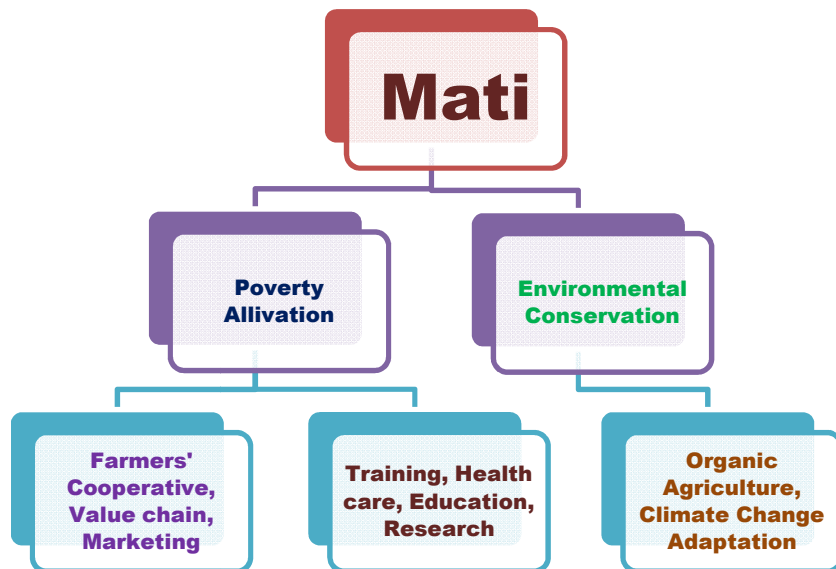


MATI Bangladesh

Aawarded with
2nd UNIFEM prize in 2004

Organizational Profile



Mati NGO
67/1 S. A. Sarker Road
Sankipara, Mymensingh
Bangladesh

Tel.: +880 (0)91 65 5 65
e-mail: mati@matibangladesh.org
web: www.matibangladesh.org

1. Basic Information

Full name and acronym	Mati Bangladesh
Physical address	Mati NGO 67/1 S. A. Sarker Road Sankipara, Mymensingh Bangladesh
Postal address	Do
Telephone	Tel.: +880 (0)91 65 5 65 Mobile: +8801712778844
E-mail	mati@matibangladesh.org
Website	www.matibangladesh.org maticlimate.com; matidaycare.com
Head of the Organisation & Designation	Sayed Akhlakur Rahaman (Lenen Rahaman) Executive Director (An Environmental Engineer)
Contact person (Including cell phone no.)	Rafiqul Chowdury, Chief of Administration and finance. Tel: 8801552435520 Email: matibangladesh@hotmail.com
Head Office	67/1 S.A. Sarker Road, Sankipara, Mymensingh, Bangladesh.
Branch Offices	1. Borobilerpar Branch Village – Tekervita, Upazila – Sadar District – Mymensingh
	2. Azmotpur Branch Village – Azmatpur, Upazila – Muktagacha District – Mymensingh
	3. Huzurikanda Branch Village – Huzurikanda, Upazila – Nakla District – Sherpur
Mati Eco-village	Village – Huzurikanda, Upazila – Nakla District – Sherpur
Mati Eco-resort	Village – Tekervita, Upazila – Sadar District – Mymensingh
Mati Vocational Training Institute	Village – Beltoly, Upazila – Sadar District – Mymensingh
Mati Eyecare Centre	Village – Huzurikanda, Upazila – Nakla District – Sherpur
Mati Health Care Centre	67/1 S. A. Sarker Road Sankipara, Mymensingh
Mati School	Village – Huzurikanda, Upazila – Nakla District – Sherpur

2. Origin & Development of the Organization:

Mati is a Non Government organization (NGO), established in 1997 and registered under Department of social services in 1998 and under NGO affairs Bureau in 2000. The organization is aiming to develop the marginalized poor farmer and enhance to gear up the people who are called extreme poor through involving them in innovative Agricultural and livelihood development activities.

Lenen Rahaman, the founder of Mati believes that “Arrogance and Comforts of the middle class in the world, cause the exploitative destruction of Nature today, Followed by the unequal accumulation of wealth by the rich countries over the past hundreds of years.”

