

Objectives

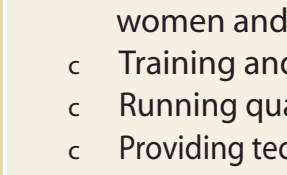
- To uplift the socio-economic conditions of the rural poor especially destitute women, their children and adolescents by building people's institution, so that they can have access to resources.
- To generate savings in order to sustain the economic development
- To create employment opportunities through traditional and non-traditional income generating activities
- To provide health care facilities to mothers and children in the target areas
- To undertake non-formal education programs for adult and children in order to promote literacy in Bangladesh
- To bring consciousness of the stakeholders on human rights especially women and children's right.
- To prevent, and prosecute human trafficking
- To bring consciousness of the people for environment protection
- To undertake disaster preparedness activities

Target Groups/ Program Participants of DISA

- Ultra Poor
- Rural Poor
- Progressive Member, RMC and ME
- Rural Women
- Children (disadvantaged, street working, abused)
- Adolescent girls and boys
- Community people
- Partner organizations
- Urban poor

Program Strategies

- Reviewing program activities in an objective manner
- Giving emphasis to hardcore, underprivileged and ethnic minorities
- Raising critical and functional awareness and capacity building through formal training and education
- Promoting sustainable human development
- Expanding quality education facilities
- Promoting gender relations both at organizational and social perspective
- Working as a learning organization
- Forging links with GO/NGO, donors and related organizations to tap resources.
- Building and continuing network to share experience and enhance capacity
- Awareness and advocacy at local and national levels
- Incorporation of safe education on personal safety into education curriculum through NCTB
- Replication of learning socio-economic development initiatives
- Good governance
- Dynamic management
- Training of human right and development issues
- Efficient, skilled, experienced and dedicated staff members



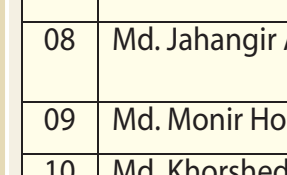
- Adequate training facilities
- Effective co-ordination with Govt., community and other counter parts
- Continuous efforts towards organizational self-reliance and sustainability

1.2 Major Activities

- Formation of groups for their individual and collective development
- Generate savings in a sustainable manner
- Micro finance activities with regular follow up and supervision
- Implement educational programs for the drop-out and other children
- Making dwelling houses for the poor helpless people
- Prevention and protection of children from sexual abuse
- Raise voices and undertake actions for safe guarding disadvantaged children
- Design appropriate counter trafficking activities of women and children
- Provide technical and financial supports to the farmers in agricultural activities
- Running and expansion of Aloghar (child right, advocacy, library and information, scholarship and skill development centre)
- Providing psycho-social supports, health, nutrition and sanitation services for women and children
- Training and research activities on development issues
- Running quality primary education activities in cooperation with the Government.
- Providing technical education especially Industrial Sewing Machine Operation Training.
- Making Groups for Milk Production at the community level
- Peace building activities at the community

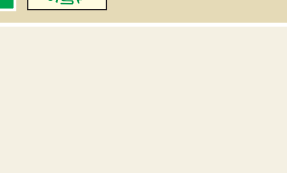
1.3 On-going Programmes/Projects

SL No	Name of Project	Donor/Partner	District Coverage	Starting Date
01	Micro-finance	a) Palli Karma Sahayak Foundation (PKSF) b) Stromme Foundation c) Mutual Trust Bank Ltd. d) Southeast Bank Ltd. e) AB Bank Ltd.	Comilla, Brammanbaria, Chandpur, Narayangonj, Munshigonj, Narsindhi and Dhaka	July 1994
02	DISA ACADEMY	Own fund	Dhaka	May 2013
03	Social Advancement through Knowledge & Technical Interventions -SAKTI	STROMME Foundation (SF)	Chandpur	January 2011
04	Community Based Livestock Development Project (DLDP)	Own fund	Comilla	January 2013
05	DISA Technical Training Institute- DTTI	Own fund	Comilla	June 2012
06	Aloghar	DISA, Supporter Group and Staff Donation	Dhaka	December 2006
07	Health, Sanitation & Arsenic-free Water Supply	Own fund	Comilla and Chandpur Districts	April 1995
08	Rural Housing for disadvantaged people	Housing Fund, Bangladesh Bank of GOB	Comilla	September 2003
09	Education Support Program -ESP - (NFPE)	BRAC	Comilla	January 2001
10	Skill development Training to Rural Woman	Own fund	Comilla and Chandpur	August 2003
11	Handicraft Project	Own fund	Comilla, Chandpur & Dhaka District	January 2009
12	Climate Change and Agricultural Development	OXFAM Bangladesh	Comilla & Chandpur District	January 2008



