



**Botswana Network of  
People Living with HIV and AIDS**

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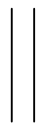


**ANNUAL PLAN OF ACTION  
2006**



**SUBMITTED**

**TO**



**NATIONAL AIDS COORDINATING AGENCY**

**Prepared by**  
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## 1.0 Introduction

The idea of a network of people living with HIV/AIDS was conceived in early 1995. A lot of consultations and need assessments were carried out notably with the financial and technical support of the AIDS/STD Unit, Ministry of Health and other development partners such as the UNDP and NGOs such as Ditshwanelo, BONASO to discuss the form, and functions of such a network. The dream came true when it was able to registered in 2000. Now the network is affiliated to the Network of African People Living with HIV/AIDS.

The importance of integrating People Living With HIV/AIDS (PLWHAs+) into the national response strategies for the reduction of the incidence and impact of HIV/AIDS has been long recognized at both the national and international levels. Already by 1999, UNAIDS had come up with the Best Practice Collection on From Principle to Practice: Greater Involvement of People Living With or Affected by HIV/AIDS. National AIDS Policy 1992, MTPH gave a broad scope of opportunity for the involvement of People Living with HIV/AIDS in prevention, care and support into the national response.

The HIV/AIDS epidemic which has succeeded in making Botswana stand out with the unenviable reputation of being the country with the highest reported HIV prevalence rates in the world - an estimated 300,000 Batswana (out of a population of 1.6 million people) are now living with HIV and AIDS. Estimates of HIV prevalence vary but they all bring the same message: the epidemic has reached crisis proportions. The President has declared a war situation – *ntwa e Bolotse*. **“We are threatened with extinction. People are dying in chillingly high numbers. It is a crisis of first magnitude,”: Festus Mogae, President of the Republic of Botswana (2001).**

Botswana Network of People Living with HIV/AIDS (**BONEPWA+**) has joined hands with other stakeholders in fighting the HIV/AIDS epidemic

### **Vision:**

To live positively and to reduce the impact of HIV/AIDS at the household and at the national level by the year 2016.

### **Mission Statement:**

To improve the well being and quality of life for all people living with HIV/AIDS and to protect the nation of Botswana from new HIV infection by promoting positive living, self-reliance, care and support through HIV/AIDS education, information dissemination, and coping and mitigation mechanism.

BONEPWA+ has partnerships with key HIV/AIDS stakeholders in the country and it's is a member of various organisations including the African Network of People Living with HIV/AIDS (NAP+). BONEPWA+ is represented on the Botswana's National AIDS Council (NAC) chaired by His Excellency the President of Botswana.

### **BONEPWA+ Principle:**

Consultation: Nothing for us without us  
 Transparency  
 Accountability  
 Confidentiality  
 Community participation  
 Non – sexist and non – partisan

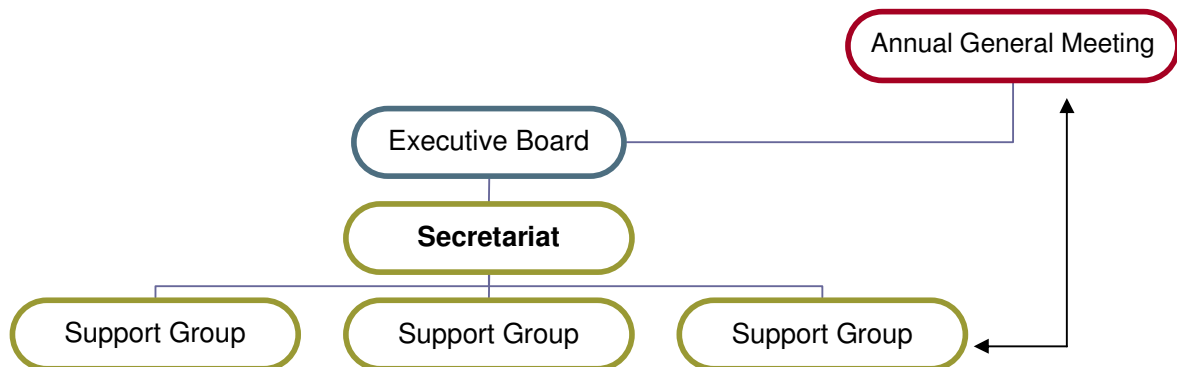
**BONEPWA+** seeks to achieve its mission by objectives:

- Facilitating the sharing of information, ideas, experiences and resources between and amongst support groups in Botswana;
- Facilitating the formation of support groups nation wide;
- Promoting and supporting networking and partnership building in HIV/AIDS programmes among people living with HIV/AIDS with other organizations locally and internationally;
- Facilitating the coordination of support groups' programmes on HIV/AIDS in order to reduce duplication, enhance their role and impact;
- Providing leadership and a common forum for concerted advocacy efforts and for appropriate policies, legislation and human rights for PLWAs;
- Engaging in empowerment and enterprise development activities that will improve the quality of life of PLWAs;

### **Administrative Structure**

BONEPWA+ is divided into three administrative structures, which are the Executive Board of Directors, the Secretariat, and the Support Groups.

### **Organizational Structure of BONEPWA+**



### The Executive Board of Directors

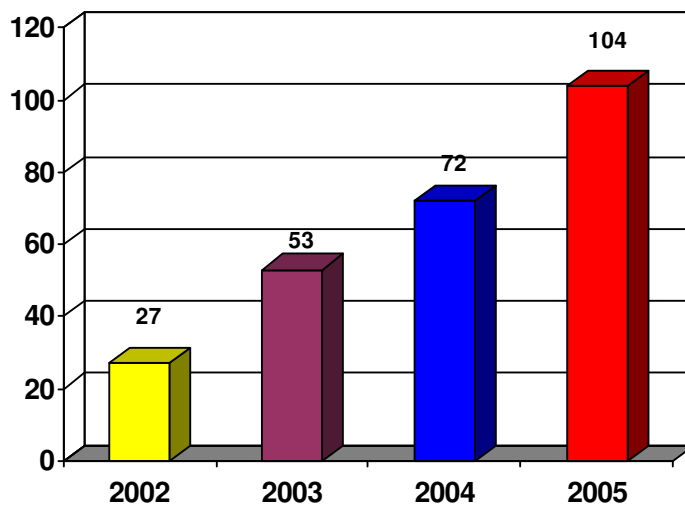
BONEPWA+ is governed by an Executive Board of Directors of ten members elected from and by the Support Groups. Its main responsibility is to provide leadership, policy formulation and strategic direction to the organization.

### The Secretariat

Operationally, core staffs at the Secretariat coordinates the organisations' activities headed by the Executive Director. The Secretariat's main role is to ensure effective and efficient implementation, management and coordination of the entire network's HIV/AIDS policies and programme activities outlined in the Strategic Plan (2004-2009). The Secretariat is made up of thirteen staff members (10 salaried staff, and three international volunteers). The international volunteers' main responsibility is capacity building through technical and programmatic support and advice.

### The Support Groups

This is the biggest structure and the main focal point of the Network. It's made up of over 104 Support Groups (CBOs) with members of over 4,000 found all over the country. BONEPWA+ support groups are evenly spread in every district in the country. BONEPWA+ Support Groups are present in every district of the country. The following chart provides distribution of support groups of all health districts in Botswana.(Annex 2) shows PLWHAs Statistics.



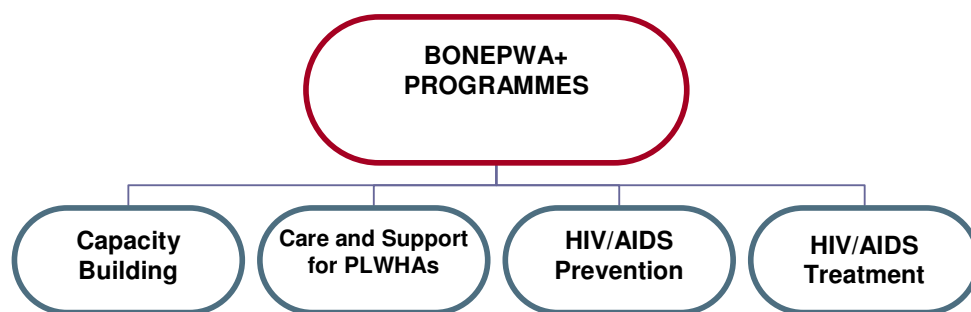
There is gradual increase in formation of support groups. There were 27 support groups in 2002.

