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## HONEYDROPS FOUNDATION STRATEGIC PROGRAM DOCUMENT

### PREAMBLE

Honeydrops Foundation is dedicated to empowering teens, young adults, men, and women through a range of transformative programs that foster economic independence, personal development, and social impact. Our strategic initiatives provide financial support, capacity-building opportunities, and community-driven solutions to create sustainable change.

This document outlines our approach to driving long-term impact through innovative funding strategies, corporate partnerships, and revenue-generating services. Recognizing key challenges such as financial constraints, resource accessibility, and human capital limitations, we have developed adaptive strategies to ensure sustainability and scalability.

We invite stakeholders, donors, and partners to join us in advancing our mission. Together, we can build stronger communities, create economic opportunities, and empower individuals to reach their full potential.





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## **1. EXECUTIVE SUMMARY**

### **1.1 Overview of the Program**

Honeydrops Foundation is a leading advocate against domestic violence, with a core focus on teen dating violence awareness and prevention. Our mission is to empower vulnerable demographics, including teenagers, young mothers, and men, through preventive education, awareness programs, and empowerment initiatives. Over the years, our programs have evolved to address the root causes of domestic violence and provide sustainable solutions that foster a culture of safety, respect, and resilience.

Our key programs include:

1. **Teen Dating Violence Awareness & Prevention Program** – Focused on educating and empowering teenagers through awareness campaigns, mentorship programs, workshops, and financial literacy training.
2. **Teen Mom Initiative** – Supporting teenage mothers with resources and empowerment tools to rebuild their lives, providing financial literacy, entrepreneurship training, and job readiness skills.
3. **Men Against Abuse Awareness & Empowerment Program (MAA)** – Initially an awareness initiative, this program has expanded into a proactive response framework incorporating educational events, fireside chats, and an annual men's conference and the Real Men Talk Edutainment Series, which uses storytelling to address men's struggles, including fatherhood, relationships, and domestic violence.
4. **Ashes to Beauty Program** – The foundation's pioneering initiative that supports women and girl-child survivors of domestic violence through empowerment programs, transitional housing support, and reintegration resources.

### **1.2 Statement of the Problem**

Domestic violence remains a persistent societal issue, affecting individuals across all demographics. Statistics show that **1 in 3 teenagers** experiences some form of dating violence, leading to long-term emotional, psychological, and economic repercussions. Teenage mothers face immense challenges, including financial instability and lack of access to proper support systems, affecting their ability to rebuild their lives. Furthermore, men, often neglected in the domestic violence conversation, experience mental health struggles, suicidal tendencies, and societal pressures that discourage them from seeking help. The Real Men Talk Edutainment Series and The 21st Century Man Conference address the unique struggles of modern masculinity, providing men with platforms to discuss domestic violence, mental health, and personal development. By





integrating storytelling, media engagement, and expert-led discussions, these initiatives offer men practical solutions to navigate life's challenges while reinforcing positive behaviors.

Our programs address these issues by providing:

- Preventive education and resources for teenagers.
- Holistic empowerment and advocacy for teenage mothers.
- A safe platform for men to discuss and overcome abuse-related challenges.
- Long-term support for women transitioning from domestic violence.

### *1.3 Summary of Expected Outcomes*

Through our comprehensive intervention strategies, Honeydrops Foundation aims to:

- **Empower teenagers** through financial literacy, entrepreneurship training, and career guidance to foster economic independence and responsible decision-making.
- **Increase academic performance and graduation rates** among teenagers by ensuring access to critical educational resources and mentorship programs.
- **Support teenage mothers** in transitioning into stable and independent livelihoods through job readiness and entrepreneurship training.
- **Reduce cases of teen dating violence** through awareness campaigns, workshops, and peer mentorship initiatives.
- **Enhance men's mental and emotional well-being** through structured platforms like Real Men Talk and The 21st Century Man Conference.
- **Provide resources for domestic violence survivors** to reintegrate successfully into society through the Ashes to Beauty Program.

By implementing these programs, Honeydrops Foundation seeks to create a safer, more inclusive society where every individual has the opportunity to thrive, free from the cycle of abuse and violence.

## **2. ORGANIZATIONAL BACKGROUND**

### *2.1 History and Mission of Honeydrops Foundation*

Founded in 2016, Honeydrops Foundation is a 501(c)(3) non-profit organization dedicated to eradicating domestic violence and empowering vulnerable populations. Originating in North Texas, USA, the foundation has expanded its reach to Nigeria, Africa, implementing programs that educate and empower our teenagers, youth, men and communities to prevent teen dating domestic and sexual violence. Our mission is to utilize education, mentoring, volunteering, and recognition to guide our global community beyond domestic violence and all forms of relational abuse.



## 2.2 Key Achievements and Past Impact

In the past year, Honeydrops Foundation has made significant strides in advancing its mission:

- **Youth Outreach:** We have served over 3,500 teenagers across the United States and Nigeria, including cities like Dallas, Lagos, and Ibadan. Our programs have provided essential resources and tools, enhancing their understanding of healthy relationships and financial literacy.
- **Educational Initiatives:** Through school outreach, workshops, and peer mentorship programs, we have educated youth on business, positive psychology, spirituality, and proactive measures to avoid relational violence.
- **Community Engagement:** Our teen-focused summits and community awareness campaigns have fostered a culture of safety and respect, empowering participants to become advocates against abuse.
- **Support for Survivors:** We have provided scholarships and empowerment initiatives to survivors of teen dating violence, aiding them in rebuilding their lives and pursuing their educational goals.