Keeping the belief in mind, Mati was founded in 1997 by him through the personal conviction that the extreme poverty in rural Bangladesh is a severe form of injustice (as it is anywhere else in the world), which cannot be tolerated in any society that claims to be civilized.

With a small group of friends, who shared his basic humanist ideas, they started the first Mati-project in the small village Huzurikanda, Sherpur District. From the beginning, poverty reduction through people’s empowerment, especially of women, and self-defined, participatory development methods were at the core of Mati’s activities. Since those early days, Mati’s activities have continuously expanded, and its mission, vision and goals have been fine-tuned over the years.

Mati is an organisation that aims to join all its human forces, energy, and love in the universal fight against poverty and towards a life in dignity for all human beings, regardless of gender, status, colour or creed.

Mati wants:-

- To Eradicate Poverty through self-defined, sustainable Development. We believe that societies already hold the tools for their own development in their hands. So together with those concerned, the poor, we try to find ways how to activate these tools. Poor people have a lot of ideas and initiative how to make a change towards the better, what they lack is capital or the access to capital, which would help them make a start. Additionally the poor are often locked into exploitative social structures. So it is Mati’s task to access funds, which can be used towards the improvement of livelihoods, in such a way that whole communities benefit.
- To Guarantee Access to the Most Basic Human Necessities such as-
 - ✓ safe drinking water & sanitation
 - ✓ medical care
 - ✓ basic training and education
 - ✓ food, clothes, shelter
- To Empower the Weakest Links of Society, especially women, but also all others, who are marginalized, such as beggars, landless, disabled people, religious or other minorities.
- To offer Help for Self-Help. Our ultimate goal is for our people to achieve independence, so that they do not need our programs anymore, because they can manage on their own. We see our role as mediators to help them climb up on the first steps of the development ladder and from there to continue on their own. We believe that our task is to break up dependencies not to create them. Yet, there are people who are beyond the capacity to help themselves, we do not close our doors on them either.
- To Raise Awareness on Human Rights Issues. Through continuous awareness training, we help people to become aware of their most basics rights, so they cannot be exploited so easily on account of their ignorance.
- To Provide Practical Ad-Hoc Support in Times of Crisis and Disaster. One reason why development projects sometimes fail, is that there is no backup-support in times of crisis. However this we consider imminent in a country that is so prone to natural calamities. So in order not to lose our

achievements mid-way, we try to offer immediate help when possible to support people in overcoming the crisis and in continuing on the path to development.

- To Promote Peace and Non-Violence even in times of conflict. We want to contribute towards a peaceful society, where opposing opinions can be voiced and discussed without fear.

We strongly believe in a universal right to a life in dignity for all human beings. Through all our actions we do our best to reflect the principles of equality, fairness, democracy, good governance and human rights. Conflicts have to be solved solely through peaceful means. We see an intact eco-system as prerequisite for successful, sustainable development and the well-being of all people

Ever since the beginning of Mati's work, we have put all our good faith and effort – together with our partners on local, national and international level – towards the realization of our ultimate goal: to realize our dream of One World where also secure livelihoods for the poorest of the poor are guaranteed, a dream based on the universal principles of love and compassion for every human being

We regard our work as a most needed statement of solidarity and fairness, and of maximum companionship in contrast to maximum profit. We perceive ourselves as just one tiny part in the bigger picture of all those who are working towards a better tomorrow for all sentient beings – in this world of plenty

Use of pesticide and other agrochemicals has become rampant in Bangladesh, resulting in a deadly cycle of intoxication of health and the environment. In this regards Mati gives an extra value to developing organic agriculture to protect the worse situation of the people of Bangladesh. From the beginning Mati's goals was sustainable organic agriculture and establish the marketing channel of the organic products. In the meantime Mati has signed MoU with Mymensingh Agricultural University (Agriculture extension department) for continuous research work and publication for marketing promotions.

3. Mission

Empower underprivileged and marginalized people for a better life through innovative Agricultural activities and skill training.

4. Goals

Expand access to improve organic farming and contribute to the socio-economic development of Bangladesh to improve the standard of living of its citizens.

5. Legal Status:

Mati is a Non-government Organization (NGO) registered under department of Social Service No.-Sher/0050 Dated: 04/02/1998 and with the NGO Affairs Bureau No:- 1524, Dated: 16.05.2000.