26 New s/groups were formed in 2003, 19 in 2004 and 24 in 2005.

### **BONEPWA+ Programmes:**

The BONEPWA+ programmes are based on the common interests of its members. They are demand driven by its members. Through these programmes, BONEPWA+ is currently implementing various activities to meet the objectives of its Strategic Plan (2004-2009).

The following diagram highlights the organisation's core programme areas based on the strategic Plan.



Capacity to manage and implement actions

BONEPWA+ has the capacity to manage and implement these activities, given its structure it therefore makes it more strategically placed to deliver services to the primary targets.

### **Previous achievements i.e. the previous project, year, amount funded and the funders/donors:**

In 2005 these are some of the project that BONEPWA+ implemented.

**NACA Support:** National AIDS Coordinating Agency supported BONEPWA+ to implement strategic objectives and plan of BONEPWA+. It covered institutional building, capacity building of BONEPWA+ and Support Groups. Various trainings like Nutrition, proposal writing, organizational development, workshop on mind power development, reflection workshops were organized for support groups. 13 support groups were supported for their plan of action. Presentations were made on various issues related to HIV/AIDS and PLWHAs in various occasions, workshops, seminars and conferences. And also part of the operational cost was supported by NACA.

**ACHAP:** provided financial support to BONEPWA+ to hire human resources for implementation of the projects and programmes under BONEPWA+. 6 staffs were hired with the support of ACHAP.

**Expansion of Psychosocial support to HIV+ women, partners and families – Funded by BOTUSA/Pathfinder international.**

This project addresses prevention, care and support and treatment aspects of the BONEPWA core programme areas. The first phase saw the training of 21 ARV/PMTCT adherence counsellors and seven sites reached, in the second phase; we saw the recruitment of a project officer as the focal person for the project as well as the expansion of the project: 28 additional ARV/PMTCT adherence counselors and 8 sites covered. Receptive collaboration and support received from the district partners on the project (DHTs and support groups)

**Income generating project – funded by the global fund to fight AIDS, Tuberculosis and Malaria (GFATM)**

The project has 3 main components:

1. Entrepreneurship for the support groups
2. Counselling
3. Development of IEC materials

**Ringing the bell – tripartite project between BONEPWA+, MoE and UNICEF (Funded by UNICEF)**

Pilot phase which covered 37 schools and involved 27 FEs of the project evaluated and report disseminated

Recommendations adopted for inclusion in the scale up phase that will see 100 schools covered and 60 FEs deployed.

**Improving the livelihoods of PLWHAs through sustainable farming – funded by sida/GART**

Project focuses on conservation farming: animal rearing and chicken rearing  
Sensitization of the support group members and other stakeholders about the project and benefit from the project support and expansion.

**Expansion of ringing the bell project – funded by PACT (3yrs).**

**THE ADVOCACY PROJECT – MR.POSITIVE LIVING** – funded by Sida through the Swedish Embassy (1 year pilot then 4yrs) is under process.

**THE OVC PROJECT** – funded by Skillshare International (duration yet to be determined).

**Proposed Annual Plan of Action of BONEPWA+ for 2006 supported by NACA**

In line with the mission of BONEPWA+, it is following strategic plan 2004-2009 to achieve following strategic objectives.

**Strategic Objectives:**

1. To build and strengthen the institutional capacity of BONEPWA+ as a network of PLWHAs and their organizations.
2. To improve quality the quality, availability and accessibility of care and support services in the community through support groups.
3. To strengthen the capacity for participatory monitoring and evaluation of support group community based interventions.

Based on the strategic objectives BONEPWA+ following strategies and specific objectives and activities has been planned for 2006. Resources have been mobilized from some of the donors, partners like Pathfinder International, UNICEF, GART, and PACT. There is committed fund from them for particular project activities. BONEPWA+ is mobilizing government, other donors, and partners for rest of the program activities.