Our impact is measured not only by the number of individuals served but also by qualitative improvements such as increased awareness of relationship red flags, enhanced self-confidence among participants, and the acquisition of financial and entrepreneurial skills.

## 2.3 Organizational Structure and Key Personnel

Honeydrops Foundation operates with a robust organizational structure to effectively execute its programs:

- **Board of Trustees:** Provides strategic oversight and ensures the foundation's mission aligns with its activities.
- **Board of Directors:** Responsible for governance, policy formulation, and organizational accountability.
- **Advisory Board:** Comprises experts and community leaders who offer guidance on program development and implementation.
- **Volunteers:** A dedicated team of individuals who assist in various capacities, from event coordination to mentorship, ensuring the successful delivery of our services.

At the helm of the foundation is Dr. Oyinkansola Jinadu, a visionary leader and public speaker with extensive experience in education and community building. As the principal of The Yoruba Language School and a member of the Dallas Domestic Violence Task Force, Dr. Jinadu brings a wealth of knowledge and passion to the foundation's initiatives.



Together, this cohesive structure and leadership enable Honeydrops Foundation to effectively address the multifaceted challenges of domestic violence and empower individuals to lead lives free from abuse.

### **3. PROGRAM JUSTIFICATION & NEED STATEMENT**

Adolescents and young adults in both the United States and Nigeria face significant challenges related to financial illiteracy and dating violence, both of which have long-term consequences for their well-being, economic security, and social stability. In an era where the roles and expectations of men are evolving rapidly, there's a pressing need for platforms that provide men with the insights, tools, and support to navigate these changes effectively by focusing on critical aspects of modern masculinity, including fatherhood, mental health, household management, professional development, relationships, and dating. Honeydrops Foundation aims to address these critical issues through targeted interventions that empower youth with the knowledge and resources needed to thrive.

#### **3.1 Prevalence of Teen Dating Violence**

##### **United States**

Teen dating violence (TDV) is a widespread issue in the U.S., affecting millions of adolescents every year. According to the **Centers for Disease Control and Prevention (CDC)**:

- Nearly **1 in 11 female high school students** and **1 in 15 male high school students** report experiencing physical dating violence.
- **1 in 9 female students** and **1 in 36 male students** have experienced sexual dating violence.
- Many teens do not recognize unhealthy relationship behaviors, making prevention education and awareness campaigns essential.
- Texas, in particular, has seen a rise in cases of dating violence among teenagers. The **Texas Council on Family Violence (TCFV)** reports that thousands of youth experience abuse in dating relationships each year, with a lack of awareness being a major contributing factor.

##### **Nigeria & West Africa**

While there is limited data on **teen-specific dating violence in Nigeria**, research shows that intimate partner violence is highly prevalent among young women. According to **UNICEF**:

- About **31% of Nigerian women aged 15-49** have experienced physical violence.
- Cultural norms often normalize violence, making it difficult for young victims to seek help.
- Awareness campaigns and support systems for teen victims of dating violence are significantly lacking, leaving many youth without guidance or protection.





### ***3.2 Financial Illiteracy Among Teens and Young Adults***

#### ***United States***

Financial illiteracy is a growing concern among American youth. According to the **Council for Economic Education (CEE)**, only **25 states** in the U.S. require high school students to take a course in financial literacy before graduation. As a result, many teenagers enter adulthood without essential knowledge of budgeting, credit, debt management, and investing.

- A study by the **National Financial Educators Council (NFEC)** found that the average American lacks \$1,819 worth of financial knowledge annually, leading to poor financial decisions.
- In Texas, despite being one of the states that mandate financial literacy education, many schools still lack comprehensive personal finance courses, and students from low-income backgrounds are particularly vulnerable to financial instability.

#### ***Nigeria & West Africa***

Financial literacy remains a significant challenge in Nigeria, where many young people lack access to structured financial education. According to the **Central Bank of Nigeria (CBN)**, only **31% of Nigerians** are considered financially literate, with even lower rates among teenagers and young adults.

- Many young people lack access to banking services, savings tools, and investment opportunities, limiting their ability to build wealth and escape cycles of poverty.
- The rapid expansion of digital financial services presents both opportunities and risks, with many youth lacking the knowledge to navigate online banking, investment platforms, and credit systems.

Both in the U.S. and Nigeria, young people face gaps in financial education, leaving them ill-prepared for independent financial decision-making.

### ***3.3 Challenges and Gaps in Existing Interventions***

Despite existing policies and programs, significant gaps remain in addressing financial literacy and dating violence among youth in both the U.S. and Nigeria:

- **Limited Access to Education:** Many students in the U.S. and Nigeria lack access to formal financial literacy programs or relationship education, particularly those from **underserved communities**.
- **Cultural and Societal Barriers:** In both regions, stigmatization and lack of open conversations prevent victims of dating violence from reporting abuse or seeking support.
- **Lack of Practical Tools and Resources:** Even when educational programs exist, they often fail to provide real-world financial tools or relationship support services tailored to teens and young adults.





### 3.4 Target Population and Demographics

Honeydrops Foundation's programs serve:

- **Teens (Ages 13-19):** High school students who need foundational knowledge on financial literacy and healthy relationships.
- **Young Adults (Ages 20-30):** Individuals in college and early career stages who require advanced financial education, career preparedness, and relationship awareness training.

### Geographic Focus

- **United States (North Texas & Nationwide Expansion):** Programs are actively reaching youth in Texas, with plans to expand to more states through virtual education and community partnerships.
- **Nigeria (Lagos & Oyo States, with Nationwide Expansion Plans):** The Foundation is currently scaling its programs across different Nigerian states, with a long-term vision of federal-level implementation.

