



# Lulu Works Trust, LTD

## Emerging shared vision (2011-2015)

Lulu Works becomes a successful for-profit, female employee-owned company that produces, formulates and markets high quality Sudanese shea butter products in order to fulfil the following goals:

1. Annual sales of at least \$250,000 by the year 2013 and of at least \$500,000 by 2015.
2. Over 5,000<sup>1</sup> people (employees and their families) recognising a significant and sustained improvement in the qualities of their lives as a result of secure salaried employment in LWT.
3. Not less than 25% of net annual profits are invested in social development initiatives prioritised by the workers, benefiting at least 10,000<sup>2</sup> people within 3 years.
4. At least 500 Sudanese women worker-owners articulating significant improvements in their socio-economic and political status as a result of the increased income, skills and self-confidence generated by Lulu Works.
5. LWT demonstrating transparent, honest and accountable systems of local management that becomes recognised as an example of what is possible in South Sudan.
6. Improved local stewardship of the lulu stands resulting from an increased social awareness of the benefits of lulu nut production.
7. An increasing awareness of local people (as articulated by the Sudanese worker-owners and their wider communities) of their own potential and responsibility for driving local social development.
8. LWT recognised by Sudanese communities and GoSS as a relevant alternative model for development in South Sudan donors; INGOs and donors
9. LWT demonstrating improvement on current norms in FairTrade and corporate responsibility by showing communities' share of profits and decision making can be increased within successful business.

## How to get there

1. Seek professional advice on working structures of employee-owned business and produce detailed working draft organisational model that could serve as basis for discussion with all current staff and stakeholders to finalise. This may include a constitution and/or articles of association, a review of membership, role of Founding Members, Board of Directors, Trustees of LWT, etc.
2. Raise min. funding of \$350,000 to run from April 2011 to March 2013, to be awarded to LWT in order to cover:

Employment of General Manager @\$6,000/month for 2 years	140,000
Air travel & associated travel costs	20,000
Office/admin/communication costs	20,000
Repair, maintain and run vehicles	30,000
Establish/re-establish 16 CPUs in Mapel/Mundri (@ \$5000 each)	80,000
Technical assistance/consultant help ( <i>product development, quality control, marketing, wider institutional development....</i> )	<u>60,000</u>
	350,000 US\$

<sup>1</sup> Assuming 300 employees and 700 collectors, each with at least 4 family members benefiting from their income

<sup>2</sup> Assuming at least 10 CPUs initiate social development projects in their villages each one benefiting