

Firelight Newsflash! 21 June 2010

Dear Friends,

Please enjoy this week's Newsflash! In addition to a great insight adapted from Faye Dresner, there are many funding opportunities listed below. We hope they are helpful for your organizations.

Sending our best,
Firelight Team

-- Funding Opportunities
-- (Article) Getting the Right People on the Bus

Elton John AIDS Foundation: Funding Opportunity

The mission of the Elton John AIDS Foundation is to provide funding for educational programs targeted at HIV/AIDS prevention and/or the elimination of prejudice and discrimination against HIV/AIDS-affected individuals, and for programs that provide services to people living with or at risk for HIV/AIDS. The Elton John AIDS Foundation funds nonprofit organizations providing direct care for persons with HIV/AIDS or prevention education programs directed towards persons practicing high risk behavior.

<http://www.cdcnpin.org/scripts/display/FundDisplay.asp?FundNbr=2252>

MAC AIDS Fund: Global Foundation Grants

The MAC AIDS Fund encourages charitable, non-profit organizations to submit applications now for funding in a number of HIV/AIDS related program areas. On a worldwide basis, to date the Fund has supported nearly 400 organizations that provide basic needs, direct services, education, awareness and prevention programs to men, women and children affected by HIV/AIDS. The MAC AIDS Fund will not fund individuals, research, or political or fraternal organizations.

<http://www.macaidsfund.org/>

FIND Partners Opportunities:

1. Regional Training Workshop in Resource Mobilization, Fundraising and Proposal Writing (3 days) to take place in Eastern Uganda (Busia) – July,

2010. Registration is now open.

2. International Training Workshop in Resource Mobilization, Fundraising and Proposal Writing (3 days) to take place in Kampala, Uganda – September 29th, 30th and October 1st, 2010. Registration is now open

Coordination and Administration Office at;

Hoima Rd - 5Km, Namugoona,

(National Adult Education Association of Uganda) Offices Phone: +256 392 847 274,

+256 779 132 130P. O Box 31006 Kampala,
Uganda.internationalfind@yahoo.com

<http://www.findpartnersinternational.org>

AUSAID Human Rights Grant Scheme 2010-11

The Human Rights Grant Scheme (HRGS) - managed by the Australian Agency for International Development (AusAID) in consultation with the Department of Foreign Affairs and Trade (DFAT), Australian human rights experts and Australia's network of Overseas diplomatic posts – involved in building the capacity of organisations in developing countries to promote and protect human rights in direct and tangible ways. Human rights-focused organizations based or working in all ODA-eligible countries in Asia, the Pacific, Middle East, Africa, Latin America and the Caribbean are invited to apply for funding under the Scheme. Grants range from between \$20,000 and \$100,000 for one year projects and up to \$150,000 for two year projects

https://studies.thegeorgeinstitute.org/gfinder_report/index.jsp

The United States Agency for International Development, Mission to Kenya (USAID/Kenya), invites applications from all U.S. and Non-U.S. qualified organizations to implement youth activities in Kenya. First Closing Date for Submission of Concept Papers; June 25, 2010, Final Closing Date for Submission of Concept Papers: November 26, 2010

yesyouthcan@usaid.gov

Common Wealth Foundation Civil Society responsive Grants

If your organization is planning a regional or international workshop or an

exchange visit to another NGO or project, but you are in need of grant support for it, then one of the best possible options is applying for the Commonwealth Foundation's Civil Society Responsive Grants. Responsive grants are awarded on a quarterly basis. Applications should be submitted by 30 June, 30 September, 31 December or 31 March.

<http://www.commonwealthfoundation.com>

Civil Society Challenge Fund

The CSCF supports activities that: improve the capacity of civil society to engage in the local decision-making processes, improve the capacity of civil society to engage in national decision making processes, improve national linkages through global advocacy, provide innovative service delivery, provide service delivery in difficult environments. The CSCF can provide up to £500,000 for 5 years.

The deadline for full proposals is 31 July.

<http://www.dfid.gov.uk/working-with-dfid/funding-opportunities/not-for-profit-organisations/cscf/>

The Finnish NGO Foundation for Human Rights KIOS works to promote human rights in developing countries and is currently inviting proposals. Due to large number of applications and limited funds KIOS will accept applications only from its focus regions (South Asia and East Africa) from 15 March 2010 to 31 August 2010.

<http://www.kios.fi/>

Tanzania Ambassador's Community Grants Program

Each year, the Ambassador's Community Grants Program provides approximately \$220,000 (equal to 295 Million TZS) in direct assistance grants to Tanzanian community organizations whose projects benefit villages and urban communities. Since 1965, the Community Grants Program has helped communities improve public services, strengthen civic and human rights and create economic opportunity. To apply for an Ambassador's Community Grant submit an application to one of the following program Funds: the Ambassador's Fund for HIV/AIDS Relief; the Julia Taft Fund; and the Ambassador's Special Self Help Fund.

For more information, go here: <http://tanzania.usembassy.gov/grants.html>

Getting the Right People on the Bus

Why do some organizations achieve enduring greatness while others remain mediocre? One of the primary contributing factors to an organization's greatness is getting the "right people on the bus" before deciding where to drive it.

If you don't have the right people on the bus, you may reach your destination at some point, but the journey will be unsatisfying, unproductive, and often really unpleasant.

So how does one go about getting the right employees on the bus? The process begins with the leader. You set the tone for and create the culture of the work environment whether it's the entire organization or your department.

Ask yourself the following:

- Am I creating a place where I enjoy working and that can attract great employees? What does that take?
- Do I treat everyone as individuals with something to contribute?
- Do I help guide people into positions in which they can capitalize on their strengths?
- Do I bring a fairly high degree of self-awareness to being a leader?
- Am I a good communicator and do I take the time to listen?

Leaders set the tone for daily life in a nonprofit, and model what behavior is acceptable. If you witness employee actions that are disturbing, take a moment to reflect on how you and the rest of your organization's leadership are setting that example. Take an inventory of what attitudes and behavior you bring to work everyday. Are you allowing certain behaviors to continue? Do you expect people to do as you say and not as you do? Only after you've done an honest self-assessment will you be fully equipped to attract the right people to join your bus. Organizations with enduring greatness hire the right people often BEFORE they set the vision, choose strategies, or zero in on tactics. Finding the right people has to do more with hiring people with particular inherent character traits rather than people with specific skills or education.

Consider the culture you're trying to create and what types of people will best advance the work you're trying to do. Then go after them with an uncompromising focus. Be willing to keep looking until you find employees who fit because as the saying goes, "One bad apple can spoil the whole bunch," and unfortunately most of us have had work and life experiences that verify that truth.

Once you attract great people to work with your organization, retention is critical.

High turnover is costly and affects morale and productivity. So how do you create an environment in which people want to stay long term? It is the primary job of leaders to inspire the people who work for them, and to encourage people to take risks and become leaders themselves, and to support them when they stumble.

Doing this involves creating a work environment that values staff and volunteers in word and deed. It means sharing information, and asking for feedback. It entails involving employees in higher-level decision making, asking for suggestions, and acting on those you receive. It means being personally accessible, willing to delegate and trust the people on this bus, and knowing how to listen.

Make it your mission as a nonprofit leader to create strategies to show those who work for you how important they are to the organization and to you. The return on that investment will be far higher than any other strategies you have created thus far.

Adapted from Faye Dresner's article at:

<http://content.opportunityknocks.org/2007/10/10/101007-getting-the-right-people-on-the-bus/>

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.