



SHARP



PROFILE of **SHARP**



SHARP



Organizational Profile

General Information:

Name of organization	Socio Health And Rehabilitation Program
Acronym of organization	SHARP
Date of establishment	3 rd JUNE,1992

Office Address with contract person:

SHARP Complex, Kazipur Road, Fokirtola, Khokshabari, Sirajgonj-6700. Safia Sultana, Director, Cell No+88- 01705-919191 E-mail-sharpbd1955@gmail.com
Name of contact person and address. (if different from above)
For details Md. Golam. Kibria Deputy Director, Cell No +88-01716 15 77 72 E-mail:gkibria.sharp09@gmail.com

Organizational background

Bangladesh is one of the poorest amongst the third world countries. People of this country are passing very hard time to improve their socio-economic status. The scenario is very painful in the rural and undeveloped areas of the country. Sirajganj is such undeveloped and disaster-prone areas of Bangladesh. Most of the areas of the district are eroded by Jamuna River and after a certain period area appeared on the river are known as Char. The lands of the Char areas are mostly barren or less fertile and people of these areas are fully depending on this type of land to survive. There are limited scopes of work in these areas as whole areas covered with unproductive land and unplanned use of resources of the areas. The development activities are shattered due to lack of insufficient assistance and proper guidance from others. Moreover, natural disasters like flood, river erosion, windstorm, drought, heavy rain, cold wave, lot of children in char areas out of school are very common in these areas. To get rid of the situation or to help inhabitants of these areas SHARP started its operation in early 1992.

Vision

An inclusive, prosperous and resilience society driven by sustainable development, where women are free from violence and enjoy dignity, equality, and freedom.

Mission

To empower women and girls, prevent gender-based violence, and promote equality and resilience through sustainable development and disaster risk reduction.

Goal

The goal of the organization is people live with improve socio economic atmosphere through establishing women empowerment and gender equality in the whole community for sustainable development.