1.4 Present Senior Officials of DISA

SL NO	Name	Designation	Work Place	Phone
01	Md. Shahid Ullah	Chief Executive	Mirpur, Dhaka	01733219901
02	Md. Iqbal Ahsan	Sr. Manager Administration	Chandina, Comilla.	01733219909
03	Chandan Kumar Chakrabarty	Sr. Program Manager, Micro-Finance	Chandina, Comilla.	01733219910
04	Md. Abul Khaer	Sr. Program Manager, Training & Communication	Mirpur, Dhaka	01733219951
05	Md. Ruhul Bari	Sr. Manager, Accounts	Mirpur, Dhaka	01733219902
06	Md. Golam Sarwar	Sr. Manager, Health and Education	Mirpur, Dhaka	01733219958
07	Raisuddin Ahmed	Manager, Admin & Monitoring	Mirpur, Dhaka	01733219903
08	Md. Jahangir Alam	Manager Monitoring	Mirpur, Dhaka.	01733219911
09	Md. Monir Hossain	Manager (MF)	Chandina, Comilla.	01733219917
10	Md. Khorshed Alam	Area Manager (MF)	Payalgacha, Comilla.	01733219916
11	Md. Kamal Hossain	Area Manager (MF)	Nurpur, Comilla.	01733219906
12	Md. Mizanur Rahman	Area Manager (MF)	Matlab (North),	01733219913
13	Md. Jahangir Alam	Area Manager (MF)	Bhulta, Narayangonj	01733219991
14	Md. Akhteruzzaman Mondal	Area Manager (MF)	Paduabazar, Comilla	01733219957
15	Md. Badsha Miah	Area Manager (MF)	Muradnagar, Comilla	01733219979
16	Md. Nazmul Ahsan	SPO (Team Leader), Audit	Mirpur, Dhaka	01733219973
17	Md. Abul Bashar	SPO (Member), Audit	Chandina, Comilla.	01733219956
18	Md. Akhteruzzaman	Project Manager, SAKTI	Matlab (North), Chandpur.	01733219974
19	Md. Delwar Hossain	SPO (Member), Monitoring	Mirpur, Dhaka	01733219971
20	Md. Abu Bakar Siddiq	SPO, DLDP	Chandina, Comilla	01733219992
21	Dr. Serajul Haque	Project Manager, DLDP	Pallabi, Dhaka.	01733219998
22	Md. Abdul Matin Bhuiyan	Manager, DTTI	Chandina, Comilla	01733219993
23	Sayedul Hoq Mazumder	Consultant	Chandina, Comilla.	01733219954



1.5 DISA at a Glance : 2012-2013

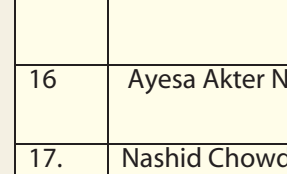
Geographical Coverage					
Districts	Upazilla	Union	Municipality	Village	Total offices
7	24	273	10	1150	32

Micro-Finance Programs				
Financial Support Provided by	PKSF	SF	BANKS	Total
Starting the Micro-credit Program (Year)	1994	2011	2012	19 years
Total Society (Groups)	1572	143	178	1883
Total Members	30319	2331	2372	35132
Total Women members	28610	2441	2338	33389
Borrowers	24181	1667	1696	27544
Loan Disbursement (Tk)	28.7 Crore	3.43 Crore	4.47 Crore	36.6 Crore
Loan Realized (Tk)	246 Crore	1.64 Crore	.92 Crore	248.56 Crore
Loan Outstanding (Tk)	36.4 Crore	1.79 Crore	3.55 Crore	41.81 Crore
Recovery Rate	98.9%	100%	100%	
Member's Savings	14.4 Crore	0.59 Crore	.80 Crore	15.84 Crore

Other Development Programs				
Education Support Program (ESP) ; supported by BRAC				
Aloghar, Funded by DISA, Supporter group and Staff Donation				
DISA Dairy & Livestock Development Project				
DISA Technical Training Institute- DTTI.				
DISA Academy : Central Training and Management Center				
Health, Nutrition and Sanitation Program, run by own fund.				
Social Advancement through Knowledge & Technical Interventions (SAKTI) Funded by Stromme Foundation of Norway.				
Climate Change and Agricultural Development : Supported by OXFAM -GB				
Rural Housing , Funded by Grihayan Tahbil of Bangladesh Govt. through Bangladesh Bank.				
Handicrafts Project				
Skill Training for Rural Women.				