By targeting these demographics, Honeydrops Foundation aims to bridge the education gap, empower youth, and create a future where financial independence and healthy relationships are attainable for all.

## 4. PROGRAM GOALS & OBJECTIVES

### 4.2 Program Goals

Honeydrops Foundation is committed to empowering teenagers and young adults with the knowledge, skills, and resources needed to make informed financial and relationship decisions, ultimately leading to a generation of financially independent and emotionally resilient individuals.

The program's overarching goals are:

1. **Enhance Financial Literacy:** Equip teens and young adults with practical financial knowledge to reduce financial illiteracy, promote wealth-building habits, and prepare them for economic stability.
2. **Prevent Teen Dating Violence:** Increase awareness and intervention strategies to reduce the prevalence of dating violence, empower victims, and foster healthy relationship behaviors among youth.
3. **Expand Program Reach & Impact:** Scale Honeydrops Foundation's interventions across North Texas and Nigeria, ensuring that more underserved communities benefit from essential financial education and relationship awareness programs.



4. **Promote Holistic Youth Development:** Strengthen participants' confidence, career readiness, and decision-making skills through workshops, mentorship, and community-driven initiatives.
5. **Foster Positive Masculinity:** Provide young men with a dedicated platform to engage in open discussions about financial independence, emotional well-being, responsible fatherhood, and healthy relationships.

#### 4.2 Program Objectives

To achieve these goals, Honeydrops Foundation has set specific, measurable, and time-bound objectives:

##### 1. Teen Dating Violence Prevention & Awareness

- Educate at least **3,000 teens** on identifying red flags in relationships, setting healthy boundaries, and seeking help through in-person and virtual workshops in both Texas and Nigeria within **one year**.
- Establish a **digital support hub** where victims and survivors of dating violence can access counseling, legal resources, and emergency assistance contacts within **9 months** of program launch.
- Train at least **500 peer mentors and educators** to serve as advocates for healthy relationships, consent education, and gender-based violence prevention in high schools and community centers by the end of the first program year.
- Develop and launch a **social media awareness campaign** on teen dating violence, reaching at least **50,000 young people across the U.S. and Nigeria** through targeted content, survivor stories, and intervention resources within **6 months**.

##### 2. Financial Literacy Advancement

- Train at least **5,000 teens and young adults** (ages 13–30) in the U.S. and Nigeria on personal finance, savings, credit management, and investment strategies by the end of the program year.
- Develop and distribute at least **10,000 financial literacy toolkits** (including budgeting templates, credit-building guides, and digital financial resources) to program participants across Texas and Nigerian states within **12 months**.



- Partner with **5 schools in North Texas and 5 schools in Nigeria** to integrate financial education modules into their curriculum within the first **6 months** of program launch.
- Organize **quarterly financial empowerment webinars**, featuring finance professionals and successful entrepreneurs, to equip young people with practical money management skills.

### 3. Fostering Positive Masculinity Through the Real Men Talk Edutainment Series & The '21st Century Man' Conference

- Engage at least 1,500 young men in guided discussions on financial responsibility, mental health, emotional intelligence, and healthy relationship practices through these programs within the first year.
- Develop and distribute educational content addressing modern masculinity, fatherhood, and responsible decision-making, reaching at least 25,000 young men across digital platforms.
- Establish a mentorship program connecting 500 young men with positive male role models who can provide guidance on career growth, emotional well-being, and personal development within the first program year.

### 4. Program Growth & Sustainable Expansion

- Scale Honeydrops Foundation's on-ground presence from **two states (Lagos & Oyo) to four Nigerian states** and expand outreach across more cities in Texas within **two years**.
- Secure partnerships with at least three governmental agencies and corporate organizations to provide additional funding, training resources, and outreach platforms within the first year of the program.
- Develop a **federal-level partnership strategy** in both Nigeria and the U.S. to integrate Honeydrops Foundation's financial literacy and dating violence prevention programs into public policy and education systems within **three years**.

### 5. Holistic Youth Empowerment & Career Readiness





- Incorporate entrepreneurship and job readiness training into program workshops, ensuring that at least **60% of participants** leave with a clear understanding of career pathways, business creation, and employability skills.
- Track and assess program impact through annual surveys and participant case studies, aiming for at least a 70% improvement in financial knowledge and a 50% reduction in reports of dating violence victimization among participants.

## **5. PROGRAM COMPONENTS & ACTIVITIES**

Honeydrops Foundation is dedicated to empowering youth through comprehensive programs that address critical issues such as teen dating violence and financial illiteracy. Our initiatives are designed to educate, support, and inspire teens and young adults to lead safe, informed, and prosperous lives.

### **5.1 Teen Dating Violence Prevention & Awareness Program**

This program aims to reduce incidents of teen dating violence by fostering awareness, education, and support within schools and communities.

- **School Outreach and Workshops**

- *Educational Sessions:* Collaborate with middle and high schools to deliver age-appropriate workshops that define healthy relationships, identify warning signs of abuse, and provide strategies for seeking help.
- *Training for Educators:* Offer professional development for teachers and school staff to recognize and address teen dating violence, ensuring a supportive environment for students.

- **Peer Mentorship and Survivor Support**

- *Peer Leadership Programs:* Establish peer-led initiatives where trained students serve as ambassadors, promoting healthy relationship behaviors and offering support to peers.
- *Survivor Support Groups:* Create safe spaces for survivors to share experiences, access counseling services, and receive guidance on recovery and empowerment.