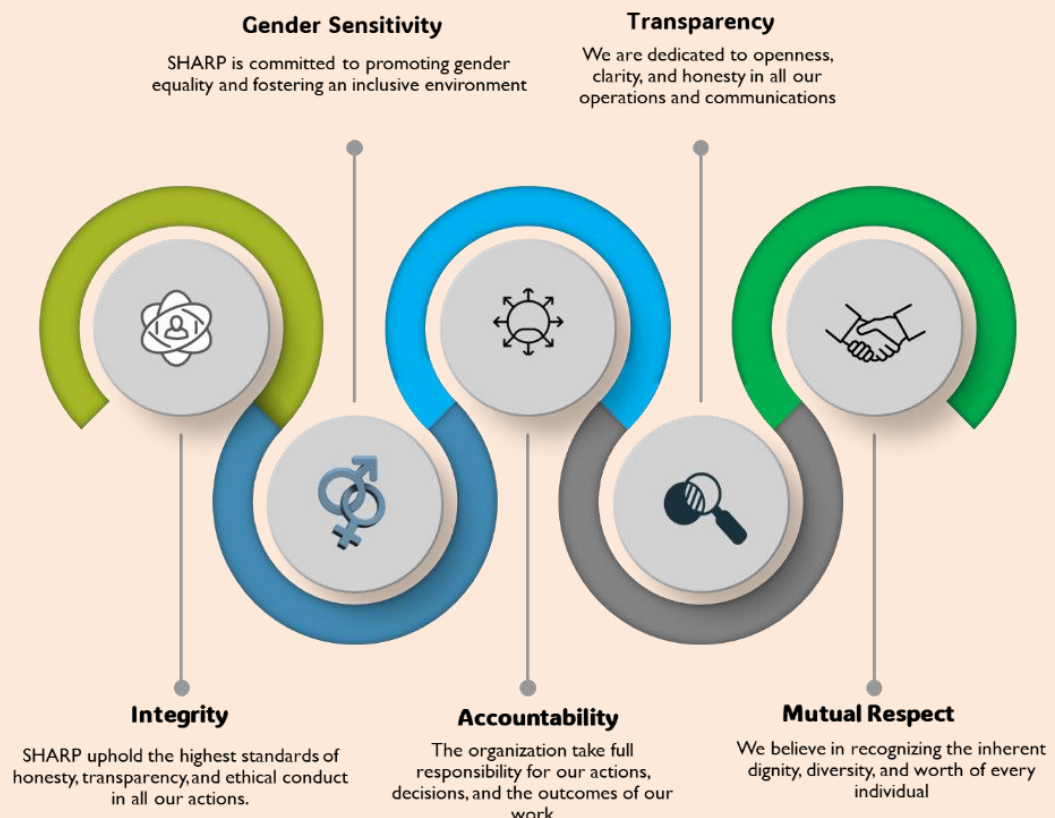
Objective

To design right based approach programs in accordance with the education of poverty as a key problem

The overall objectives of this organization are as follows:

- Advocate democratic values, prevent gender-based violence, child labor, dowry, acid attacks, and unplanned family growth to safeguard vulnerable groups.
- Increase community literacy through awareness, and provide both formal and non-formal education opportunities.
- Enhance health and hygiene practices by promoting safe water, sanitation, hygiene awareness, and prevention of life-threatening diseases.
- Raise community awareness on disaster readiness and support affected individuals through sustainable agriculture and livelihood initiatives.
- Encourage active community involvement in income-generating activities using local resources for economic development.
- Provide training programs to improve skills, knowledge, and self-confidence of staff and beneficiaries in multiple sectors.
- Organize cultural events to spread awareness and communicate important social messages within communities.

Core Values :





Legal Entity of the Organization:

It has been registered with the Department of Social Welfare on June 03, 1992. Vide Reg. # Siraj-228/92. Again it started functioning after it has been registered with NGO Affair Bureau on March 03, 2003. Vide Reg. # 1805.

Staff Strength:

SHARP have a good number of dedicated and experienced people performing work for the wellbeing of disadvantaged community. At present a total full-time staff 12 & 28 part time staff.

Working Area:

Sirajgonj district

Core Program Areas of SHARP

1. Women's Empowerment and Leadership

- Capacity building programs to enhance women's skills, knowledge, and leadership roles.
- Promoting women's participation in decision-making at household, community, and institutional levels.
- Supporting women-led entrepreneurship and livelihood initiatives for economic independence.

2. Gender-Based Violence (GBV) Prevention and Response

- Awareness raising and community sensitization on GBV, rights, and gender equality.
- Establishing safe spaces, referral mechanisms, and psychosocial support for survivors.
- Advocacy for policy reforms and stronger protection mechanisms for women and girls.

3. Education, Health and WASH service

- Promoting equal access to education, health, and social services for women, girls, and marginalized groups.
- Ensuring disability inclusion and addressing intersectional inequalities.
- Facilitating community dialogue to reduce harmful norms and practices.

4. Disaster Risk Reduction and Climate Resilience

- Training communities, especially women and girls, on disaster preparedness and response.
- Supporting climate-resilient livelihoods and adaptive practices.
- Integrating gender-sensitive approaches into disaster risk management and climate adaptation planning.

5. Sustainable Livelihoods and Economic Resilience

- Vocational training, financial literacy, and access to markets for women and youth.
- Encouraging green jobs, eco-friendly enterprises, and sustainable resource management.
- Building household resilience to economic shocks through diversified income opportunities.

