SAVE Strategic Plan 2026–2028

SAVE
SUSTAINABLE ACTIONS FOR
VULNERABLE ENVIRONMENTS

Sustainable Actions for Vulnerable Environments

Restoring Zambia's landscapes, uplifting communities, and securing a prosperous future through environmental sustainability and community empowerment.

IMPLEMENTATION TIMELINE: 2026–2028 | ZAMBIA | ENVIRONMENTAL SUSTAINABILITY

Approved for implementation — February 2026

Section 1.0

Executive Summary

Sustainable Actions for Vulnerable Environments (SAVE) is a Zambian non-governmental organisation registered in May 2023. The organisation promotes environmental sustainability while supporting vulnerable communities facing climate change, natural resource degradation, and related social challenges across Zambia.

Between 2024-2025, SAVE implemented pilot initiatives that demonstrated both community need and operational readiness. These included advancing community-led conservation, conducting research on mining impacts on the natural Environment, initiating indigenous tree restoration and local seed banking, establishing air quality monitoring, and delivering health and education initiatives such as sickle cell awareness. These early interventions demonstrated both community demand and operational feasibility.

This Strategic Plan for 2026–2028 outlines a clear three-year direction built on **three focus areas**: sustainable natural resource management, advocacy and policy influence and health/research/education.

A central investment under this strategy is the establishment of 10 community seed banks and 10 paired nurseries/greenhouses, each located in selected districts and implemented through a phased regional rollout. These hubs will conserve indigenous plant species, strengthen local seed systems, and support climate-resilient livelihoods. Each facility will utilise reliable, low-maintenance water solutions based on sustainable water harvesting, storage, and efficient irrigation systems appropriate to local environmental conditions.

