

# Ulemu.com's Beneficiary Selection Policy

August, 2024 (for review no later than August, 2026)

## 1. Purpose

The purpose of this policy is to establish clear guidelines for selecting beneficiaries of Ulemu.com's programs and initiatives. This policy ensures that Ulemu.com's resources are allocated effectively and fairly, in alignment with the organization's mission to support the most vulnerable children and communities.

## 2. Scope

This policy applies to all programs and activities conducted by Ulemu.com, including but not limited to healthcare, education, nutrition, community banking and community development initiatives. All staff, volunteers, and partners involved in these activities must adhere to this policy.

## 3. Principles of Beneficiary Selection

The selection of beneficiaries will be guided by the following principles:

- Need-based: Priority will be given to those in the greatest need (of access to quality healthcare, education and nutrition), particularly the youngest and most vulnerable members of communities.
- Equity: Ensuring fair and impartial access to Ulemu.com's resources.
- Transparency: The selection process will be open and clear to all stakeholders.
- Inclusivity: All eligible individuals and groups, regardless of gender, ethnicity, religion, or other status, will have equal opportunity to benefit from Ulemu.com's programs.
- Performance-based: In some instances, for members to continue benefiting from Ulemu.com's programs, they must adhere to conditions set by Ulemu.com see details in Ulemu.com's Membership Fee Structure at:  
[https://drive.google.com/file/d/1Gc0Z2G6esCZenZPYrfnR\\_FPPy-n68Zkk/view?usp=sharing](https://drive.google.com/file/d/1Gc0Z2G6esCZenZPYrfnR_FPPy-n68Zkk/view?usp=sharing)

## 4. Eligibility Criteria

Beneficiaries must meet the following criteria:

- Geographical Location: World-wide, beginning with paying child members.

- Vulnerability: Focus on children who are undernourished, lack access to basic healthcare, and/or are deprived of a decent chance to learn how to read and write, beginning with child residents of Chisi Island, Lake Chilwa, Malawi, and surrounding vulnerable communities.
- Community Impact: Beneficiaries whose involvement will have a multiplier effect on the community, such as educators, healthcare workers, or community leaders.

## 5. Selection Process (of non-paying members)

1. Identification: Potential beneficiaries will be identified through community outreach, referrals from local leaders, observable humanitarian need and direct applications.
2. Assessment: A needs assessment will be conducted to determine the eligibility and priority level of communities to be targeted.

## 6. Responsibilities

- Executive Committee: Oversee the implementation of the Beneficiary Selection Policy and ensure adherence to its principles.
- Program Managers: Conduct assessments and recommend new beneficiaries for approval.

## 8. Monitoring and Review

This policy will be reviewed every two years to ensure it remains relevant and effective. Feedback from beneficiaries and other stakeholders will be considered during the review process.

## 9. Compliance

All staff, volunteers, and partners are required to comply with this policy. Non-compliance may result in disciplinary action or termination of engagement with Ulemu.com.

## 10. Amendments

Any amendments to this policy must be approved by Ulemu.com's Executive Committee and ratified by the General Assembly.