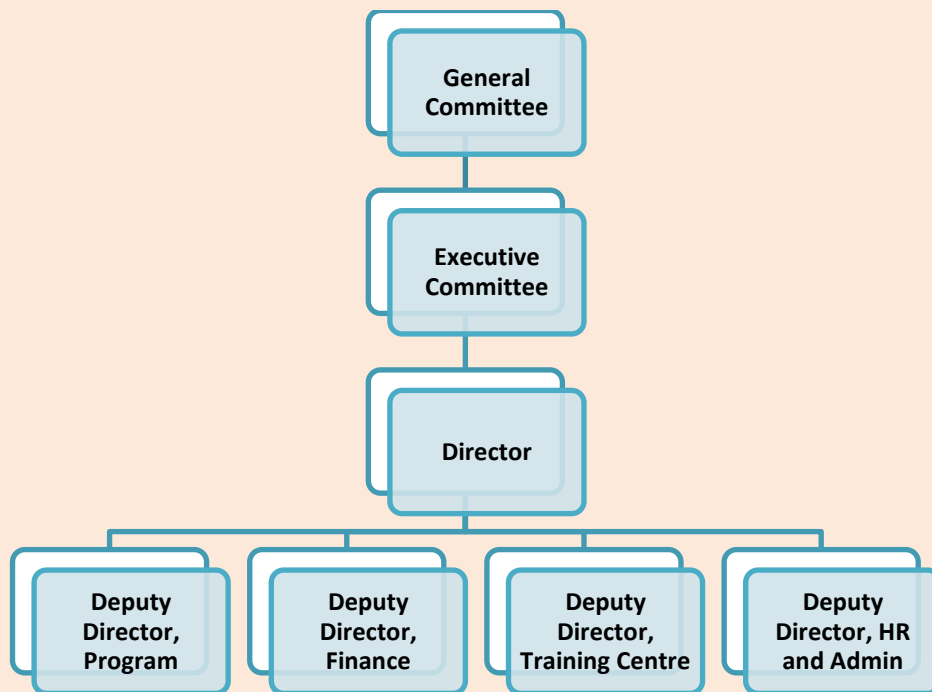
6. Advocacy, Policy Engagement, and Networking

- Influencing local and national policies to advance women's rights and gender equality.

- Strengthening partnerships with government, civil society, and international stakeholders.
- Mobilizing communities for collective action toward an inclusive and resilient society.

All these initiatives are carried out with the overarching goal of ensuring the well-being of disadvantaged communities and fostering sustainable socio-economic development in rural Bangladesh.

Core Organogram of SHARP



General Committee of SHARP

The General Committee serves as the highest policy-making and governing body of SHARP, holding ultimate authority over the organization's strategic direction, governance, and accountability. It plays a pivotal role in safeguarding the mission, values, and overall effectiveness of the organization.

At present, the General Committee consists of 27 dedicated members, representing diverse professional backgrounds and communities. However, there is no fixed limit on the number of members, allowing the organization flexibility to expand its representation as needed.

One of the key responsibilities of the General Committee is to elect the Executive Committee, which is entrusted with the operational oversight and implementation of policies. The Executive Committee is elected for a tenure of two years.

The General Committee convenes formally at least once a year to review progress, approve strategic plans, budgets, and key policies. In addition, the Committee retains the authority to call emergency meetings whenever urgent issues arise that require immediate attention and decision-making.

