



INTERVENTION FACT SHEET

Regional Organization Development Network

1. General Information

RODNET member name	Ingrid Jansen
NS/OSB counterpart name	Dr. A.A. Ramirez
NS/OSB counterpart function	President Curaçao NLRC OSB and president District (Aruba, Bonaire, Curaçao)
Country assisted	Aruba, Bonaire, Curaçao
Intervention period	Continuously since start position as Programme Manager District Leeward NA and Aruba at 01-12-04
Estimated budget (USD)	N.A.
Estimated donated time	Full time position

2. Background

RODNET approached

Please describe how RODNET was approached by the NS/OSB (100 words maximum)

The PM approached the Federation wanting to be a participant of RODNET on own (NLRC) costs. Topics handled in the RODNET workshops are of great value for the PM who started in December 2004 in a new position assisting the Aruba, Bonaire and Curaçao OSB's of the NLRC with their further (organizational) development.

Therefore facts described in this document are an overview of the daily work and activities and not of a specific short time intervention.

Conditions before the intervention

Please describe the positive and negative aspects before this intervention takes place (150 words maximum)

In this sheet an overview will be given of the continuation of the work done and progress made after the last fact sheet submitted in October 2005.

In the last fact sheet a long list of planned activities and actions based on the needs assessed during the 11 months work of the programme manager, the OSB's and the NLRC was presented.

In the mean time some very positive progress was made according some issues while others need more time.

Most positive is the elections of two new boards (Aruba and Bonaire) and the increasing interest of the NLRC headquarters for the OSB's.

3. Intervention details

Characteristics of a Well functioning National Society

Please describe according to the CWFNS, which characteristics of the NS/OSB will be strengthened (100 words maximum)

The hereunder mentioned characteristics do not necessarily count for the 3 OSB's.

1. Written mission statement

Aruba has a mission statement that will be reviewed in the coming months. It is planned to organize a participative workshop in Aruba and Bonaire in order to prepare a 5 year strategic

plan. Curaçao just finalized a similar workshop and currently the reporting is in progress.

2. More knowledge about the movement

From Aruba and Curaçao RC people are hooked up on FedNet and DMIS. Bonaire is in the stage of requesting passwords. PM held a RC induction session for the new Aruba board. New RC information manuals e.g. were received from the NLRC HQ. Induction refresher sessions will be held before the end of the year 2006 in Curaçao and Bonaire as well.

3. Public image

The 75th anniversary of the Curaçao branch was used to increase public awareness. PM is promoting in each OSB for the set up of a Public Relations committee in order to have regular newspaper coverage and articles on the websites. Currently the PM is writing the articles for the website which should be the responsibility of each OSB PR person and/or committee.

4. Statutes in accordance with the NLRC statutes

The District statutes and branch statutes for Bonaire and Curaçao are in the NLRC HQ for last revision. Aruba should bring them to the notary for a check with the law. After that house rules should be adapted.

5. Attract youth

Bonaire trained 20 youngsters in First Aid and is trying to capture these youngsters as volunteers. With the new board it is estimated to have more volunteers, including young people, coming. Aruba is still working on the youth department. Curaçao recently recruited new youngsters while others passed on to the adult group of volunteers.

6. Governing structure

PM has regular contact with the boards of the three OSB's. Especially the new elected boards from Bonaire and Aruba are requesting PM to come more often to the islands for assistance. The board of Curaçao is waiting for the final approval and adaptation of the statutes before going through an election process.

7. Human resources (paid and volunteers)

The boards of the three OSB's agree with the PM for the need of 1 or 2 professional paid staff and currently funding is sought through the submission of a HIV/Aids prevention project and structural financial support for the DM department.

8. Develop policies regarding the recruitment, training, appraisal and reward of staff and volunteers, and it actively implements these policies.

This point still needs more action.

9. Fundraising

Funding from outside donors proved to be much more difficult as expected due to the fact that the OSB's are part of the Netherlands Red Cross and the Netherlands Kingdom. In the coming period more attention will be paid to local fundraising.

Aruba started with a successful membership system and the PM started to integrate this in Curaçao as well. Fundraising commissions are not yet established although for the 75th celebrations in Curaçao a special committee was tasked with the fundraising event. The PM participated in that committee.

10. Increase personal capacity and material in DM.

Specifically increase the stock of shelter and 1st aid supplies is needed, training of the RC volunteers and rehabilitation and/of extending the warehouses.

PM and the NLRC HQ are working hard to receive structural financial help from the government for the coming three years. If succeeded the NLRC HQ will add money as well.

<p>11. Development plan Curaçao is finalizing the workshop report. With that a 5 year strategic plan should be developed. For Aruba and Bonaire a participative workshop is planned. PM is looking for (co)-facilitation</p> <p>12. Prepare annual reports Reports over 2005 will be submitted before the end of August 2006.</p>
<p>OD intervention areas Please describe under which OD areas, the intervention will take place. Refer to NDP/NSSP, statutes, RCAS, logframe, prog./proj. mapping, external agreements and organization chart. Note that specific areas such as volunteer management plans, integration with other programmes, community work, and fundraising initiatives among others, should be part of the NDP/NSSP. (200 words maximum)</p>
<p>Since the assistance to the ABC islands is an ongoing process the interventions are continuously. Main priorities are:</p> <ol style="list-style-type: none">1. Assist the OSB's in fundraising. (internal on the islands as well as external to donors)2. Start new projects with full time and paid project coordinators3. Train future project coordinators in project management, proposal writing, budgeting e.g.4. Assist to have a good and functioning Volunteer Management policies in place5. Assist to improve Public Relations6. Assist in the development of a Strategic Plan
<p>Methodology Please describe how the intervention will take place: e-mail, phone calls or travelling required. Specify the number of travelling, time needed, and the support/commitment the NS/OSB will provide (250 words maximum)</p>
<p>The PM is based on Curaçao and has regular email and telephone contacts with the other two islands. The PM also visits the other two islands every 3 months. Twice a year a district meeting takes place. In this meeting the 3 chairs and the PM meet.</p>
<p>Expected results Please describe the specific expected results from this intervention (250 words maximum)</p>
<p>Expected results of the overall work of the PM:</p> <ol style="list-style-type: none">1. Statutes updated2. Boards well functioning3. OSB's have mission statement and strategic plan4. OSB's have structural financial support to execute their DM supporting role to their governments5. OSB's have sufficient external funding to cover operational costs6. OSB's have new projects and employed some staff7. Project coordinators learned about proposal writing, budgeting, planning, simple book keeping, monitoring and reporting8. OSB's have more volunteers, youth and good volunteer management policies in place9. OSB's better integrated in the Caribbean10. OSB's better integrated in the NLRC11. Public is more aware of Red Cross activities and capabilities



4. Financing

Budget Please provide details on the budget estimation (100 words maximum)
N.A
Funding plan Please provide details on how the budget will be covered (100 words maximum)
NLRC

5. Others

Annexes Please briefly describe any attached document
Miscellaneous Briefly comment any other relevant matter.