

Greetings Friends,

This Newsflash is being published a bit ahead of schedule, so enjoy the sneak peak! There are several opportunities with pressing deadlines, so please beware of these dates. Enjoy, best of luck, and have a great week!

All the best as you make children's futures brighter in 2010!

--Call for Nominations: February 28 Deadline for 2010 Red Ribbon Award

--Call for Participation: March 3 Deadline for Campus of Excellence, Ashoka's Changemakers Preventing Violence Against Women

--Skoll Foundation Award Application Deadline 17 February 2010

--Call for Applications: Funding and Partnership Opportunities for NGOs in USAID's Global Development Alliances

--Funding for Strengthening Civil Society for the Conservation of Environment for selected African Countries

--Call for Applications: Oxfam International Youth Partnerships

--Call for Proposals: Foundation Ensemble Opportunity for Sustainable Development and Job Creation

--Article: "Leader: First, Know Thyself"

-- Article: "Six Tips for Reducing or Managing Job Stress"

-- HIV/AIDS Monitor Tracking AID Effectiveness

Call for Nominations: 2010 Red Ribbon Award

The deadline for submitting your nomination for the 2010 Red Ribbon Award is February 28, 2010. The award honours and celebrates outstanding community leadership and action that has helped curtail the spread and impact of HIV and AIDS. Twenty-five community-based organisations will be selected through a community-led process and invited to attend the XVIII International AIDS Conference (AIDS 2010) to be held in Vienna, Austria, July 18 – 23, 2010 where they will have an opportunity to showcase their work. All 25 organisations will receive US\$5,000 each. Five of these will receive special recognition and an additional US\$15,000.

The Red Ribbon Award is a joint effort of the United Nations Programme on HIV/AIDS (UNAIDS) family. This year the award will be given to community groups responding to AIDS in one or more of the following categories:

1. Ensure that that people living with HIV receive treatment.
2. Support HIV prevention, treatment, and care programmes for people who use drugs.
3. Remove punitive policies and laws, stigma, and discrimination that block effective AIDS responses and marginalise key populations (men who have sex with men, transgender people, sex workers, and prisoners).
4. Stop violence against women and girls and promote gender equality.
5. Enhance social support for those affected by HIV, including orphans and vulnerable children.

For more information please visit our website: www.redribbonaward.org. Please help us support the work of community organizations by letting your networks and colleagues know about the award!

Prix Ruban Rouge : Plus que 6 semaines pour présenter votre candidature ou désigner vos candidats!

La date limite pour présenter votre candidature ou désigner un candidat au Prix Ruban Rouge 2010 est le 28 février 2010. Le prix est destiné à honorer et célébrer les initiatives remarquables des communautés, qui illustrent leur leadership pour ce qui est de réduire la prolifération et les conséquences du sida. Vingt-cinq groupes communautaires seront sélectionnés selon un processus mené par les communautés, et seront invités à participer au XVIIIème Congrès International sur le Sida organisé à Vienne, Autriche, du 18 au 23 juillet 2010. Les lauréats du Prix Ruban Rouge y auront l'opportunité de présenter leur travail. Les 25 groupes communautaires en question recevront chacun 5,000 dollars. Cinq de ces groupes communautaires recevront une reconnaissance spéciale ainsi que 15,000 dollars supplémentaires.

Le Prix Ruban Rouge est une initiative commune de la famille de l'ONUSIDA. Les initiatives sélectionnées démontreront le caractère exceptionnel de ce leadership dans l'un ou plusieurs des domaines suivants :

1. Faire en sorte que les personnes vivant avec le HIV reçoivent un traitement
2. Soutenir les programmes de prévention, de traitement et de soin du VIH pour les toxicomanes.

3. Annuler les lois punitives, les stigmates et la discrimination qui nuisent à l'efficacité de la lutte contre le SIDA et marginalisent les populations clés (les hommes ayant des rapports sexuels avec les hommes, les personnes transgenres, les professionnels du sexe, les prisonniers)
4. Arrêter la violence contre les femmes et les filles et promouvoir l'égalité des sexes
5. Renforcer la protection sociale pour les personnes affectées par le VIH, y compris les orphelins et les enfants vulnérables.

