



Organizational Profile

Community Initiative for Partnership and Development (CIPAD)

National Nongovernmental Organization (NNGO)

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1. Name of NGO: Community Initiative for Partnership and Development (CIPAD)

2. Address:

Physical Address

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Behind Aweil Grand Hotel,
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Republic of South Sudan.

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Email: ed@cipadsouthsudan.org

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3. Year of establishment: 2010

4. Organizational status: Nongovernmental Organization

5. Level of Action: National

6. Registered under Act: South Sudan NGOs Act, 2016

7. Registration No: REG: No. 902

8. Registrar Institution: Relief and Rehabilitation Commission (RRC)

9. Tax Identification Number: 140-000-256

10. Authorized contact person: Deng William Makur, Executive Director

11. Country: South Sudan

12 Vision, Mission and Goal:

Vision

We are committed to influencing policies and actions at all levels to create a strong and independent society, free of inequalities and discrimination, and where everyone enjoys equal opportunities.

Mission

Working in partnership to foster democratic & equitable living environment, where all vulnerable people especially impoverished communities of women, children, youth, disable groups, and elderly having to access to peace, security, justice, sanitation, water, education, health, food, sustainable livelihoods opportunities and essential infrastructural services irrespective of their sex, gender, ethnicity, religion, race, economic and social status.

Goal

To contribute to enhanced peace and socio-economic development of impoverished communities especially women, children, disable groups and elderly.

13 Objectives

1. To work for community development, to cooperate in sustainable development by local participation through integrated program.
2. To Improve community safety & Security through community security & community policing program in collaboration with the security providers
3. To enhance wellbeing of the people of the State & counties by operating result oriented program for poverty alleviation and development at the grassroots.
4. To develop mutual relation and brotherhood fillings in community.
5. To carryout water, sanitation and hygiene program to our local populations
6. To cooperate in managing water supply schemes in its working area.
7. To cooperate in road repair and maintenance with the coordination with local agency.
8. To lunch the awareness program in the field of education, health, WASH, peace building, civic education, human rights, gender and children issues.
9. To lunch appropriate program in developing community of women, children, old age, helpless and disable.
10. To work for creative youth activities and sports development.
11. To implement social protections program
12. To lunch awareness program against anti-social activities like girls trafficking, drug abusing, betting, vulgarity.

CIPAD is a national organization working for community development and empowerment through capacity building in order to provide essential knowledge that will lead to awareness, which will further lead to self-development, empowerment and action.

In furthering of the above objectives, CIPAD shall continue to:

- a) Mobilize local resources from community, members, governments, organizations and banking institutions. This shall be in form of contributions, donations and income generating activities.
- b) Advocate for large communities in furthering of its objectives for communal interests.
- c) Promote and carryout or assist in promoting and carrying out rural development research, surveys, assessments and investigations on the matter of community concern and publish the useful results thereof for public consumptions and intervention.
- d) To promote rural development, work through singular or join workshops, exhibitions, meetings, awareness campaigns, lectures, seminars and training courses.
- e) Collect and disseminate information on all matters affecting the said objects 1-18 above and exchange such information with other bodies having similar objects whether in South Sudan or overseas.
- f) Undertake, execute, manage or assist any communal work which may lawfully be undertaken, managed or assisted by the organization.
- g) Purchase, take on lease or in exchange, hire or otherwise acquire any property and any rights and privileges necessary for the promotion of the said objects and construct, maintain and alter any buildings or erections necessary for the work of the organization.
- h) Within laws of publications, to write and print or otherwise reproduced and circulated such workshop documents, papers, books, periodicals, pamphlets or other documents or films or recorded tapes (whether audio or visual or both) as shall further the said objectives.
- i) In accordance with **section 20 (i) of the South Sudan Non-Governmental Organizations (NGOs) ACT 2016**, the organization shall within its financial capacity, employ and pay any person or persons

to supervise, organize, and carry out the work of the organization and make all reasonable and necessary provision for the payment of pensions and superannuating to or on behalf of employees and their dependents as maybe determine by the employment contracts between the organization and such a person or persons

- j) Establish where necessary field offices within the Republic of South Sudan or country offices in other countries of the world
- k) Make policies and regulations like finance policy manual, human resource policy manual, assets management policy manual, frauds policy, security policy, code of conducts and strategic plan to guide the work of the organization.

