

Firelight Newsflash! 31 May 2010

Dear Friends,

Please enjoy this week's issue of the Newsflash! We have included an article titled "Improving morale and dynamics within your organization" which we hope will provide helpful advice during these stressful times. It is important to remember that we must keep our co-workers, our organizations, and ourselves healthy in order to effectively aid vulnerable children and families. As always, we welcome any feedback you may have.

Sincerely,  
Firelight Newsflash!

- Call for Essays: A World fit for Children World Forum, Deadline September 9
- M&E of HIV/AIDS Programs Workshop, South Africa, August 2010, Deadline June 11
- Call for Nominations: Human Rights Defenders Tulip 2010, Deadline June 15
- Call for Essays: Faith-based Enterprise Solutions to Poverty, Deadline October 15
- Call for Applications: Sprout e-course, Deadline June 18
- Call for Applications: Indigenous Leaders Conservation Fellowship, Deadline June 11
- Article: Uganda's Health Sector Gets US\$130 Million Boost from World Bank
- Article: Improving morale and dynamics within your organization

\*\*\*\*\*

A World Fit for Children: Advancing the Global Movement.

The International Forum for Child Welfare (IFCW) will host the 21<sup>st</sup> WorldForum from November 8th - November 11th, at the IBM Learning Center in Palisades, New York, USA. The forum will challenge the global child welfare community to think about its work toward achieving the "Millennium Development Goals" and "A World Fit for Children" in the context of the global trends that have already begun to fundamentally alter the child welfare landscape and change operating assumptions. Submission deadline for paper is 9 September 2009.

To learn more, visit: <http://www.worldforum2010.org/>

\*\*\*\*\*

M&E of HIV/AIDS Programs Workshop, South Africa, August 2010

MEASURE Evaluation is pleased to announce an opportunity for training in monitoring and evaluation for professionals in the Anglophone Africa region. "*Monitoring and Evaluation of HIV/AIDS Programs*" will take place August 2 - 13, 2010, in Pretoria, South Africa.

This two-week course is offered in collaboration with the School of Health Sciences and Public Health and Continuing Education at the University of Pretoria and will provide intensive training in the fundamental concepts and tools for monitoring and evaluating HIV/AIDS programs.

The course is designed for national and sub-national level M&E professionals and their counterparts, assistants and advisors who are involved with the implementation of HIV/AIDS programs.

A limited number of fellowships are available to citizens of USAID-assisted countries.

Applications deadline is June 11, 2010.

To download the brochure and application,

see: <http://www.cpc.unc.edu/measure/training/workshops/me-hiv-aids-programs-south->

[africa/m-e-of-hiv-aids-programs-workshop-south-africa-august-2010](#)

\*\*\*\*\*

Call for nominations: Human Rights Defenders Tulip 2010 Nominations are now being accepted for the 2010 Human Rights Defenders Tulip award. Established in 2008, the Human Rights Defenders Tulip is an initiative of the Dutch government whose purpose is to recognize individuals who have shown exceptional moral courage in protecting and promoting the rights of their fellow human beings. The winner receives an individual cash award of EUR 10,000 and the opportunity to submit a project proposal to intensify his or her human rights work up to a value of EUR 100,000. In addition, the winner is given the opportunity to meet with relevant stakeholders in Europe. Deadline for nominations: June 15th. More at <http://www.humanrightstulip.org/simplepage/home/>.

\*\*\*\*\*

Global competition seeks essays on faith-based enterprise solutions to poverty In partnership with the Center for Interfaith Action on Global Poverty, the SEVEN (Social Equity Venture) Fund has announced its 2010-11 essay competition, open to participants around the globe. Writers are asked to submit a first-person narrative describing enterprise solutions to poverty that are faith-based, faith-inspired, or interfaith efforts. Illustrations may come from any domain, including healthcare, education, consumer products, human rights, and others. Examples must represent innovative private solutions to public problems. The competition will award two prizes of \$5,000 each. Deadline: October 15th. More at <http://www.sevenfund.org/faith-and-development/>.

\*\*\*\*\*

The [Sprout e-course](#) is pleased to announce that applications for the Summer 2010 e-course are now open. Applications will remain open until Friday, June 18 2010.