Human Resources:	
Office Staff (Full time/part time/ volunteers)	338

Recognition	
DISA received the best Up-coming Potential Organization at Local Level Award in 2007 from Palli Karma-Sahayak Foundation.	



CHAPTER TWO

Governance

2.1. General Body and Executive Committee

DISA has a General Body consisting of maximum 21 (at present 17) members, which is the prime authority for formulating policies and strategies, approval of periodical budget and look after program implementation. It has also an Executive Committee (EC) presently consisting of 09 members experienced in different development sectors. The EC is the authority to ensure dynamic and efficient administration and management of the organization, plan and execute development programs, control finance and accounts and look after personnel and program issues.

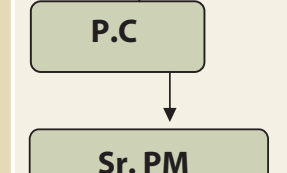
DISA Executive Committee

Composition of the 17-Member General Body (GB) Together with 09 EC Members

Sl. No	Name	Designation	Profession	Address
A. Executive Committee Members				
01	Md. Abdul Quddus Cell No: 01733 568989	Chairman	Former Head of Nutrition, UN World Food Program (WFP) and DG, BARD, Comilla.	7-A, Hena's Apartment, 55, Laboratory Road, New Elephant Road Area, Dhaka-1205
02	Md. Shahid Ullah Cell No: 01720 084085	Secretary of EC and Chief Executive	Chief Executive, DISA	E/10, Pallabi Extension, Mirpur, Dhaka-1216
03	Dr. Shima Zaman Cell No: 01727 954400	Treasurer	Associate Professor University of Dhaka.	Department of Law Dhaka University campus, Ramna, Dhaka
04	Md. Abdul Hai Cell No: 01715 185545	Member	VP, Delta Life Insurance Company, Ex-Senior Executive, Grameen Bank.	81/2A, Madho Pikepara, Mirpur, Dhaka-1216
05	Dr. Shima Uddin Ahmed Cell No: 01714 378812	Member	Director, Health Program, BDRCS, Magbazar, Dhaka.	101/4 Crescent Road, Kathal Bagan, Dhaka.
06	M.M. Rahmat Ullah Cell No: 01552 471259	Member	Part time Faculty, Asian University, Dhaka	116/1, Senpara, Mirpur, Dhaka-1216.
07	Makhsuda Akter Cell No: 01727 793883	Member	House wife	House-42, Road-2, Block-E, Mirpur-11, Dhaka-1216.
08	Sabbir Ahmed Chowdhury Cell No: 01713 011963	Member	Director, BRAC International.	BRAC Centre, Mohakhali, Dhaka.
09	Qazi Masud Abdul Kader Cell No: 01819693235	Member	Asstt. Head Master Bokoit Udoyan High School	Bokoit Udoyan High School, Chandina, Comilla
B. Other Members of GB				
10	Salma Naznin Bithi	Member	House wife	E/10, Pallabi Extension, Mirpur-11, Dhaka-1216
11	Abul Bashar	Member	Businessman	Barkoit, Chandina, Comilla.
12	Chowdhury Mojibur Rahman	Member	AVP, AB Bank	AB Bank, Dhaka.
13	Salma Begum	Member	Housewife	Harong, Chandina, Comilla.
14	Md. Abul Kashem	Member	Businessman	E-3 Pallabi Extension, Mirpur-11, Dhaka-1216
15	Khairun Nahar Poly	Member	Assistant Teacher, Mirpur Bangla High School.	City Garden, J-9, Pallabi Extension, Mirpur 11, Dhaka.
16	Ayasa Akter Nilu	Member	Service	H-229/2, Road-19(Old), West Dhanmondi, Dhaka.
17	Nashid Chowdhury	Member	Service	Village: Char Mahmudi P.O. : Gouripur, Comilla Titas, Dist: Comilla

Besides the Annual General Meeting of all members of the General Body, the Executive Committee sat in 05 meetings during the year for providing policy guidance; review of over all activities of the organization and taking major decisions on organizational matters.

Chairman (Left) and Chief Executive (Right) of DISA at the Annual General Meeting held on 12 August 2012



2.2 DISA Organogram