6. Name and position of legal representative of the organization:

Name	Position
Sayed Akhlakur Rahaman (Lenen Rahaman)	Executive Director

7. Number of General Council Members

Male	10
Female	11
Total	21

8. Executive Council Members

Male	04
Female	03
Total	07

List of the Executive Council:

SL	Name	Designation	Education & Profession	Duration in EC
1	Md. Sharifuzzaman Parag	Chairperson	M Com, MBA, DCEH, Social worker	15.07.2009 to till date
2	Sayed Akhlakur Rahaman (Lenen Rahaman)	General Secretary	Environmental Engineer & Social worker	Since inception in 1997 to till date
3	Roksana Begum	Treasurer	H.S.C, Social worker	08.10.2008 to till date
4	Md. Hafizur Rahman	Executive Member	BSC Fisheries (Hons), Retried Government service	10.01.2007 to till date
5	Syeda Afsana Sultana	Executive Member	Masters in Philosophy, Social worker	20.02.2018 to till date
6	Mohammad Maksud Hasan	Executive Member	MSS, Social worker	23.01.2009 to till date
7	Hasiara Khatun	Executive Member	H.S.C, Social worker	10.01.2007 to till date

9. List of Senior Management Staff:

Sl.	Name	Position	Qualification	Experience	Date /duration in Mati	Male /Female
01	Sayed Akhlakur Rahaman (Lenen Rahman)	Executive Director	Environmental Engineer & Social worker	23+years	Founder	Male
02	Syed Silvan Olick	Admin Director	Masters in Social Science	23+years	Since 1998	Male
03	Shahidul Islam	Development Coordinator	Masters in Agricultural Science	20+ years in Development Sector	Since 2019	Male
04	Md. Rafiqul Islam	Admin Coordinator	Diploma In Aeronautics	17+ years in Finance & admin	Since 2003	Male
05	Mahbub Hossain	Finance Coordinator	Chartered Accountant Course Completed (CACC)	10+ years in accounting of NGOs	Since 2019	Male
06	Sajia Kadir Khan	Admin Officer	Diploma in Computer science	10+years in accounting of NGOs	Since 2010	Female

10. Sectoral Specialisation:

- ✚ Poverty alleviation through innovative ideas of livelihood development for Poor & Extreme Poor
- ✚ Cooperative, value chain and small & medium enterprise (SME) development
- ✚ Organic/bio-dynamic Agriculture for Food & Nutrition Security and Nature Conservation
- ✚ Environmental Conservation and Climate change
- ✚ Child rights in terms of their health & quality education
- ✚ Women Empowerment
- ✚ Basic Health, Welbeingh, Water & Sanitation
- ✚ Basic Human Rights

11. Addressing Sustainable Development Goals (SDGs):

Mati directly or indirectly addresses almost all the sustainable development Goals (SDGs) while at least 12 goals are directly addressed by the interventions of the organization.