What is Sprout? Sprout is an e-course for aspiring social innovators and environmental entrepreneurs who want to grow their project ideas and learn to create lasting changes that take root in their communities.

Why Does Sprout Exist? Sprout provides young leaders, who have a well thought-out, community-focused idea with an opportunity to grow, learn and connect with like-minded leaders in a supportive environment that encourages their hard work to create a better world.

Who Does Sprout Serve?

Amazing Young People committed to one well thought out project idea aged 16-30 anywhere in the world passionate about work with other young leaders ,comfortable working and learning online creative, dynamic, hard-working and excited!  
E-mentors experienced trailblazers, catalysts and connectors all ages anywhere in the world activists, project managers, entrepreneurs and professionals excited about making a difference in the lives of young people passionate, communicative, friendly and approachable!

What does it teach?

- Understand community assets and contexts
- Create and validate strategic objectives
- Establish a multi-functional project team
- Determine and manage project scope

Produce a schedule that can be managed by critical path and float  
Define the framework by which team members will work together  
Develop a communication strategy  
Monitor and evaluate project status  
Manage issues, changes and problem solving

Program Fees & Financial Aid? We are committed to ensuring that the Sprout e-course program is able to provide meaningful and accessible online learning experiences. In order to keep Sprout alive, we charge a fee of \$250 per participant to cover some of the costs of running the program. [Click here for more details.](#)

Participant Scholarship? We aim to make Sprout as accessible as possible by providing financial support to participants who require assistance. When you apply for Sprout, you can apply for a participant grant of up to \$250 to directly offset your program fee. Your participant grant form must be submitted with your application. [Click here for more details.](#)

If you are a young, aspiring social innovator who is interested in developing a well throughout social activist project, is confident in online learning, and is dedicated to an 8 week online e-course and a 4 week offline project development period, then you are cordially invited to apply to the Sprout 2010 Summer e-course. Be sure to submit yours first!

Keep Sprouting!

\*\*\*\*\*

The Indigenous Leaders Conservation Fellowship is sponsored by Conservation International to create opportunities for leaders and scholars from indigenous and traditional peoples communities and organizations to explore solutions to the impacts of climate change and the threats to ecosystems and biodiversity that are affecting their lands, communities and livelihoods. The program will focus on supporting the fellow's research and demonstration of the contribution of traditional knowledge in adapting to climate change and maintaining healthy ecosystems, and how that knowledge can work with science and new technologies to influence policy and action.

Fellowship details

This year-long fellowship will be offered to four candidates. Two fellowships will be awarded within the topic of Biodiversity, and two within the topic of Climate Change.

.....  
The fellows will design research projects and produce reports about the potential contributions of their communities/organizations to biodiversity conservation plans and policies and strategies for climate change mitigation and adaptation. Each research project must incorporate the contribution of traditional knowledge and practices. To accomplish this research project, each fellow will work directly with her/his own community or local indigenous /traditional organization.

Who can apply?

1. Applicants must be a member of an indigenous/traditional community and/or organization.
2. Fellows must choose between two categories: Biodiversity Conservation or Climate

Change. Furthermore, each topic is geographically specific.

- a. For individuals interested in Biodiversity Conservation: Applicants should focus proposals in the following areas: management of community conserved lands/indigenous territories and/or community managed marine areas, traditional knowledge, or development of community protocols for issues of access and benefit sharing. Applicants will be considered from the following countries: Colombia, Brazil, Ecuador, Peru, Bolivia, Guyana, Suriname, Papua New Guinea, New Caledonia, Samoa, Fiji, Democratic Republic of Congo, Botswana, South Africa, Cambodia, Guatemala, Panama, Costa Rica, and Mexico.
- b. For Individuals interested in Climate Change, applicants should focus proposals in the following two areas:
  - Adaptation: Applicants should focus on community efforts to engage in adaptation through ecosystem-based approaches (including the value and needs of ecosystems in decision making) and participatory processes. This could include looking at how to integrate traditional and local knowledge and scientific information to understand climate risk and potential adaptation actions. Applications for the Adaptation Fellowship will be considered from the following countries: South Africa, Democratic Republic of Congo, Botswana, Madagascar, Suriname, Guyana, Colombia, Indonesia, Samoa, and Philippines.
  - Mitigation: Applications should focus on role of forest in mitigating climate change, traditional knowledge in maintaining forest and/or the contributions of traditional knowledge to reduced emissions for deforestation and forest degradation. Applications will be considered from the following countries: Indonesia, Guyana, Peru, Brazil, Ecuador, Liberia, Democratic Republic of Congo, Madagascar and Suriname.
3. There are no age or gender limitations to this fellowship.
4. You must be flexible and able to travel nationally and internationally.

