



Delivering on our promise to the children

A message from Simon Nyabwengi

Country Programme Director

Children in a certain village in Africa were suffering from malnutrition due to lack of protein in their diets. Concerned mothers pestered their husbands to find a solution to the problem, and equally concerned, the men of the village met and came up with a brilliant idea of keeping goats to provide both meat and milk to their families.

Goats were easily available from the nearby village and within no time, the community had a sizeable herd. There was, however, only one problem. There were no feeds near the village but next to the river there was a lot of grass to sustain the herd. Since each villager had to go to the river twice a day, it was agreed that each person going to the river will bring feed twice a day. For some years, the goats grew fat, reproduced, gave a lot of milk and the children were well fed and nourished on milk.

However, slowly but surely, the goats grew thin and died. And within no time, the village did not have goats, the children became malnourished again and the village poorer. It is then that the villagers discovered that while everyone was responsible for feeding the village goats, no one actually fed the village goats and they died of starvation, amidst plenty of food.

We are faced with a similar situation in World Vision Sudan. We have many goats (projects) but we are not taking good care of them because the operations people think the quality assurance people are feeding them while the quality assurance people think the finance people are feeding them.

Since we do not want our goats to starve to death, we in the leadership team have clearly defined who will be feeding the goats (Operations), what they will be fed on and how frequently (sector specialists), where resources for feeding them will come from (Finance) and who will monitor and evaluate their feeding (M&E). As outlined in this issue, we have clearly spelt out that responsibility for programme implementation lies in Operations, while the responsibility for quality assurance is to ensure that the technical specifications of all projects that we implement are adhered to. We hope that with clarification of responsibilities, we will have better implemented and better quality programmes.

Since the last issue of the newsletter, we have had new additions to the World Vision family. To those that got new babies, we congratulate you and pray that these children will bring you joy. We also had some of us who lost dear relatives. We mourn with you and pray that God will comfort you as you make the necessary adjustments of living without those that have left us.

We invite you to read each and every article of this newsletter and provide the Communications Department with feedback on how you would want the next article to look like. This is our newsletter, to inform us and we should actively contribute to it. I want to thank you once more for your hard work that enables us to meet the needs of children in Sudan. Shukran!

Our New Focus

Structural Review of Our Programmes

During 2013 concerns emerged about the timeliness of project implementation in our programmes. There were particular concerns that projects were not spending fully resulting in funds being returned to the donor. Initial analysis of the situation revealed a lack of clarity on project responsibility and accountability at the field level.

The leadership made a decision to engage an external consultant to assist in investigating the situation and making recommendations on the way forward. Key observations that were made by the consultant include: -

- Lack of role clarity between Sector Officers, the Area Coordinator and Project Officers
- Sector Officers have taken a proxy-management role
- Sector Officers are involved in implementation of projects

The consultant's findings and further internal analysis made it exceedingly clear that there is need to clarify certain issues that will help us forge ahead with excellence in execution. Thus as we move forward, all teams are called upon to take note of the following important points of clarification: -

- Project implementation is the responsibility of the operations team i.e. Operations Director, Operations Manager, Area Coordinator and Project Officers. The role of Programme Development and Quality Assurance Team (PDQA) is to assure the technical quality of the projects that we implement.
- Sector Officers are technical experts and will from April 1st, report to Sector Specialists/Advisors. The Sector Officers are responsible for ensuring the technical quality of project implementation, programme design and donor communications and should not be involved in direct implementation of projects. To ensure efficiency and effectiveness, the Sector Officers need to be integrated into the monitoring and evaluation processes.
- Sector Specialists/Advisors have a role to play in supporting all country programmes and to this effect are expected to support the Blue Nile and Khartoum programmes in technical and quality assurance.
- To ensure efficiency and effectiveness, the specific responsibilities of the various roles will be clearly defined in the job descriptions and linked to performance agreements and appraisals.