14 History and background

Community Initiative for Partnership and Development (CIPAD) came into existence as a result of the motivation and personal initiative of its founding members who wholeheartedly seek to enhance the socio-economic status of the impoverished communities especially women, youth, children and elderly. Living in war affected South Sudan particularly Northern Bahr El Ghazal State, the founding members were not stranger to hardships faced by the underprivileged communities.

Having strategies to overcome economic and social challenges that impoverished communities are facing, the founding members registered CIPAD at Northern Bahr El Ghazal state level with Relief and Rehabilitation Commission (RRC) and Ministry of Social Development from 2010 to 2016 supporting communities with different capacities depending on funding from partners and well-wishers.

In the year 2017, the founding members of the organization decided to register the organization at national level with Relief and Rehabilitation Commission (RRC) obtaining registration number 902 as National Organization mandated to operate across the country as humanitarian and development organization.

The key areas of interventions include human rights; sustainable food security and livelihood; women & youth economic empowerment; peacebuilding; justice; education; health & nutrition; WASH; and people with disabilities participation and inclusion.

Our efforts have developed lasting relationship with government at all levels, nongovernmental organizations, United Nations agencies and corporate organizations as also with the communities, individuals and groups with whom we have worked.

We have come a long way following a small beginning in 2012, and have implemented a wide variety of projects related to child rights for change; food security & livelihood; women & youth economic empowerment; peacebuilding; community security & community policing; gender base violence; access to justice; reproductive child health care; trauma healing and psychosocial supports; HIV/Aids awareness; COVID 19 awareness; quality education; boreholes rehabilitation and capacity building of water user committees in different Bomas and Payams in the five counties of Northern Bahr El Ghazal State. While implementing different developmental projects, our thrust has always been on working through people's participation and constructive engagement of government institutions and community leaders for project ownership and sustainability.

At CIPAD, we have always believed in the capacities and capabilities of the communities, and have always strived to channel their hidden energies for the betterment of society at large. Our efforts have always been

directed towards creating an environment that is conducive of enhancing opportunities to local people to think and act positively.

We have endeavored to develop skills and competencies of the local communities with a view to enabling them to operate and maintain the assets created through the implementation of the projects on sustainable basis.

This philosophy of ours has led us to the adoption of a holistic and participatory approach to rural and urban development. We believe in inclusive approach, covering all the sections of the society, particularly the impoverished people in the Bomas, Payams, Counties and States in the Republic of South Sudan. We work with existing village level fora (and creating new ones wherever necessary) through Participatory Rural Appraisal (PRA) approaches, principles and techniques.

15 CIPAD's previous actions and unique experiences in humanitarian and development fields

Date/Month/Year	Project	Donor	Donor Emails Contacts (all email addresses below are in small letters)	Activity description	Locations	Budget in USD	
						Donor Contribution	CIPAD Contribution
1 st April 2022 to 31 st March 2023	Peace and Community Cohesion (PaCC) Phase II	UNDP	Irene.limo@undp.org Monicah.madut@undp.org	Support GBV survivors with income generating activities as women & youth economic empowerment for peace; establishment and trainings of community psychosocial support groups; provision of counselling and referral services; conduct GBV and trauma awareness trainings and workshops; training of GBV survivors on basic business skills and financial literacy; support seasonal cattle migration peace meetings; support Joint Border Peace Committees; conduct workshops on ending child and forceful marriages; conducting awareness workshops on the mandate of the commission for truth, reconciliation and healing (CTRH); conduct communal exchange and learning events; and conducting dialogues on local peacebuilding issues, document resolutions, and support some resolutions as part of community interdependency initiatives which include repair of community boreholes, supporting vegetable gardening, and other community initiated and owned initiatives.	Aweil East, Centre and South Counties	\$78,294 (1-year grant)	\$45,000 2vechiles & 7motorbikes used to facilitate activities
9 th May 2022 to 8 th May 2023	Developing Capacity for Improved Performance Project Phase I	Civil Society Facility	Henry.muni@csfsouthsudan.org Hakim.jumason@csfsouthsudan.org	Conducting an advocacy stakeholders dialogue on child protection perspectives in Northern Bahr el Ghazal State; conducting stakeholders' awareness and consultative meeting on efforts ending or reducing early, child and forced marriages; conducting Radio talk-show on bad effects of early, child and forced marriages on the survivors, their families and the entire community or society; Organize stakeholders' awareness meetings on child labour, neglect child abuse, drug abuse, sexual exploitation and abuse of children, child abduction and trafficking and use of children for commercial sex; Organize Radio talk-show on bad effects of child labour, neglect and abuse to the survivors, their families and the entire community or society aiming at create a wider awareness to the entire community of the state; Conducting training of 40 (head teachers and female teachers) on South Sudan Child Act, 2008 including regional and international instruments of child rights like African Charter on the Rights & Welfare of the Child, The UN Convention on the Rights of the Child etc; Organize Radio talk-show on the role of teachers in the protection of children and their rights in schools; Training of 40 traditional leaders and chiefs on South Sudan Child Act 2008, regional and international instruments of child rights and child protection; Carrying out Radio talk-show on the role of traditional leaders and chiefs in the protection of children and the rights of children in the communities; Conduct trainings of 40 Local Government Administrative Officers and members law enforcement agencies on South Sudan Child Act 2008, regional and international instruments of child rights; Organizing and facilitating Radio talk-show on the role of Local	Aweil Centre County	\$50,000 (1-year grant)	\$45,000 2vechiles & 7motorbikes used to facilitate activities