Total budget for BONEPWA+ POA 2006 UNICEF,PI, FUND)	- P 6638780.00 (NACA, PACT, GART, GLOBAL
Annual budget requested to NACA for 2006.	- P 2090400.00

(Attached detailed program budget)

## Draft Plan of Action for 2006

Strategic Objective -1		To build and strengthen institutional capacity of BONEPWA++ and the Support Groups				
Strategies		Specific Activities		Inputs required	Outputs	Outcome
1.1	Human Resources Development (PI,UNICEF, PACT,GART)	1.1.1	Recruit 4 additional staff for BONEPWA+ responsible for Programme Development, Networking and Information management and Training Coordinator (For various projects)	<ul style="list-style-type: none"> <li>• Job descriptions</li> </ul>	4 Programme Officers recruited	improved efficiency and effectiveness of BONEPWA+ in service delivery
		1.1.2	Conduct training on community HIV/AIDS programming and management	<ul style="list-style-type: none"> <li>• 1 Workshop per year (30 participants @ workshop)</li> </ul>	30 people trained	Quality and sustainable community based HIV/AIDS interventions
		1.1.3	In house training for the staff			
		1.1.4	Recruiting volunteers on specific Project areas.			
1.2	Management and Coordination	1.2.1	Train BONEPWA+ and support group members on organizational management, development and governance.	<ul style="list-style-type: none"> <li>• 1 workshop for BONEPWA+ staff</li> <li>• 2 workshops per year for support groups (30 support groups)</li> </ul>	<ul style="list-style-type: none"> <li>• All BONEPWA+ staff trained</li> <li>• 60 support groups trained</li> </ul>	60 functional Support Groups
		1.2.2	Develop a guide on how to form up and manage a support group	<ul style="list-style-type: none"> <li>• Consultant</li> </ul>	1000 copies of the guide develop and distributed	Functional and well governed support groups
		1.2.3		<ul style="list-style-type: none"> <li>•</li> </ul>		

Strategic Objective -1 (continued)		To build and strengthen institutional capacity of BONEPWA++ and the Support Groups				
Strategies		Specific Activities	Inputs required	Outputs	Outcome	
1.3	Networking and Information management	1.3.1	Establish a Resource Centre	<ul style="list-style-type: none"> <li>• 3 Computer, printer and fax machine, 1 TV, VCR and publications</li> <li>• space ( portacamp)</li> </ul>	A Functional Resource Centre	Improved documentation and dissemination of information
		1.3.2	Organise and support in and out of the country study tours and exchange programmes, conferences and meetings	<ul style="list-style-type: none"> <li>• 1 external study tour @ year (5 people).</li> <li>• 1 in country study tour @ year (10 people)</li> </ul>	5 External study tours 10 person in country study tours	<ul style="list-style-type: none"> <li>• improved knowledge and awareness</li> <li>• increased application of best practices</li> </ul>
		1.3.3		•		
		1.3.4	Produce a quarterly IEC Materials focusing on the work of support groups and PLWHA	<ul style="list-style-type: none"> <li>• Information from support and other stakeholders</li> </ul>	500 copies of the newsletter published and distributed to stakeholders	increased sharing of lessons and experiences
		1.3.5		•		
		1.3.6	Update BONEPWA+WEB site /Establish Mr. Positive Living website	IT Consultant	Functional WEB site	increased information sharing
1.4	Advocacy and Lobbying	1.4.1	Undertake advocacy and lobbying campaigns on critical issues affecting the quality of life and welfare of PLWHAs	<ul style="list-style-type: none"> <li>• an staff member dedicated to advocacy and lobbying activities</li> </ul>	number of issues covered	Maintenance of issues of concern on the social, economic and political agenda.
		1.4.2	Print advocacy strategy for PLWHAs	•		improved care and support for PLWHA
			Operationalise the developed regional advocacy framework	•		

