

Celebrating **20**
Years of ONAD's
existence



ORGANISATION FOR NONVIOLENCE AND DEVELOPMENT

ANNUAL REPORT 2014

Annual **Report** 2014
Celebrating 20 years of ONAD's existence

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ORGANISATIONAL HISTORY AND PROFILE

1. Historical facts

The objective of initiating Organisation for Non-violence and Development (ONAD), formerly known as SONAD was basically due to the marginalization of the youth in decision making processes. It was initiated by South Sudanese students in the University of Juba in Khartoum. This was during the unrest that lasted for over two decades in the Sudan, a wrangle that displaced millions of South Sudanese.

Statistical data shows that about 2.5 Million South Sudanese were exiled north of the Sudan with 2 Million Internally Displaced Persons (IDPs) living in Khartoum State alone. As a result, there were continues conflicts in the IDPs' concentration areas. Internal conflicts that we're long standing and complex with many dimensions. Christian churches were demolished, there was harassment especially on the women, and yet the IDPs had no courage to confront the regime.

The township dwellers lacked unity and had no common vision for achieving peace and justice. During this period there was denial of the existence of HIV and AIDS in the country and the marginalisation of youth in the decision making processes.

2. ONAD AS AN ORGANISATION

Therefore, what is today ONAD was formed as a voluntary and non-profitable organization in response to the marginalization of the youth in decision making processes at all levels of Sudanese society. The establishment of this organisation to this day, happened through a long process of institution building.

On 17th December 1993, Light Wilson and Late Kenneth Korayi met in Shambat Al-Arabi in Foruk student's hostel and discussed a number of issues. Issues ranging from the dilemma of the Mundri Intellectuals and community to national challenges.

The second meeting held on the 26th December 1994 at James Nyari's residency in FitiHab block five, was attended by Mr Kenneth Korayi, Light Wilson Aganwa, George Tokporo, Kaka Meseka, Moses John and James Nyari Matayo. After this a series of discussions and rotational meetings then followed, thereby culminating

in the formation of Concerned Youth (CY) as an informal organisation to spearhead building peace and justice in Sudan.

Within this same year, the CY successfully led an opposition against the division of Western Equatoria State into tribal States. This action attracted the attention of the community hence resulting into increased membership in the organisation.

In 1995, the Dioceses of Lui in Sudan and Lund in Sweden entered into partnership. It was then that the Diocese of Lund funded a five day training for the transformation of the displaced people of the Lui Diocesan community in Khartoum in November 1996. The training was facilitated by the Grassroots- a British charity organisation based in Luton, U.K. Kennet attended the workshop on behalf of Bishop Ephraim Natana as his special representative, while Light Wilson was representing the Parish of Mayo in Khartoum.

The aims of the seminar were identified as; to reflect on what it implies to be a Christian today in a local and international context, and how to grow together in the Christian faith. It was during this time that a long term vision for the Diocese of Lui was developed. The workshop became a key roadmap and nucleus for the Concerned Youth to reflect on their visions envisaged during their school life.

The participants were charged with the responsibility of sharing acquired knowledge with the constituencies from which they hail. This was to be done irrespective of any support from the Dioceses of Lui and Lund in Sweden.

It is to be remembered that during this time Light and Kenneth with the support of Abraham Bandare organised and facilitated series of transformational workshops and training activi-



Rev. Ann Karin the then Secretary for International and Ecumenical Affairs in the Diocese of Lund, Sweden with Mr. Moses Monday (right).



Some of the founding members and community leaders pose in an outreach activity at Mandela IDP Camp (left) and some in a meeting at Medani (right) in the 1990s.

ties at the Diocese of Lui Parish; Mundri Council Area Youth Association (MUCAYA) and Wad Medani Archdeaconry of the Diocese of Khartoum.

In exactly one year more than twelve workshops were conducted all using available local resources. This generated a number of opportunities for the Diocese of Lui community in Khartoum. As such the relationship with the Diocese of Lund and with Grassroots became stronger.

This prompted the initiation of Apaya Cultural Centre for the Displaced Children, hence registering with the National Ministry of Information and Culture. Also Mundri Council Area Youth Association (MUCAYA) under the leadership of Kenneth signed a Memorandum of Understanding (MoU) with the Youth Wing in the Diocese of Lund. The Mothers' Union of both Dioceses of Lund and Lui developed an independent partnership on development and signed a MoU.

In 1997, members of CY infiltrated into the leadership of most community structures and initiated Mundri Students Association (MUSA) and Silvestro Kaka Meseka was elected as its first president. Kenneth, at a request of Rev. Anna Karin visited in 1999 the Diocese of Lund and Uppsala Church House. The visit yielded an opportunity for the Concerned Youth to receive its first external funding worth 1,000 USD from the Diocese of Lund, Church of Sweden. The fund was to facilitate in organising a five days workshop on Human Rights Education (HRE) for the IDPs in Khartoum.