List of General Committee members

SL	Name	Designation	Profession	Address
1	Md. Showkat Ali	Chairman	Social Worker	Aminpur, Songacha, Sirajganj.
2	Helal Ahmed	Vice Chairman	Journalist	Holding No-37, E.B. Road, Sirajganj
3	Md. Shariful Islam	Vice Chairman	Professor	Holding No-118, Hossenpur Dokkin, Sirajganj Sadar, Sirajganj
4	Safia Sultana	General Secretary	Social Worker	Holding No-0092-00, E.B Road, S.S. Sarak, Sirajganj Sadar, Sirajganj
5	Swapna Rani Das	Treasurer	Development Worker	S.S. Road, Sirajganj Sadar, Sirajganj
6	Samima Yesmin Rima	Executive Member	Lawyer	Holding No-9, Hossenpur Dokkin, Sirajganj Sadar, Sirajganj
7	Mohammad Ali Zinnah	Executive Member	Homeo Doctor	Khokshabari, irajganj Sadar, Sirajganj.
8	Lovely Islam	Executive Member	Social Worker	Holding No-1027-00, Kalibari road, Sirajganj Sadar, Sirajaganj.
9	Md. Golam Mostafa	Executive Member	Social Worker	Janpur, Sirajganj Sadar, Sirajganj
10	Mst. Ayesha Khatun	Member	Social Worker	Almahomud Avenue, Sirajaganj Sadar, Sirajganj
11	Md. Abdul Hannan	Member	Social Worker	Kalibari Road, Sirajganj Sadar, Sirajganj
12	D.M. Sajedul Hoque	Member	Village Doctor	Chandrokona, Khokshabari, Sirajganj Sadar, Sirajganj.
13	Md. Jahurul Islam	Member	Journalist (Print Media)	Rahomotgabj, Sirajganj
14	Shariful Islam	Member	Cultural worker	JC Road, Dhanbandhi, Sirajganj Sadar, Sirajganj
15	Md. Kamrul Islam	Member	Development Worker	E.B Road, Kalibari, Sirajganj Sadar, Sirajganj
16	Sahidul islam	Member	Development Worker	Rahomotjonj, Sirajganj Sadar, Sirajganj
17	Mala Shaha	Member	Development Worker	JC Road, Dhanbandhi, Sirajganj
18	Md.Tarikul Hasan Khan	Member	Development Worker	Munsumi, Mohuli, Sirajganj Sadar, Sirajganj
19	Ariful islam	Member	Business	E.B Road, Sirajganj Poursava
20	Abdul Hamid	Member	Business	Rahomotgonj, Sirajganj
21	Md. Abdul Malek	Member	Social Worker	Pipulbaria, Sirajganj Sadar, Sirajganj
22	Md. Mostafizur Rahman	Member	Development Worker	Kalibari Road, Sirajganj
23	Md. Abul Kalam Azad	Member	Development Worker	E.B. Road, Sirajganj
24	Jahurul Islam Raton	Member	Business	Bahirgola, Sirajganj



25	Milon Islam	Member	Social Worker	Vangabari, Sirajganj
26	Sree: Jony	Member	Cultural worker	E,B .Road, Sirajganj
27	Aklima Khatun	Member	Private Job	Rahomotganj, Sirajganj

Executive Committee of SHARP

SHARP is governed by a 9-member Executive Committee, which plays a crucial role in ensuring effective leadership and oversight of the organization's activities. The members of this committee are democratically elected by the General Committee for a tenure of two (2) years. Acting on behalf of the General Committee, the Executive Committee is responsible for implementing policies, guiding strategic decisions, overseeing organizational performance, and ensuring compliance with the organization's vision, mission, and values. It also provides direction to the management team and monitors progress toward SHARP's development goals.

List of Executive Committee members

SL	Name	Address	Profession	Function	Contact Number	On the board since
1	Md. Showkat Ali	Aminpur, Songacha, Sirajganj.	Social worker	Chairman	01332104222	1992
2	Helal Ahmed	E.B,Road, Sirajganj	Journalist & Social Worker	Vice-Chairman	01795353033	1995
3	Professor Shoriful Islam	Hoshenpur, Sirajganj	Ass: Professor	Vice-Chairman	01712686434	2007
4	Safia Sultana	E.B. Road, Sirajganj	Social worker	General Secretary	01705919191	2024
5	Swapna Rani Das	Holding No-0092-00,E.B Road, S.S. Sarak, Sirajganj Sadar, Sirajganj	Development Worker	Treasurer	01710796113	2024
6	Samima Yesmin Rima	Holding No-9, Hossenpur Dokkin, Sirajganj Sadar, Sirajganj	Lawyer	Executive Member	01718948622	2007
7	Dr. Mohammad Ali Zinnah	Khokshabari, Sirajganj Sadar, Sirajganj.	Homoeopath	Executive Member	01711577886	2011
8	Lovely Islam	Holding No-1027-00, Kalibari road, Sirajganj Sadar, Sirajaganj.	Social Worker	Executive Member	01727523425	2024
9	Md. Golam Mostafa	Janpur, Sirajganj Sadar, Sirajganj	Social Worker	Executive Member	01718308240	2024



Management Team of SHARP

The management team of SHARP provides strategic leadership, ensures effective program delivery, maintains accountability and manages day-to-day operations. The team works under the guidance of the **Executive Committee** and plays a key role in translating the organization's mission into action.