Our New Focus



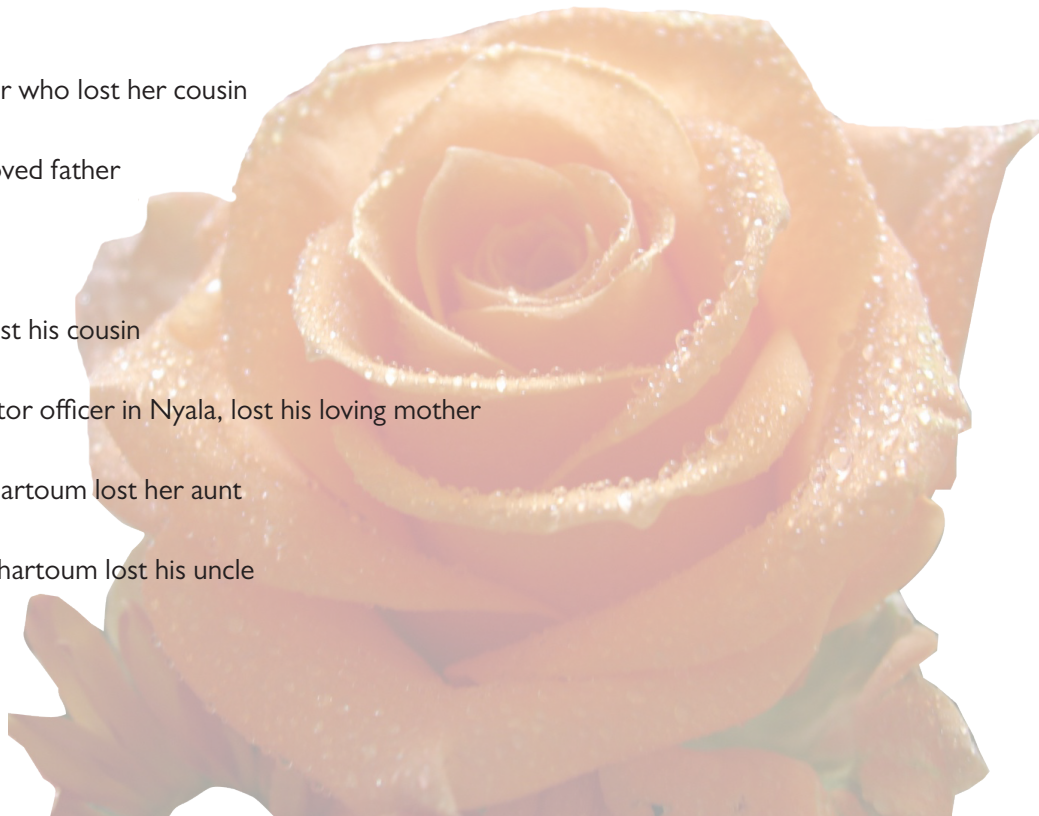
Celebrating new additions to the World Vision Sudan Family

This quarter two colleagues welcomed new additions to their families. We join the family of Giddo Badawi the Administration Coordinator in Khartoum to celebrate the birth of his daughter. We also celebrate with Elhadi Yahia, the internal auditor in Khartoum, who recently welcomed a new daughter to his family.

Condolences to staff who lost loved ones

During the past quarter a number of colleagues lost loved ones and we take this opportunity to express our deepest condolences. They include: -

- Hanadi Ali, Assistant Liaison Officer who lost her cousin
- Alradia Ahmed Hamid lost her beloved father
- Soad Asker Abu Ali lost her cousin
- Atta Elmannan Bashir – Blue Nile lost his cousin
- Mohammed Salim Abdulrasoul, sector officer in Nyala, lost his loving mother
- Wafa Adam, hygiene supervisor-Khartoum lost her aunt
- Anwar Babiker, Finance Officer – Khartoum lost his uncle



Our Main Feature



Fatma Idris

Focus on Fatma Idris a Nurse at Otash Camp

A lot is said about the impact of the work that World Vision has in the field, improving the lives of thousands of children and their communities. Often a lot is told about the impact of the projects we implement through the words and photos of the community we impact. Little is ever said about those behind the work that leads to the transformation.

Behind every World Vision field project is a face of a staff member, devoted and committed to making a difference in the life of a child and their community. These staff members often leave their families behind, work long hours in difficult places all in the name of transforming the lives of children and their communities.

Fatma Idris is one of the faces behind the actual work that goes into making that transformation. Fatma is a nurse at Otash camp where she has been working for the last eight years. Fatma's work involves dispensing drugs to patients once the medical officer has given the prescription.

On average Fatma and the medical officer see 150 patients who come through the clinic on a daily basis. Most of the patients at the clinic are women and children some of whom do not speak Arabic and Fatma has to rely on the security guards to do the translation from the local language to Arabic.

"Once the patients come, I explain to them how to take the medicine. Most the patients cannot read or write, so it is important that I explain to them exactly how to take the medicine. I then ask them to repeat the instructions to ensure they have understood what I say to them," Fatma explains.

Despite the challenges that come with the work that she does, Fatma approaches each day at the clinic with zeal. For her, each morning is yet another opportunity to provide invaluable service to the people living in the IDP camp.

World Vision has been working in Otash camp for the past 8 years. The camp is one of the largest in Nyala locality with a population of approximately 71,000 people. The population of the IDPs has grown significantly as more people flee conflict-zones.

Fatma and other World Vision staff at the camp provide life-saving food aid, health and nutrition services reaching about 56,000 beneficiaries. The clinic serves everyone in the camp. World Vision offers free medical consultation to the IDPs. Expectant women benefit from antenatal care services while vaccines are also offered at the facility. Staff at the clinic also provide educational sessions to caregivers on how to better look after their health and that of their children.

The most common condition among children in the camp is malnutrition. A significant number of the children come into the clinic with acute malnutrition and some develop other complications as a result of the condition.

"I do not know what people here would do without this clinic. All our beneficiaries cannot afford healthcare, and this clinic gives them a chance to live. Without the nutrition services we offer at the clinic a good number of the malnourished children would die," Fatma concludes.

