



ORGANIZATION PROFILE

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PART ONE: BACKGROUND

1.0 Introduction

HUMANE-AID FOR COMMUNITY ORGANIZATION (HACO) is a non-governmental Organization founded by a group of citizens who had similar views on the suffering of the people in the rural areas on 14th September 2014 and was officially registered by the Ministry of Justice, Republic of South Sudan on 17th April 2015 as a National Organization specifically for purposes of Education, General Protection, Health, WASH, SGBV, Food Security & Livelihoods. This was after the catastrophe that was caused by the civil strife that engulfed the Nation in December 2013 and led to family disintegration. The vulnerable groups were most hit because they were separated from their breadwinners. Many sought refuge with their relatives who were equally disadvantaged in terms of basic needs and therefore opinion leaders felt that there was need to begin a joint self help organization to cater for the challenges. It was formed to alleviate the suffering of the vulnerable people in the Republic of South Sudan

1.1 Vision

The Vision of HACO is to create a free South Sudanese community from hunger and to be socio-economically self-reliant. To serve communities where vulnerable women, youths and men live positive and sustainable lives where child survival and education is a right.

1.2 Mission

HACO's mission is to engage itself in non-profit activities on non profit purpose. To strengthen and promote the communities' capacities through capacity building in entrepreneurial skills, engender peace and security, access to justice, inclusive education support, Hygiene, water and Sanitation, SGBV, Health and nutrition, Food Security and livelihoods.

1.3 Goal

To support the community through humanitarian aid, education both civic and formal, peaceful resolution of conflict and mobilization of resources from a wide range of sources to address the priority needs of the local population

1.4 Motto

"Serving the community"

1.5 Core values

HACO is committed to the following core values.

1. Gender sensitivity
2. Co-operation
3. Mutual respect and trust
4. Honesty
5. Transparency and accountability
6. Participatory approaches in development.

Belief: In God we trust and through him everything is possible

1.6 Services provided

- Contribute to eradication of SGBV issues and all forms of domestic violence.
- Improvement of Water supply, Sanitation and Hygiene services.
- Empowerment programs on peaceful co-existence and undertaking activities in support of the National Dialogue.
- General Protection
- Education including creation of girl-friendly community schools, training of teachers on pedagogical approaches, Training of Trainers in Education in Emergencies (EIE) and embarking on activities on Education for Peace.
- Empowerment programs through building the capacity of the local communities on business skills and offering of manageable loan schemes for small and medium scale business activities

