



## Somali Humanitarian Aid and Development Organization (SHADO)

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*&*

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*Organizational Profile*

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## BACKGROUND

Somali Humanitarian Aid and Development Organization (SHADO) a national NGO, was founded in June 2007 in Mogadishu, Benadir region, Somalia as a humanitarian and development organization by local Somali intellectuals and Diaspora Somali community members. The purpose is to provide sustainable livelihoods intervention opportunities to support the most vulnerable communities both in the urban and rural areas of South-Central Somalia consequently will have access to better education, adequate primary health care, and employment opportunities, respect the ideals of human rights, peace, good-governance and eventually improved sustainable community development.

The organization is registered under the Somali Interior Ministry in the Department of Humanitarian Affairs.

Subsequent to series of consultative meetings in Mogadishu and outside of Somalia, the founders responded to the urgent need of Somali people and contributed into the emergency humanitarian crisis and development of their country rehabilitation and reconstruction after years of destructive conflicts and successive droughts and famines which led to the total collapse of socio-economic and political institutions.

The vulnerable communities in SHADO targeted areas and Somalis in general live in extremely poor and under-developed conditions. Their livelihoods are broadly based on subsistence farming and pastoralism with limited opportunity to earn wages. The predominant livelihood systems are; 1) Pastoralism a) Agro-pastoralist b) Agriculturalist: agriculture based livelihood. 2) Fishing: 3) Urban Residents and IDPs:

Successive conflicts, droughts and famine had eroded the livelihoods coping mechanisms of these communities. The negative occurrences instigated a huge number of civilian population displaced internally and refugees' camps in neighbouring countries.

SHADO's humanitarian and development intervention programs are holistic, people-centred, community-based and sustainable. Therefore, sustainable livelihoods approaches are adopted for all SHADO strategic and short-term program focus in Somalia.

SHADO sustainable livelihoods program interventions only add to the current humanitarian and developmental commitments in Somalia, by utilizing principally home-ground solutions to vulnerable community challenges and needs. SHADO corresponds to the existing international and national humanitarian and development strategies.

The organization puts into operation participatory approaches, strategic planning and community mobilization to find solutions to community problems. It offers a range of programming and support in: ***Emergency Relief Response, Food Security and Livelihoods, Health, Formal Education, WASH, Youth Capacity Development Programs, Micro-Enterprise Development, and three Cross Cutting Issues: Peace Building and Reconciliation, Gender, and FGM, GBV and HIV/Aids.***

Since inception, the organisation was successful to implement a number of emergency and development projects in cooperation with the locals, UN and international agencies. These projects benefited a large number of the most vulnerable communities in south-central Somalia. It created credibility, good-track-record, close collaboration with the all stakeholders; local authorities, communities and donors. It has now transformed into well-established NGO competent of implementing multiple projects simultaneously.

## SHADO CORE VALUES AND PRINCIPLES

- Respects the unique and inherent worth of all individuals.
- Moral and ethical integrity.
- People-centered development.
- Fairness and equity.
- Good governance.
- Honesty, transparency and accountability to stakeholders.
- Independence.
- Communication and collaboration.
- Environmentally conscious.
- Community managed sustainable and impact-oriented development.
- Solidarity with the poor.

## VISION

SHADO strives to ultimately see a stable and economical strong Somali society living in harmony and people respect the ideals of peace, good governance, rule of law, human rights and sustainable resource management.

## MISSION

Improved and sustaining livelihood of vulnerable communities in Somalia through environmentally sound interventions while focusing on equity, good governance, justice, democracy and human rights.

## OBJECTIVES

1. Reduce malnutrition and food insecurity that cause irreparable damage to livelihoods, thereby reducing self-sufficiency through introducing sustainable food security and livelihoods improvement initiatives.
2. Increase access to education for children from poor and vulnerable groups while strengthening the quality and capacity of teachers, teaching/learning environment and institutional structures.
3. Increased sustainable access to safe water and sanitation services for men, women and children in rural and peri-urban.
4. Increase access to primary health care services to vulnerable groups and locations.
5. Increase public environmental awareness and advocacy through trainings, meetings, media etc.
6. Build the capacity of local CBOs, women groups, youth groups in better management practices, service delivery etc.
7. To enhance education and skills training access to youth and adults to promote employment opportunities.
8. Enhance peace building, human rights and democracy promotion.
9. Promote and advocate for gender sensitive approaches to enhance women's rights and girl-child education and strengthen the participation and involvement of women and vulnerable groups in programs and organization.
10. Strengthen community capacity to cope with future shocks in disaster preparedness and management.
11. Improve the protection of and respect for the human rights and dignity of vulnerable populations – with a special focus on IDPs, women, children and marginalized groups – through effective advocacy and the application of a rights-based approach across all sectors;
12. Work with local communities and encourage management practices that conserve local natural resources.