- **Community Awareness Campaigns**

- *Public Awareness Initiatives:* Launch campaigns during Teen Dating Violence Awareness Month to engage the broader community through events, social media, and informational materials.



- *Collaborations with Local Organizations:* Partner with community groups, law enforcement, and healthcare providers to create a unified response to teen dating violence and to disseminate resources effectively.

### 5.2 Teen Financial Wellness Academy

This academy is designed to equip teens and young adults with essential financial skills, fostering economic independence and informed decision-making.

- **Financial Literacy Training**
  - *Core Curriculum:* Provide interactive lessons on budgeting, saving, credit management, and investing, tailored to the needs of young individuals.
  - *Practical Applications:* Incorporate real-life scenarios and simulations to help participants apply financial concepts effectively.
- **Mentorship Sessions with Financial Experts**
  - *Professional Guidance:* Connect participants with financial professionals who offer insights into financial planning, career advice, and personal finance management.
  - *Ongoing Support:* Establish mentorship programs that provide continuous support, helping teens set and achieve financial goals.
- **Entrepreneurship and Career Financial Planning**
  - *Business Skills Development:* Offer workshops on entrepreneurship, including business planning, marketing, and financial management, to inspire and prepare future business leaders.
  - *Career Readiness:* Provide resources and training on resume building, job search strategies, and understanding employee benefits to prepare youth for successful careers.

### 5.3 Real Men Talk Edutainment Series

The **Real Men Talk Series** is a dynamic platform designed to engage young men in crucial conversations about relationships, emotional well-being, and responsible decision-making. The series integrates interactive discussions, storytelling, and entertainment to challenge stereotypes and promote positive masculinity.

- *Interactive Discussions:* Address topics such as financial responsibility, mental health, healthy relationships, and conflict resolution through engaging dialogue and real-life scenarios.
- *Influencer & Role Model Engagement:* Feature guest speakers, including male mentors, public figures, and experts in relationship psychology, finance, and leadership.



- **Media & Digital Outreach:** Develop short films, podcasts, and social media content to reach a broader audience with messages on healthy masculinity and relationship dynamics.

#### **5.4 The '21st Century Man' Conference**

This annual flagship event brings together young men, mentors, and experts to redefine masculinity and empower attendees with the knowledge and tools for personal and professional growth.

- **Panel Discussions & Keynotes:** Experts from various fields, including psychology, finance, and leadership, provide insights on navigating modern masculinity and healthy relationships.
- **Workshops & Breakout Sessions:** Participants engage in practical sessions on emotional intelligence, conflict resolution, financial literacy, and relationship dynamics.
- **Networking & Mentorship:** Connect attendees with successful men from diverse industries who provide guidance, career advice, and mentorship.

Through these comprehensive programs, Honeydrops Foundation strives to create a supportive environment where youth are empowered with the knowledge and resources to navigate personal relationships and financial landscapes confidently.

### **6. IMPLEMENTATION PLAN & TIMELINE**

Honeydrops Foundation will implement its programs through a structured timeline, ensuring consistent outreach, engagement, and impact. Our plan includes monthly school outreach, quarterly awareness conferences, specialized men's programs, and the prestigious Global League of Champions initiative. The roles and responsibilities of team members are clearly defined to ensure seamless execution.

#### **6.1 Program Implementation Timeline**





Activity	Frequency	Key Actions	Responsible Team Members
<b>Teen Dating Violence Prevention &amp; Awareness School Outreach</b>	Monthly	<ul style="list-style-type: none"> <li>- Conduct workshops on healthy relationships and abuse prevention</li> <li>- Distribute learning materials and palliatives</li> <li>- Engage students in interactive discussions</li> </ul>	<ul style="list-style-type: none"> <li>- Program Directors</li> <li>- Outreach Coordinators</li> <li>- Facilitators &amp; Mentors</li> </ul>
<b>Teen Dating Violence Awareness Conferences</b>	Quarterly	<ul style="list-style-type: none"> <li>- Host panel discussions and peer-led conversations</li> <li>- Engage students in solution-based activities</li> <li>- Reinforce messaging through interactive sessions</li> </ul>	<ul style="list-style-type: none"> <li>- Program Directors</li> <li>- Communications Team</li> <li>- Event Coordinators</li> </ul>
<b>Teen Financial Wellness Academy Workshops</b>	Quarterly	<ul style="list-style-type: none"> <li>- Deliver financial literacy sessions on budgeting, savings, and investments</li> <li>- Provide career planning and entrepreneurship mentorship</li> <li>- Connect students with financial experts</li> </ul>	<ul style="list-style-type: none"> <li>- Program Directors</li> <li>- Finance Experts</li> <li>- Logistics Coordinators</li> </ul>
<b>Men Against Abuse Program</b>	Annual	<ul style="list-style-type: none"> <li>- Organize a men's conference on mental health and gender-based violence</li> <li>- Partner with psychologists and therapists for subsidized counseling</li> <li>- Establish a referral system for professional support</li> </ul>	<ul style="list-style-type: none"> <li>- Men's Program Director</li> <li>- Partnerships Manager</li> <li>- Event Planners</li> </ul>
<b>Men Against Abuse Recognition &amp; Celebration Gala</b>	Annual	<ul style="list-style-type: none"> <li>- Host an awards ceremony recognizing positive male role models</li> <li>- Organize a fashion show and entertainment segment</li> <li>- Promote positive masculinity</li> </ul>	<ul style="list-style-type: none"> <li>- Event Coordinators</li> <li>- Communications Team</li> <li>- Sponsorship &amp; Fundraising Team</li> </ul>
<b>Global League of Champions</b>	Annual	<ul style="list-style-type: none"> <li>- Identify and award scholarships to young advocates</li> <li>- Host a gala to celebrate youth leadership</li> </ul>	<ul style="list-style-type: none"> <li>- Youth Program Director</li> <li>- Scholarship &amp; Awards Committee</li> </ul>



