



CARDO
South Sudan

ORGANIZATIONAL PROFILE

1. NAME:

C = COMMUNITY

A = AID

R = RELIEF

D = DEVELOPMENT

O = ORGANIZATION



FIGURE 1: GBV TRAINING WITH GIRLS AND YOUNG WOMEN PARTICIPANTS AT ST. JOSEPH IDP COLLECTIVE SITE DURING THE SESSIONS, 30TH SEP 2017 FACILITATED BY CARDO TEAM, WAU

A summary of CARDO's Vision, Mission, Values, organogram, Intervention Approaches, Programmes and Achievements

2. WHO WE ARE

ABOUT CARDO

Community Aid for Relief and Development Organization (CARDO) is a non-profitable, non-political and non-sectarian humanitarian and development organization dedicated to working with youths, elderly, women, children in the community to reach their full potential; we are aiming at empowering communities to be free from poverty and violence through various programs that have positive impacts and sustainable solutions to community concerns.

CARDO is one of the leading non-profitable and non-state actor in providing training in leadership development, peace building, good governance and conflict mitigation, Protection and community transformation in collaboration with other stakeholders. CARDO was initiated in October 2016 and officially registered on 13th January 2017; the organization originated in Wau – Western Bahr el Ghazal state, and seeks to cover South Sudan as a whole subject to availability of funds.

4. Thematic Programme Focus Areas:

1. Peace Building & Good Governance
2. Gender and Protection (GBV, CP and General Protection)
3. Education and WASH,
4. Food Security, Livelihoods and Nutrition.
5. Emergency Response and Relief Assistance

CARDO focuses on working in the hard-to-reach remote rural areas in South Sudan. We seek to provide humanitarian assistance to families affected by disasters and conflicts, while partnering with the host communities for long-term solutions to alleviate poverty.

CARDO is motivated by the potentials in youths, elderly, women and children; we optimize their role to foster peaceful co-existence and economic empowerment in our operational areas across the country.

6. Strategic Objectives:

1. Promote equitable access to food and sustainable livelihoods through provision of agricultural inputs [tools, seeds, etc]
2. Address child hunger and malnutrition through educational nutrition programs.
3. Provide access to quality education and health services for all.
4. Promote social cohesion, peace building and reconciliation.
5. Provide access to WASH services, including potable water, sanitation and community mobilization.
6. Promote women rights, child protection, gender equality and respect for diversity through lobby & advocacy.
7. Provide assistance to vulnerable populations, including female headed households, elderly and the disabled persons to establish micro businesses

3. WHERE WE ARE

1. WAU MAIN OFFICE

Principal Contact Person: Orasio Opiyo - Executive Director

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Address: Wau Town, Western Bahr el Ghazal state of South Sudan, Hai Daraja Plot No. 168, Block 21 -Behind Durrup Engineering shop, Along Wau Airport Road.

Alternate Contact: William Deng Anei Anei – Programmes Coordinator

Email: williamdeng@cardo-ss.org

Tel:- +211 916720747

2. JUBA LIAISON OFFICE

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Tel:- +211 926 135 653/ +211 915 122 723

3. JONGLEI-BOR

Focal Point: Ayuen Simon Deng - State Coordinator

Tel:- +211 925 665 575

5. Core Values

1. Transparency and accountability.
2. Reliable and trust worthy.
3. Team work.
4. Respect diversity.
5. Creativity and innovative.
6. Commitment.

Vision

A sustainable community that networks to achieve peace and human development to a free community without poverty and violence

Mission:

Empowerment of communities with skills and knowledge that will enable them to adequately, efficiently and sustainably advocate for peaceful co-existence in a free community out of poverty and violence and to achieve human development