## SHADO APPROACHES OF DEVELOPMENT

SHADO applies Sustainable Livelihoods approaches that provide a framework for addressing poverty and vulnerability in both development and humanitarian contexts. They have emerged from the growing realization of the need to put the poor and all aspects of their lives and means of living at the centre of development and humanitarian work, while maintaining the sustainability of natural resources for present and future generations.

Sustainable livelihoods objectives aim to increase the sustainability of poor people's livelihoods through promoting:

- *improved access to high-quality education, information, technologies and training and better nutrition and health;*
- *a more supportive and cohesive social environment;*
- *more secure access to, and better management of, natural resources;*
- *better access to basic and facilitating infrastructure;*
- *more secure access to financial resources; a policy and institutional environment that supports multiple livelihood strategies and promotes equitable access to competitive markets for all*

## FOCUSED PROGRAMMATIC AREA

SHADO focuses on six core program areas and three cutting issues primarily integrated into the other core program areas.

### 1. AGRICULTURE AND LIVELIHOODS PROGRAM

#### a. PROGRAM OBJECTIVES

- Protect and improve household food security, including asset base, through increasing access and availability to food and means of production.

### 2. FORMAL EDUCATION

#### a. PROGRAM OBJECTIVES

- Increase enrolment and retention of school going population (aged between 5-18 years) with emphasis on gender equity and inclusiveness; while address socio-cultural barriers that hinder the enrolment of girls and children with special needs through community mobilization and sensitization, and by combating violence in the school place.
- Facilitate the integration HIV prevention education for teachers, youth and children into education;
- Improve teacher competence through in-service training, mentoring and provision of basic incentives.
- Provide psychosocial training to teachers in IDP sites and other emergency affected areas and psychosocial outreach to children through child-friendly spaces and integrate life-skills based approaches to HIV.
- Facilitate the availability of adequate and relevant basic education materials, kits and supplies.

### 3. PRIMARY HEALTH CARE PROGRAM

#### a. PROGRAM OBJECTIVE

- Improve availability of and access to health care services for IDPs and host communities, with a special focus on vulnerable groups such as women and children, through mobile clinics or strengthening of existing services, as well as through the promotion of health-seeking behavior.

- Improve quality of health care and treatment, including HIV/AIDS, with special focus on health infrastructure (physical equipment and supplies, including drugs for HIV/AIDS treatment, post exposure prophylaxis [PEP] kits, etc.) and human resource capacity.
- Improve health information management system to ensure availability of reliable data on the health status of the population, including on HIV/AIDS.
- Ensure availability of health education material on prevention of targeted diseases (malaria, TB, AWD, HIV/AIDS).

#### 4. NUTRITION PROGRAM

##### a. PROGRAM OBJECTIVES

The overall objectives is to lower the incidence of malnutrition, avert excess mortality due to malnutrition and promote better nutritional status among populations in the affected areas.

##### b. SPECIFIC OBJECTIVES:

- Initiate and facilitate intensive SFPs, including community-based nutrition actions, to the access of nutritionally vulnerable populations to emergency nutrition response.
- Promote appropriate infant and young child feeding practices.

#### 5. PROTECTION AND ADVOCACY PROGRAM

##### a. PROGRAM OBJECTIVES

- Effective advocacy with relevant stakeholders and parties to conflict to promote adherence to IHL and human rights law, with emphasis on humanitarian concerns.
- Institutional capacity building of Government and civil society entities at all levels for effective prevention of and response to protection challenges, with a particular focus on the most vulnerable.
- Human-rights based approaches are mainstreamed in the program design and delivery of all SHADO programs.
- Community capacity enhanced for protection of the most vulnerable;
- Facilitate the availability of conducive, environment for durable solutions for protracted displaced populations.

#### 6. WATER, SANITATION AND PROMOTION OF HYGIENE (WASH) PROGRAM

##### a. PROGRAM OBJECTIVES

- Increase access to sustainable water and sanitation services to reach the most vulnerable targeted areas and population.
- Increase awareness among target population and support in connection with safe environment and hygiene issues to reach them.
- Empower local community institutions and WASH authorities in target areas in managements of water and sanitation facilities.