Our Work



Beneficiaries of WV Sudan's Agriculture and Natural Resource Management Programme

Renewed Hope Through Agriculture

Khadija Abubaker Ismail a 40-year-old mother of nine children is part of a women's group that benefits from a World Vision supported project, which equips women with income generating skills. At the centre women have improved access to protection and literacy services at the Al Salam camp. The centres provide a safe environment for the women to gather together and engage in cultural and social activities and offer each other psychosocial support for issues such as abuse and gender based violence.

At the centre, the women are organised into groups and participate in various income-generating activities including farming for domestic consumption and for sale at the local market. Khadija's group cultivates vegetables, onions, tomatoes, carrots and okra. They also rear chicken, which they sell in the market and get between SDG 10 to 20 per day.

Khadija has been living in the camp for the past six years. Before coming to Al Salaam, Khadija used to live in Boram locality, which is about 160 kms away.

"The income I make from the activities of the women's group is used to supplement the food ration we receive at the camp. This is a lifeline for my family, without this little income things would be

very tough. While we still struggle, the little I make is very helpful," she says.

World Vision has been working in Al Salaam camp since 2009, targeting over 65,000 beneficiaries. World Vision interventions in the camp include education, child-care and gender development. WV supports interventions that improve households' food security, economic status and strengthens communities abilities to survive and respond to disasters.



Our Teecap Culture



Yasir Khatir receiving an award at a past function

Creation of New Roles Within the Organisation

During the second quarter of 2014, the Leadership Team announced key strategic changes within the organisational structure that saw the introduction of three new roles. The new positions that were introduced are that of the Associate Operations Director, P&C Associate Director and Partnerships and Administration Coordinator. The introduction of the three roles was a significant milestone in World Vision Sudan, as it is part of an ongoing leadership development and capacity building.

Two of these roles were filled internally and led to the promotion of two long-serving staff members, Abuzerr Abdalla and Yasir Khatir.

Associate Operations Director

Abuzerr was promoted to the position of Associate Operations Director. In his new role, Abuzerr will provide support to the leadership team and field programme offices in Blue Nile and Khartoum. His expertise will be instrumental in supporting the Operations Director oversee the implementation of programmes, lessen his workload and allow him time to focus on the overall growth and development of World Vision Sudan programmes.

Abuzerr is a long-serving staff member who joined the World Vision family slightly over 10 years ago. During the period he has been with World Vision, he has risen through the ranks because of his hard and commitment to the organization. It is based on these attributes that the leadership team felt he was best suited to take up this new role.

Partnership & Administration Coordinator - Nyala

Yasir Adam Khatir who has been with World Vision since 2004 took up the role of Partnership & Administration Coordinator – Nyala. Yasir joined World Vision in 2004 as a Hygiene Promotion Supervisor in the WASH department. In 2005 he was promoted to Hygiene Promotion Coordinator a position he held until 2007. In 2008 he was elevated to the position of WASH coordinator where he remained until October 2010, when he transitioned to the role of Area Coordinator.

In order to improve the impact of WV Sudan programmes, the organization intends to partner with local organisations in the implementation of our projects. It is based on this rationale that the position of Partnerships & Administration Coordinator has been created. In this new role, Yasir will be in charge of helping WV identify partners and monitor their implementation of projects. He will also handle all the administrative functions of the Nyala office, where he will be based. This position will provide much needed support to the Operations Manager allowing him time to focus on efficiency and effectiveness of the implementation of our programmes. Yasir will be the point of liaison with all government departments to keep them informed about what we are doing.

Staff Transitions



Shireen Nabil

P&C Associate Director

During this quarter the leadership team announced yet another new position within the organizational structure. The organization welcomed Shireen Nabil who has joined the World Vision Sudan team as Associate Director – People & Culture. Shireen will manage the overall P&C functions and oversee staff capacity development to ensure effectiveness and efficiency in achieving the organization's mission and vision.

Shireen joins World Vision from Hikma Pharmaceuticals – Sudan, where she was the Country Human Resources Manager. She has a wealth of experience spanning over 10 years working with various organizations in the human resources field. She holds a Master of Business Administration from University of Medical Sciences & Technology where she specialized in Human Resource Management. She is also a holder of Bachelor of Science degree in Economics & Administration Sciences from the Omdurman Ahlia University. Shireen is married and is a mother of three children.

Bidding Farewell to Simon Manning and Nhamo Ndebele

Even as we welcomed new members to the team and celebrated the promotion of others, we also bid farewell to valuable colleagues. During the last quarter Simon Manning the PDQA Director transitioned from the World Vision Sudan and will be taking a role in the Middle East and Eastern Europe Region.

We also bade farewell to Nhamo Ndebele who until the time he transitioned was the Operations Manager – Nyala.

We wish both Simon and Nhamo the best as they focus on new chapters of their lives. We take this opportunity to thank them both for their invaluable contribution to the World Vision Sudan family. They will be greatly missed.

Food Programming Management Group Awards

Our Pictorial

