



# NGO/CSO ENGAGEMENT STRATEGY





## **SAEDI CONSULTING (BARBADOS) INC. NGO/CSO Engagement Strategy (2026 – 2029)**

### **INTRODUCTION**

This strategy outlines SAEDI Consulting’s framework for engaging the NGO/CSO sector as trusted community partners to advance gender equality, climate, environmental and natural resource management (NRM) justice, and social inclusion through ethical partnerships and sustainable income generation.

SAEDI Consulting recognises NGOs/CSOs as anchored within communities, working as advocates for a just society, through sustainable actions, and are often on the frontlines in the fight for gender and climate justice.

SAEDI Consulting has maintained a good network of NGOs across the Caribbean region with stakeholder lists across all of CARICOM which include NGOs and CSOs. We continue to build, grow and consolidate that list. Additionally, we continue to be active in civil society spaces – globally and regionally. At the global levels, members of the team belong to the Society of Gender Professionals (SGP) which we have collaborated with in the past, particularly during the annual Commission on the Status of Women (CSW) held in March in New York (see more on “Events” on our website).

Additionally, we are members of the Caribbean Climate Justice Alliance (CCJA), coordinated by CANARI and we co-lead one of the working groups – the Gender Working Group (GWG). This strategy builds on these foundations and leverages that in our focus on an engagement that must:

- Protect the integrity of their work
- Build institutional capacity and resilience
- Strengthen cooperative leadership and management

This engagement strategy therefore outlines how SAEDI Consulting will function to build capacity, provide technical expertise and develop social enterprise in collaboration with the NGO/CSO sector.

## **PURPOSE**

SAEDI Consulting aims to collaborate with the NGO/CSO sector to establish structured and equitable partnerships that will enhance the mission and sustainability of both SAEDI Consulting and partnering agencies.

## **OBJECTIVES**

These objectives outlined in the table below define how SAEDI Consulting will collaborate with NGOs/CSOs. They prioritise collaboration, local leadership, and sustainability operations, thereby ensuring partnerships are beneficial to all parties and the communities they serve.

| <b>Objective Area</b>                | <b>Focus</b>                                                                                                                                                                          |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Capacity Strengthening               | Support governance, MEAL, and safeguarding as well as justice-focused proposal and grant writing,                                                                                     |
| Co-Design/Co-Create                  | Jointly design projects for donors, foundations and multilateral partners                                                                                                             |
| Enable Social Enterprise Models      | Help with income diversification models, without compromising core services such as advocacy                                                                                          |
| Provide Technical Expertise          | Provide technical assistance in gender analysis, risk assessment, environmental & social safeguarding, climate & environmental research, communications, and grant & proposal writing |
| Facilitate Cross-Sector Partnerships | Connect NGOs/CSOs to the private sector, donors and policymakers                                                                                                                      |
| Amplify Local Leadership             | Support meaningful engagement by prioritising co-creation and other inclusive processes that value local knowledge, and lived experiences, and ensuring that communities shape the    |

|  |                                                  |
|--|--------------------------------------------------|
|  | decisions and solutions that affect their lives. |
|--|--------------------------------------------------|

## GUIDING PRINCIPLES

SAEDI Consulting's engagement with NGOs/CSOs is grounded in a shared commitment to trust, equity, mutual respect, transparency and accountability. Recognising that these organisations serve as advocates and anchors within and for their communities, partnerships must be built on respect for their autonomy, knowledge, resourcefulness and mission.

The guiding principles below establish the ethical foundation for how SAEDI Consulting will collaborate.

| Principle                 | Description                                                                                                                                                                                                               |
|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Mission-Aligned           | Will collaborate only where there are shared values and objectives that align with our mission of gender equality, climate justice and social inclusion                                                                   |
| Community-Led             | Local actors define priorities, and take leadership for actions                                                                                                                                                           |
| Non-Competitive           | Seek to avoid competing for funding, where collaboration is possible                                                                                                                                                      |
| Capacity Building         | Each engagement must provide skills or systems that improve, and remain with the NGO/CSO sector                                                                                                                           |
| Ethical Income Generation | Revenue strategies must support, not distort, the mission of SAEDI Consulting or collaborating partners                                                                                                                   |
| Intersectional            | Actions, including joint actions, must consider the complexity, and support the development of women & girls, youth, Indigenous & rural peoples and communities, PWDs, coastal communities and other marginalised groups. |

## SCOPE OF ENGAGEMENT

Primary partners include community-based organisations, women's rights groups, youth organisations, environmental NGOs, PWD representative organisations as well as cooperatives.