#### 7. YOUTH CAPACITY DEVELOPMENT PROGRAMS

##### a. PROGRAM MAIN OBJECTIVES

- to stimulate community development and transformation, by offering the youth in the target area access to vital information and other basic educational activities that will raise their awareness about urgent development issues; and strengthen their participation and decision-making within the society on matters affecting their own lives.

**b. SPECIFIC OBJECTIVES**

- Establishment of centres to help the target youth groups, public and community-based organizations access affordable information technology services.
- Provide training facilities, and assist establish youth forums, to enable them meet regularly, discuss, exchange and share ideas, learn about themselves and others. Understand their own problems, and identify their needs in relation to their existing social, political, cultural and religious structures, and take actions to direct and control their own future destiny.
- Discourage the youth from becoming members of armed militias, and organizations, with negative ideologies, by providing them with skills for alternative source of income generation including as; computer skills, entrepreneurship skills, enhancement of English language ability, management skills for youth organizations, leadership skills and learning of non-violent ways of living and resolving conflicts, through training, and appropriate reading materials.
- Encourage and assist the youth for equal opportunities to express their views, fully participate in development activities, and grow up with good human behaviors that can suit modern societies, on their own terms, through establishment of youth debate clubs, production of youth newsletter, magazines, entertainment facilities, and become updated by accessing appropriate information.
- Enhance the target youths' knowledge and literacy levels by providing access to educational information and appropriate reading materials through well equipped library services, reading clubs and audio-cassette listening forums etc.
- Enhance the academic English language performance of students at primary, secondary and tertiary institutions through access to reading materials, participation of inter-school debate clubs and reading clubs.
- Strengthen and enhance the capacities and performance of community- based youth organizations through accessibility to modern development books and materials, and training programs.

**8. MICRO-ENTERPRISE DEVELOPMENT PROGRAM****a. PROGRAM OBJECTIVES**

- Develop gender sensitivity vis-à-vis participation of women in Micro Enterprise Development.
- Examine the processes of Gender inequality and their dis-functionality affecting the participation of women in micro enterprises.
- Understand the processes of promoting MED through active participation of women.
- Acquire skills of identification of potential women entrepreneurs and learn designing and conducting enterprise development motivation training for them.
- Explore various learning mechanisms to set up Micro-Enterprises and update the methods of managing activities, develop tools and instruments for effective monitoring and evaluation of promoted entrepreneurs.
- To improve women's access to economic resources (e.g., access to credit and savings programs).
- To promote women's participation and leadership in decision making at all levels.
- Empowerment of women through expansion and strengthening of the self-help group movement among women in fishing and pastoral communities and identification of new livelihood opportunities.
- Sustainable utilization of natural resources by adopting eco-friendly practices.
- Strengthening and promotion of entrepreneurship among women in rural fishing, farming and pastoral communities.
- Introduce participatory suitable micro-enterprises for women in poor urban and rural areas related micro-enterprises.

**9. CROSS CUTTING ISSUES**

- Peace building and Reconciliation
- Gender
- HIV/AIDS, FGM AND GBV

**TARGET GROUPS**

SHADO humanitarian and development programs aim for the most vulnerable community groups including: IDPs, returnees, pastoral drop-outs and other vulnerable groups in Somalia.

