considering the requirement.
- USS is transparent to the participants .It is always very much open to the participants/beneficiaries especially about information.
- USS is also transparent to the Counterpart and Partners.
- USS never try to hide any information to the stakeholders it is working with.
- USS is maintaining close touch with Government and providing all necessary information to the authorities at the, Upazila, District and National level.

19. Written Policy, procedure and Manual : USS existing policy and manual which is follows :

1. Gender policy
2. Financial & Administrative Policy
3. Human Resource Development Policy (HRDP)
4. Child protection policy (CP)
5. Complaints Response Mechanism Policy (CRMP)
6. Open Information Policy (OIP)
7. USS Strategic plan (SP)
8. Motorcycle Use Policy
9. Electronic Equipment USE Policy
10. USS Code of Conduct

20. USS Governance

USS Committee

Number Of General Body Members: 6 Female and 17

1. Executive Committee

Following are the Members EC:

Name	Position	Sex	Profession,
Md. Razob Ali Sarker	President	Male	Rtd. Teacher
Md. Ramjan Ali	Vice-President	Male	Business
Mr. Bhubon Chandro Roy	Secretary	Male	Journalist
Md. Abdus Samad	Asst. Secretary	Male	Private Service
Mr. Anowarul Alam Shabu	Finance Secretary	Male	Busyness

Mr. Nanda Kishor Roy	Member	Male	Private Service
Mrs. Anjuara Begom	Member	Female	House Manager
Mr. Montaz Ali	Member	Male	Busyness
Mr. Jobaydul Islam	Member	Male	Private Service

"USS IS COMMITTED TO EMPOWER DISADVANTAGED PEOPLE WITH SPECIAL EMPHASIS TO THE WOMEN AND THE CHILDREN OF THE SOCIETY"