1.7 Strategic Objectives

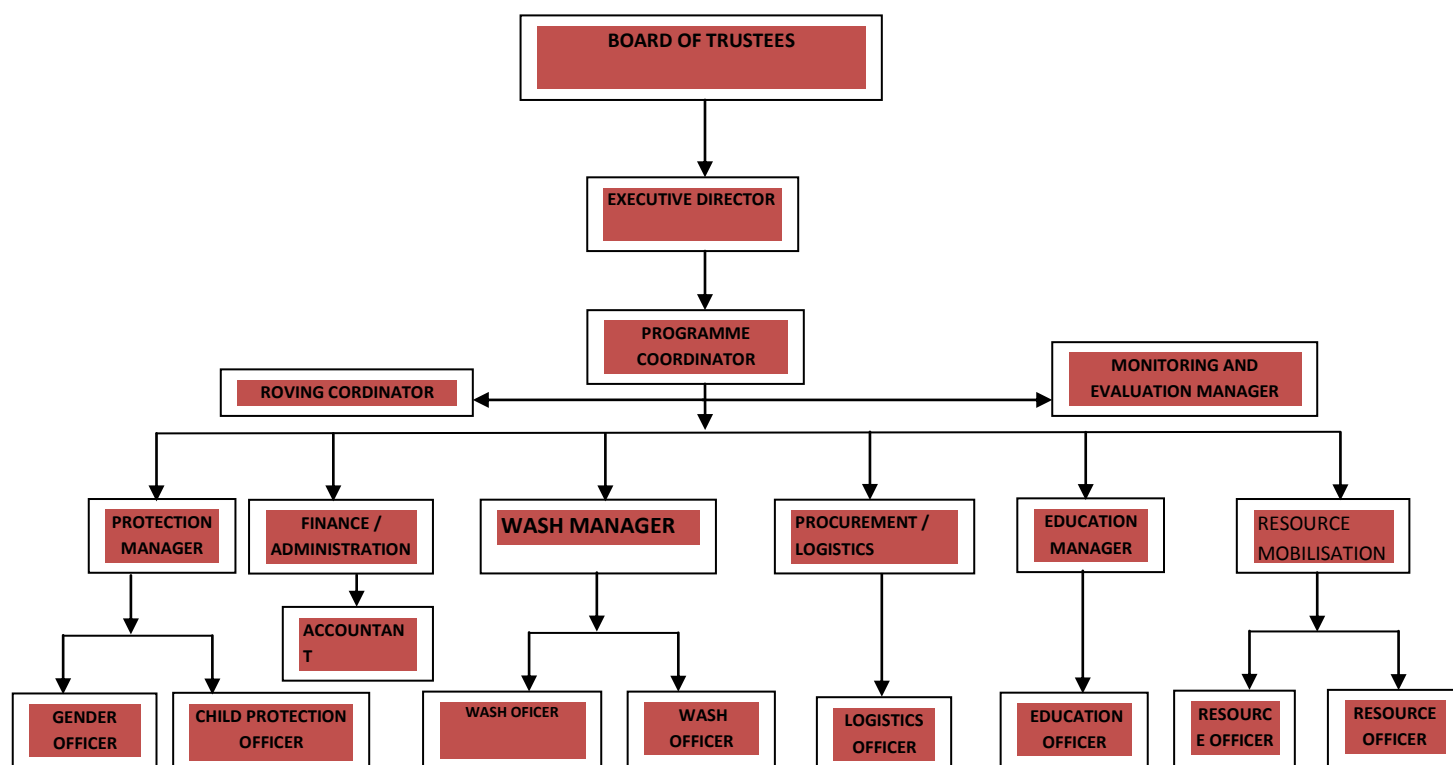
- To provide legal aid to SGBV survivors and vulnerable children.
- To increase access to quality and safe water, sanitation and hygiene through awareness and community led management initiatives;
- To contribute towards education support for youth and orphans, and strengthen local institutions capacity to reduce cases of domestic violence, Increase girl child education and build strong partnerships.
- To advocate and champion peace building initiatives to reduce or eliminate tribal conflicts, cattle rustling, land disputes, revenge attacks, and tribal or clan wars and encourage harmony and co-existence among different community groups/tribes.
- To empower the community through Civic education.
- Provide financial assistance to people affected by any calamities with food, clothing, medication, rescue and foster opportunities.
- To act as a Humanitarian Partner to International Humanitarian Organizations in the areas of Humanitarian needs implementer to implement projects of charitable value.
- To support girl's education by creating and maintaining of community-based girl-friendly schools and provision of scholastic materials and dignity kits to girls, incentives to teachers and lunch programme in such schools.
- Establish revolving fund scheme for supporting women in business ventures where they do periodic table-banking and given a loan to start or support businesses for economic independence.

PART TWO: ORGANIZATION STRUCTURE

2.0 Introduction

For effective management and implementation of programs, (HACO) Organization has objectively and strategically designed its organization management structure to enhance efficiency and transparency at all levels and clearly defined the role of each position

2.1 Organogram of HACO South Sudan



2.2 Layers of management

- Board members
- Senior Management Team (SMT)
- Field and support team

2.2.1 Board Members

S/N	FULL NAMES	DESIGNATION
01	Mr. Peter Parage Pachuol	Chairperson
02	Mr. Bol Gatkuoth William	Vice-Chairperson
03	Mr. Both Gatkuoth Wagak	Secretary
04	Mrs. Regina Nyawicka Chortjok	Treasurer
05	Mrs. Nyaluet Machath Nhial	Member
06	Mrs. Chay Matip Nhial	Member
07	Mr. Mabok Dador Wechkuai	Member