Pour plus d'informations, veuillez visiter notre site internet à www.redribbonaward.org. S'il vous plait, aidez-nous à soutenir le travail des organisations communautaires en promouvant le Prix auprès de vos réseaux et collègues !

Call for Participation: Campus of Excellence, Ashoka's Changemakers Preventing Violence Against Women

Campus of Excellence and Ashoka's Changemakers are searching for the most innovative solutions to raise awareness about gender-based violence and take actions to prevent it. Enter your solution for ending sexual, physical, and emotional abuse against women! Submit your entry by March 3, 2010, and be eligible to receive USD \$5000 to advance your project, and attend the 2010 Campus of Excellence event in Spain.

www.awid.org/eng/Women-in-Action/Calls-for-Participation2/Call-for-Participation-Contribution-Campus-of-Excellence-Ashoka-s-Changemakers-Preventing-Violence-Against-Women

Skoll Foundation Award Application Deadline 17 February 2010

The Skoll Awards for Social Entrepreneurship support social entrepreneurs whose work has the potential for large-scale influence on critical challenges of our time: tolerance and human rights, health, economic and social equity, peace and security, institutional responsibility, and environmental sustainability. These issues are at the heart of the foundation's vision of empowering people to create a peaceful, prosperous, sustainable world. Within these issues, we are particularly interested in applications from social entrepreneurs working in five critical sub-issue areas that threaten the survival of humanity – climate change, nuclear proliferation, pandemics, conflict in the Middle East and water scarcity.

Applications are accepted and reviewed on a year-round basis, with successful applicants receiving initial funding installments shortly after decisions are made. Regular deadlines (listed below and updated regularly) assist us in managing the internal review process for these applications, a process that takes a minimum of six months to be completed. Awards will be presented publicly at a ceremony at the Skoll World Forum, which occurs at the end of every March in Oxford, England.

www.skollfoundation.org/skollawards/index.asp

Call for Applications: Funding and Partnership Opportunities for NGOs in USAID's Global Development Alliances

USAID continues its commitment to more strategic alliances with the private sector in order to further increase sustainable development impact to advance global, peace, and prosperity. Our objective is not aimed necessarily at increasing the number of alliances. Rather we seek to increase the overall strategic value of our alliances for fostering sustainable Development in the developing world.

Potential partners include foundations, U.S. and non-U.S. NGOs, faith-based organizations, U.S. and non-U.S. private businesses, business and trade associations, international organizations, U.S. and non-U.S. college universities, U.S. cities and states, other U.S. Government agencies, civic groups, Diaspora groups, other donor governments, host country governments, regional organizations, host country parastatals, philanthropic leaders including venture capitalists, public figures, advocacy groups, pension funds and employee-welfare plans, etc. Deadline for this opportunity is September 30 2010.

www.fundsforngos.org/latest-funds-for-ngos/funding-and-partnership-opportunities-for-ngos-in-usaids-global-development-alliances/

Funding for Strengthening Civil Society for the Conservation of Environment for selected African Countries

Expanding access to and increase the use of reproductive Health, Family Planning and Child survival Services. The Small Scale Initiatives Program (SSIP) – 2009-2011 of the French Global Environment Facility (FGEF) has announced the availability of funding support for projects in Central and Western African Countries for strengthening the capacities of NGOs for the conservation of environment. There are two eligible themes identified by the program: "biodiversity protection and the fight against climate change along with the

improvement of local populations living standards.” Each project under the grant can be proposed for up to 50,000 Euros and can be implemented for a period of two years.