1. Director (Chief Executive function)

- **Position in hierarchy:** Reports directly to the Executive Committee.
- **Core roles:**
 - Provides overall leadership and vision for the organization.
 - Ensures alignment of activities with the mission, vision, and strategic plan.
 - Represents SHARP in external forums, networks, and with donors, government, and partners.
 - Approves organizational policies and oversees compliance with laws and donor requirements.
 - Supervises senior managers (Program Directors, Finance, HR, Admin heads).

2. Deputy Directors of Program

- **Position in hierarchy:** Report to the Director.
- **Core roles:**
 - Lead the planning, implementation, and monitoring of programs.
 - Manage program staff, field teams, and volunteers.
 - Ensure programmatic goals (outputs and outcomes) are achieved on time and within budget.
 - Coordinate with M&E units for data collection, reporting, and impact assessment.
 - Maintain donor relations, prepare proposals, and submit program reports.

3. Deputy Director of Finance, HR, and Admin

- **Deputy Director of Finance/ Head of Finance**
 - Manages accounting systems, financial reporting, and donor fund utilization.
 - Ensures transparency, audit compliance, and adherence to financial policies.
 - Prepares budgets and financial forecasts.
- **Deputy Director HR and Admin/ Head of HR and Admin**
 - Develops and implements HR policies and procedures.
 - Manages recruitment, staff capacity building, and performance appraisal systems.
 - Promotes staff welfare, diversity, and gender inclusion in the workplace.
 - Manages logistics, procurement, and office operations.
 - Ensures safe and efficient use of organizational resources.
 - Supports program teams with necessary operational needs.

Reporting Lines

- **Director** → Reports to **Executive Committee**.
- **Deputy Director of Program, Finance HR, and Admin Heads** → Report to **Director**.
- **Program Teams** → Report to respective **Deputy Directors/Managers**.
- **Field Staff and Volunteers** → Report to **Program Teams** / local coordinators.



Donor linkage

SHARP is developing organization and extending its communication linkage day by day. The organization implements different program in assistance with GOB and national and international organization. SHARP has worked in association with the following organizations:

SL. No	Name of Donor/Financed Organization	Name of the Project	Duration
1	SDC and GAC	Enhancing Gender Equality Project (GEP)	2025–ongoing
2	UNESCO-IHE	Community Resilience through rapid prototyping of flood proofing technologies in urban areas, Bangladesh	2016-2021
3	OXFAM-GB	Community Based Disaster Risk Management Project (CBDRMP)	2006–2007
4	OXFAM-GB	Emergency Response Program	2004–2005
5	SKS, OXFAM (ELNHA Network)	Flood Relief-2017 for the Affected Char Areas People of Sirajganj (FRACPS)	2017
6	ActionAid Bangladesh	Winter Response	2011–2013
7	ActionAid Bangladesh	Emergency Flood Response	2007
8	ActionAid Bangladesh	Fiscal Governance Project	2013–2016
9	ActionAid Bangladesh	Poor People's Access to Public Health Services	2009–2016
10	ActionAid Bangladesh	Prevention of Acid Violence Project	2006–2016
11	Ain O Salish Kendro (ASK)	Gender & Social Justice Program	2015–2016
12	Danish Refugee Council (DRC)	Emergency Relief for Flood Affected People	2015
13	Danish Refugee Council (DRC)	Building Resilience of Families to Climate Induced Disasters	2014–2016
14	Practical Action Bangladesh	From Vulnerability to Resilience – Household Preparedness Project	2009–2013
15	CDMP-UNDP	Emergency Flood Response	2007
16	CDMP-UNDP	Vulnerability Risk Reduction through Community Participation (VRRCP)	2006–2008
17	Room to Read Bangladesh	Literacy & Girls Education Program	2009–2020
18	BRAC	Non-Formal Primary Education (NFPE)	1996–2006
19	BRAC	Emergency Response	2004–2005
20	MCC Bangladesh	Sustainable Agriculture	1999–2004
21	MCC Bangladesh	Emergency Relief Program	2007
22	NWO, UNESCO-IHE, BUET	CORE – Community Resilience through Rapid Prototyping of Flood-Proofing Technologies in Urban Areas	2016–2019
23	Bangladeshi, Toronto Consortium – Canada	Flood Response	2017
24	Primark/ABF, UK	Pashe Achi Project	2015–2016
25	The Hunger Project	Emergency Agriculture Support	2007