2.2.2 Senior management positions for HACO

1. Executive Director
2. Monitoring & Evaluation Manager
3. Programme Coordinator
4. Roving coordinator
5. Finance Manager
6. HR
7. Procurement Manager

Humane Aid for Community Organization (HACO) has experienced professionals with several years of hands-on experience in the fields of Water, Hygiene and Sanitation (WASH), Peace-Building and conflict resolution, Education and Women and Youth Empowerment. 90% of the entire work forces are nationals (South Sudanese) and 10% International staff for quality assurance and resource mobilization

- **HACO seeks** to implement projects and deliver services that will enable the people of South Sudan effectively partake in the community's post-war and post-independence reconstruction.
- At **HACO**, we recognize that *development* is the most constant element in today's globalized and highly dynamic environment. For communities and institutions to be able to perform better, **HACO** believes that they must devise strategic and creative ways of managing change. **HACO** is well geared to deliver high quality, integrated and transparent community capacity building.

2.3 Responsibilities of senior Managers of HACO

2.3.1 Executive Director (ED)

The Executive Director is the overall team leader for the organization who provides strategic leadership in the management of the organization business. S/he is responsible for the day to day operations of HACO organization in line with the goals, objectives, and mission and core values. The Executive Director also provides guidance to all departmental heads to enhance professionalism and objectivity in handling affairs of (HACO) in all field locations. The Executive Director will ensure compliance with National standards, policies, protocols, rules and regulations of the National Government, NGO forum and Donors. S/he steers the team and reports directly to the Board of Directors.

2.3.2 Programme Coordinator

The Deputy ED deputizes the Executive Director, is directly responsible for all strategic issues of (HACO), programmes implemented and provides required technical guidance to programme Manager, supervise field officers to cost-effectively and efficiently implement activities in accordance with the standards and rules of each donor and respective line Ministries to maximize benefits. Similarly s/he will ensure the organization complies with the National standards of operation of the country and NGO forum. S/he shall also lead the process of development of the donor proposals and concept notes in collaboration with the Human Resource Manager.

2.3.3 Programme Manager/Emergency Coordination

Under the direct supervision of Deputy ED, the Programme Manager will be responsible for coordination, management of (HACO) projects under the five strategic focus areas mentioned above. S/he will be responsible for both strategic and operational issue of the project.

2.3.4 Logistics Manager (LoG M)

The Logistics Manager is in charge of logistics, supply chain management and procurement of goods and services across HACO in South Sudan. S/he is responsible for management of organization assets and ensures procurement procedures are critically adhered to.

2.3.5 Finance & Administrative Manager

The Finance & Administrative Manager is the budget controller and in charge of administration. S/he is responsible for management of organization funds and ensures financial control measures are critically followed in all field locations and adhered to by organization staff. S/he shall lead the process of the development of the donor budgets with support from program staff. S/he will at the same time ensure staffs understand financial rules and regulations and compliance with donor financial rules.

2.3.6 Human Resource Manager (HR)

The HR will lead the process of mobilizing resources; financial and non-financial, material and non-material for the organization. S/he provides the skills and knowledge to the organization staff to be able to mobilize resources for the survival of the organization. The HR interfaces directly with donors, potential individuals and NGO partners to market the potential and capability of (HACO) in forums like conferences, workshops and media to give a good image of the organization to the world.