Budget: 100M – 1B (UGshs)

Deadline: 25th February, 2010

Contact: bids@strides.ug for a detailed RFP Package

www.proparco.fr/jahia/webdav/site/ffem/users/admiffem/public/ProjetsPPI/PPI-FFEM%20Rules%20%26%20Criteria.pdf

Call for Applications: Oxfam International Youth Partnerships

The Oxfam International Youth Partnership (OIYP), “a global network of young people who share a vision of a just world and are committed to working for peaceful, equitable and sustainable social change with their communities” is inviting applications for its 2010-2013 programs.

oiyp.oxfam.org/oiyp/template_02.aspx?id=52

Call for Proposals: Foundation Ensemble Opportunity for Sustainable Development and Job Creation

Foundation Ensemble based in Paris has issued a call for proposals in its priority areas of water and sanitation, sustainable development and animal biodiversity. Deadline is 5th March, 2010.

www.fondationensemble.org/appel_projet/appel_a_projets_2010_GB.pdf

Article: "Leader: First, Know Thyself"

By: Faye Dresner

In the two plus decades I've been working in nonprofits, rarely have I come across a really life-changing leadership development experience. Peruse the literature and you will find a mind boggling number and variety of definitions of leadership and ways to develop it.

While I agree that there are many ways to define leadership and myriad ways to

develop the skills to be a leader, there is only one ingredient in leadership development whose importance is absolutely irrefutable, and that's knowing yourself. In David Ryback's book *Putting Emotional Intelligence to Work*, he says that "In the twenty-first century, the criteria for leadership will be not only knowledge and experience, but also healthy self-esteem and sensitivity to others' feelings." I contend that a high degree of personal insight is just as if not more important.

Ryback goes on to say that "The emotionally intelligent executive knows how to create instant rapport with practically anyone. She's confident, self assured...[and these types of executives are] adept at reading the unspoken, collective feelings of the teams they oversee." What Ryback doesn't say, is that in most people those talents aren't in-born. And they're next to impossible to develop without a significant awareness of and ability to understand your own feelings and thoughts.

Think about it – if you are deaf to the subconscious messages you give yourself (and we all do), i.e. I'm not smart enough, innovative enough, confident enough, etc. how can you tell your unspoken feelings from that of your employees? Setting aside your emotions to consider another's takes a consciousness of what you're feeling and a willingness to delay addressing it to deal with someone else's feelings. Not for the faint of heart.

There are so many examples of how a lack of awareness impacts the ability to lead. I had a mentor that told me once that we tend to see in others those negative qualities that we don't like about and want to disavow in ourselves. Imagine how difficult it would be to manage or lead an employee whom you can't stand being around? Try this interesting exercise – think about those employees that aggravate you the most and why. Then consider whether or not those qualities are ones you possess. Ask your trusted advisors who are willing to level with you to help you with this exercise. You might be surprised at what you learn. If nothing else, you'll see those troublesome employees in a different light.

Lance Secretan, one of the leading thinkers on leadership said, "Leadership is not so much about technique and methods as it is about opening the heart. Leadership is about inspiration—of oneself and of others. Great leadership is about human experiences, not processes. Leadership is not a formula or a program, it is a human activity that comes from the heart and considers the hearts of others. It is an attitude, not a routine."

Opening your heart and thus becoming an effective leader is a conscious, intentional process that takes effort, persistence and a willingness to examine your thoughts, motives and emotions. Self-awareness is the first step in transformation so if you are interested in becoming a better leader or manager, the process starts with you. While it may not always be smooth or easy, the

rewards of self-awareness and the ability to exercise emotional intelligence are well worth it for you as a leader and for those with whom you work.

content.opportunityknocks.org/2008/04/17/12907-leader-first-know-thyself/

Six Tips for Reducing or Managing Job Stress

By: Carol Gee

There's no getting around it. If you have a job, more than likely you have experienced some job stress. If you haven't, chances are you will at some point in the future. Still, how individuals handle stress often involves such characteristics as personality type and their individual coping style. What is Job Stress? According to The National Institute for Occupational Safety and Health (NIOSH, job stress is defined as harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Stress also occurs when workers feel little or no control over a particular situation.

Granted, job stress is not limited to any one particular job or industry, although some jobs tend to generate more than others. Fire fighters, policemen and healthcare workers spring to mind, as does those individuals who work with demanding customers on a daily basis. Still, the first step to reducing job stress is to first identify what factors may be causing it.