Activity	Frequency	Key Actions	Responsible Team Members
		- Provide mentorship and training for selected champions	- Communications Team
<b>Real Men Talk Edutainment Series</b>	Bi-Monthly	<ul style="list-style-type: none"> <li>- Host engaging discussions on masculinity, emotional intelligence, and healthy relationships.</li> <li>- Feature male mentors, public figures, and relationship experts.</li> <li>- Use storytelling, interactive Q&amp;A, and media to reinforce positive masculinity.</li> </ul>	<ul style="list-style-type: none"> <li>- Men's Program Director</li> <li>- Communications Team</li> <li>- Guest Speakers</li> </ul>
<b>The '21st Century Man' Conference</b>	Annual	<ul style="list-style-type: none"> <li>- Organize a large-scale conference with expert panels, mentorship sessions, and networking.</li> <li>- Address leadership, gender roles, career development, and financial independence.</li> <li>- Engage men in interactive solution-building activities.</li> </ul>	<ul style="list-style-type: none"> <li>- Program Directors</li> <li>- Event Planners</li> <li>- Guest Speakers &amp; Panelists</li> </ul>

## 6.2 Roles & Responsibilities of Team Members

Role	Responsibilities
<b>Executive Director (US &amp; Africa)</b>	<ul style="list-style-type: none"> <li>- Provide strategic direction</li> <li>- Oversee program implementation</li> <li>- Manage partnerships and donor relations</li> </ul>
<b>Program Directors (US &amp; Africa)</b>	<ul style="list-style-type: none"> <li>- Supervise program execution</li> <li>- Coordinate with schools, stakeholders, and volunteers</li> <li>- Monitor impact and engagement</li> </ul>
<b>Men's Program Director</b>	<ul style="list-style-type: none"> <li>- Develop and oversee the Men Against Abuse initiative and other Men initiatives.</li> <li>- Facilitate partnerships with therapists</li> <li>- Organize events and recognition programs</li> </ul>
<b>Youth Program Director</b>	<ul style="list-style-type: none"> <li>- Lead the Global League of Champions initiative</li> <li>- Oversee school outreach and mentorship activities</li> </ul>



Role	Responsibilities
<b>Event Coordinators</b>	<ul style="list-style-type: none"> <li>- Plan and execute conferences, summits, and special events</li> <li>- Handle logistics and scheduling</li> </ul>
<b>Communications &amp; Outreach Team</b>	<ul style="list-style-type: none"> <li>- Promote programs through media and community engagement</li> <li>- Develop awareness campaigns and educational content</li> </ul>
<b>Finance &amp; Fundraising Team</b>	<ul style="list-style-type: none"> <li>- Manage program budgets and funding</li> <li>- Secure sponsorships and financial support</li> </ul>
<b>Facilitators &amp; Mentors</b>	<ul style="list-style-type: none"> <li>- Conduct workshops and mentorship sessions</li> <li>- Engage directly with program participants</li> </ul>

The Honeydrops Foundation's structured implementation plan ensures the effective delivery of our core programs. By executing activities on a monthly, quarterly, and annual basis, and clearly defining roles, we create a sustainable model for empowering youth and fostering positive societal change.

## 7. MONITORING & EVALUATION (M&E) PLAN

We have a strong Monitoring and Evaluation (M&E) plan which ensures that the program's objectives are met effectively, measuring impact, improving implementation, and guiding decision-making for future growth.

### 7.1 Key Performance Indicators (KPIs)

Program Component	Key Performance Indicators (KPIs)
<b>Teen Dating Violence Prevention &amp; Awareness Program</b>	<ul style="list-style-type: none"> <li>- Number of schools reached per month</li> <li>- Number of students trained in healthy relationship practices</li> <li>- Percentage increase in awareness of dating violence and prevention measures (pre/post surveys)</li> <li>- Number of peer advocates trained and engaged in outreach efforts</li> </ul>
<b>Teen Financial Wellness Academy</b>	<ul style="list-style-type: none"> <li>- Number of workshops conducted</li> <li>- Percentage of participants demonstrating improved financial literacy (pre/post assessments)</li> <li>- Number of mentorship sessions completed</li> <li>- Number of students who develop savings plans or business ideas</li> </ul>





Program Component	Key Performance Indicators (KPIs)
Teen Conferences & Summits	<ul style="list-style-type: none"> <li>- Number of participants per event</li> <li>- Percentage of teens reporting increased understanding of violence prevention strategies</li> <li>- Number of students who join ongoing advocacy or peer mentorship programs</li> </ul>
Men Against Abuse Program	<ul style="list-style-type: none"> <li>- Number of men attending workshops or accessing resources</li> <li>- Number of referrals made to therapists and psychologists</li> <li>- Percentage of participants reporting improved mental health awareness</li> </ul>
Men Against Abuse Recognition & Celebration Gala	<ul style="list-style-type: none"> <li>- Number of awardees recognized</li> <li>- Number of attendees at the event</li> <li>- Media coverage and public engagement metrics</li> </ul>
Global League of Champions	<ul style="list-style-type: none"> <li>- Number of youth advocates identified and trained</li> <li>- Number of scholarships awarded</li> <li>- Percentage of participants engaging in long-term advocacy initiatives</li> </ul>
Real Men Talk Edutainment Series	<ul style="list-style-type: none"> <li>- Number of discussion sessions held</li> <li>- Number of participants per session</li> <li>- Percentage of attendees reporting increased understanding of positive masculinity and emotional intelligence (pre/post surveys)</li> <li>- Number of engagements via social media and digital platforms</li> </ul>
The '21st Century Man' Conference	<ul style="list-style-type: none"> <li>- Number of attendees at the conference</li> <li>- Number of expert speakers, mentors, and panelists engaged</li> <li>- Percentage of participants reporting improved knowledge of leadership, gender roles, and career development (pre/post surveys)</li> <li>- Number of partnerships and sponsorships secured for future editions</li> </ul>