2.3.7 Monitoring and Evaluation Manager

The M & E Manager is the quality assurance manager who will ensure compliance with agreed objectives, indicators and processes. He will develop a monitoring and evaluation strategy and associated tools, including key performance indicators, Reviews and chart workflow procedures for key programs and services. S/he will conduct gap analysis; identify critical control points and preventive measures; suggest ways in which existing procedures may be streamlined or revised to enhance quality and consistency and develop quality assurance plans and verification procedures. The M & E Manager shall train employees on the M&E best practices, and ensure compliance to policies and procedures while maintaining and improving program and service quality by complying with required operating procedures, by monitoring the implementation of programs and services, by investigating beneficiary complaints and proposing solutions

PART THREE: PROGRAM FOCUS

3.0 Strategic Focus Areas (SFAs)

HACO seeks to strategically implement activities under the following thematic areas in line with the policies of the Republic of South Sudan. We are involved in both emergency and development programs. In emergency we focus on WASH, Health, and Education in Emergencies (EIE), SGBV issues, general protection for women, children and other vulnerable people in the community particularly the Persons with Disabilities as well as support peace building through civic education and community dialogue to mitigate conflict among the communities.

3.1 SFA1: Health, Nutrition, Water, Sanitation and Hygiene

HACO Strives to offer health services to communities that are affected by Man Made or natural disasters as well as improve and sustain access to community managed Water resources, Sanitation and Hygiene services that will eventually contribute to reduction in morbidity and mortality due to WASH related diseases and ailments.



Hand washing training session in Yirol East



Wash Training Session in Rubkona County of Unity State

3.2 SFA 2: Peace campaigns, Education in emergencies, Women & Youth Empowerment and child protection interventions

Work to increase community participation and involvement to eradicate SGBV, promote peaceful co-existence, promote education services and increase access to quality welfare of both children and adolescents and especially girls, particularly those affected by conflict of different kinds and emergencies.



Distribution of Bicycles to the community peace committees in Yirol East-Panyijiar County Supported by UNDP

3.3 SFA3: Provision of Comprehensive GBV services

HACO Provides GBV prevention through community outreaches, Comprehensive GBV services to GBV survivors like case management, Access to Justice and referrals and women's group support through Livelihoods



A women a girl friendly center in Ganyliel Payam of Panyijiar County, Unity State



Women taking part in knitting, sewing and weaving in a women and girls friendly center in Ganyliel

3.4 SFA3: Rule of law and Human rights advocacy and enhancement

Improve Civic Education on access to justice and rule of law in the communities, Advocate for good Governance to acquire gender equality and reduce cases of gender based violence in the Communities

Workshop about Access to Justice Program in Yambio supported by UNDP



3.5 SFA 4: Food security and Livelihood interventions

HACO has revised its Humanitarian response to encourage the community to undertake rapid food production among the most vulnerable communities, the organization also advocates for the protection of their livelihoods and help to reduce the community's dependency on humanitarian aid while building their resilience.



Distribution of Livelihood Kits in Bentiu and Rubkona



Distribution of livelihood kits to beneficiaries in Bentiu and Rubkona

3.6 HACO operation areas

HACO has its headquarters in Juba. HACO operates in Unity state, Lakes state, Jonglei, Eastern Equatoria, Upper Nile and Western Equatoria States. However, HACO is not limited to these Six States; it aims at extending its activities to other states soon in the future when the need arises.

3.7 Strategies adopted

1. Sensitization
2. Advocacy
3. Demonstration method/Practical approach
4. Behavioral change communication (BCC)
5. Youth friendly resources centres
6. Training peer educators/and Training Of Trainers (TOTs)
7. Participatory and learning Action methodology
8. Focus Group Discussion (FGD)
9. Reflective Listening methodology
10. Adult Learning Techniques (ALT)
11. Conducting Community Dialogues

PART FOUR: PROGRAM REACH, PROSPECTS AND CHALLENGES

4.0 Advocacy and community mobilization

- To Widen coverage of HACO, to reach the poor and marginalized hard to access communities in the Republic of South Sudan
- Strengthen and increase access to Human Rights services of the abused individuals and communities, demobilization and integration of child soldiers and those affected by conflict.
- Create wide sensitization of the general public on Sexual and Gender Based Violence, child protection, WASH services, Health, Nutrition, Peace building, Access to Justices, Food security & Livelihoods and support of girl child education.

