



Organizational Capacity Assessment

A case of Integrated Community Based Initiative (ICOBI)

HIV Implementers Meeting

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Presentation outline

- ICObI's Mission
- Brief about Empower Project
- Brief about NPI
- OCA process and methods
- Technical Assistance
- Benefits of OCA
- Lessons Learnt
- Acknowledgements



ICOBIs Mission

“To improve the quality of life of people living in rural communities”





The Empower Project

- The Empower Project officially started on April 4, 2008
- USA Ambassador launches OVC Project 18th Dec, 2008





Empower Activities



- Educational assistance
- Psychosocial support
- Socio-Economic Security
- Legal Support and Child Protection
- Food and Nutrition
- Care and Support





The New Partners Initiative(NPI)

- PEPFAR work with new partners
- Community and faith based organisations
- Enhance technical and organizational capacity
- Quality and sustainability of HIV&AIDS programs
- Lack of knowledge about USG processes
- Needs analysis, organisational growth and strengthening



Why the OCA?

- Identify areas of strength and those that need strengthening
- Ensure organizational sustainability, offer better services
- All NPI grantees must undergo OCA



Areas Assessed

- Governance
- Administration
- Human resource
- Finance
- Organizational management
- Program performance management



The OCA Process

- Done by ICOBI staff using a self assessment tool
- Exercise conducted at ICOBI offices
- A 3-day process facilitated by NuPITA





The Action Plan-Governance

Section	Sub- section	Issue	Action	Person Responsible	TA/Support Desired	Priority Level	Timeline (Date or Quarter)
Governance	Administrative policies and procedures	Procurement functions may not be segregated from Finance Functions.	1-review policy documents and clarify functions; 2- revise organization chart to reflect admin, financial/HR requirements. 3- revise and submit budget (incorporating new internal control improvements) for approval by USAID.	Executive Director/ Livingstone	TA required from JSI on; 1- developing ToRS for consultant assistance. 2- sharing best practice on identified areas of support.	H	10/1/2008



Technical Assistance(TA) Received

- NPI Advisors, OVC Advisor, Financial Advisor
- M&E Workshop for staff
- Short term technical assistance
- Review of manuals
- Facilitation at training



Benefits of OCA

- Better Internal management
- Improved communication
- Improved service delivery
- Financial practices improved
- Effective training practices
- Active board





Lessons Learnt

- Openness and sincerity
- Critical self-assessment necessary
- Action plan needs to be taken seriously
- Systems strengthening from OCA
- Capacity building vital



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- Government of Uganda
- Local Government
- ICOBI Board