<b>Strategic Objective -1 (continued)</b>		<b>To build and strengthen institutional capacity of BONEPWA++ and the Support Groups</b>				
<b>Strategies</b>		<b>Specific Activities</b>	<b>Inputs required</b>	<b>Outputs</b>	<b>Outcome</b>	
<b>1.5</b>	<b>Resource Mobilisation</b>	<b>1.5.1</b>	<b>Organise a development partners and donors meeting to mobilise support for the Strategic Plan Implementation</b>	<b>• 1 workshop per year</b>	<b>Donor commitment to fund strategic plan activities</b>	<b>increased funding for support groups and BONEPWA+</b>
		<b>1.5.2</b>	<b>Set up a “Small Grants” fund to support poverty alleviation and IGA for PLWHA</b>	<b>• Project Proposal</b>	<b>29 support groups @ year receive P25,000 each</b>	<b>increased income, and poverty alleviated</b>
		<b>1.5.3</b>	<b>Plan a resource mobilization strategy for the year</b>	<b>•</b>		
		<b>1.5.4</b>		<b>•</b>		
<b>1.6</b>	<b>Technical support to Support Groups</b>	<b>1.6.1</b>	<b>Provide on going technical assistance to support groups</b>	<b>• Resource persons</b>	<b>Improved performance by support groups</b>	<b>better performance by support groups</b>
		<b>1.6.2</b>	<b>Conduct baseline survey on the current status and needs of people with disabilities (PWD) living with HIV/AIDS.</b>	<b>• Consultant</b>	<b>Report</b>	<b>increased awareness of the needs of PWD and improved care and support</b>

<b>Strategic Objective - 2</b>		<b>To improve the quality, availability and accessibility of care and support services being offered by support groups.</b>				
<b>Strategies</b>		<b>Specific Activities</b>		<b>Inputs required</b>	<b>Outputs</b>	<b>Outcome</b>
<b>2.1</b>	<b>Skills training for support groups and their volunteers</b>	<b>2.1.1</b>	<b>Train support groups and PLWHA in lay counselling</b>	<ul style="list-style-type: none"> <li>• Resource person</li> <li>• Training guide</li> </ul>	<b>25 lay counselors trained (30% being PLWHA) – 25 people per year</b>	<ul style="list-style-type: none"> <li>• improved quality of counselling</li> <li>• increased availability of counselling services</li> </ul>
		<b>2.1.2</b>	<b>Train support groups and PLWHA in peer education</b>	<ul style="list-style-type: none"> <li>• Resource person</li> <li>• Training guide</li> </ul>	<b>300 lay counsellors trained (30% being PLWHA) – 50 people per year</b>	<ul style="list-style-type: none"> <li>• improved quality of peer education</li> <li>• increased awareness and knowledge of HIV/AIDS among support groups and communities</li> </ul>
		<b>2.1.3</b>	<b>Train and orient support groups ARV therapy and PMTCT</b>	<ul style="list-style-type: none"> <li>• Resource person</li> <li>• Training guide</li> <li>• HIV+ positive mothers and spouses</li> </ul>	<ul style="list-style-type: none"> <li>• 3 workshops of 30 people per workshop per year trained on ARV therapy</li> <li>• 60 HIV+ pregnant mothers enrolling on PMTCT</li> </ul>	<ul style="list-style-type: none"> <li>• increased adherence to ARV therapy</li> <li>• Increased participation of pregnant women in PMTCT programme</li> </ul>
		<b>2.1.4</b>	<b>Train support groups on basic home based care</b>	<ul style="list-style-type: none"> <li>• Resource person</li> <li>• Training guide</li> </ul>	<ul style="list-style-type: none"> <li>• 3 workshops of 25 people per workshop per year trained on HBC</li> </ul>	<ul style="list-style-type: none"> <li>• strengthened skills of support groups in HBC</li> <li>• Improved quality of care and support.</li> </ul>
		<b>2.1.5</b>	<b>Train support groups on palliative care</b>	<ul style="list-style-type: none"> <li>• Resource person</li> <li>• Training guide</li> </ul>	<ul style="list-style-type: none"> <li>• 1 workshop of 25 people per workshop per year trained on HBC</li> </ul>	<ul style="list-style-type: none"> <li>• improved quality of care and support of PLWHA</li> </ul>
		<b>2.1.6</b>	<b>Train support groups/family members/care givers on the care and support of people with disabilities</b>	<ul style="list-style-type: none"> <li>• 1 workshops per year for 25 people</li> </ul>	<ul style="list-style-type: none"> <li>• 25 representatives of support groups trained</li> </ul>	<ul style="list-style-type: none"> <li>• Increased and improved care for people with disabilities.</li> </ul>