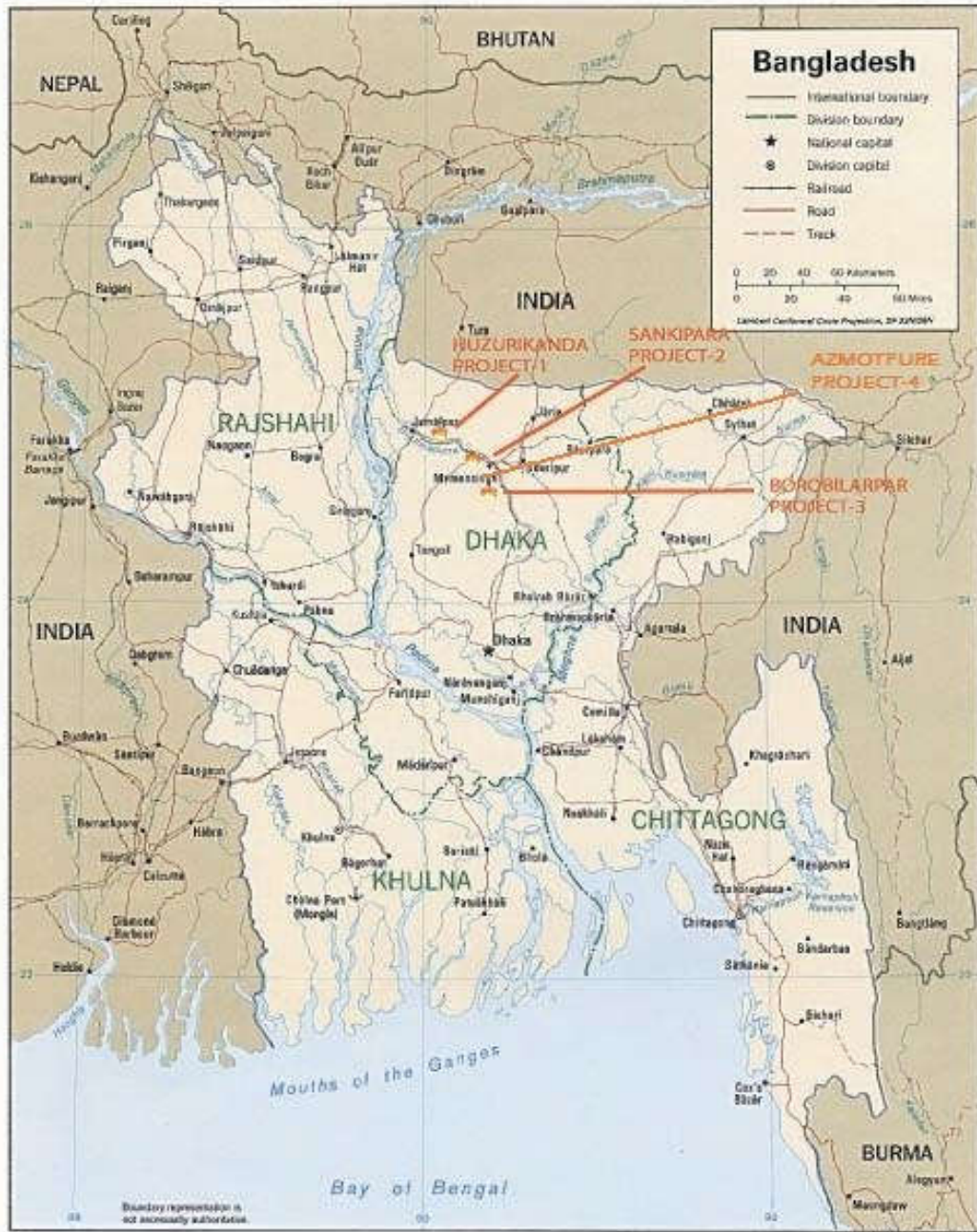
12. Major Target Groups:

Mati focuses on extreme poor people (below 0.50 Decimals of land), marginalised farmers, share croppers, especial focuses on women, religious minorities, physicaly challanged children and disadvantaged sections of the society, predominantly in the rural areas.

Name of the District	No. of Upazilla	No. of Unions	No. of villages /ward	Target People						
				Man	Women	Boy	Girl	Child	PWD	Total
Mymensingh	2	4	21 village	24	2134	55	180	315	176	2884
Mymensingh (Urban Slums)	1	-	6 wards	-	232	-	-	-	8	240
Sherpur	2	4	21 villages	60	1308	75	149	30	152	1774
Jamalpur	1	1	14 villages	-	1010	-	-	-	49	1059
Tangail	1	-	1	-	-	-	-	-	-	-
Dhaka	1	-	1	-	-	4	6	-	-	10
Shatkhira	1	-	1	-	10	-	-	-	-	10
Cox's Bazar	1	-	1	-	-	5	5	-	-	10
Total	10	9	42 village 15 wards	84	4694	139	340	345	385	5987

13. Geographical Coverage:

Division	District	Upazila	Union	Village
Mymensingh	Mymensingh	1	4	40
	Mymensingh (Urban Slums)	-	-	10
	Sherpur	1	3	30
	Jamalpur	1	1	20
Dhaka	Tangail	1		
Total	4	4	8	100