We will seek to work in such thematic areas as gender equality & gender-based violence prevention, climate resilience & adaptation, and social protection & inclusion.

## **MODES OF ENGAGEMENT**

SAEDI Consulting recognises that effective partnerships require flexibility in how collaboration takes place. NGOs/CSOs operate with diverse mandates, capacities, and resource levels, and therefore engagement must be adaptable, practical, and responsive to their realities.

The modes of engagement outlined below present a range of structured pathways through which SAEDI Consulting can contribute technical expertise while enabling partners to lead within their areas of strength. These approaches are designed to foster shared ownership, mutual learning, and sustainable impact, ensuring that collaboration strengthens both institutional resilience and community outcome.

| <b>Mode</b>               | <b>Description</b>            | <b>Example</b>                                         |
|---------------------------|-------------------------------|--------------------------------------------------------|
| Advisory                  | Expert reviews and guidance   | Gender audit, gender & social impact assessments, M&E  |
| Capacity Building         | Training and workshops        | Safeguarding training                                  |
| Research                  | Workshops, coaching, toolkits | Climate assessments, vulnerability mapping             |
| Co-Design Projects        | Joint implementation          | Women's green enterprise hub; youth climate engagement |
| Proposal Development      | Co-writing funding bids       | Concept notes, Donor submissions                       |
| Advocacy & Communications | Campaigns, briefs, events     | Policy briefs, think pieces                            |

## **SOCIAL ENTERPRISE & INCOME GENERATION**

Financial sustainability remains one of the most significant challenges facing the NGO/CSO sector, in SIDS and the Caribbean specifically. The current reliance on short-term grants and donor cycles limits long-term planning and impacts sustainable operations and community impacts. For organisations working on the frontlines of gender equality, climate resilience, and social justice, this uncertainty can weaken impact and threaten continuity of essential services.

SAEDI Consulting therefore promotes a social enterprise and income generation approach that strengthens mission-driven work. By supporting partners to diversify revenue streams through ethical, values-aligned models, NGOs/CSOs can build financial resilience to then improve operational sustainability, advocacy and long-term community impacts.

This approach is grounded in the principle that income generation must never distort purpose or exploit communities, but should reinforce local leadership, create dignified economic opportunities, and enable organisations to maintain independence, while supporting their mission and the people they serve. Through careful co-design, safeguards, and transparent benefit-sharing, social enterprise becomes not just a funding strategy, but a pathway to empowerment and sustainable impact (see matrix which follows).

| Model                    | Illustration                               |
|--------------------------|--------------------------------------------|
| Fee-for-service training | Paid workshops and technical assistance    |
| Cooperative enterprises  | Women/youth-led products or services       |
| Market linkages          | Supply chains with private sector partners |
| Shared services          | Back-office support hubs                   |
| Blended finance pilots   | Grants + earned revenue                    |

While using this approach, SAEDI Consulting will help to safeguard the integrity and mission of NGO/CSO partners by instituting the following guardrails:

- Adhering to the mission and vision of collaboration partners
- No exploitation of community resources or volunteers
- Transparent revenue sharing
- Ensuring that communities benefit first

## ENGAGEMENT MECHANISMS

Strong partnerships are built not only on shared values, but on clear structures, defined roles, and consistent communication. To translate strategy into action, SAEDI Consulting will establish practical mechanisms that formalise collaboration, strengthen accountability, and create regular spaces for learning and exchange.