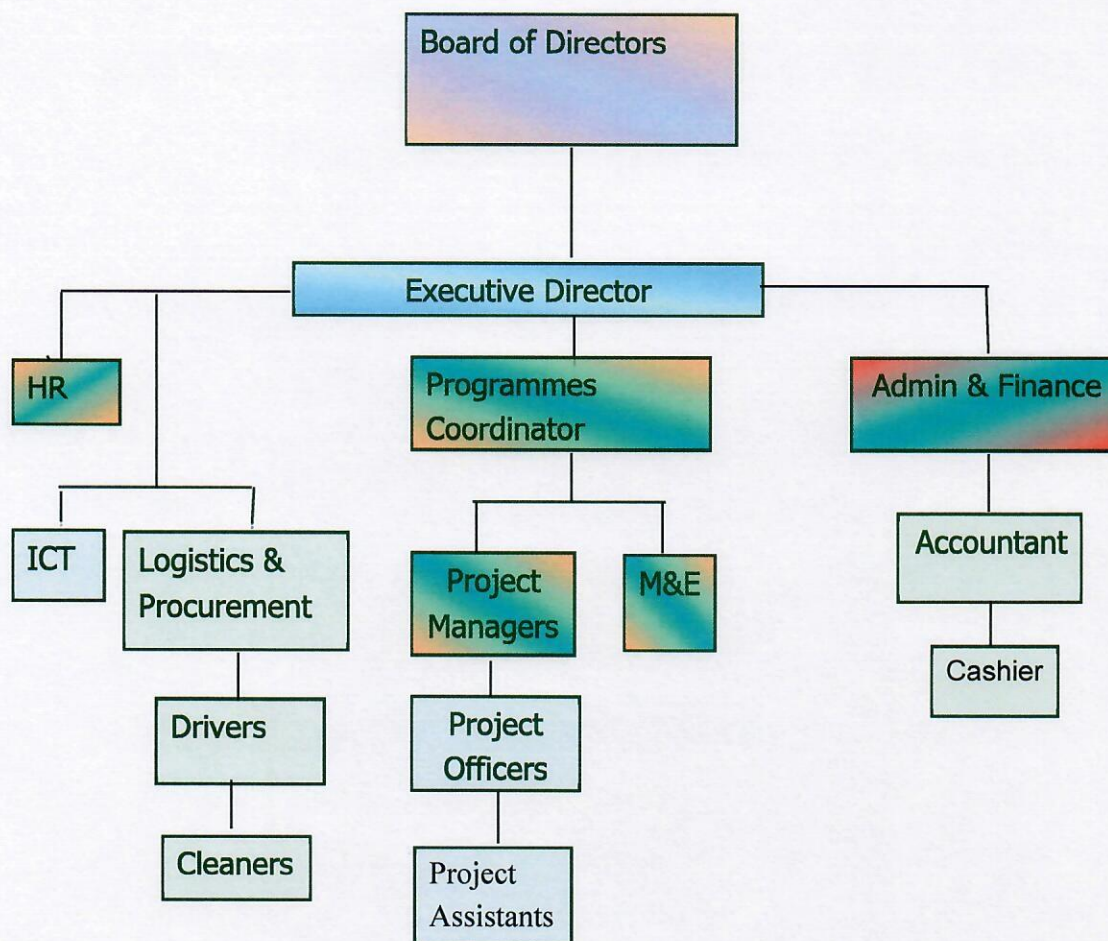
Our Motto: "Community Against Poverty and Violence"

7. TRACK RECORD OF EXPERIENCE [Funding Profile]

Project Title	Location (State / Counties)	Total Budget (USD)	Source of Funds / Donor/Partner	Duration of project From when to when (Month & Year)	Status Ongoing / Completed (when?)	Types of activities / Brief Description of Work – Programme Focus – Achievement
Protection Support to IDPs, Returnees and Vulnerable Host Communities	WBeG Jur River Wau Wau town	US\$ 281,182	United Nations High Commissioner for Refugees (UNHCR)	12 months (Jan – Dec - 21)	Ongoing	<ul style="list-style-type: none"> - Shelter support - Protection monitoring - Lifesaving services - Refugee returnees monitoring - 3,550 persons with specific needs (PSNs) supported with non-cash items - 4,650 persons supported with core relief items (CRIs) - 750 persons supported with shelter items - 11,250 community members benefited from peaceful environment
Integrated GBV, Peace Building, WASH and Covid- 19	WBeG Wau town	US\$ 182,847	Norwegian Church Aid (NCA)	18 months (Jul-18 – Dec- 21)	Ongoing	<ul style="list-style-type: none"> - Improved water and hygiene services for 20,000 community members in Bussere and Eastern Bank - Increased awareness on COVID-19 preventive measures by 25 - Enhanced access to specialized GBV services - Improved access to livelihood opportunities through small scale vegetables gardening - Risk Comm
Mitigating Cattle - related violence in the tri-state border areas of Tonj, Gogrial, and Wau	Jur River	US\$ 70,000	The International Organization for Migration (IOM)	9 months (Dec-20 – Aug -21)	Ongoing	<ul style="list-style-type: none"> - Peaceful co-existence between cattle herders and crop farmers promoted - Improved relationships between cattle herders and crop farmers