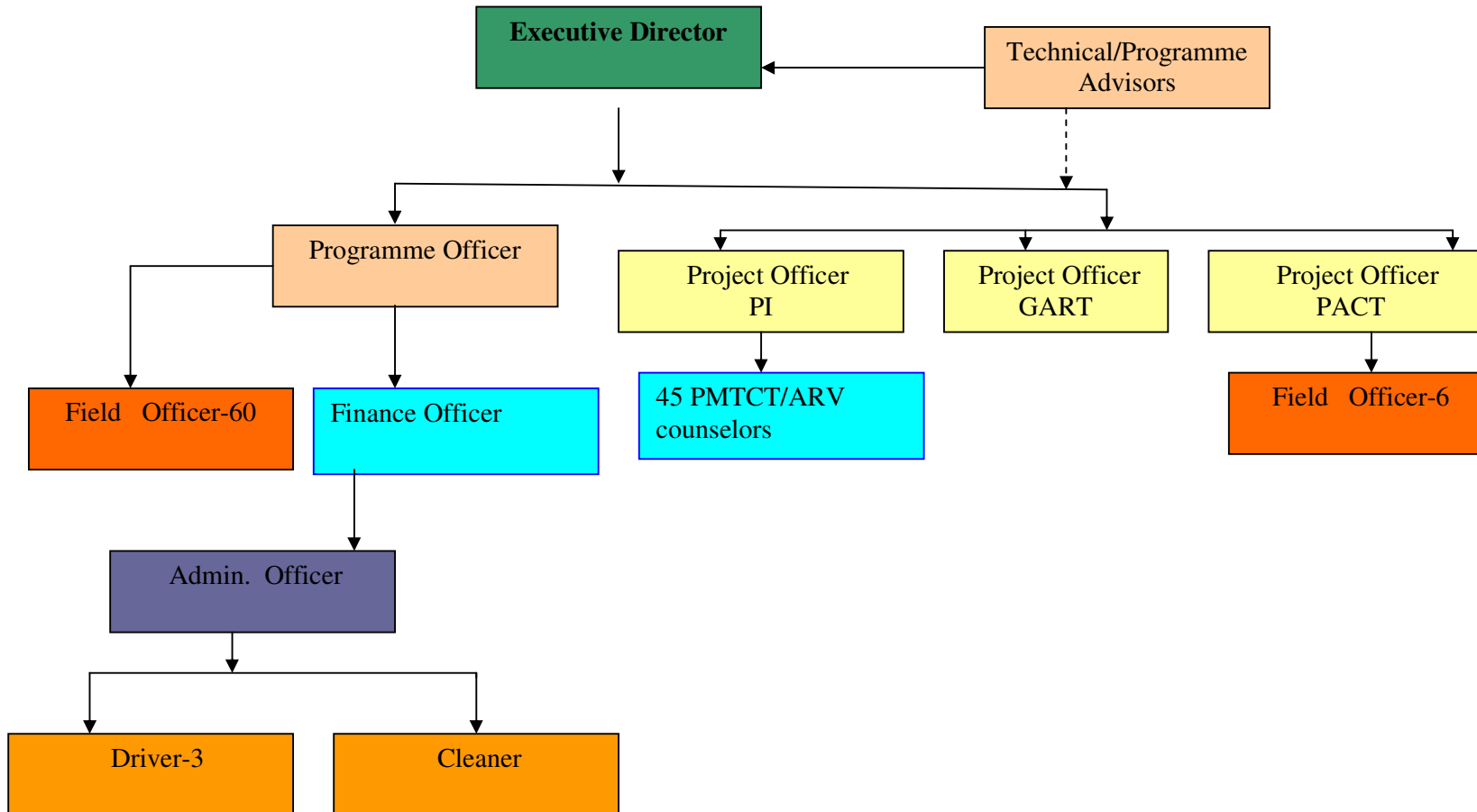
Strategic Objective - 2		To improve the quality, availability and accessibility of care and support services being offered by support groups.				
Strategies		Specific Activities	Inputs required	Outputs	Outcome	
2.2	Expansion of prevention, care and support services	2.2.1	Support the formation of support groups country wide  <b>Orientation</b>	<ul style="list-style-type: none"> <li>• Technical and financial assistance</li> </ul>	<ul style="list-style-type: none"> <li>- 40 Support Groups formed</li> <li>- improved organisation development and management capacity strengthened.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased availability and accessibility of prevention, care and support services at community level</li> </ul>
				<ul style="list-style-type: none"> <li>•</li> </ul>		<ul style="list-style-type: none"> <li>•</li> </ul>
		2.2.2	Train support groups on social mobilization	<ul style="list-style-type: none"> <li>• Resource person</li> <li>• Training guide</li> </ul>	1 workshops of 25 people per workshop per year.	<ul style="list-style-type: none"> <li>• increased community participation and support of “S Groups”</li> </ul>
		2.2.3	Assist support groups to establish nutritional gardens and poultry farms for PLWHA and orphans	<ul style="list-style-type: none"> <li>• training, seeds, chicks and equipment</li> </ul>	increased vegetable and poultry production	improved nutrition of PLWHA and orphans
		2.2.4	Monitor adherence of PLWHA to ARV and IPT treatments	<ul style="list-style-type: none"> <li>• 1 Volunteers per support group (total 100) getting</li> </ul>	Increased number of PLWHA adhering to treatment (less defaulters)	Improved quality of life
		2.2.5	Train support groups and volunteers on human and legal rights (in collaboration with BONELA).	<ul style="list-style-type: none"> <li>• 2 workshops of 25 people per year</li> </ul>	50 people trained	Improved awareness and understanding of human and legal rights
2.3	Strengthening partnerships and collaborative initiatives	2.3.1	Organise consultative meetings with other stakeholders and development partners to facilitate information and experience sharing	1 meeting per year	1 meeting	improved collaboration and partnership
		2.3.2	Develop a directory of support groups affiliated to BONEPWA+	<ul style="list-style-type: none"> <li>• Consultant</li> </ul>	500copies produced and distributed	Improved and expanded networking and information sharing
			Database for development partners/donors/trustees involved in the HIV/AIDS field	<ul style="list-style-type: none"> <li>•</li> </ul>		
			Update support group database	<ul style="list-style-type: none"> <li>•</li> </ul>		