				Government in the protection of children and their rights in the communities; Facilitating a 40 members Civil Society Network meeting to identify, discuss issues affecting children like exploitation, abuse, child labour, child marriage, child neglect, etc; Drafting/development of a coalition position paper on prevention and protection children rights against abuses like hard labor, torture, parental negligence, drug abuse, street begging by school going children, sexual exploitation and abuse etc. in Northern Bahr el Ghazal State; and Organizing and conducting Radio talk-show on child protection and rights ways to address child abuses identified by CSOs Network in the platform meeting and their proposal on how to address them. Some budget costs were used for organizational capacity building activities.			
26 th Oct 2020 to 25 th Sept 2021	Peace and Community Cohesion (PaCC) Phase II	UNDP	Irene.limo@un.org Dominic.anyanga@un.org	Conducting dialogue sessions between security forces and civilians; Conducting mobilization and reconciliation initiatives between security forces and civilians; conduct inter-generational dialogues; Support GBV survivors with income generating activities as women & youth economic empowerment for peace; establishment and trainings of community psychosocial support groups; provision of counselling and referral services; conduct GBV and trauma awareness trainings and workshops; training of GBV survivors on basic business skills and financial literacy; support seasonal cattle migration peace meetings; support Joint Border Peace Committees; conduct workshops on ending child and forceful marriages; conducting awareness workshops on the mandate of the commission for truth, reconciliation and healing (CTRH); conduct communal exchange and learning events; and conducting dialogues on local peacebuilding issues, document resolutions, and support some resolutions as part of community interdependency initiatives which include repair of community boreholes, supporting vegetable gardening, and other community initiated and owned initiatives.	Aweil East, Centre and South Counties	\$88,000 (1-year grant)	\$45,000 2vechiles & 7motorbikes used to facilitate activities
1 st March 2020 – 31 st August 2021	Peace and Resilience Project	Saferworld with funding from European Union (EU)	emutenga@saferworld.org.uk maruba@saferworld.org.uk	Conducting inter-communal and intra-communal dialogues on identified conflict issues; support dialogue resolutions in accordance with community interest; established and trained Community Action Groups (CAGs) which are the local peace structures; support monthly meetings of Community Action Groups (CAGs); conducting Gender Based Violence (GBV) trainings; conducting conflict management training; conduct trauma awareness trainings; organizing community security and peacebuilding awareness workshops; conduct communal exchange and learning workshops; and conduct peacebuilding training and conflict mitigation.	Aweil Centre County	\$181,930 (18 months grant)	\$45,000 2vechiles & 7motorbikes used to facilitate activities
1 st August 2018 to 31 July 2021	Contributing to Poverty Reduction through Community Security and	Saferworld with funding from Ukaid	emutenga@saferworld.org.uk maruba@saferworld.org.uk	Conducting inter-communal and intra-communal dialogues on identified conflict issues; support dialogue resolutions in accordance with community interest; established and trained Community Action Groups (CAGs) which are the local peace structures; support monthly meetings of Community Action Groups (CAGs); conducting Gender Based Violence (GBV) trainings; conducting conflict management training; conduct trauma awareness trainings; organizing community security and	Aweil North County	\$705,000 (3 years grant)	\$135,000 1vechiles & 3motorbikes used to facilitate activities