13. Projects implemented during last 5 years:

Sl. No.	Donor	Duration	Technical field	Budget in Euro (€)
1.	MISEREOR/KZE	2019-2021	Organic Agriculture & Food Security	100,000.00
2	MISEREOR/KZE	2016-2018	Organic Agriculture & Food Security	75,000.00
3	MISEREOR/KZE	2013-2015	Organic Agriculture & Food Security	57,000.00
4	NZ-LINK Group	2014-2017	Health	1019,423.00
5	BFTW Germany	2012-2015	Livelihood Devlop. of Extreme Poor	110,000.00
6	MATI e.V Germany	2014-2016	Health, Water & Sanitation	540,000.00
7.	MATI e.V Germany	2017-2021	Health, Water & Sanitation	1386,000.00
8.	Caritas Luxemburge	2017-2021	Climate Change	425,003.00
9.	Andheri Hilfe Bonn, Germany	2014-2017	Agriculture	106,250.00
10.	Caritas Switzerland	2015-2018	Child education & Rights	150,208.00
11	Caritas Switzerland	2018-2021	Child education & Rights	388,569.00
Total :				4357,453.00

14. The most important achievements of the organization so far.

- **Poverty alleviation:** MATI has been working in an integrated approach for sustainable ending of all dimension of poverty of the poor specially the extreme poor people living both at rural & urban areas focusing on the women members of the poor families.
- **Women empowerment:** In 2004 MATI was awarded with the German UNIFEM-Prize for its exemplary “Kitchen Garden”-Project by the German National Committee of UNIFEM for being an ideal ‘good-practice’ example for empowerment, capacity-building and leading the way to self-help and self-determination.
- **MATI Vocational Training Institute:** MATI has been providing vocational trainings to the women & youth of rural poor families as an effective tool for poverty alleviation of the poor families. MATI is going to give this intervention an institutional form considering the demand.
- **Millennium Village & SDG Village development:** MATI has been working to develop model village in order to trial and outline the strategies for achieving previous MDGs and now SDGs for the rural poor people.
- **Nature Conservation:** In order to develop model of nature conservation and ecological agriculture MATI has established ‘MATI Eco-village’ and ‘MATI Eco-resort’.
- **Organic agriculture:** MATI believes in organic agriculture for saving the nature & ensuring food security. Therefore, MATI has developed a group of organic farmers who have been practicing organic agriculture amidst lots of adversities.
- **Climate Change:** MATI has been raising people’s awareness on root causes of climate change in Mymensingh & Sherpur district as well as building resilience of the community people by promoting

adaptation techniques. MATI also sensitized the civil society people to work together by organizing them in a network named 'Climate change network of greater Mymensingh'.

- **Child care/Day care centre:** This is a unique intervention of MATI by developing day care facilities for the working poor women in the slum area of Mymensingh town.
- **Health Care, water & sanitation:** MATI has been providing health care services for the extreme poor people who don't have access to the available healthcare facilities. At the same time MATI has been supporting the target people in improving their sanitation facilities and safe drinking water.

15. Personnel Strength:

Type of Staff	Male	Female	Total
Number of full-time staff	33	55	88
Number of part-time staff	1	0	1
Number of other staff***	0	4	4
Total number of Staff	34	59	93

*** Such as volunteers, independent contractors, interns, expatriate etc.

16. Financial Strength:

Annual Budget of last three years :

Year	Budget in BDT	Budget in EURO (€)	Source of Fund BDT	
			Own	Donation
2017	31,267,375.00	343598.00	480,000.00	3,0787,375.00
2018	57,058,098.00	627012.00	2,741,390.00	54,316,708.00
2019	45,746,026.00	502704.00	1,392,639.00	44,353,387.00

17. Strength and challenge of the Organization.

Strength:

- ✚ The organization has pro-poor development vision, mission and timely development concepts. For sustainable development of poor & underprivileged people of Bangladesh.
- ✚ MATI has a vibrant & committed executive committee;
- ✚ Executive Director and senior level staffs of MATI are conceptually sound and committed in Sustainable Development; Moreover its has a group of dynamic, skilled, motivated and capable staff members who are ready to take over all the challenges in sustainable development of the poor & disadvantaged people.
- ✚ MATI has also got short and long term international experts and volunteers every year for accomplishing different works of the organization.
- ✚ MATI has well-built, transparent and accountable organizational and financial management system with functional policies, manual and operational guidelines, staff appraisal system as well as computerized accounting system;
- ✚ MATI has strong PME system;

- # MATI has good research skill with a good number of research publications; The organization has research cooperations with Oxford university, ATD France and Bangladesh Agricultural University (BAU).
- # MATI has good number of own publications and collection of IEC materials, books, technical guides, training module etc.;
- # MATI has Model Eco-Village, Vocational Training Institute, Training Centre & Eco-Resort and organic production & processing centre on its own land;
- # Mati has well established own training centre with accomodation and other necessary facilities;
- # Mati has own campus with residential facilities, Medical center, school, day care center and demonstrative projects and plots in the campus;
- # Well written policies and manuals are available e.g. Personnel policy, Gender policy, Child safe guiding policy and Ecological policy. On the other hand Mati has Financial manual, Administrative manual, and strong monitoring system to monitoring the field acitivities.