### Requirements

In selecting the fellows, the review committee will consider an array of expertise and educational backgrounds of individuals who are working on fellowship categories of biodiversity conservation and climate change and who would benefit greatly from additional exposure, training and resources to grow and become a leader/expert in their identified theme. Committee members will also consider geographic priorities and gender.

The fellows should also have advanced knowledge of the community/organization activities, such as an understanding of the land and territories and natural resources management where traditional knowledge is applied.

The fellow must be committed to sharing their learning with the sponsoring community or organization, involving community members or organization staff in the research work where possible and appropriate. The fellow must also conduct at least 2 meetings with the sponsoring organization or community, one to present the research plan and one to report on the results of the work.

Finally, fellowship candidates are required to obtain a letter of nomination support signed by the president of the community/organization that also articulates the recommender's interest in contributing to the candidate's training.

### Benefits

1. A year-long fellowship with a monthly stipend for each fellow to work with her/his sponsoring community/organization.

2. Two special training/capacity building activities in academia or with a recognized institution for each fellow based on identified needs.
3. Support for participation in two national and two international meetings that address related issues.
4. Access to CI's research and data on mitigation, adaptation and biodiversity conservation and contacts with CI professionals in the headquarters as well as in the field offices in addition to key CI partners.
5. A meeting at CI headquarters in Arlington, VA to share experiences and present her/his work in the Conservation International Board Meeting or in another CI meeting as appropriate.

#### Selection Process

The selection committee will interview finalists the weeks of June 14th to June 30th, 2010. The fellowship winners will be announced on July 15th, 2010 and fellows will begin on or after July 30th, 2010 as appropriate.

#### How to apply?

Deadline for application is June 11th, 2010. Please include the following in the application packet:

1. CV of the applicant.
2. A nomination letter from the sponsoring community and/or indigenous organization.
3. A letter from the applicant explaining her/his interest in the fellowship, chosen theme, proposed program of work/need and how her/his work will contribute to her/his community.
4. A completed application form, available on the CI website.

The nomination letter and the motivational letter should both clearly state "Indigenous Leaders Conservation Fellowship". In the subject of the e-mail, please clearly indicate which theme you are targeting: "Biodiversity Conservation or Climate Change". Please send all materials to [indigenousfellow@conservation.org](mailto:indigenousfellow@conservation.org), attached either as a Word document or a pdf file.

#### Questions?

Please contact:

Adrienne McKeehan  
Program Manager  
Indigenous and Traditional Peoples Program  
Conservation International  
[a.mckeehan@conservation.org](mailto:a.mckeehan@conservation.org)

#### APPLICATION FORM in 4 languages :

[http://www.conservation.org/discover/centers\\_programs/itpp/pages/indigenous\\_fellowship.aspx](http://www.conservation.org/discover/centers_programs/itpp/pages/indigenous_fellowship.aspx)

\*\*\*\*\*

Uganda's Health Sector Gets US\$130 Million Boost from World Bank  
Press Release No:2010/427/AFR

#### Contacts

In Kampala: Steven Shalita, +256-414-302 248, [sshalita@worldbank.org](mailto:sshalita@worldbank.org)  
In Washington: Herbert Boh, +1-202-473-3548, [hboh@worldbank.org](mailto:hboh@worldbank.org)

WASHINGTON, May 25, 2010 -- The World Bank Board of Executive Directors today approved a US\$130 million International Development Association (IDA) credit\* to strengthen Uganda's public health systems through improved human resources; provision of physical infrastructure; and greater accountability for service delivery.

The Uganda Health Systems Strengthening Project (UHSSP) will support the Government to renovate hospitals, improve management of health workers, strengthen leadership in the sector and provide reproductive healthcare, including family planning services.