	Peacebuilding project			peacebuilding awareness workshops; conduct communal exchange and learning workshops; and conduct peacebuilding training and conflict mitigation.			
1 st March 2018 to 28 th Feb 2019	Peace and Community Cohesion (PaCC) Phase I	UNDP	Irene.limo@un.org Dominic.anyanga@un.org	Support GBV survivors with income generating activities as women & youth economic empowerment for peace; establishment and trainings of community psychosocial support groups; provision of counselling and referral services; conduct GBV and trauma awareness trainings and workshops; training of GBV survivors on basic business skills and financial literacy; support seasonal cattle migration peace meetings; support Joint Border Peace Committees; conduct workshops on ending child and forceful marriages; conducting awareness workshops on the mandate of the commission for truth, reconciliation and healing (CTRH); conduct communal exchange and learning events; and conducting dialogues on local peacebuilding issues, document resolutions, and support some resolutions as part of community interdependency initiatives which include repair of community boreholes, supporting vegetable gardening, and other community initiated and owned initiatives.	Aweil East, Centre and South Counties	\$70,000 (1-year grant)	\$45,000 2vechiles & 7motorbikes used to facilitate activities
1 st Feb 2020 to 31 st March 2021	Developing Capacity for Improved Performance Project Phase II	Civil Society Facility	Henry.muni@csfsouthsudan.org Hakim.jumason@csfsouthsudan.org	Conducting COVID 19 awareness sessions through radio talk-show and road sides sound system; conduct family planning trainings and awareness sessions in health and community centers; conducting gender based violence awareness sessions and trainings in community and health care centers; and conduct HIV/Aids awareness and trainings in community and health care centers. Some budget costs were used for organizational capacity building activities.	Aweil Centre County	\$50,000 (1-year grant)	\$45,000 2vechiles & 7motorbikes used to facilitate activities
15 th October 2020 to 31 st March 2021	Upholding Participation of Women and Youth (UP-WAY) in Peace and Community Security	Saferworld with funding from Ukaid	emutenga@saferworld.org.uk maruba@saferworld.org.uk	Organize youths workshop on their roles in peacebuilding, community security provision and conflict as well as gender sensitivity decision making; organize an interactive one day meeting between youths and security providers to build relationship and contact exchange; Conduct training of youths on advocacy, networking, lobbying and governance in relation to peacebuilding and community security provision; Organize youth training on best use of media as well as conflict sensitivity use of social media and other media outlets for empowerment purposes; organize women workshop on how to lobby and address bad cultural norms that hinder women participation in peacebuilding, community security and other community development affairs; Conduct training of women leaders on their role and responsibilities in community peacebuilding and community security provision in collaboration with security providers and authorities in conflict sensitivity manner; organize human rights training of women leaders in relations to participation in peace and community security. 30 Women will be trained on human rights create awareness; organize Stakeholders Forum on Peace and Community Security; and Conduct Training of Authorities on Youths, women and Community Engagement in peacebuilding and community security provision which will target security providers and local government officials to increase their engagement skills on women and youths.	Aweil North County	\$40,000 (6 months grant)	\$45,000 1vechiles & 2motorbikes used to facilitate activities

