



Hold the Child
OUR ACTION. OUR FUTURE

ORGANIZATIONAL
PROFILE
2018

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Mr. KIWEESI ALEX S,
Co-founder & Program Development Director - HCO

Message from ALEX

*Taking-on our eighth year down the road, it is an incredible experience for the Board of Trustees, the country steering teams and the entire staff teams. Hold the Child has witnessed multiple adjustments, improvement and inevitable developments that have taken us from Bor town where it all started, to different regions of the country (**South Sudan**) to **Uganda** and recently in **Kenya**. We boast of this consistence and the growing regional presence.*

*The management is grateful to our long standing donor partnerships who have made us who we are today. 2018 ushers "**Drive 2020**" a Transitional Strategy 2018-2020 with a goal to "**build communities for optimal child care**"; this Transitional Strategy is meant to cement our regional presence. In pursuit of this, this profile edition features the recent developments within our organization with particular attention to systems establishment in cognizance of the new operational realities. We appeal for all the necessary possible support to the realization of this cause.*

Our action today will shape the way we live tomorrow.

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KIDS EXPRESS
SOLIDARITY CART

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1. ABOUT US

We are a Relief, Development and Advocacy not for profit Organization; founded in 2011 in the wake of heightened inter-communal clashes and child abduction amidst poor child care in the underserved Jonglei state -Bor (South Sudan). We are composed on nationally constituted member organizations i.e. South Sudan: Reg # 163 under the 2016 NGO Act, and Uganda: Reg 12833 NGO Act CAP 113.

We are set out to inspire and champion a collaborated action by the family, community, governmental agencies, and other local & international actors for the welfare of the children; an effort to raise viable individuals who will socially, morally and technically propel sustainable development of the region and humanity in general.

OUR VISION

A peaceful, healthy and dynamic society where the rights of children and other vulnerable groups are protected and promoted.

OUR MISSION

To strengthen the capacity and resilience of families and communities to meet their obligations to the child through community centered child survival and development initiatives.

OUR VALUES

At all levels Hold the Child teams and internal systems will cherish our standing values of; Integrity, Accountability, Faith, Creativity, Collaboration

REGISTERED OFFICES

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BANKERS

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- ECO Bank, South Sudan

Kampala, UGANDA

- Standard Chartered Bank

AUDITORS

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MEMBERSHIP & AFFILIATIONS

Networking inspires collective efforts, knowledge sharing, among other outcomes; Hold the Child is an active and proud member of:

- In-country (South Sudan) Emergency cluster system (Several of them including Education, Nutrition, Protection etc.) and several related sectorial technical working groups
- South Sudan NGO forum • Child rights coalition (South Sudan) • NGO Forum (Uganda)
- Education in emergency working group (Uganda) • Cash working group (Uganda)

02. GOVERNANCE & MANAGEMENT

GOVERNANCE STRUCTURE

Hold the child adheres to the highest standards possible as stipulated in the humanitarian code of conduct and generally acceptable principle of cooperate governance.

The Board of Trustees composed of members from country trustee teams; provides overall strategic direction with particular focus on governance, organizational development, resource mobilization, audit, and risk management.

Each Country trustee committee oversees the in-country operation by ensuring compliance with the: Child rights Protection Standards, Internal strategic development, International standards of financial stewardship, National regulatory frameworks, Donor related standards, Fostering Professional working environment standards; and risk management

Based on the approved constitution, bye laws and management charters;

- **The Board of Trustees works through the Executive Director to oversee the day to day running of the organization (based in Juba transitional head-quarter office).**
- **The Excretive Director works hand in hand with Program Development Director who supports external (out of South Sudan) country technical teams**

MANAGEMENT

Hold the Child is an equal opportunity employer that places emphasis on equal career development opportunities for both male and female on merit, regardless of the background and affiliations. Staff interactions and conduct is guided by core values we cherish at all levels, in addition to the child safeguarding policy; whereas performance is guided by robust monitoring and evaluation system from built on individual outputs.

The transitional head quarter office (Juba) works with national registered offices that in-turn support field offices across the operational regions of the country. South Sudan program runs 5 field offices and among other liaison points i.e. Bor, Wau, Old fangak, and Tonj and points in Pochalla, and Terekeka

Uganda program runs 1 national office and a liaison point in Mukono

At the end of 2017 (quarter 4) our team composed of 150 Staff (about 30% females) and 70 volunteers

STANDARDS

Hold the Child operations are guided by specific set of policies and Standard Operating Procedures (SOPs) which are periodically updated to steer the quality of our child focused programmes. Manuals and policies include:

1. **Human Resources Manual**
2. **Manual of Finance Policies**
3. **Procurement and warehouse management Policy**
4. **Child protection Policy**
5. **Anti Fraud policy**
6. **Program cycle Management guidelines**
7. **Monitoring and Evaluation Framework**

3. OPERATIONS AT GLANCE



73,500
Boys & Girls

PROGRAM REACH
Annual average of 73,500 boys and girls in the past years

\$1.2M
Turn over

\$ TURN OVER
Annual average of \$1.2 M for the past 3 years

PARTNERS

SOUTH SUDAN PROGRAMME

UNICEF

WFP

SOUTH SUDAN HUMANITARIAN FUND

SAVE THE CHILDREN /NORAD

MALTESER INTERNATIONAL

MIRAYA FM

IOM

UGANDA PROGRAMME

IMF (Part of IHK)



04. TESTIMONIALS



Hold the Child has changed me and now i have hope & a new life ”

Justella Sabino a 14yrs old pupil of St. Micheal Primary Sch. Wau (South Sudan) & beneficiary of the Pyscho Social support and Life skills components of Child Protection program Wau (2017), she says,

“ I didn't know how to live, but thank God I met with Hold the Child protection team, that was working with Children and taught me new games and activities.

