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Nazhoen Lamtoen

Empowering Every Child, Restoring Every Future

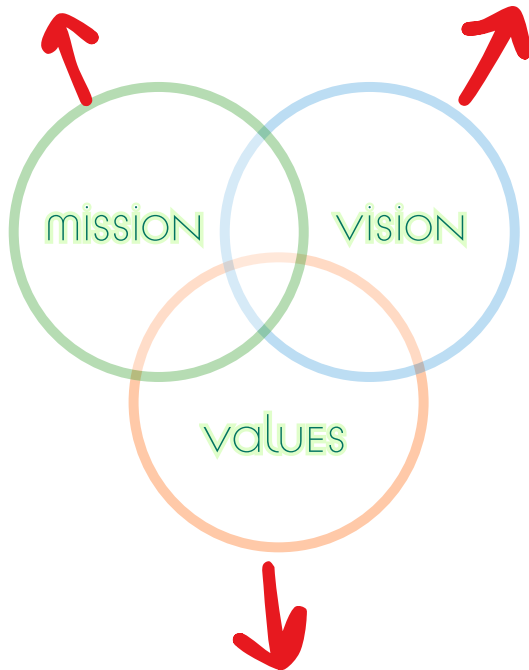


Theory of Change

2025

To protect and empower
vulnerable children by restoring
their well-being and creating
pathways to a dignified and
independent future.

A society where every child
is safe, protected, and
empowered to thrive.



C – Compassion
A – Accountability
R – Resilience
E – Empowerment

Impact (Long-term Change)

Children in difficult circumstances enjoy their rights to protection, care, education, health, participation, and family support, enabling them to become resilient, productive, and responsible members of society.

Ultimate Outcomes (2025)

Outcome 1

Children in difficult circumstances are protected from abuse, neglect, exploitation, violence, homelessness, and conflict with the law.

Indicators:

- Increased child safety
- Reduced re-victimization
- Reduced institutionalization
- Improved psychosocial wellbeing

Outcome 2

Children are successfully reintegrated into safe families or supported through quality alternative care.

Indicators

- Successful family reunification
- Stable foster/kinship placements
- Reduced repeat admissions
- Strong case management outcomes

Outcome 3

Families become economically resilient and capable of caring for their children.

Indicators

- Sustainable household income
- Reduced family separation due to poverty
- Increased caregiver capacity
- Reduced dependency

Outcome 4

Children access quality education, healthcare, life skills and opportunities for personal development.

Indicators

- School enrolment and retention
- Improved academic performance
- Increased life skills
- Better health outcomes

Outcome 5

Communities actively protect children and promote child rights.

Indicators

- Increased reporting
- Greater community awareness
- Reduced stigma
- Stronger community participation

Outcome 6

Government, CSOs and private sector collaborate to strengthen Bhutan's child protection system.

Indicators

- Functional partnerships
- Joint programmes
- Increased referral pathways
- Policy influence

Intermediate Outcomes

Child Protection

- Children receive emergency protection
- Individual care plans implemented
- Psychosocial support provided
- Case management strengthened

Alternative Care

- Shelter home accredited
- Quality residential care
- Family tracing
- Reintegration support

Family Strengthening

- Livelihood support
- Parenting education
- Cash and in-kind assistance
- Economic empowerment

Youth Empowerment

- Skills development
- Career guidance
- Employment support
- Independent living preparation

Community Engagement

- Awareness campaigns
- Child safeguarding education
- Volunteer engagement
- Goodwill ambassadors

Organizational Sustainability

- Diversified fundraising
- Membership programme
- Corporate partnerships
- Volunteer mobilisation
- Staff capacity development
- Digital transformation

Outputs (2016–2025)

Protection Services

- Shelter home established (2018)
- Case management implemented
- Emergency interventions
- Child assessments
- Reintegration services

Family Support

- Livelihood businesses established
- Family economic strengthening
- Household assessments
- Parenting support

Education Support

- School enrolment
- Educational materials
- Transport support
- Tuition assistance
- Health and Wellbeing
- Medical care
- Counselling
- Nutrition
- Recreational programmes

Advocacy

- Public awareness campaigns
- Fundraising events
- Media engagement
- Child rights promotio

Partnerships

NCWC

Royal Bhutan Police

CSO Authority

The Pema

Corporate partners

International donors

Major Activities (2016–2025)

- Direct Services
- Rescue and referral
- Shelter care
- Case management
- Family tracing
- Reintegration
- Follow-up visits

Prevention

- Awareness programmes
- Parenting sessions
- Community dialogue
- School outreach

Economic Empowerment

- Micro-business support
- Skills training
- Income generation
- Market linkage

Resource Mobilisation

- Proposal writing
- Corporate partnerships
- Membership campaigns
- Donation drives
- Charity events
- CSR engagement

Organizational Development

- Strategic planning
- Staff training
- MEAL system
- Child safeguarding
- Financial management
- Digitalisation

Inputs

Human Resources

- Executive Director
- Social Workers
- Case Managers
- Caregivers
- Finance staff
- Volunteers
- Board Members

Financial Resources

- Grants
- Donations
- CSR contributions
- Membership fees
- Fundraising income

Infrastructure

- Shelter home
- Office
- Vehicles
- ICT equipment
- Digital platforms

Key Assumptions

- Government continues prioritising child protection.
- Communities remain willing to engage.
- Families are motivated to care for children.
- Sustainable funding is secured.
- Qualified staff are retained.
- Effective coordination among stakeholders continues.
- National child protection policies remain supportive.

External Factors

- Economic downturns
- Natural disasters
- Public health emergencies
- Changes in legislation
- Donor priorities
- Technology adoption
- Migration and urbanization