"This project addresses some of the major bottlenecks impacting the provision of efficient health services to the Ugandan people. We hope that through this project the Bank will contribute toward improving service delivery at the frontline, and support the Government in making providers accountable for services delivered to clients," said Kundhavi Kadiresan, World Bank Country Manager for Uganda.

Uganda has registered improvements in health outcomes, though at a much slower pace than other countries in the region. The maternal mortality rate is estimated at 435 deaths per 100,000 live births, while the infant mortality rate is estimated at 76 deaths per 1,000 live births; while stunting in children under five is estimated at 32 percent. Without significant investments, Uganda is unlikely to achieve the Millennium Development Goal targets related to reducing child mortality and improving maternal mortality.

"Maternal and child mortality remain high in Uganda, yet many of the causes are avoidable. The project will therefore also help to strengthen and improve Uganda's delivery of maternal and child health services," said Dr. Peter Okwero, the Project's Task Team Leader.

The World Bank has provided close to US\$6.5 billion in loans and grants to Uganda since 1963, and has already committed US\$1.2 billion to finance various programs and projects between 2009 and 2011. The Bank's current portfolio in Uganda consists of 17 projects with a commitment of US\$1.43 billion.

For more information about World Bank's activities in Uganda visit:  
<http://www.worldbank.org/uganda>

For more information on the World Bank's work in sub-Saharan Africa visit:  
<http://www.worldbank.org/afr>

\*The credit is provided on standard IDA terms, with a commitment fee of 0.5 percent, a service charge of 0.75 percent over a 40 year period of maturity which includes a 10-year grace period.

\*\*\*\*\*

## **Improving morale and dynamics within your organization**

*Adapted from The Trouble Maker's Teaparty, by Charles Dobson*

One largely overlooked cause of low levels of staff and volunteer motivation is

the internal dynamics of organizations. Grassroots initiatives can be more effective if their members pay attention to what can go wrong inside a group and take steps to keep people involved and active.

**Have more fun.** People who take themselves too seriously can turn any task into a chore. Getting together should feel more like recreation than work, no matter how serious the issue. Those who understand citizen involvement emphasize the importance of having fun over all other considerations.

**Keep your emphasis on the mission, not on the organization.** Hoping to become more organized, small groups can become little bureaucracies that drain everyone's energy. So much effort can go into maintaining the organization that there is little left to pursue the reason for creating an organization in the first place. Be aware that creating a board, strategic planning, writing grant applications and reports, and fundraising can take away precious time and energy from the most important work at hand—which is supporting children, families, and communities.

**More action. Less meetings.** Most people would prefer to act on something concrete rather than sit at a meeting to talk about an issue. Some meetings are necessary of course, but try to keep frequency down, the purpose known ahead of time, the length short, and the number of participants small.

**More creating. Less judging.** Every group needs to generate options for action. To do this well, participants need to not only identify where improvement could be made, but brainstorm the possible solutions. Unfortunately, when people get together for a meeting they usually switch on their “Voice of Judgment” in preparation for decision making. If they remain in this critical frame of mind, they will generate few options for action, little will get done, and no one will have any fun.

**Utilize small groups to get things done.** Because of the emphasis on getting more people involved, many people feel that large groups are better than small groups. This can be a mistake. A small group does not prevent working with others under the umbrella of a larger group and it can be more efficient.

**Encourage more contact.** It is hard for people to maintain a working relationship if they rarely see one another. Once a week also fits the way people schedule other activities. Once a month is usually the minimum. If regular face-to-face contact is difficult, regular phone calls or email may work as a substitute.

**Match resources with realistic goals.** Groups of nine or less can often manage on personal resources, but as group size increases and there is more to do, a shortage of money and time often begins to squeeze organizations. Grassroots leaders, staff, and volunteers can burn out trying to do more and more themselves. A lack of resources does not mean giving up. It means inventing

clever ways to use time, connections, and skills. Most important, it means matching what you do to the resources you have available.

Source: The Troublemaker's Teaparty: A Manual for Effective Citizen Action by Charles Dobson, adapted from [www.kubatana.net](http://www.kubatana.net)

\*\*\*\*\*

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](mailto:newsletter@firelightfoundation.org).