10 Community Seed Banks

Conserve indigenous plant species and strengthen local seed systems

10 Paired Nurseries/Greenhouses

Located in selected districts through a phased regional rollout

Reliable Water Solutions

Sustainable water harvesting, storage, and efficient irrigation systems

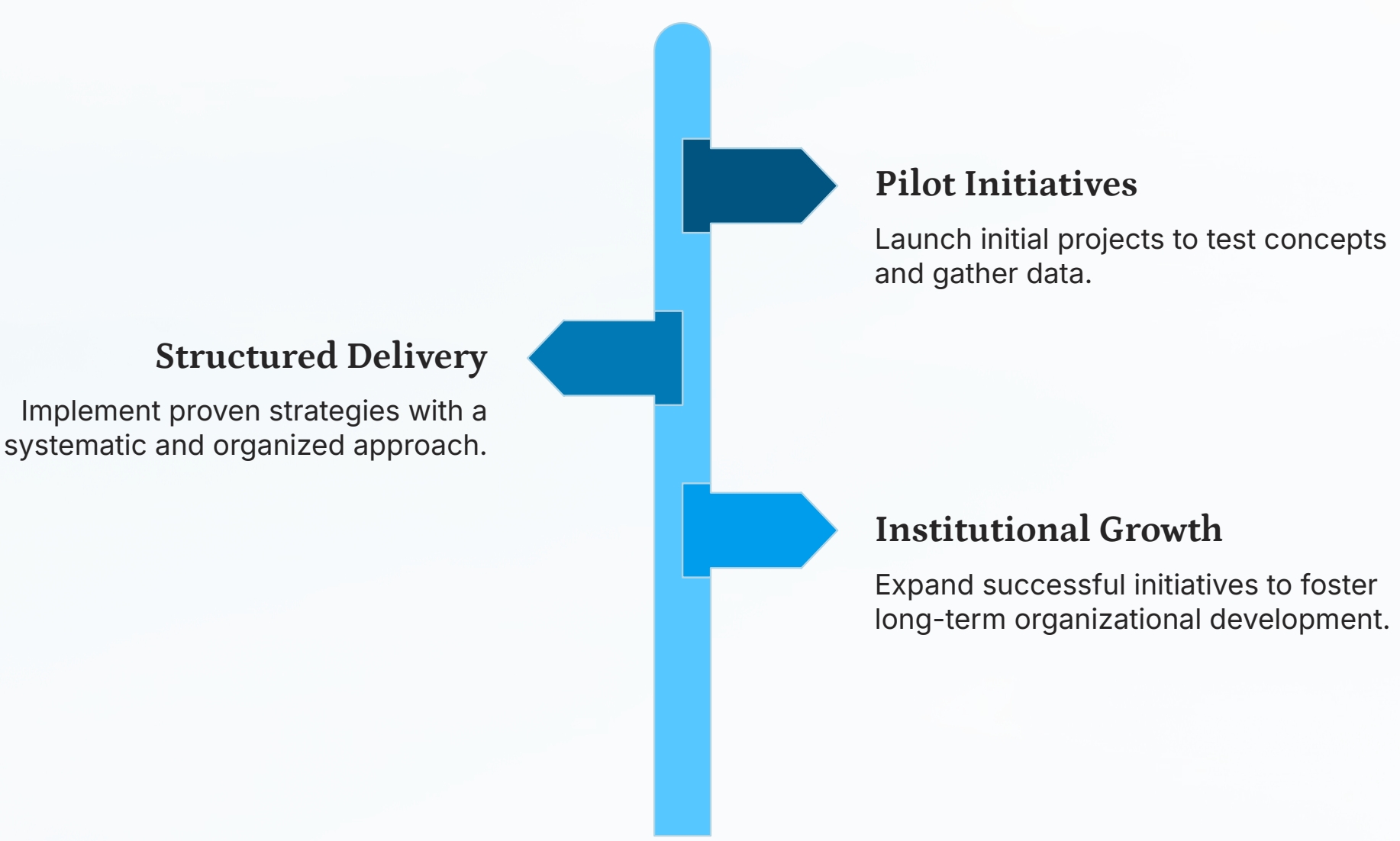
To ensure consistency, quality control, and long-term capacity building, SAVE will also establish a **Central Training and Coordination Centre** to equip farmers, students, extension workers, and community groups with practical skills in seed management, restoration techniques, and sustainable land-use practices. The plan is practical, measurable, and designed for scalable impact. Through strong community ownership, strategic partnerships, and targeted infrastructure investment, SAVE aims to build lasting ecological resilience while improving livelihoods for vulnerable populations.

Section 2.0

Introduction and Strategic Planning Approach

Sustainable Actions for Vulnerable Environments (SAVE) is committed to safeguarding natural ecosystems while addressing the socio-economic needs of vulnerable communities. The organisation is governed by a management team and supported by an advisory board that provides strategic, technical, and oversight guidance to ensure accountable and results-driven implementation. SAVE made measurable progress through targeted research, reforestation initiatives, technology-enabled environmental monitoring, and community health and education programmes. These early actions provided practical lessons, strengthened partnerships, and validated the need for scalable, locally driven solutions across Zambia. Our work contributes to national development priorities and aligns with global sustainable development frameworks.

The 2026–2028 Strategic Plan was developed through a **participatory and consultative process** involving staff, volunteers, board members, government representatives, and community stakeholders. This inclusive approach ensured that the strategy reflects on-the-ground realities, builds on SAVE's demonstrated strengths, and responds to emerging environmental and livelihood challenges.



The result is a focused three-year roadmap designed to transition SAVE from pilot initiatives to structured programme delivery, infrastructure development, and long-term institutional growth.

Section 3.1

Vision, Mission, Values and Overall Goal

Vision

A world where vulnerable environments are protected and sustainable development is the norm.

Mission

To foster sustainable development and implement practical solutions that protect vulnerable environments affected by social and environmental challenges.

Overall Goal

To create a more resilient and sustainable future for all.

