



Evolution, Governance and Sectional Management

January 2024



Emerging

- In 1998 as COAST Trust in Charfession Bholu through a project of an International Organization
- Formed Board of Trustees in 1997 where ED (Executive Director) was Member Secretary.
- Received NGOAB registration in February 1998.
- Received registration under the Societies Registration Act (Act XXI of 1860) as COAST Foundation in February 2021.

Vision, Mission and Coverage

Vision:

Striving for a world of equity, justice and free from poverty where human rights and democracy are the common cultures.



Mission:

COAST Foundation shall organize strategically important activities related to development, which will facilitate a sustainable and equitable improvement, especially in coastal areas of Bangladesh for disadvantaged sections of population through their increased participation in the socio-economic, cultural and civic life.



Coverage

13 coastal districts with 1.62 lakh families in MF programs and 3.55 lakh in projects



General Council (GC):

- Highest decision-making body comprises 21 members where ED is Member Secretary. Meeting is once as the Annual General Meeting.
- Structure is Chairperson, Vice-Chairperson, Treasurer, Member Secretary(ED) and others are members
- Approval authority of all policies, annual plans and budget, annual external audit report and appointing external auditors.

Governance

Governance

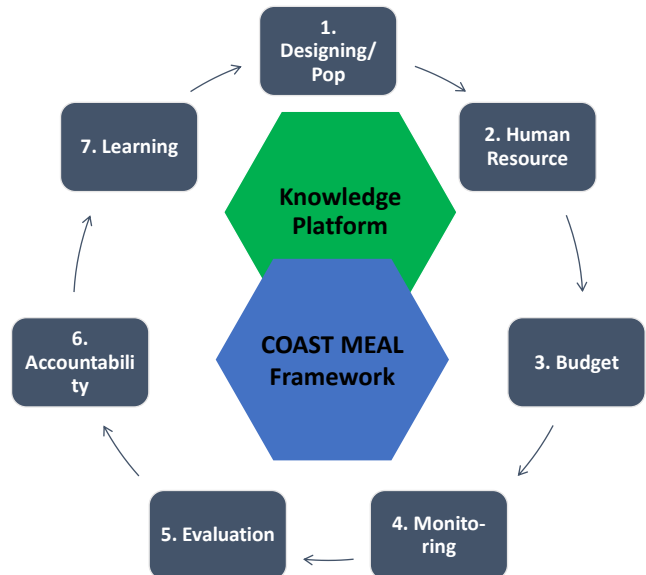
Executive Committee (EC):

- EC comprises 7 members where ED is member secretary.
- Structure is Chairperson, Vice-Chairperson, Treasurer, Member Secretary(ED) and others are members.
- The EC assists ED in formulating the policies and procedures. Meeting 4 times in a year.
- By-default the EC members are also GC members.



MEAL-Monitoring, Evaluation, Accountability and Learning

- MEAL Policy and practice in place.
- Monthly basis monitoring reports are discussed and submitted in PPMM.
- Mutual accountability is established and decisions are made for quality implementation.
- Learning and Evaluation
- Research and study on social issues for campaign advocacy.
- Plan for result-based and web-based monitoring.





Gender

- Gender and PSEA policies in place (Six monthly orientation to all staff)
- Regional and central gender focal
- Monthly Gender Relation Development Meeting with female staff.
- Maternity leave
- Women preferences in recruitment
- Dedicated childcare space in the centres
- Complaint Response Mechanism is in place
- Dedicated complaint response officers

Internal and External Audits

- Internal Audit Section with 16 experienced staff led by a Director
- Yearly audit of all MF branches and quarterly audit of projects
- Reports to the MF/Project Focal and ED
- Monthly meeting broadly discussed observations.
- Audit hearing in case of financial misappropriation above Tk. 2000.
- Annual external audit by reputed and NGOAB enlisted audit firm.

Human Resource

- Continuous classroom and one-to-one training for HR development
- Staff development through different meetings declared before starting the year.

Staff size

Sector	Male	Female	Total	% of male	% of
Micro Finance	722	305	1027	70%	30%
Projects	255	177	432	59%	41%
Total	977	482	1459	67%	33%

Thank You