Strategic Objective - 2		To improve the quality, availability and accessibility of care and support services being offered by support groups.				
Strategies		Specific Activities		Inputs required	Outputs	Outcome
2.4	Stigma reduction	2.4.1	Conduct community based stigma reduction campaigns	<ul style="list-style-type: none"> <li>• Strategy document</li> <li>• Volunteer PLWHA</li> <li>• Volunteer allowances</li> </ul>	reduction on the severity of stigma on individuals and specific programmes	Increased utilization of HIV/AIDS services
		2.4.2	Produce educational and awareness materials on stigma reduction.	<ul style="list-style-type: none"> <li>• Variety materials in both English and Setswana</li> </ul>	Improved understanding of the impacts of stigma	stigma free community environments
		2.4.3	Train PLWHA, their families and caregivers on positive living and other coping mechanisms associated with stigma	<ul style="list-style-type: none"> <li>• 3 workshops per year (30 people per workshop)</li> </ul>	increased number of PLWHA living positively	Stigma free environment
2.5	Development of sustainable livelihoods <b>GART</b> <b>GFATM</b>	2.5.1	Establishment and imp. of Horticulture Expansion centre in Mokobilo & Mogobane	<ul style="list-style-type: none"> <li>• Fund for establishment and program implementation</li> </ul>	Functional support group with horticulture projects	2 centers provide technical support to other support groups and community
		2.5.2	Recruitment/orientation and exposure training to Project Officer	<ul style="list-style-type: none"> <li>• Advert/salary</li> </ul>	Staff in place	
		2.5.3	Training on Horticulture	<ul style="list-style-type: none"> <li>• 2 Training Per Year(20 in one training)</li> </ul>	40 Support group members trained on horticulture	Sustainability of support group
		2.5.4	Establishment and imp, of Poultry Expansion centre in Mokobilo & Mogobane	<ul style="list-style-type: none"> <li>• Fund for establishment</li> </ul>	Improved health status of PLWHAs	Prolong life span
		2.5.5	Training on Poultry And animal husbandry	<ul style="list-style-type: none"> <li>• 2 Training (20 in a group)</li> </ul>	40 Support group members trained on horticulture	Sustainability of support group
		2.5.6	Training on Entrepreneurship	<ul style="list-style-type: none"> <li>• Fund for Training. 2 batches of 20 participants</li> </ul>	Improved health status of PLWHAs	Prolong life span