Our Values

- **Sustainability**
- **Environmental Stewardship**
- **Advocacy and Justice**
- **Knowledge and Learning**
- **Integrity and Accountability**
- **Professionalism**
- **Simplicity**
- **Research**
- **Collaboration and Partnerships**
- **Empowerment**

Section 3.2

Key Focus Areas

Sustainable Natural Resource Management and Environmental Conservation

Advocacy, Policy Influence and Campaigns

Health, Research and Education

Strategies for Implementing Focus Area 1

(a) Sustainable Natural Resource Management and Environmental Conservation

Strategic Focus 1

Strengthen community understanding of environmental conservation, climate change, and native landscape restoration.

Strategic Focus 2

Promote sustainable livelihoods through accessible alternatives such as beekeeping, mushroom cultivation, edible caterpillar harvesting.

Objectives

- By the end of 2028, establish and make fully operational 10 community seed banks and 10 paired school/community nurseries/greenhouses (one set per selected district), enabling reliable production and distribution of native tree and fruit seedlings using rainwater harvesting and efficient irrigation.
- By 2027, increase adoption of sustainable Agroforestry practices by at least 60% among smallholder farmers in target districts, supported by access to locally adapted native seedlings and training.

Flagship Initiative

Growing Green Skills: Youth-Led Native Tree Restoration

Launched in pilot schools in Mpika District (2025), this programme has demonstrated early impact by propagating native seedlings. It will position schools as dynamic hubs for youth-led (≥50% girls) propagation, planting, environmental education, and seedling supply to communities and restoration partners — providing a scalable model for national rollout.

Expected Outcomes

1

Community Ownership

Communities demonstrate improved knowledge and skills in Agroforestry, conservation and climate-resilient practices, with active ownership, management, and protection of seed banks and nurseries.

2

Youth-Led Production

Schools function as effective centres for youth-led native tree production, practical green skills development, and seedling distribution, contributing to landscape restoration, biodiversity enhancement, and diversified livelihoods (e.g., fruit income, agroforestry integration).

3

Measurable Impact

Increased availability and use of locally adapted native and fruit tree seedlings supports measurable gains in tree cover, soil health, and household resilience across target districts.

Key Activities & Implementation

Key Activities and Central Training Centre

Key Activities

01

Community Sensitisation

Community sensitisation and awareness sessions on climate resilience and conservation

02

Site Selection & Construction

Site selection and construction of seed banks and school-based nurseries using durable, locally sourced materials

03

Water Infrastructure

Installation of sustainable water harvesting systems and drip irrigation for reliable water security

04

Hands-On Training

Hands-on training for youth, teachers, farmers, and community members in native tree propagation, nursery management, agroforestry, organic techniques, and conservation farming

05

Seedling Production & Distribution

Propagation, growth monitoring, and distribution of seedlings to schools, communities, and restoration stakeholders

06

Stakeholder Collaboration

Collaboration with district agriculture offices, education authorities, traditional leaders, and parent-teacher associations

Central Training and Coordination Centre

To ensure consistency, quality control, and long-term capacity building, SAVE will establish a Central Training and Coordination Centre. This dedicated facility will equip farmers, students, extension workers, and community groups with practical skills in seed management, restoration techniques, sustainable land-use practices, nursery operations, and climate-smart agriculture. It will serve as the national hub for youth students, farmer field schools, cross-district knowledge exchange, ongoing technical support, and scaling best practices from the youth-led school model to all target districts.

Section 3.3

Implementation Timeline 2026–2028

This timeline outlines SAVE's strategic phased approach, detailing key milestones for each year to ensure a systematic progression towards our overarching goals. This roadmap is designed to guide our efforts from foundational establishment to sustainable impact.

1

2026: Foundation & Pilot Expansion

- Establish 3-4 initial community seed banks and nurseries, laying the groundwork for seedling production.
- Launch comprehensive community sensitisation campaigns across 5 target districts to foster environmental awareness.
- Initiate critical staff recruitment and intensive training programs for new project initiatives.
- Begin the development and installation of essential water systems infrastructure for efficient nursery operations.