These mechanisms provide predictable and transparent ways for NGOs/CSOs to engage with SAEDI Consulting, thereby ensuring that partnerships are coordinated, inclusive, and results-oriented.

| <b>Mechanism</b>    | <b>Description</b>                                                                                                                                                                                                                |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| MoUs                | Agreements that are general or project specific, outlining priority areas of focus, roles, types of partnerships that can occur under the MOU & expectations                                                                      |
| Working Groups      | Thematic collaboration on research or events such as webinars                                                                                                                                                                     |
| (Annual) NGO Forum  | A learning exchange event that can bring private sector, think tanks, consulting companies and NGOs/CSOs into one space to debate, exchange and identify spaces and themes for collaboration as well as modalities of cooperation |
| Learning Labs       | Skills development & capacity building                                                                                                                                                                                            |
| Co-Branding         | Joint branding and shared branding in publications, toolkits and events                                                                                                                                                           |
| Community Showcases | Leveraging and spotlighting NGO roundtables, advocacy events on themes of mutual relevance and importance                                                                                                                         |

By putting these structures in place, SAEDI Consulting aims to reduce administrative burdens on partners, clarify expectations, and foster long-term relationships built on trust and mutual respect.

Ultimately, these mechanisms also support more effective collaboration, stronger institutional capacity, and sustained collective impact across the gender equality, climate justice, and social inclusion agenda.

## **MONITORING, EVALUATION ACCOUNTABILITY & LEARNING (MEAL)**

MEAL, with the focus on Adaptation and Adaptive Management, along with Accountability, is central to ensuring that SAEDI Consulting's engagement with NGOs/CSOs delivers meaningful, measurable, and sustainable impact. Along with tracking activities and outputs, this approach focuses on understanding what works, what needs strengthening, and how partnerships can continuously adapt to better serve communities.

This MEAL framework therefore emphasises accountability, transparency, and shared reflection. By jointly monitoring progress, assessing outcomes, and capturing lessons learned, SAEDI Consulting and its partners can strengthen institutional effectiveness, demonstrate value to donors and stakeholders, and make evidence-informed decisions that improve future programming.