**SHADO SPECIFIC AREA OF OPERATION**

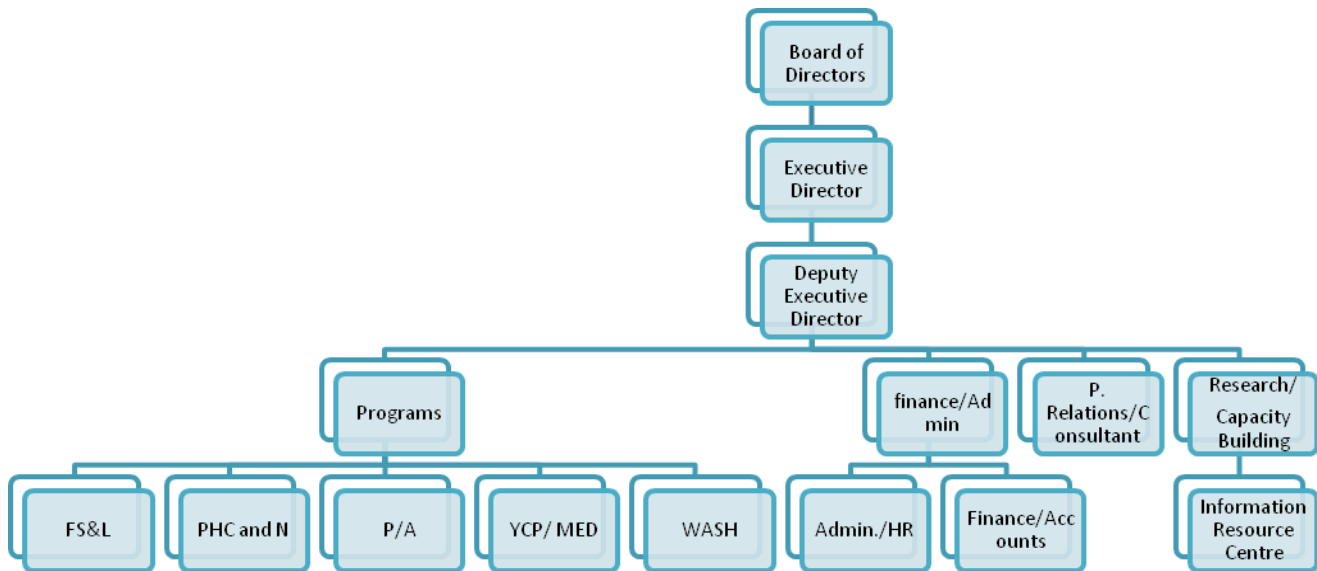
SHADO operations concentrate on administrative regions and districts in South-Central Somalia. The organization headquarter is in Mogadishu and Liaison Office in Nairobi and plans to open other sub-offices in the main towns in South-Central Somalia. It initially directs its programs in Benadir, Middle and Lower Shabelle, and Hiran regions.

**ORGAN STRUCTURE AND MANAGEMENT**

SHADO is governed by statute that sets down all the organizational affairs. The Board of Directors safeguards the assets of the organization, carries out fund raising and works out the policies and regulations of the organization. The Board of Directors oversees the organization.

The day to day management of the organization is conducted by management team led by the Executive Director

**ORGANOGRAM**



**a. GOVERNING BODY PROFILE**

Governing body of SHADO consists of 5 active and highly experienced and prominent members of the Somali community, having long years of experience in the development field with national and international exposures and experience in working with international and donor organizations.

**b. Staff Structure and Profile**

SHADO currently has 7 technical staff at managerial positions from various technical backgrounds.

In second line, SHADO has more than 20 active volunteers, each have a number of field skilled and experience.

The Executive Director is responsible for the facilitation of organizational growth as a team leader and participates in programs and other activities within the organization. He is instrumental in policy advocacy and liaison; agency policy and strategy change management and head the project quality development cell.

**c. Technical Expertise Know-How Available**

SHADO has expertise on the following themes, which are made available to the organizational and individuals on terms:

- Primary Health Care Program in local setting
- Social mobilization
- Formal and Non-formal program development
- Micro-enterprise design and management
- Organizational development, management and sustainability
- Project management
- Public Policy and Administration
- Institutional capacity Building
- Curriculum and Resource Development

**NETWORKING AND COLLABORATIONS**

SHADO already created and maintains the collaboration of governmental, private, non-profit institutions and communities at large in the targeted areas in Somalia to promote sustainable livelihoods among the most vulnerable communities in both urban and rural areas.

SHADO is a member of both national and zonal sector clusters in Food Security and Livelihoods, Health, Education, Nutrition, WASH at Nairobi and field level in Somalia. It has established cooperation with a number of Network and Coalition bodies in the region.

**PARTNERS**

SHADO is working to gain the trust and confidence among the humanitarian actors in Somalia and also trying to attract funds from various donor and INGOs. So far SHADO has the following partners;

- UNOCHA
- Gift of the Givers- International NGO-South Africa
- Somali-Hope- Sweden and Swedish Church Relief
- ARC International
- Community leaders
- TFG Concerned Line Ministries



**FUNDING SOURCES**

The organization strives to rise funding from both the international and local donors to sustain its objectives and activities. It has developed accountability and transparency mechanisms in conducting in its own projects. The organization has very strict financial management policy, systems and control mechanisms. It creates cooperation and working relationship with the local business people and the international donor agencies.

It has fund-raising strategy plan that through program development proposals has so far attracted funds from:

- Somali Diaspora Communities
- Gift of the Givers Foundation
- American Refugees Committee – ARC International-
- Caritas Somalia
- United Religions Initiative –URI-

**ORGANIZATIONAL STRENGTHS**

SHADO organizational strength lies within the skills, knowledge and experiences of its member organizations.