2

2027: Scale & Consolidation

- Expand our network to 7-8 fully operational seed banks and nurseries, increasing our reach and capacity.
- Deepen community engagement through targeted programs, aiming for increased adoption of conservation farming practices.
- Complete the construction and equip the Central Training Centre, establishing a hub for skill development.
- Strengthen strategic partnerships with government agencies and local organizations, enhancing monitoring and evaluation systems.

3

2028: Sustainability & Impact

- Achieve full operational capacity, with 10 seed banks and 10 nurseries actively supporting local communities.
- Realize a significant milestone of 60% adoption of conservation farming practices among smallholder farmers in target areas.
- Establish robust, self-sustaining community management structures to ensure the long-term viability of initiatives.
- Document comprehensively and share key learnings, best practices, and success stories to inform future projects and advocacy efforts.

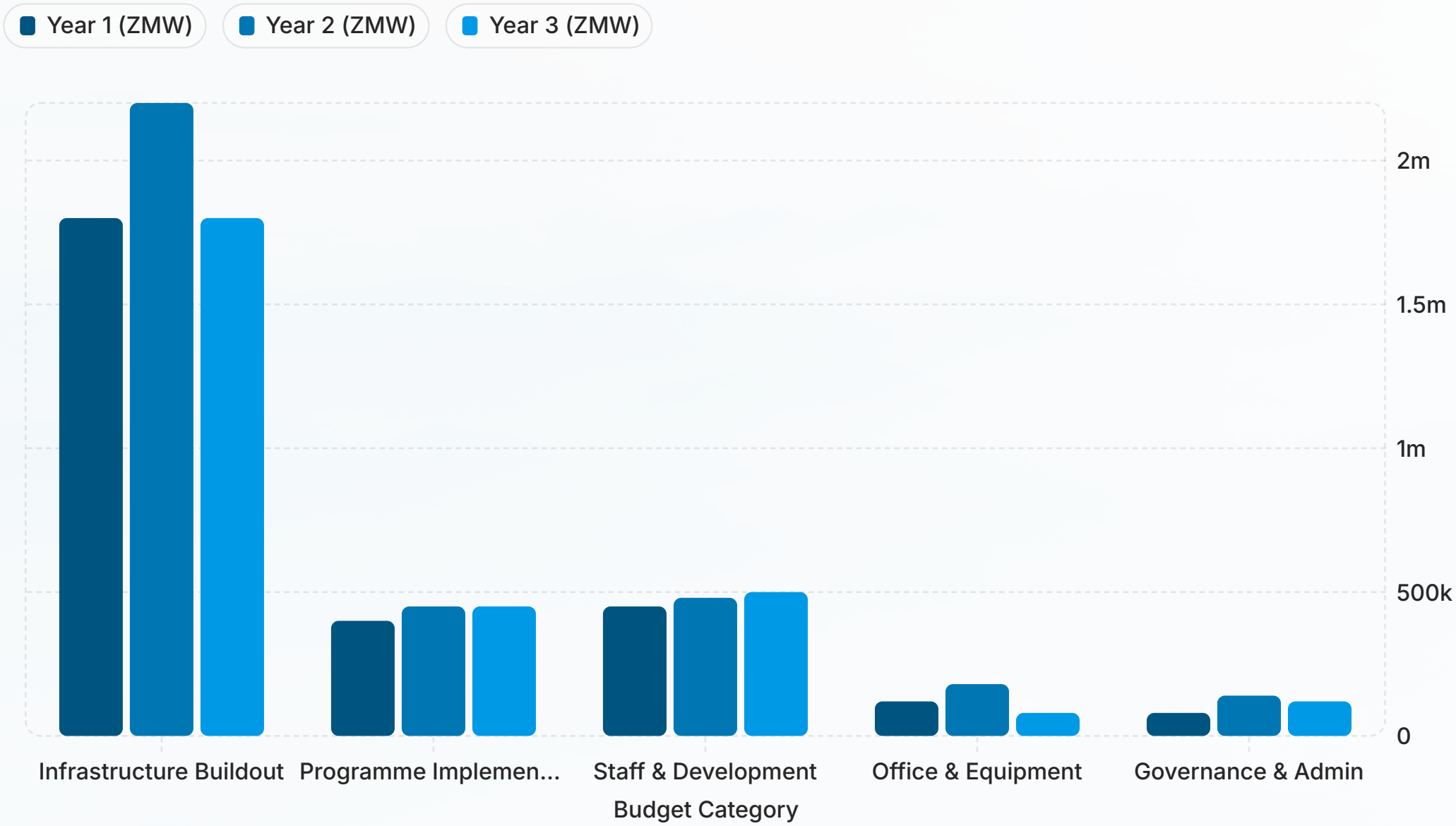
By adhering to this phased implementation, SAVE aims to maximize its impact, cultivate resilient communities, and ensure the sustained protection of vulnerable environments.