## 7.2 Data Collection Methods

Method	Purpose	Frequency
Pre- and Post-Event Surveys	Assess changes in participants' knowledge, attitudes, and behaviors	Before and after each workshop, training, or conference



Method	Purpose	Frequency
<b>Focus Group Discussions (FGDs)</b>	Gather in-depth feedback from students, mentors, and stakeholders	Quarterly
<b>Interviews with Program Participants</b>	Collect qualitative insights on program effectiveness and areas for improvement	Bi-annually
<b>Attendance Records &amp; Engagement Metrics</b>	Track participation numbers, demographics, and retention rates	Ongoing
<b>Social Media &amp; Community Engagement Tracking</b>	Measure reach and effectiveness of awareness campaigns	Monthly
<b>Referral Tracking System</b>	Monitor how many individuals access psychological or financial counseling services	Ongoing

### 7.3 Impact Assessment Framework

Impact Area	Evaluation Criteria	Data Sources
<b>Teen Dating Violence Awareness &amp; Prevention</b>	<ul style="list-style-type: none"> <li>- Increased awareness and knowledge of dating violence</li> <li>- Reduction in reported cases of abuse among participants</li> </ul>	<ul style="list-style-type: none"> <li>- Surveys</li> <li>- School reports</li> <li>- Peer feedback</li> </ul>
<b>Financial Literacy &amp; Economic Empowerment</b>	<ul style="list-style-type: none"> <li>- Improved financial decision-making among participants</li> <li>- Increased number of youths with savings accounts or business plans</li> </ul>	<ul style="list-style-type: none"> <li>- Financial literacy assessments</li> <li>- Mentor feedback</li> <li>- Follow-up interviews</li> </ul>
<b>Men's Mental Health &amp; Support Program</b>	<ul style="list-style-type: none"> <li>- Increased awareness and acceptance of therapy</li> <li>- Increased engagement with support resources</li> </ul>	<ul style="list-style-type: none"> <li>- Therapy referral data</li> <li>- Self-reported mental health improvements</li> </ul>
<b>Recognition &amp; Leadership Development</b>	<ul style="list-style-type: none"> <li>- Increased visibility and participation of male role models</li> <li>- Growth of youth advocacy network</li> </ul>	<ul style="list-style-type: none"> <li>- Event participation records</li> <li>- Follow-up on awardees' advocacy work</li> </ul>

**Honey Drops Foundation**



## 8. BUDGET & FINANCIAL PLAN

A well-structured budget ensures the sustainability and scalability of the program. The financial plan includes estimated program costs, potential funding sources, and sponsorship/grant opportunities to support the implementation of activities.

### 8.1 Estimated Program Costs

Budget Category	Description	Estimated Annual Cost (USD)
<b>Program Implementation Costs</b>		
School Outreach & Workshops	Monthly outreach to 4 schools (logistics, materials, facilitators, palliatives)	\$48,000
Teen Dating Violence Awareness Conferences	Quarterly large-scale awareness conferences	\$30,000
Community Awareness Campaigns	Media, social media outreach, advocacy materials	\$15,000
Financial Literacy Workshops	Training sessions, mentorship, resource materials	\$20,000
Entrepreneurship & Career Planning	Business development training, startup grants for participants	\$25,000
Men Against Abuse Program	Therapy referrals, support groups, awareness sessions	\$30,000
Recognition & Awards Gala	Logistics, venue, awards for outstanding community advocates	\$40,000
Global League of Champions	Scholarships, mentorship, event execution	\$50,000
Real Men Talk Edutainment Series	Monthly discussion forums, digital content creation, guest speaker engagements	\$35,000
The '21st Century Man' Conference	Annual large-scale conference, speaker fees, event logistics	\$45,000
<b>Administrative &amp; Operational Costs</b>		
Staff Salaries	Program directors, facilitators, admin staff	\$100,000
Office Space & Utilities	Rent, electricity, internet, office supplies	\$50,000
Technology & Digital Infrastructure	Website maintenance, virtual engagement tools	\$20,000
Program Monitoring & Evaluation	Data collection, impact assessment tools, external evaluations	\$15,000
Development of Physical Site	Land acquisition, construction, furnishing	\$150,000





Budget Category	Description	Estimated Annual Cost (USD)
Contingency Fund	Emergency costs and unforeseen expenses	\$20,000
<b>Total Estimated Annual Budget</b>		<b>\$693,000</b>

### 8.2 Breakdown of Funding Sources

Funding Source	Description	Projected Contribution (USD)
Grants & Foundations	Applications for local and international grants supporting violence prevention, youth development, and financial literacy	\$250,000
Corporate Sponsorships	Partnerships with corporations for funding, CSR initiatives, and sponsorship of specific programs	\$150,000
Government & Public Funding	Local and federal government funding for teen empowerment and gender-based violence prevention	\$170,000
Individual Donations & Fundraising	Crowdfunding campaigns, donor contributions, and community fundraising events	\$80,000
Program Revenue	Event ticket sales, training fees, membership fees	\$43,000
<b>Total Projected Funding</b>		<b>\$693,000</b>