I am currently living in the IDP Camp located at Lokoloko Catholic Church.

During the War in Wau, i was staying at Lokoloko Residential area with Dad, mum, sisters and my elder brother. We almost died but we ran to Lokoloko Church for safety.

Hold the Child is a life changing, open hearted organization, thank you for the love for the children in the IDP's camps.”



I will surely use the kit when i go for delivery next month. Thanks to Hold the Child that has brought the check-ups close to my work & given me a Mama kit ”

A 19 yaer old first time mother and a beneficiary of the slums Health & Nutrition outreach program - Kampala; received antenatal care checks and a mama kit in Novemeber 2017.

She says “ I attended one antenetal session in the Public health facility, and nver went back because of time to qeue in a long line, and was also worried about the required delivery kit to carry as i go for Delivery. Hold the Child gave me an opportunity for check-ups.

I was delighted when i heard that HCO team had come to our location and this morning i did not hesitate to come for antenatal checks.”

05. OUR COMPETENCES

Through the 7 years of active implementation of programs through the sectors of Education, Protection, and Nutrition and Community health the institution has consolidated the following competences;

Child protection:

1.

- Community based protection programing
- Family tracing and Reunification
- Psychosocial support for children
- Social re-integration of former child soldiers
- Mine risk awareness

Education and life skills development:

2.

- Early childhood development
- Education in emergency
- Life skills education
- Adult literacy
- Peacebuilding

Maternal and Child health:

3.

- Community management of Acute malnutrition
- Mobile clinics and surveillance
- Immunisation

Coordination and technical contributions:

4.

- Leadership at Sub-national sectorial coordination in sectors of Education, and Protection
- Hold the Child has been an Strategic advisory group member for Education and Protection clusters for several annual terms; along with active contribution to various technical working groups i.e. Mine risk Education, Family tracing and reunification, Psychosocial support, Mother and infant feeding among others

06.
OUR WORKS
SOUTH SUDAN INTERVENTIONS



6.1. EDUCATION &
LIFE SKILLS DEVELOPMENT

Goal

To increase access to quality and protective education services, roll-out appropriate peacebuilding initiatives enhancing social cohesions and peace child development.

6.1.

Program Interventions:

- Early childhood education (ECD)
- Primary school Education



BOR FANGAK TEREKEKA JUBA



6.2. CHILD PROTECTION

Goal

To contribute to the prevention of child abuse, improve access to Juvenile Justice, enhance the protection of boys and girls and strengthen social cohesions for improved child development.

6.2.

Program Interventions:

- Psychosocial support and peacebuilding
- Family tracing and reunification
- Mine Risk education, Social integration of child Soldiers
- Support for Reformatory education
- Parenting, Community based child protection and rights monitoring



BOR

WAU

POCHALLA

UROR

RAJA



6.3. CHILD & COMMUNITY HEALTH

Goal

To contribute to the reduction of child morbidities and mortalities through the promotion of appropriate practices to improve child and community health.

6.3.

Program Interventions:

- Community management of Acute Malnutrition (CMAM)
- Emergency health interventions



BOR

OLD FANGAK

TONJ

07. PROGRAMME STRATEGIES (2018-2020)

Inspired by the achievement in the past 7 years of consistent program delivery; We have re-invented our approach to Child Survival, Welfare and Development as illustrated in the **Theory of Change model**

Our child focused and community based action is anchored on the recently launched a transitional 2018-2020 Strategic plan (**Drive 2020**) has been crafted with the core ecosystem of a child in mind.

The goal to contribute towards “**Building communities for optimal child care**” approaches seek to address; the need for services, right policies, participation and evolving contexts. Strategic approaches include:

- Deriving far reaching impact for children
- Champion child participation
- Pool indigenous knowledge for optimal child care

Our action is geared towards optimal child survival, welfare and development working alongside caretakers, families and communities. Due to rigors associated with resource availability, the programme further prioritises Disaster hit, marginalised, and under-served communities.

Deliberate efforts are underway to establish new and nurture existing partnerships

- Target > **300,000 boys and girls reached with critical services**
- Annual Projected budget > **\$2.5 Millions**
- Coverage > **South Sudan, Uganda, and Kenya**

Programmes are designed in conformity with the above, with optimal considerations for cross cutting issues including **Gender, Disability, SDGs, Peace building and Social protection** among other in-country priorities

THEORY OF CHANGE MODEL



08. FEATURUNG PROGRAMS



Birthered at the start of 2017 between Hold the Child and Radio Miraya building from the integrations and joint actions during the 2016 august school re-opening campaign dubbed #Solidarity4Hope. Kids Express is platform for where children will contribute peacebuilding efforts, rights awareness, responsibilities, sharing their view and experience on their plights and aspirations.

*in
brief*

- *1-hour weekly show aired on Saturdays (12pm-1pm Juba time)*
- *Topics range from family values, rights awareness, to experiences with school, among other interest issues to children*
- *Majority of these conversations are led by children with some session having children as co-presenters, others include caretakers, professionals and policy makers.*
- *44 records during 2017*

*A partnership of
Hold the Child & Radio Miraya*

8.2.
COMING SOON

SOLIDARITY CART

A PRODUCT OF HOLD THE CHILD



THANK YOU

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