Challenges:

- # Fully institutionalization of ‘MATI Vocational Institute’ for developing skill & capacity of the women and youth of the target people by fulfilling the growing demands.
- # Spreading the concept of SDG village development in all working villages of MATI.
- # Retaining and spreading of the concept of DayCare for the poor working women.
- # Developing Value Chain for the organic products of the farmers for enhancing promotion of organic farming in the working area of MATI.
- # Developing farmers’ cooperative and Small & Medium Enterprises (SME) of farmers & other target people.
- # Updating structure, policies & systems of the organization in line with changing needs.
- # The PME system is not as strong as needed and don’t have well-equipped PME cell;
- # Reducing donor dependency for implementation of projects and achieving financial sustainability of the organization in the context of shrinking donation as Bangladesh is graduating to middle-income country;
- # Increasing capacity of the organization to work with the bigger development concept of MATI.

18. Membership in Networks/Forums

- # Member of the BftW Partners’ Working Group on Extreme Poverty
- # Bangladesh Society for Sustainable Agriculture in Bangladesh (SSAB)
- # ECNET, BftW, Germany
- # Stuttgart Open Fair (SOFA), Germany
- # Eine Welt Netzwerk Hessen, Germany
- # Permanent Forum on Extreme Poverty in the World, Movement ATD Fourth World, France
- # Bangladesh forum in Germany
- # Climate change network of greater Mymensingh
- # Research work on poverty dimensions with ATD France and Oxford University
- # Paritätischen Wohlfahrt Verband
- # IFOM international

-  IFOM Asia
-  Organic member by IFOM international and IFOM Asia

19. Financial Cooperation Partners:

Mati has been financially supported by international donors since 1999. We receive funding from

-  German government organisations such as the BMZ, Germany
-  GEZ, Germany
-  Hessen Agentur, Germany
-  German Embassy in Dhaka
-  Bread for the World, Germany
-  Misereor, Germany
-  Bistum Limburg, Germany
-  Oxfam GB, Bangladesh
-  Stiftung Brücke, Germany
-  e.V. Zukunftsstiftung Entwicklung, Germany
-  Andheri Hilfe Bonn, Germany
-  Deswos e.V, Germany
-  Caritas Luxemburg
-  Caritas Switzerland etc.

20. Management Structure and Decision Making Process:

MATI has its General Committee (GC) of 21 members. This committee is the highest authority to approve constitution and amend (if necessary), rules and regulations, principles, annual programs and budget and annual income and expenses in transparent manners as well as to make decision for intervening development actions and solving problems of the organization. This council is also responsible for electing/selecting executive committee members.

There is an executive committee of the organization consists of seven (7) members. GC elects/selects the Executive Committee (EC) members for every 2 years. This committee is responsible for directing the management committee for smooth functioning of the organization. It is also responsible for formulating the rules, regulations and principles, annual programs & budget and annual income & expenses in transparent manners as well as to make decision for intervening development actions and solving problems of the organization. The executive committee can elect/select anyone from the general council for any vacant position of the executive committee.

EC meets quarterly for reviewing the progress of the ongoing activities and projects of the organization and sharing of any issues. Besides, special meeting is also held on special issue if and when necessary. They are authorized to make decision and formulate different policies for operating organizational management and its programs.

The General Secretary of the EC, who is the founder of the organization, work as Executive Director of the organization. Executive Director is the Chief Executive of the organization and responsible for administration and program as well as implementation of the decisions of the EC.

MATI has a vibrant Management team lead by Executive Director which is the day to day decision making body of the organization. The committee consists of the senior management staffs of the organization. MATI has also a procurement committee consists of senior and mid level staff which is responsible for all sorts of procurement as per procurement policy. MATI have also an Internal Audit Team and a PME team consists of the staff members. Thus, the senior staff members are directly involved in decision making process of the organization.