Strategic Objective - 2		To improve the quality, availability and accessibility of care and support services being offered by support groups.				
Strategies		Specific Activities		Inputs required	Outputs	Outcome
2.7	Improving the effectiveness and efficiency of service delivery	2.7.1	Conduct community based education and awareness workshops UNICEF/PI	PLWHA volunteers	increased community awareness of HIV/AIDS	Behaviour change among community members
		2.7.2	Train support groups and volunteers on patient monitoring and referral <b>(PI, AVERT)</b>	• 1 workshops @ year of 30 participants	180 people trained	Improved efficiency and effectiveness management of the referral system.
2.8	Social Mobilisation	2.8.1	Develop a community mobilisation strategy for support groups	• Consultant to develop the strategy	1000 copies produced and distributed.	effective and efficient community mobilisation campaigns
		2.8.2	Assist Support Groups in conducting community mobilisation through community based institutions e.g. Kgotla, religious organisations, schools etc	• Technical assistance • Financial support	Community mobilisation campaigns will be conducted in all the twenty four health districts	Increased community participation and involvement in HIV/AIDS interventions

Strategic Objective -3		To strengthen the capacity for participatory monitoring and evaluation of PLWHA and support group community based interventions				
Strategies		Specific Activities	Inputs required	Outputs	Outcome	
3.1	Development of participatory monitoring and evaluation skills	3.1.1	Train Trainers of support groups on participatory monitoring and evaluation methodologies	• 1 workshops of 25 people per year	25 people trained	Improved performance of support groups and projects
		3.1.2	Develop a guide on “monitoring and evaluation” for Support Groups	• Consultant to develop the guide	500 copies produced and distributed	improved knowledge and skills in monitoring and evaluation process
			Develop M & E Framework	•		
3.2	Update of database of Support Groups	3.2.1	Update of database of support groups in Botswana	• IT consultant	Functional database	Quality information and data on PLWHA and support groups
		3.2.2	Develop a standardized data collection tool focused on respective support group activity and is results based.	• Resource person	Monitoring tool	Quality information and data on PLWHA and support groups
		3.2.3	Research and document emerging best practices	• Consultant	Best practices	improvement of existing programmes based on the utilization of best practices
3.3	Monitoring achievement of Abuja Declaration, Millennium and UNGASS goals commitments – focus on GIEPA	3.3.1	Continuously monitor and document government and other stakeholders performance Global Regional National	• People trained participatory monitoring	Monitoring reports	Quality information and data on PLWHA and support groups
3.4	Monitoring of performance of Support Groups and PLWHA in general	3.4.1	Continuously monitor and document support group and PLWHA performance	• Trained people	Monitoring reports	informed decisions and choices in programming
		3.4.2	Conduct supervisory support and monitoring visits	• A dedicated staff for monitoring and evaluation	Monitoring reports	
3.5	Programme Evaluation	3.5.1	Conduct mid term and end of the programme evaluation	• short term consultant	reports	better understanding of the programme status
			Midterm review of the strategic frame	•		

## Annex 1

**Organizational Structure of BONEPWA+ Secretariat**

## Annex 2 Distribution of Support Groups.