30 th June 2016 to 31 st May 2019	Community Security & Peacebuilding	Saferworld with funding from Netherlands	emutenga@saferworld.org.uk maruba@saferworld.org.uk	Conducting inter-communal and intra-communal dialogues on identified conflict issues; support dialogue resolutions in accordance with community interest; established and trained Community Action Groups (CAGs) which are the local peace structures; support monthly meetings of Community Action Groups (CAGs); conducting Gender Based Violence (GBV) trainings; conducting conflict management training; conduct trauma awareness trainings; organizing community security and peacebuilding awareness workshops; conduct communal exchange and learning workshops; and conduct peacebuilding training and conflict mitigation.	Aweil Centre County	\$405,705 (3 years grant)	\$45,000 3motorbikes used to facilitate activities
1 st November 2018 to 31 st March 2019	Promoting Women and Youth Participation in Community's Peace and Security	Saferworld with funding from Netherlands	emutenga@saferworld.org.uk maruba@saferworld.org.uk	Organize youths workshop on their roles in peacebuilding, community security provision and conflict as well as gender sensitivity decision making; organize an interactive one day meeting between youths and security providers to build relationship and contact exchange; Conduct training of youths on advocacy, networking, lobbying and governance in relation to peacebuilding and community security provision; Organize youth training on best use of media as well as conflict sensitivity use of social media and other media outlets for empowerment purposes; organize women workshop on how to lobby and address bad cultural norms that hinder women participation in peacebuilding, community security and other community development affairs; Conduct training of women leaders on their role and responsibilities in community peacebuilding and community security provision in collaboration with security providers and authorities in conflict sensitivity manner; organize human rights training of women leaders in relations to participation in peace and community security. 30 Women will be trained on human rights create awareness; organize Stakeholders Forum on Peace and Community Security; and Conduct Training of Authorities on Youths, women and Community Engagement in peacebuilding and community security provision which will target security providers and local government officials to increase their engagement skills on women and youths.	Aweil Centre County	\$40,000 (5 months grant)	\$5,000 1vechiles & 2motorbikes used to facilitate activities
1 st Dec 2019 to 31 st March 2020	Peace and Community Cohesion (PaCC) Phase I	UNDP	Irene.limo@un.org Dominic.anyanga@un.org	Support GBV survivors with income generating activities as women & youth economic empowerment for peace; establishment and trainings of community psychosocial support groups; provision of counselling and referral services; conduct GBV and trauma awareness trainings and workshops; training of GBV survivors on basic business skills and financial literacy; support seasonal cattle migration peace meetings; support Joint Border Peace Committees; conduct workshops on ending child and forceful marriages; conducting awareness workshops on the mandate of the commission for truth, reconciliation and healing (CTRH); conduct communal exchange and learning events; and conducting dialogues on local peacebuilding issues, document resolutions, and support some resolutions as part of community interdependency initiatives which include repair of community boreholes, supporting vegetable gardening, and other community initiated and owned initiatives.	Aweil East, Centre and South Counties	\$35,000 (4 months grant)	\$5,000 1vechiles & 2motorbikes used to facilitate activities

1 st of Sept 2014 to 31 st May 2016	Community Security and Community Policing Project	Saferworld with funding from Netherlands	emutenga@saferworld.org.uk maruba@saferworld.org.uk	Conducting inter-communal and intra-communal dialogues on identified conflict issues; support dialogue resolutions in accordance with community interest; established and trained Community Action Groups (CAGs) which are the local peace structures; support monthly meetings of Community Action Groups (CAGs); conducting Gender Based Violence (GBV) trainings; conducting conflict management training; conduct trauma awareness trainings; organizing community security and peacebuilding awareness workshops; conduct communal exchange and learning workshops; and conduct peacebuilding training and conflict mitigation.	Aweil Centre County	\$237,500 (2.5 years grant)	\$69,000 1vehicles & 3motorbikes used to facilitate activities
1 st Oct 2014 to 30 th April 2015	Actions to Reduce the Increased of Street Children in Aweil Town	Pact South Sudan	N/A	Conduct traditional leaders meetings on why traditional norms sustained child marriages and how child marriage can be avoided; conduct stakeholders meeting on child rights and child protection; training of women on child protection; training of youth on child protection; training of local government staff on child rights and protection; radio talk-shows on child rights, protection and roles of different stakeholders.	Aweil Centre	\$50,000 (6 months grant)	\$5,000 2motorbikes used to facilitate activities
1 st February 2014 to 31 st July 2014	Community-Led Improved Food Security Project (CLIP Project)	Pact South Sudan	N/A	Establish and support women vegetable gardening; provide seeds and farms tools; train them on crops production; support the with income generating items; and train them on basic business skills and financial literacy.	Aweil West County	\$45,000 (6 months grant)	\$5,000 2motorbikes used to facilitate activities
1 st Feb 2010 to 31 st January 2011	Community Led Total Sanitation (CLTS) Project	SNV	N/A	With the help of CLTS Facilitators, CIPAD applied CLTS approaches in number of the villages which were having open defecation areas so as to make them open defecation free. The principles were applied, CLTS latrines installed and almost the targeted villages became open defecation free and communities made their celebrations.	Aweil West & Centre Counties	\$55,000 (1-year grant)	\$5,000 2motorbikes used to facilitate activities
30 th August 2010 to January 2011	Enhancing Civic Awareness on Rights to Register and Vote in Southern Sudan Referendum	Mercy Corps	N/A	Conducted voters' educations sessions in public places; health centers; community centers; markets; and traditional chiefs' courts. Conducted radio talk-shows; road sides sound system play; and demonstrated the voting procedures.	Aweil Centre, North and West Counties	\$25,000 (6 months grant)	\$5,000 5motorbikes used to facilitate activities
30 th Sept 2009 to February 2010	Enhancing Civic Awareness on Rights to Register and Vote in General Elections	Mercy Corps	N/A	Conducted voters' educations sessions in public places; health centers; community centers; markets; and traditional chiefs' courts. Conducted radio talk-shows; road sides sound system play; and demonstrated the voting procedures.	Aweil Centre, North and West Counties	\$25,000 (6 months grant)	\$5,000 5motorbikes used to facilitate activities