There are many causes of job stress. Layoffs, a downside to a trouble economy generates job stress not only for those affected, but creating excessive workloads that require those remaining employees to work longer hours or to frequently take work home. Lack of opportunities for promotion or other advancement opportunities is another. Likewise, conflicts with supervisors or co-workers can create stress.

More than impacting performance, continued or chronic job stress can lead to serious health problems that include, but are not limited to emotional health issues, cardiovascular disease, musculoskeletal disorders (a "catch-all" phrase for a variety of soft-tissue ailments in the upper limbs such as tendonitis and carpal tunnel syndrome, and are not specific medical diagnoses). While the symptoms below frequently may be something other than job stress, some early warning signs of job stress include:

- Low morale
- Depression

- Anger/irritability
- Physical problems (headaches, stomach problems)
- High Absenteeism

Problems with relationships

There are things that individuals can do to reduce or manage job stress.

1) Prioritize tasks and tackle them in order of importance.

Instead of putting off an unpleasant task, why not do it first and get it out of the way? That way you can focus the rest of your day

2) Prioritize tasks and tackle them in order of importance. Instead of putting off an unpleasant task, why not do it first and get it out of the way? That way you can focus the rest of your day on those less stressful tasks or more pleasant ones.

3) Strive to become better organized. Sounds too simplistic? Before you scoff, think back to the number of times that you have lost important files or papers that you knew were somewhere on your desk. How about riding your desk of clutter and files that you aren't currently working on? Knowing where things are saves time and reduces stress. As does stocking your desk with Post-its or other items that you use on a daily basis.

4) Managing your time wisely can reduce stress. It may also decrease how often you work overtime or take work home. If you must take work home, try to limit the number of times of week that you do this. Likewise, if you must stay late, try to limit staying late to no more than once or twice a week, if possible.

5) Take a break during the day or whenever you start to feel stressful. If the weather allows, why not take a short walk outside? Walk around your building if unable to walk outside. Using the stairs instead of the elevator offers excellent cardio benefits as well.

6) Get enough rest or sleep. Not getting enough rest sets the stage for stress on the job.

7) Take regular vacations. And refrain from taking work with you. Use vacations to reconnect with friends and to strengthen family ties. Beware of the stressors that you create yourself. For example, if you always seem to be running late in the morning try setting your clock ahead, giving you extra time. Nothing jumpstarts your morning stress level like arriving late to the office. Lastly, while interacting with bosses or co-workers can sometimes prove daunting, by practicing good communication skills you can improve your daily interactions. By

keeping the above tips in mind you may soon notice a reduction in your stress level.

content.opportunityknocks.org/2009/11/16/six-tips-for-reducing-or-managing-job-stress/

HIV/AIDS Monitor Tracking AID Effectiveness:

Global attention is turning away from the AIDS epidemic at just the wrong time and means a fresh wave of the disease could infect millions of people in high-risk countries, Alan Whiteside, director of the health economics & HIV/AIDS research division at Kwazulu Natal University in South Africa, told Reuters . Whiteside said many African countries where the disease poses the biggest threat, including Botswana, South Africa and Zambia, were failing to implement long-term prevention measures and needed help to plan for the battle ahead. "At the moment, millions of Africans are on HIV/AIDS treatment courtesy of the Americans, the Global Fund and other donors," he added. "Those treatments have to be for life. If we see a redeployment of funding, people are simply going to die."

view.exacttarget.com/?j=fe6215737d60077c7216&m=fec615777761007b&ls=fd812737162057576177377&l=fe9315797667037d70&s=fe5f1073716d07757515&jb=ffcf14&ju=fe2b157671670d7d761175&r=0

As part of the Firelight Foundation's Capacity Building Program, Firelight provides "Newsflashes" to share relevant resources and information with our active grantee-partners via weekly emails and via post on a monthly basis. We hope that by facilitating access to information for grassroots, community-focused organizations, programming for children and families, as well as organizational development, is enhanced. Past editions of the Firelight Newsflash can be found on our website: <http://www.firelightfoundation.org/newsflash.php>.

We welcome your comments, feedback and ideas for upcoming Newsflashes at newsletter@firelightfoundation.org.