- Sound-vibrant and dynamic BOD and managing team.
- Dedicated experienced members and volunteers.
- Two Fully-equipped office in Mogadishu and Nairobi
- Good relations and cooperation with the government, private and non-profit institutions.
- Support of well-wishers like renowned lecturers, doctors, teachers and professionals, etc.

**GOVERNANCE AND MANAGEMENT INSTRUMENTS**

SHADO is having separate policies on the following issues:

- Human Resource [HR Policy]
- Board Governance Policy
- Volunteers Management Policy
- Financial [ Financial Management Policy and Accounting System Guideline]
- Gender [Gender Policy]
- General Office Procedures
- Program implementation policy and procedures manual

**SHADO Projects History****Past Activities**

No.	Project Name	Year	Funded by	Implemented by	Status
1.	Emergency Education support to the IDPs in Elasha and Jaziira, Lower Shabelle region – Somalia	April-Aug 2011	Diaspora	SHADO	Completed
2.	Livelihoods improvement through training skills and Provision of Fishing gears at Jaziira district, Lower Shabelle.	November 2009 April 2010	Diaspora	SHADO	Completed
3.	Improvement on Agriculture through provision of resistant quality seeds and tools for poor farmers of Jowhar district Middle Shabelle region – Somalia	March 2008-June 2008	Diaspora	SHADO	Completed
4.	Hygiene and sanitation improvement through cash for work intervention in Jowhar town of Middle Shabelle	July 2007-December -2007	District Governor for an initiated support	SHADO	Completed

**Emergency Drought Response July 2011****Current SHADO Running Projects****Wet Feeding Programmes**

No.	Project Name	Year	Funded by	Implemented by	Status
1.	Howl-Wadaag District Feeding Center (1)	July 2011	Gift of the Givers Foundation SA	SHADO joint with GOG SA	Ongoing
2.	Abdi Aziz District Feeding Center	July 2011	Gift of the Givers Foundation SA	SHADO joint with GOG SA	Ongoing
3.	Hodan District Feeding Center	Aug 2011	Gift of the Givers Foundation SA	SHADO joint with GOG SA	Ongoing
4.	Howl-Wadaag District Feeding Center (2)	Aug 2011	Gift of the Givers Foundation SA	SHADO joint with GOG SA	Ongoing

**Nutrition Programmes for Malnourished Children**

No.	Project Name	Year	Funded by	Implemented by	Status
1.	Howl-wadaag District Nutrition Centre 1 (1,125 Children beneficiaries)	July 2011	Gift of the Givers Foundation SA	SHADO joint with GOG SA	Ongoing
2.	Howl-wadaag District Nutrition Centre 2 (375 Children beneficiaries)	July 2011	Gift of the Givers Foundation SA	SHADO joint with GOG SA	Ongoing
3.	Hodan District Nutrition Centre (375 Children beneficiaries)	Aug 2011	Gift of the Givers Foundation SA	SHADO joint with GOG SA	Ongoing
4.	Abdul Aziz District Nutrition Centre (375 Children beneficiaries)	Aug 2011	Gift of the Givers Foundation SA	SHADO joint with GOG SA	Ongoing

**Water Supply Programme**

No.	Project Name	Year	Funded by	Implemented by	Status
1.	Water Provision for Howl-Wadaag 25 based IDP Camps through a Bore Hole Well Rehabilitated by Gift of the Givers Foundation	July 2011	Gift of the Givers Foundation SA	SHADO runs the Bore Hole Well in Howl-wadag District , Elhindi area	Ongoing

**Water Supply Programmes**

No.	Project Name	Year	Funded by	Implemented by	Status
1.	Madbacadda 1 IDPs – Water Well (Shangani District)	June 2012	ARC International	SHADO runs	Ongoing
2.	Sheik Hassan Adde IDPs – Water Well (Yaakshid District)		ARC International	SHADO runs	Ongoing
3.	School Yaakshid IDPs – Water Well (Yaakshid District)		ARC International	SHADO runs	Ongoing
4.	Carwo 1 IDPs – Water Well ( Hodan District)		ARC International	SHADO runs	Ongoing

**Education and Nutrition Programme**

No.	Project Name	Year	Funded by	Implemented by	Status
1.	Daarul Maka Orphanage Support School for nutrition & education programme in Shangani district (535 orphan children)	July 2011	Gift of the Givers Foundation SA	SHADO	Ongoing

PHOTO GALLERY

Wet Feeding Activities Photos



Nutrition Programmes for Malnourished Children Activities Photos





Education and Nutrition Activity in Shangani District Activity Photo



Water Wells Supply Activities Photos – Districts of Yaakshid, Shangani and Hodan