						- Improved spirit of cooperation and resource sharing between cattle herders and crop farmers
Cattle Migration Related Conflict Mitigation through Capacity Building – CRM, WBeG -Wau	WBeG, Jur River County and Wau town	US\$ 45,000	European Union – EU Norwegian Refugee Council - NRC	8 Months (Nov 2019 – June 2020)	Ongoing	- training of the local committees and chiefs - youth exchange visits and grassroots dialogue meetings - sports and other games for social cohesion building
Creation of livelihoods through skills for work trainings (Vocational Training) Outreach Program	Wau Municipality Eastern Bank	US\$ 40,200	European Union – EU through DORCAS Aid International	10 months April 2019 – Jan 2020	Closed	- training of young women and men on different life skills course such as bakery, business skills, agri-business, carpentry and English numeracy
Spreading the culture of peace among the communities through peace walk and seminars	Wau Municipality	US\$ 5,000	Heavenly Culture World Peace Restoration of Light -HWPL	2 months May 2017 – June 2017	closed	- peace seminars, workshop and walking on the street to symbolize peace
Strengthening protection and peace building for social cohesion among the youth and women in Wau town	Wau Municipality	US\$ 4,500	Nonviolence Peace Force International -NP	3 months March 2018- May 2018	Closed	- training of youth and women protection teams
Enhancing the capacities of local actors in Peace building and conflict mitigation	Wau Municipality	US\$ 2,500	Democracy International -DI	1 month March 2019	Closed	- community dialogue meetings
Strengthen Social cohesion among the youth in Wau town	Wau town	US\$ 8,000	UN Mission in South Sudan –Civil Affairs Division	4 months April – Aug 2017	Closed	- Organized social events - Cultural carnivals - dialogues

8. Organizational Organogram



9. Total Number of Staff in the Organization

Type of Staff	Total #Staff	Males	Females
Regular	6	4	2
Contractual	45	30	15
Volunteers	7	3	4

10. Assets

Asset Name	Unit	#units	Condition
Vehicle	pcs	2	Good
Motorcycles	pcs	3	Good
Computers	pcs	17	Good
Office space	Work space	7	Well furnished

11. Annual Budgets

Financial Year (April – March)	Total Budget in USD
2017	\$150,000.0
2018	\$254,000.0
2019	\$473,000.0
2020	\$1,725,157.0
2021	\$2,337,302.0

12. Organizational Policies

Name of Policy Document	Purpose	Prepared/Last Updated
Human Resource (HR)	The purpose of the HRM is to set down the policies, conditions, rights and obligation of CARDO employees subject to their performing of the duties and responsibilities in their job descriptions.	2018
Financial Management (FM) –Accounting Procedures	The Financial Management manual is one of such conditions that provide the basic framework and guidance to reach the financial goal of making development impact economically and efficiently	2018
Procurement and Logistics	The purpose of the accounting and procurement is to improve organization's financial management system, including expenditures	2018
Gender Policy	The purpose of the policy is to enable CARDO to play role in order to ensure and establish gender equality at all levels of the organization. The policy guides the organization to perform functions, including strategic and operational planning, resource mobilization and allocation and implementation for ensuring equality and equity of men and women.	2020
Child Protection Policy	The purpose of the policy is to enable CARDO to play an active role in order to ensure the practice and establish the child rights at all levels of the society and also within the organization. The policy guides the organization to perform functions well, including strategic and operational planning, resource mobilization and allocation and implementation for ensuring child friendly and child rights project development and implementation for empowering children and vulnerable adults	2019
Performance Management System (PMS)	The main objective of performance management system is to improve the overall organizational performance of CARDO, and to deliver its programs and activities with right quality and in time.	2018
Employees Code of Conduct	The purpose the policy is to provide guidelines on acceptable behaviors of individuals in the organization by defining acceptable behavior and social norms that individuals in the organization should adopt on a day-to-day basis	2018
Safeguarding Policy	The purpose of this policy is to protect peoples' health, wellbeing and human rights by enabling them to live free from harm, abuse and neglect, including children and at risk adults, from harm that arises as a result of coming into contact with our staff, consultants, contractors or volunteers.	2020