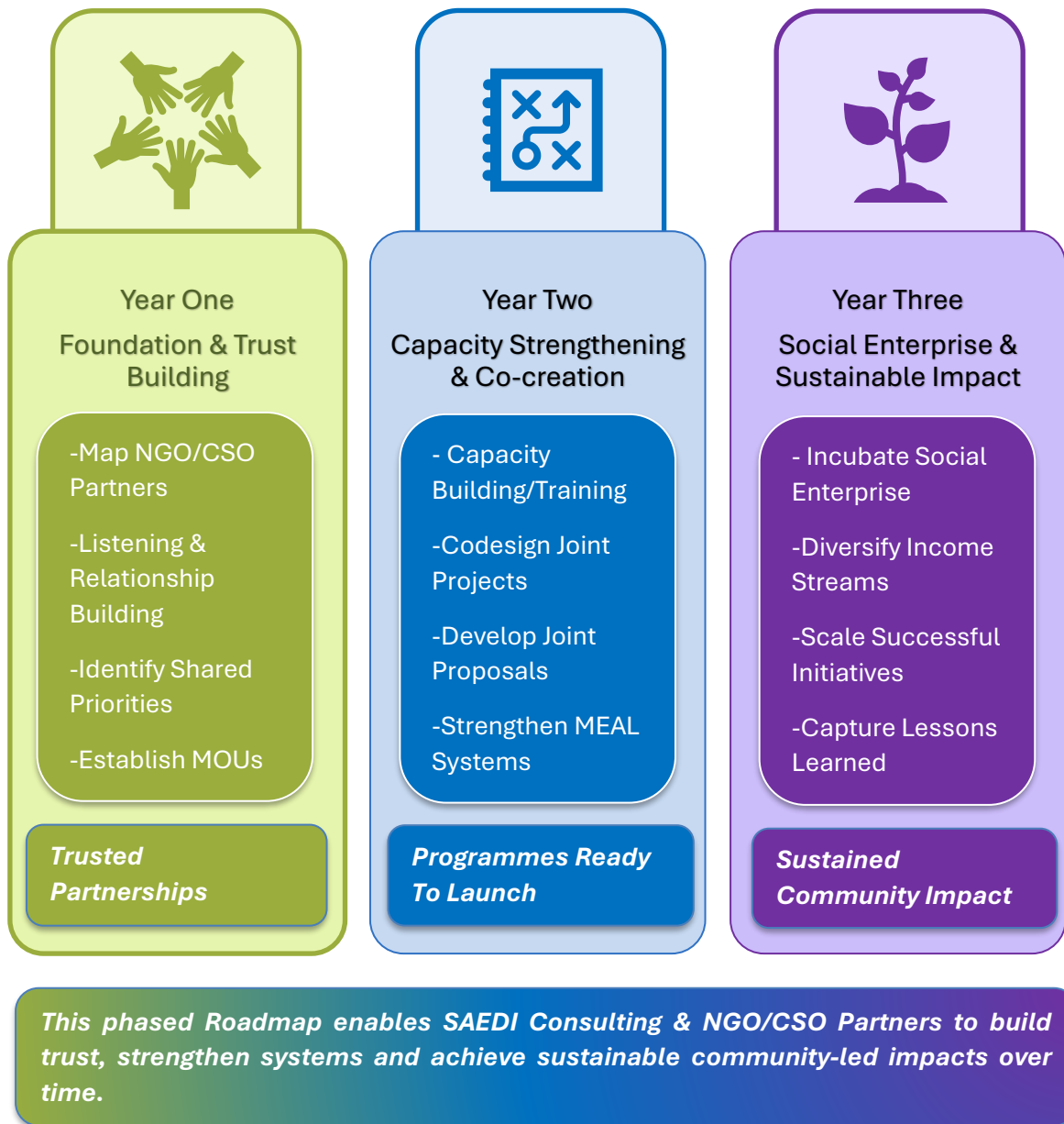
| Indicator              | Measure                                          |
|------------------------|--------------------------------------------------|
| Partnerships formed    | # of NGOs engaged                                |
| Joint proposals        | # Submitted<br># Awarded                         |
| Capacity strengthened  | # of training events<br># of systems implemented |
| Income diversification | % earned revenue                                 |
| Beneficiaries reached  | #, location and profile of women/youth impacted  |
| Partner satisfaction   | Feedback scores                                  |

## GOVERNANCE & ACCOUNTABILITY

SAEDI Consulting will designate an Engagement Lead, apply ethical screening of partnerships, and ensure conflict-of-interest safeguards. Accordingly, work has begun on anti-money laundering guidelines/policy and a Know Your Customer strategies. Drafts are currently being reviewed and are expected to be finalised and published in March 2026.

## IMPLEMENTATION ROADMAP

Delivering meaningful partnerships requires deliberate planning, and sustained relationship-building. SAEDI Consulting recognises that trust, capacity strengthening, and social enterprise development cannot happen all at once (see image on page 8).



The Implementation Roadmap therefore outlines a phased approach that moves from foundation-setting and trust building to deeper collaboration and joint programming, and ultimately toward sustainable income generation and long-term impact.

| Year   | Focus                                                        |
|--------|--------------------------------------------------------------|
| Year 1 | Mapping and trust building; identify shared values and goals |
| Year 2 | Capacity strengthening and joint proposals                   |
| Year 3 | Social enterprise incubation and scaling                     |

This staged process allows SAEDI Consulting and NGO/CSO partners to learn together, strengthen systems incrementally, and adapt based on emerging needs and opportunities. By aligning activities with clear annual priorities, the roadmap ensures that engagement remains strategic, manageable, and results-focused. This will ensure that partnerships are not only effective in the short term, but resilient and transformative for communities over the long term.

|                         |                                |
|-------------------------|--------------------------------|
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| <b>Renewal Date</b>     | 25 <sup>th</sup> February 2028 |
| <b>Re-approval Date</b> |                                |