16 Core values

Community Initiative for Partnership and Development (CIPAD) encourages the following values to be practiced both at individual and organizational level.

- Human rights and dignity
- Partnership beyond boundaries
- Mutual Respect
- Honesty, Integrity and Ethics
- Diversity, Inclusivity, Transparency and Accountability
- Gender sensitivity
- Cost efficiency
- Solidarity
- Safeguarding
- Trustfulness and legality

17 Our principles

- We promote bottom-up approach to development and community ownership of any programme that affect their lives
- We recognize that all people are born free and equal in dignity
- We remain principally sensitive to the moral values, religion, customs, traditions, and culture of the communities serve and people we work with.
- We principally work to leave no one behind in our community supports and decision-making processes.
- We principally uphold the continuous learning that contribute to the achievement of a quality work
- We are principally accountable to the communities, authorities and partners or donors in the implementation of our programmes.
- We encourage innovation, creativity and sound management of resources.

18 Programmes

The organization's programmatic areas of intervention include the following: -

- Child protection
- Women & youth economic empowerment
- Peacebuilding
- Food security & livelihood
- Community security and community policing
- Access to justice and gender based violence
- Reproductive health care, and HIV/Aid
- Trauma healing and psychosocial support
- Education
- WASH
- Research

- Community capacity building and trainings consultancy

19 Management and planning

Community Initiative for Partnership and Development (CIPAD) usually use a results-based approach to managing programmes and projects which is commonly referred to as Results Based Management (RBM) of projects. Results-based management is defined as a management strategy by which all actors, contributing directly or indirectly to achieving a set of results, ensure that their processes, products and services contribute to the desired results (outputs, outcomes and higher-level goals or impact) and use information and evidence on actual results to inform decision making on the design, planning, resourcing and delivery of programmes or projects and activities as well as for accountability and reporting.

CIPAD use RBM most often when planning strategic frameworks, programmes and projects. This section discusses results and the results chain and then presents some related tools. CIPAD ensures that managing effectively for better results is handled with the flexibility to change strategies and activities if and when needed. It also means using a team-based approach to ensure that all stakeholders concur with any proposed changes or actions. Using a good management, we ensure that results matrices are updated at least once a year with the agreement of all stakeholders.

Monitoring as an important task in the life of a programme or project, results-based management is essential in monitoring. CIPAD involves regular and systematic assessment based on participation, reflection, feedback, data collection, analysis of actual performance (using indicators) and regular reporting. Monitoring makes it possible to gauge where programmes stand in terms of international norms and standards. It helps CIPAD understand where projects are in relationship to results planned, to track progress (on the basis of intended results and agreed indicators), and to identify issues and analyze relevant information and reports that become available as implementation occurs. CIPAD also monitors to fulfil accountability requirements; communicate, review and report results to stakeholders; adjust approaches to implementation if necessary; and inform decision-making. Monitoring feeds into evaluation and real-time learning.

Results-Based Management in evaluation, CIPAD consider evaluation as a critical management tool for achieving better results; and as a quality assurance tool during RBM processes has three key functions namely programme improvement; accountability; and organizational learning. CIPAD has M&E framework which is regularly updated.

The management of CIPAD is committed to continuous learning by using SWOT analysis, staff performance, monitoring and evaluation reports for nurturing further improvements in management.