13. **Our Intervention Approaches:**

Community-Based Participatory Approach:

We acknowledge that communities have better solutions to the challenges they face. We believe in listening and recognizing community challenges, empowering them and enhancing their capacities to effectively break the interlocking poverty trap. We adopt the Sustainable Livelihoods Framework to stimulate dialogue with communities about underlying factors that perpetuate poverty and enter consensus on how to eliminate vulnerability, illiteracy, exclusion and powerlessness.

Program Quality:

For our work to make the best possible contribution in tackling poverty and free community from poverty and violence, the programs we deliver are of the highest quality. They are based on research and solid evidence, adhere to global standards and be subject to vigorous measurements. Delivering high quality programs depends on our staff using robust processes to manage every aspect of our operations and program work for the organizational reputations of quality.

Working in Partnership:

We believe in partnering with Government (line Ministries), donors, communities, corporate, academia and other humanitarian and development actors in order to effectively achieve our vision. This means combining our expertise to confront poverty in order to achieve sustainable human development.

Advocacy:

We are focusing to contribute in the achievement of the Sustainable development goals (SDGs) with focuses on goal 16 (peace and security)

Drawing strength from our diversity, resources and experience, we promote innovative solutions and are advocates for national responsibility. Guided by the aspirations of local communities, we pursue our mission with both excellence and compassion because the people whom we serve deserve nothing less. We facilitate lasting change by:

- Strengthening capacity for self-help and resilience.
- Providing economic opportunity
- Delivering relief in emergencies
- Influencing policy decisions at all levels for better response.
- Addressing discrimination in all its forms

Our statement on Accountability

CARDO believes that citizens have a right to hold governments and institutions accountable, to expect them to respect their rights and do what they say they will do. Likewise, we believe that non-governmental organizations should be accountable to the communities in which they work, to partner organizations, and to those from whom they receive support. Lastly we believe that our programmatic interventions must be guided by the principle of God fearing, for He knows all our actions.

Respect of Diversity

Community Aid for Relief and Development Organization (CARDO) South Sudan is not a religious, political or a commercial organization; We are committed to providing humanitarian, early recovery, community resilience building and strengthening, and development support to all communities irrespective of religion, gender, creed, political affiliation, tribe etc.

Community Empowerment and Commitment

CARDO believes that giving timely and appropriate support to disaster affected communities enables them to pull out of crises. Therefore, the approach adopted when implementing our programmes is fully participatory; in which ideas from the affected communities form the basic foundation of our planning, design, implementation, monitoring and evaluation of all initiatives. We also expect full commitment to these values from our staff, partners and targeted beneficiaries.

Our Board of Directors -BoDs

CARDO board of directors is the organization's highest governing body, elected by the members at an annual general meeting. All members are responsible for gaining a basic understanding and initiating action in support of CARDO's mission, goals and programs. This includes assisting in expanding CARDO's outreach and increasing its visibility and donor support. All board members are volunteers and serve without compensation.

Our Executive Team

The board of directors appoints/recommends CARDO's Executive Director (General Secretary), who is the most key position that heads the Executive committee responsible for executing the implementation of all projects and programs. The Executive Director in liaison with the Director of Programmes recruits the rest of the team including the Country Programme Manager and other senior managers in charge of finance, and administration, human resources, Programmes, and Public/external relations.

Our History

CARDO is one of the nation's leading national humanitarian organizations, committed to helping families amongst the most vulnerable communities improve their lives and achieve lasting victories over poverty and violence. Founded in 2017 to provide relief to survivors of the civil conflict which the young nation flung itself into in December 2013, CARDO quickly became a tested and trusted vehicle for the compassion and generosity of hundreds of thousands through its key role in finding sustainable peace and community resilience building and strengthening mostly in Bahr el Ghazal Region.