26	Save the Children – Australia	Child Friendly Space Initiative (CFSI)	2005–2007
27	DFID	Empowerment through Resource Mobilization	2004–2007
28	GOB–UNICEF	Environmental Hygiene, Sanitation & Water Supply in Rural Areas	2002–2007
29	SHARP Core Fund	SHARP Training Centre	2001–ongoing
30	Village Education Resource Center (VERC)	Local Govt. Strengthening	2000–2001
31	KOINONIA	Disaster Preparedness & Management (DPM)	1999–2001
32	KOINONIA	Emergency Flood Response	1998
33	DNFE	Non-Formal Adult Education	1999–2001
34	PROSHIKA	Non-Formal Primary Education (NFPE)	1998–2001
35	IFADEPSP2	Fisheries Development Programme	1998–1999
36	Unnoyan Shohojogy Team (UST)	Pre-Primary School and Water & Sanitation Development	1996–2002

Network linkage:

SHARP has been working since long to establish rights of disadvantaged people and improve their livelihood. With this sight it has become the member of the following networking organization:

- Empowering Local and National Humanitarian Actors (ELNHA)
- Campaign for Popular Education (CAMPE)
- Federation of NGOs in Bangladesh (FNB)
- Democratic Budget Movement (DBM)
- Right to Food Bangladesh
- Jatio Nari Nirajaton Prtiroadh Forum (JNNPF).

GOB Linkage :

SHARP is implementing its various program from beginning of its operation. For successful implementation of its different programs a number of government organizations were collaborated. The district commission offices is playing a vital role to implement its program. District disaster management department, Water development board, social welfare, Health, Livestock, Agriculture, Youth, Cooperative and Women affairs department are contributing most for successful accomplish the activities of SHARP.

Organization's Policies:

1	Organization Management Policy
2	Service Rules /Human Resource Guideline
3	Financial Management Guideline
4	Information Discloser Policy
5	Gender Policy/Guideline)
6	Child Protection Policy
7	Safeguarding

8	Code of Conduct
9	Disaster Management Policy
10	Environmental and Social Management Policy
11	Monitoring & Evaluation Guideline
12	Vehicle & Instruments use Policy
13	SHARP Training Center Management Policy

Conclusion:

SHARP is trying its best to help people from different level of society. In this point SHARP launched several programs for the wellbeing of the disadvantaged people. This organization has completed one decade of its operation. It has a large number of experienced manpower by which the whole accomplishment is absolutely satisfactory. There are capable personnel to provide technical services on education, disaster, agriculture, fisheries, livestock and health projects. All sorts of communication facilities are available in the office, which promote rapid transfer messages to the field offices to head quarter and other organizations as well.

After COVID-19 pandemic, the organization started journey with new management and operating programs in full swing. In future, SHARP will play a requisite part in eradication of poverty and improve the quality of people’s life of rural areas through socio economic development and effectively management of climate induced disasters.

Safia Sultana
Director, SHARP