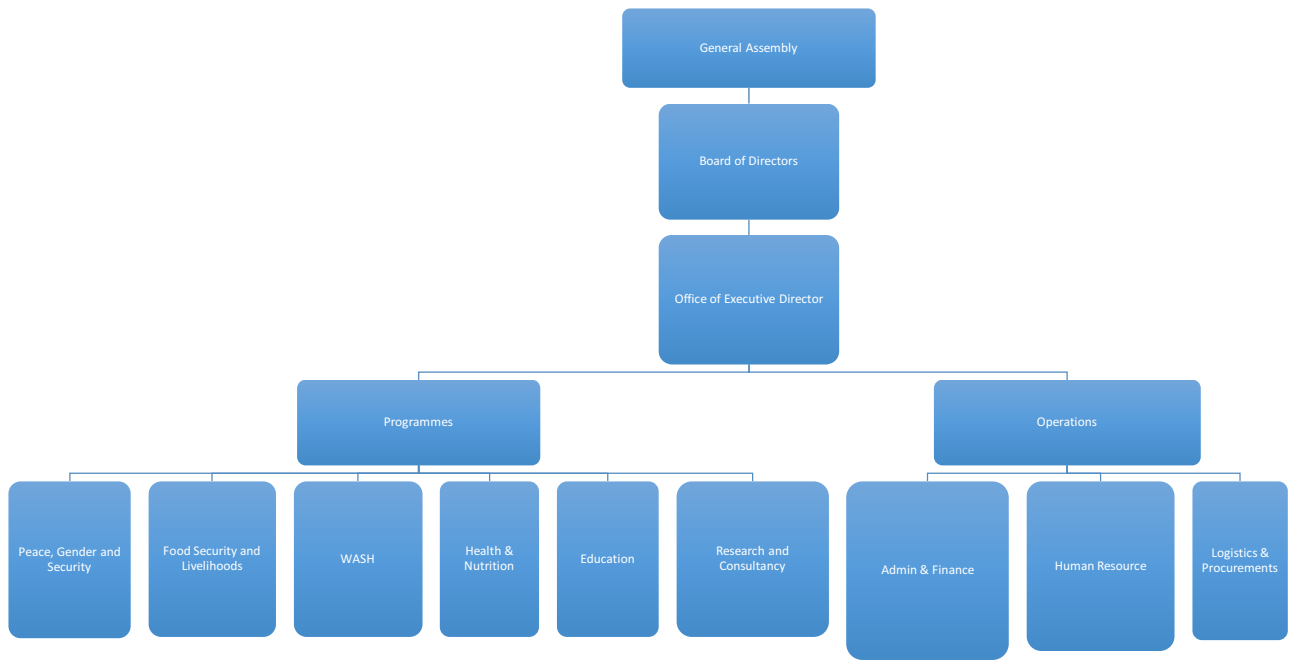
20 Decision-making

Community Initiative for Partnership and Development (CIPAD) believes that the decision making is a key part of leadership and management of the organization which flows through all managerial functions such as planning, organizing, directing and controlling. Decision-making involves thinking and deciding before doing

and its part of our function as CIPAD. In keeping the view of our organization's vision, mission, goals, objectives, values, policies, programmes and strategies, decision-making plays a critical role.

21 Board of Directors and Structure

General Assembly is the supreme authority of the CIPAD that is consisted with 21 members. General Assembly brings any amendment in the organizational structure. General Assembly of the organization confirms the yearly organizational activities and accounts. General Assembly elects the 07 members Board of Directors for two years' period. The Board of Directors is responsible and accountable to General Assembly for its work and organizational management. This is the body accountable for effective smooth functioning of the organizational activities. Board of Directors Recruits Executive Director who performs the leadership, management functions and guides the staff members as assigned by the Board of Directors. The senior staff works under the direct supervision of the Executive Director. The project in charge and coordinators works under the supervision of Program Manager. Project Coordinators and in charge lead the projects in consultation of program manager and Executive Director. In Coordination meeting, the Executive Director presides over the meeting and takes all the important decisions in a participatory manner. The Project Managers report to Programme Manager, and Project Officers report to Project or Field Coordinators. Operations Manager report Executive Director; all Finance, Administration, Human Resources, Logistics and Procurements Managers report to Operations Manager; officers under those sections report to respective Managers and other junior staff reports to officers and soon.



22 Governing documents

The Governing documents of the organization include constitution; code of conduct; human resource policy and procedures manual; finance & procurement policy and procedures manual; assets management policy and procedures manual; security policy; fraud and corruption policy and procedures manual; safeguarding policy and procedures manual; leadership & governance manual, whistleblowing policy and procedures manual; strategic plan; and annual plan & budget.