Our Competence

CARDO tackles underlying causes of poverty and violence so that people not only become self-sufficient but also more resilient to future shocks, trends and seasonality patterns. Recognizing that women and children suffer disproportionately from poverty, CARDO places special emphasis on working with women, youth and children (girls and boys) to create permanent social change. Women and youth are at the heart of CARDO's community-based efforts to improve general protection, increased productivity, build community resilience, basic education, prevent the spread of HIV, increase access to clean water and sanitation, expand economic opportunity and protect natural resources. CARDO also delivers emergency aid to survivors of war and natural disasters, and helps people rebuild their lives as per our motto: "communities against poverty and violence".

Emergency Response and Relief Assistance

As the prevailing conflict enters its sixth year without sustainable peace being enjoyed by the citizens, CARDO has responded in locations where we have and can provide value added humanitarian assistance and where security allows. Our emergency response, in Western Bahr el Ghazal state builds on existing programs and technical expertise such as (1) Peace building, Good governance, Conflict mitigation and social cohesion among the pastoralist and farming communities. (2) Creation of awareness on water, sanitation and hygiene, (3) Basic education back to learning campaigns (4) food security and livelihoods (5) General protection. CARDO's initial assessments indicate that more than 60 per cent of displaced people around the country are women and children. We ensure that our response programming takes into consideration the different needs of women, men, boys and girls. Through our collaboration with other humanitarian partners across the country.

Cross-Cutting Actions

CARDO's cross-cutting initiatives span across the breadth of our program sectors to tackle the underlying causes of poverty, and place special emphasis on working with women, men, girls and boys to create lasting social change; with specific emphasis on achieving gender equality, tackling HIV/AIDS pandemic and ensuring peaceful coexistence, accountability/good governance at all levels. For example, our Peace Building, WASH, FSL and Education initiatives use the convening power of sports/drama etc., as a vehicle to minimize the effects of poverty on youth while working to advance gender equality, develop life skills, promote health education, provide psychosocial support and create income-generating activities. Issues such as climate change adaptation, protection etc are mainstreamed in our Programmes whenever practicable.

14. PROFILES OF KEY PERSONS IN THE ORGANIZATION

Chairperson of the Board of Directors:

Dr. Benjamin Gabriel Apai: He is a South Sudanese with PHD in Environmental Science-University of Khartoum and a holder of two master's degrees in "Environmental Science and Human Genetics in the University of Leeds-UK and University of Khartoum respectively.

Dr. Benjamin is also a holder of Bachelor's degree in Education from the University of Bahr el Ghazal with specialization in Biology and Chemistry as well **Diploma** in "**Education**", University of Bahr el Ghazal, South Sudan, College of Education.

Dr. Benjamin has ample experiences which includes among others; teaching in the University as well as working in management capacities in Higher Education Institutions. In addition, has the ability to achieve results within the required time frame and working under pressure and stress.

Besides, have the experience to work with minimum or no supervision with excellent team spirit. He has also a good background in training and motivation of staff members, considerable research and supervision experience and management of large team of staff. He became the first CARDO's Board of Director's chair in the year 2017 right away from the establishment of the organization.

Founding Executive Director:

Orasio Opiyo Buolo: He is a South Sudanese holding an Advance Certificate in Agri-business and Agronomy from the college of Crop Training Center-Yei. Orasio is an expert in Project Management, under his management CARDO has progressively developed experience in Peace Building and Good Governance, Food Security, Livelihood and Nutrition, Education, Gender and Protection, Emergency and Relief Assistance. As result CARDO is well known to Humanitarian Organizations both UN Agencies, International Local NGOs as well to the community and government. Orasio Opiyo over the period of 3years as the Executive Director for CARDO, he had gained considerable experiences in managerial specialist he has considerable skills in developing project proposals, he is technical person in organization who develop project proposals and at the same time run day to day organization activities with the team members. Orasio Opiyo has been working with different International and National Organizations for the last 7years and has gained ample experience for Organizational Development and Management.

15. Signature and date



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Title: Founder and Executive Director

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