Section 6.0 — Implementation Timeline 2026–2028

Indicative Three-Year Strategic Budget

Total Budget: ZMW 9,250,000 (~USD 500,000 at indicative mid-February 2026 exchange rate of ~ZMW 18.5–18.7 per USD; actual rates may vary)

This budget is cost-effective and prioritises direct impact, with **over 60% allocated to infrastructure**. It factors in community in-kind contributions (land, labour, materials) and leverages partnerships to stretch resources further. USD equivalents are approximate and for donor reference; all financial management and reporting will be in ZMW.



The chart above illustrates the phased budget allocation across the three-year implementation timeline (2026–2028), with infrastructure buildout receiving the largest share each year.

Budget Breakdown Detail

Infrastructure Investment & Budget Detail

TOTAL BUDGET: ZMW 9,250,000 (~USD 500,000)

Budget Category	Year 1 (ZMW)	Year 2 (ZMW)	Year 3 (ZMW)	Total (ZMW)	% of Total	USD Equivalent
Infrastructure Buildout	1,800,000	2,200,000	1,800,000	5,800,000	63%	~USD 312,000
Programme Delivery	400,000	450,000	450,000	1,300,000	14%	~USD 70,000
Staff & Development	450,000	480,000	500,000	1,430,000	15%	~USD 77,000
Operations & Governance	80,000	140,000	120,000	340,000	4%	~USD 18,400
Office & Equipment	120,000	180,000	80,000	380,000	4%	~USD 20,500
TOTAL	**2,850,000**	**3,450,000**	**2,950,000**	**9,250,000**	**100%**	**~USD 500,000**

Notes on USD Equivalents

- Approximate conversion based on mid-February 2026 mid-market rates (~ZMW 18.5–18.7 per USD; sourced from Bank of Zambia, Xe, Wise, and other reliable indicators). Rates fluctuate; final figures will use prevailing rates at time of expenditure.
- All budgeting, accounting, and financial reporting will be conducted in ZMW (official currency for Zambian NGOs).

Project reach

Over 10,000 direct beneficiaries, 15,000+ seedlings planted annually, and strengthened resilience in 10 districts. This represents strong and clear alignment with national priorities.

10K+	15K+	10
Direct Beneficiaries	**Seedlings Planted**	**Districts Strengthened**
Across 10 target districts	Annually through seed banks and nurseries	With resilient infrastructure and community capacity

> This Strategic Plan is more than a document — it is an **invitation to partnership**. SAVE stands ready to work hand-in-hand with stakeholders to restore Zambia's landscapes, uplift communities, and secure a prosperous future.
>
> **Let us grow green skills, plant hope, and build resilience together.**

Approved for implementation — Sustainable Actions for Vulnerable Environments (SAVE) — February 2026