### 8.3 Sponsorship and Grant Opportunities

Funding Organization	Grant/Funding Program	Relevance to Program
U.S. Department of Justice (DOJ) - Office on Violence Against Women	Grants for Outreach and Prevention	Supports awareness and intervention efforts on teen dating violence
Texas Council on Family Violence (TCFV)	Prevention and Community Engagement Grants	Provides funding for violence prevention programs in Texas
Bill & Melinda Gates Foundation	Youth and Economic Empowerment Grants	Funds programs related to financial literacy and youth development
Ford Foundation	Social Justice and Gender-Based Violence Prevention	Supports advocacy and intervention initiatives
Global Fund for Women	Gender-Based Violence Prevention Grants	Provides funding for organizations tackling violence against women and girls



Funding Organization	Grant/Funding Program	Relevance to Program
Corporate CSR Programs	Banks, tech companies, retail brands	Funding opportunities from corporate entities with community outreach initiatives
Local Government & Community Foundations	State and city-level funding	Funding from Texas-based foundations for local initiatives

This financial plan provides a structured approach to securing funds and ensuring the sustainability of the program. By leveraging grants, corporate sponsorships, and community support, we can successfully implement our initiatives and expand our impact.

## 9. SUSTAINABILITY PLAN

A robust sustainability plan ensures that the program continues to thrive beyond initial funding cycles. Our strategy focuses on securing long-term financial stability, establishing key partnerships, and creating scalable models for expansion.

### 9.1 Long-Term Funding Strategy

Funding Source	Strategy	Projected Impact
Grants & Foundations	Continued applications for local and international funding opportunities focused on gender-based violence prevention, financial literacy, and youth empowerment	Sustainable multi-year funding streams
Fee-for-Service Model	Contracting services to for-profit organizations (e.g., banks, corporate institutions) for sexual harassment, diversity & inclusion, and workplace safety training	Revenue generation for core program funding
Corporate Sponsorships & CSR	Aligning with corporate social responsibility (CSR) initiatives of banks, tech companies, and financial institutions	Direct sponsorships and resource partnerships
Honeydrops Investment Strategy	Investing part of Honeydrops' savings in interest-yielding financial tools such as fixed deposits, treasury bills, and mutual funds	Sustained cash flow and financial stability for long-term growth
Government & Public Sector Funding	State and local government funding for domestic violence awareness and prevention initiatives	Increased institutional support and policy alignment
Earned Revenue from Digital Products	Development and sale of training materials, e-learning courses, and certification programs	Passive income stream and program sustainability



Funding Source	Strategy	Projected Impact
	on gender-based violence prevention and leadership training	
<b>Crowdfunding &amp; Community Fundraising</b>	Annual fundraising campaigns, donor circles, and social impact-driven events	Diversified financial base and community engagement

### 9.2 Potential Partnerships

Strategic partnerships will strengthen program impact and financial stability.

Partner Type	Example Organizations	Partnership Benefit
<b>Financial Institutions</b>	Banks, Microfinance Institutions	Funding support, financial literacy integration
<b>Tech Companies</b>	Microsoft, Google, FinTech Startups	Software development, digital tool optimization
<b>Corporate Organizations</b>	Fortune 500 Companies, HR Consultancies	Workplace training on sexual harassment, diversity, and inclusion
<b>Educational Institutions</b>	Universities, Research Institutes	Research collaboration, student engagement programs
<b>International &amp; Local NGOs</b>	UN Women, Ford Foundation, Global Fund for Women	Funding, policy advocacy, program support
<b>Government &amp; Public Sector</b>	Ministries of Women Affairs, Local Councils	Policy alignment, institutional backing, and regulatory support

### 9.3 Scalability and Expansion Plan

The program is designed for long-term growth, with plans to scale operations regionally and nationally.

Phase	Expansion Strategy	Expected Outcome
<b>Phase 1 (Year 1-2)</b>	Strengthen financial sustainability through grants, corporate sponsorships, and fee-for-service models	Establish a strong funding base
<b>Phase 2 (Year 3-4)</b>	Expand programs to more schools, corporate organizations, and community centers	Increase outreach and impact
<b>Phase 3 (Year 5 &amp; Beyond)</b>	Develop and launch a digital platform for training, mentorship, and self-paced learning programs	Wider accessibility and engagement
<b>Phase 4 (Long-Term)</b>	Establish a physical training and resource center	Permanent infrastructure for long-term operations





This sustainability plan ensures program continuity through diversified funding, strategic partnerships, and scalable initiatives. By leveraging a mix of grant funding, earned revenue, and corporate sponsorships, we can achieve long-term impact and financial resilience.

## **10. PARTNERSHIP & SPONSORSHIP OPPORTUNITIES**

### **10.1 Corporate Social Responsibility (CSR) Alignment**

Honeydrops seeks partnerships with corporations in banking, technology, and other industries that align with its mission on gender-based violence prevention, financial literacy, and youth empowerment. These partnerships will leverage the CSR initiatives of companies looking to make a social impact. By collaborating with banks, we can provide workplace training on sexual harassment prevention, while tech companies can assist in developing digital tools to enhance program delivery. This alignment ensures increased funding, program expansion, and stronger community impact.