4.1 Target groups/audience

- i. Women and girls
- ii. Disadvantaged/vulnerable groups/people with disabilities
- iii. Children
- iv. Youth
- v. Men
- vi. Community health workers/social workers
- vii. Traditional / religious / community development association (CDA), community based organizations (CBO) Civil Society Organization (CSO)
- viii. Policy makers namely; Boma, Payam, State and National levels

4.2 The past and ongoing projects

4.2.1 Current projects

- Currently HACO'S ongoing projects include SGBV prevention and response project funded by South Sudan Humanitarian Fund (SSHF) in Ganyiel Payam of Panyijiar County of Unity State and Access to justice and rule of law funded by UNDP involving establishment and operating Justice and Confidence Centre (JCC) in Yambio County, Western Equatoria State. Beyond Bentiu Response (BBR) project funded by IOM involving market rehabilitation, livelihoods and vocational training for IDP youth and the host community in Bentiu and Rubkona in Unity State and WASH activities funded by South Sudan Humanitarian Fund (SSHF) 2nd allocation for an integrated WASH, Nutrition and SGBV project in Rubkona and Panyijiar counties of Unity state.

4.2.2 Past Projects

- A 3 months project supported by UNDP on Advocacy for grassroots peace initiative and inclusive dialogue for sustainable peace and coexistence among the communities in Yirol East and Panyijiar counties July to August 2017

- A 2 month's project funded by UNDP on accelerating peaceful coexistence through inter-communal interdependence in Panyijar and Yirol East Counties March to April 2017.
- A 6 months project funded by UNDP on community dialogue to strengthen interdependencies in Yirol East County and Panyijar County in 2016
- A 3 Months UNICEF Funded –WASH –Hygiene and Cholera prevention and control program in Juba City –Buluk section in Hai Malakia, Hai -Neem, Hai Cinema, Hai Commercial ,Nimra-talata, Ushratuna and Hai -Thora.
- Peace Security and Arms control project meant to consolidate Peace Security through conducting dialogues for strengthening Community interdependencies funded by UNDP was implemented for 6 months in Yirol East, and Rumbek East Counties in lakes State region and Panyinjiar County of Unity State 2015.

4.3 Challenges

HACO will work together with stakeholders to identify their needs, shortfalls and develop strategies to mitigate the following challenges.

- Limited funds to meet operation costs of the organization as the current operational cost are supported through short term small scale funding and membership contributions.
- Increased demand for basic survival services, education and gender related issues by the vulnerable groups like people living with HIV/AIDS, orphans, elderly, women, children and people with disabilities
- Political instability affecting the running of activities due to limited access to some areas.
- Ever-increasing humanitarian crisis caused by both natural calamities and man-made reasons.

4.4 Future plans / way forward

- **Funds/Resource mobilization:** Strengthen resource mobilization strategies to raise funds for supporting the development of rural communities and staff including hiring consultants to provide technical guidance and assistance to Government, CBOs, CSOs, NGOs and communities.
- **Partnerships** – Increase the network of partners to include government ministries, Donors, UN-Agencies and international partners and well-wishers.
- **Strengthen the local community's resilience** in order to over-come over-dependence on humanitarian aid and be self-reliant, innovative, peaceful, resourceful and self-sustaining.

Appendices

Appendix one: Photos



Training of Women and Girls at Ganyiel Payam, Panyijiar: Unity State; sponsored by SSHF



Distribution of Dignity Kits in Ganyiel Payam, Panyijiar, Unity State Supported by UNFPA

Appendix Two: Organization Contacts

NAME OF THE ORGANIZATION:	HUMANE AID FOR COMMUNITY ORGANIZATION (HACO)
PHYSICAL ADDRESS:	Along American Residence Road, Next to Winners Chapel
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WEB SITE:	www.hacosouthsudan.org
CONTACT PERSON:	Both Gatkuoth Wagak Executive Director
LEGAL STATUS:	Registration No. 2461 /RRC No 343