Moreover, at project level, all level staff and target people directly participate in project planning, implementation monitoring and evaluation process of the projects & programs. During field level implementation of any project, all decisions are made through participatory decision-making process. A participatory monitoring system is also followed for project monitoring. The target people actively participate in the evaluation conducted by MATI or external evaluators. Thus, both staff and target people are involved in the decision making process of the projects.

21. Transparency and accountability:

MATI is a democratic organization and believes in people-centered sustainable development through a participatory and self-help process. MATI is primarily accountable to its target people for its works. MATI always follows bottom-up approach in decision-making for ensuring such accountability.

It follows participatory planning process in programs/ projects development. MATI undertake sharing meeting with the target people along with staff and other stakeholders. In such meetings, problems are analyzed and concluded with recommendations, identifying activities, roles and responsibilities to overcome those problems.

During implementation of the programs/projects decisions are made through participatory planning with the target people as well as follows community monitoring and evaluation system for strengthening their own institutional capacity. Thus, the participation of target people actively takes place in planning, implementation, monitoring and evaluation. The transparency and accountability of MATI to its stakeholders are ensured through this process.

21. Financial Management System:

All money of the organization is deposited in a government approved bank and operated the money through the bank account. The organization has two mother accounts, one Current Account for receiving donors' funds/grants and one Savings Account for depositing & operating general fund of the organization. The financial transaction of mother accounts is done with joint signature of the executive director & the chairperson or the executive director & the finance secretary.

The financial transaction of the program/project accounts is done with joint signature of the member secretary/executive director & program/project management staff through resolution by the executive council of the organization.

The financial policy & purchasing policy is prepared & approved by the executive council while the financial operation is done by following the approved policies of the organization. In each year annual budget and income & expenditure is also approved by the general council and executive council of the organization.

Audit of general accounts and program/project accounts of the organization is conducted once in a year (English Year) by the govt. registered Audit Firm. The organization is maintained appointment/selection procedure of the Audit Firm following approved financial policy by the general council and executive council. All accounts are maintained in **Tally** accounting software.

22. Planning- Monitoring- Evaluation (PME):

At first, the project plan is prepared for the whole project period through a participatory process with participation of target people and all level of staff. The project plan contains a Gann Chart with annual and monthly splits of the activities. During implementation of the project, annual project implementation plan (PIP) is prepared with monthly splits of the activities through a planning workshop with participation of all level of staffs. The annual plan is reviewed after every six-month through a six-monthly review and planning workshop with participation of all staffs. Besides, the plan is reviewed in every month in a monthly review meeting with participation of all staffs and monthly implementation plan is prepared.

MATI have a monitoring team headed by Development Coordinator. Comprehensive monitoring formats are prepared for collection of data from different levels of activities. The field level data are collected mainly on monthly basis. The monthly reports prepared by the coordinator and discussed in the monthly meetings with participation of all levels of staff. In this meeting progress of the activities, quality of implementation, problems faced during implementation etc. are discussed & analyzed and necessary decisions are made for solving the problems and better implementation of the project activities. Then all the findings of the monthly staff meeting are placed to the monthly Program Management Committee (PMC) meetings for necessary management decisions. Besides, six-monthly reports are prepared by the staffs compiling the monthly reports, which are discussed & analysed in the six-monthly review, & planning workshop. The findings of the workshops are placed to the monthly Program Management Committee (PMC) meetings for necessary management decisions.

The outcome and impacts are mainly analyzed in the annual and six-monthly review and planning workshops. Then the findings of the workshops are discussed in the PMC meetings for necessary management decisions.

Besides, the findings of the periodical monitoring visit reports of the representative of the donor are discussed in the PMC meetings and necessary decisions are made for better achievement of outcome and impacts.

The project is mainly evaluated by the external experts mainly at the end of each project period. Besides, the project outcomes, impacts as well as relevance & effectiveness of the project activities, capacity & efficiency of the staffs, efficiency in using fund etc. are analyzed mainly in the six-monthly review & planning workshops. The findings of the workshops are then discussed in the PMC meetings for taking necessary management decisions.