### **10.2 Sponsorship Tiers & Benefits**

To attract financial support, structured sponsorship tiers will be introduced:

- **Platinum Sponsorship (\$20,000+)** – Exclusive naming rights to major programs, branding at all events, priority speaking opportunities, and media mentions across all platforms.
- **Gold Sponsorship (\$10,000 - \$19,999)** – Prominent logo placement, branding at select events, invitations to key stakeholder meetings, and recognition on social media.
- **Silver Sponsorship (\$5,000 - \$9,999)** – Logo placement on marketing materials, quarterly impact reports, and feature in newsletters.
- **Bronze Sponsorship (\$2,500 - \$4,999)** – Recognition on social media, networking opportunities, and an official partnership certificate.

This structured approach allows flexibility for sponsors while ensuring program sustainability, increased visibility, and long-term partnerships.

### **10.3 Volunteer & Engagement Opportunities**

Volunteers play a crucial role in our organization's activities. Recruitment is done periodically, drawing volunteers from various professional and community backgrounds. While volunteers in the U.S. are unpaid, those in Nigeria receive a stipend due to economic realities. Additionally, partnerships will be formed with Nigeria's National Youth Service Corps (NYSC) to allow corps members to be posted to the organization for one year, ensuring a steady stream of skilled manpower. A core aspect of expansion is leveraging social media for increased outreach. The



organization will implement strategic digital marketing campaigns to drive engagement, increase awareness, and attract donors. By optimizing content for different demographics and employing targeted advertising, Honeydrops Foundation will amplify its message, ensuring broader impact and sustained donor engagement.

## **11. RISK MANAGEMENT & MITIGATION STRATEGY**

Honeydrops Foundation recognizes that effective risk management is crucial for the sustainability and impact of its programs. The organization has identified key potential challenges and developed contingency plans to mitigate risks and ensure the smooth execution of its initiatives.

### **11.1 Potential Challenges and Risks**

1. **Environmental Challenges** – Operating in different regions exposes Honeydrops Foundation to unpredictable environmental factors such as poor infrastructure, natural disasters, and socio-political instability. These factors may hinder program implementation, outreach efforts, and community engagement.
2. **Economic and Financial Constraints** – Access to consistent funding remains a significant challenge. Fluctuations in donor support, economic downturns, and limited unrestricted funding can impact the organization's ability to scale programs and sustain administrative costs, including the development of a permanent physical site for project implementation.
3. **Human Capital & Volunteer Recruitment** – Attracting and retaining dedicated volunteers and board members remains a challenge, especially since board roles are unpaid. The economic realities in Nigeria make it difficult for professionals to commit to long-term volunteer roles, which may affect governance and program execution.

### **11.2 Contingency Plans**

1. **Adaptable Program Delivery & Digital Solutions**
  - To counter environmental challenges, Honeydrops Foundation will incorporate flexible program delivery methods, including hybrid (online and offline) training models and digital engagement strategies.
  - Strengthening partnerships with local organizations will ensure access to backup locations for in-person events.
2. **Diversified Funding & Financial Sustainability**
  - The organization will continue seeking grant funding, corporate sponsorships, and CSR partnerships to maintain financial stability.
  - Honeydrops will invest part of its savings in interest-yielding financial tools, ensuring sustained cash flow and long-term financial security.



- Revenue-generating activities, such as offering training services to corporate organizations on gender-based violence and workplace harassment, will supplement donor funding.

### 3. Strategic Volunteer & Board Member Engagement

- The foundation will actively engage professionals through structured volunteer programs, offering networking opportunities, mentorship benefits, and professional development incentives.
- Collaborations with institutions such as the National Youth Service Corps (NYSC) will ensure a steady flow of committed volunteers, while corporate volunteer programs will allow professionals to contribute their expertise on a part-time basis.
- A Board Engagement Plan will be implemented, offering non-financial incentives such as public recognition, leadership exposure, and strategic networking opportunities to attract and retain high-caliber board members.

## 12. CONCLUSION & CALL TO ACTION

### 12.1 Summary of the program's importance

Honeydrops Foundation is dedicated to empowering teens, young adults and men, particularly survivors of abuse, through our programs and impactful initiatives. By providing financial support, mentorship, and business training, we aim to break cycles of economic dependence, promote financial independence, promote resilience and create sustainable opportunities for all. Our work aligns with broader global goals, including SDG 1 (No Poverty), SDG 5 (Gender Equality), and SDG 8 (Decent Work and Economic Growth).

However, the challenges of financial constraints, resource accessibility, and volunteer engagement require the collective effort of individuals, corporations, and institutions to drive lasting change. Sustaining our impact demands long-term funding strategies, strategic partnerships, and continuous engagement with stakeholders who share our vision of a more inclusive and economically empowered society.

### 12.2 Invitation to stakeholders to support the initiative

We invite stakeholders—donors, corporate organizations, policymakers, and individuals—to support this initiative and be part of the movement that is transforming lives. Your support can take various forms:

- ❖ **Donate:** Your contributions help us provide funding, training, and business development resources to women entrepreneurs.





- ❖ **Volunteer:** Sign up to be part of our network of changemakers, lending your skills, expertise, and time to support our initiatives.
- ❖ **Attend Our Events:** Engage with our programs, workshops, and networking opportunities that empower and uplift women.
- ❖ **Partner with Us:** Corporate organizations can align their CSR goals with our mission, offering financial or in-kind support, technology assistance, or skills-based volunteering to help scale our impact.

*Join Us in Making a Difference!*

We believe that real change happens when communities come together to take action. Be part of the solution. **Donate, volunteer, attend, and participate.** Together, we can build a future where every teen, man and woman, regardless of their past, have the opportunity to thrive.