It was at this moment that the name CY was changed to Youth for Human Rights and Democracy (YOHURIDE). Before the completion of the project, in 2000, Light Wilson Aganwa succeeded Kenneth as the Project Coordinator as the later left for Southern Sudan and to East Africa.

In this same year Ms. Sue Daven a representative from Sweden Mission Council (SMC) visited Khartoum and held discussions with YOHURIDE. The visit resulted into the development of two new projects; HIV and AIDS awareness and School of Democracy.

In 2002 Rev. Anna Karin and Light initiated discussions on how to take YOHURIDE further as the project was planning to get bigger funds for the operation in the Sudan. Rev. Anna Karin suggested partnership with Swedish Fellowship of Reconciliation (SweFOR) in order to acquire funds from Sida through SMC and also to maintain partnership with the Diocese of Lund.

In August 2003, upon request from the Diocese of Lund, Light visited Sweden for discussions with the Swedish partners - Diocese of Lund, SMC and SwFOR. He as well attended a peace conference organised by the Diocese of Lund. As a result, a relationship was established among these organisations.

In February 2004, the first partners' workshop was held in Khartoum, attended by the Bishop of the Diocese of Lund and her delegates,

ORGANISATIONAL HISTORY AND PROFILE

ONAD AS AN ORGANISATION

Bishops from the Diocese of Lui and the representatives of SweFOR, SMC, and members of YOHURIDE.

This workshop addressed the outstanding concerns of all the parties in the project and paved way for a tripartite partnership agreement to be made formal between SweFOR, SMC and YOHURIDE discussed earlier in Sweden. This workshop also paved way for development of additional projects such as Nonviolence and DO NO HARM.

Similarly, an agreement was signed between YOHURIDE and its member James Nyari for him to be the account holder for the group, and this was approved by the partners. The group drafted and approved its constitution and in November 2004 the organisation was formerly registered with the national Ministry of Humanitarian Affairs Khartoum as Sudanese Organisation for Nonviolence and Development (SONAD), with Light becoming the first Executive Director.

In March 2005, Light Wilson Aganwa, visited Sweden to participate in SweFOR General Assembly so as to learn and also share the Sudanese experience.

December the same year, George Tokporo, who was the Chairman together with the Light Wilson led SONAD team, participated in the first ever Nonviolence exchange programme organised by the Swedish Fellowship of Reconciliation (SweFOR) in-collaboration with SONAD. A program attended by representatives from Sweden, Sudan, Palestine and Israeli.

Concurrently, Alternative to Violence Project (AVP) was introduced in Sudan by Mrs. Miriam Menzel in a workshop organised in Khartoum, which was attended by Moses Monday John, Felix Munda, Eva Ceasor, Priscilla Napuli Paul and Susan Simon Jada. In the same year AVP became one of the SONAD's project pillars which was funded by German Development Service (DED), and later by the Quaker Service Germany.

Mr. Jorgen Menzel, DED Peace Advisor at-

tached to UNPD Sudan on approval of the Germany Development Service and Civil Peace Service was transferred to work with SONAD office. While with SONAD, Jorgan proved to be instrumental in linking SONAD with some peace and donor organisations. Organisations such as J. Memorial Institute in the US, University for Peace in Africa (UPA) based in Germany and Coalition for Peace in Africa (COPA) based in Kenya. Jorgan with support of Miriam Kremer, further strengthened connections with the Quaker Service Germany. Mr. Moses Monday John, Desmond Edward Kenyi and Lupayi James participated in the UPAs peace building courses in Burundi, Chad and Central Africa Republic respectively.

Jorgan was introduced by Martin Smedjeback to SONAD who was in Khartoum to facilitate basic and TOT on nonviolence in 2005. When CPA was signed in the same year, SONAD extended its work to Southern Sudan.

In 2006, in the same year SweFOR facilitated Light's visit to attend the War Resister's Triennial in Patban Germany and initiated discussions to establish relationships with War Resisters International (WRI)/UK. In Germany Light discussed and held side talks with the International Coordinator of International Fellowship of Reconciliation (IFOR) to initiate a similar relationship.

He afterwards proceeded to Alkmaar in Holland and met with the International Secretariat and initiated a relationship with the International Fellowship of Reconciliation (IFOR) Netherlands. In the same year relationship with the German Development Services (DED) was initiated and funded SONAD's first workshops in Southern Sudan main towns of Juba, Wau and Malakal. SONAD's office in the Southern Sudan was then established.

In 2006, SONAD organized its first strategic planning sessions. The workshop was funded by DED and facilitated by Kenneth Korayi. In the same year with the support of Jorgan, Light initiated relationship with the COPA (Coalition for Peace in Africa) and subsequently SONAD staff; Moses, Rafat, Susan Simon, James, Light attended a number of its activities in South Africa, Kenya,

Ghana and Tanzania. In the same year SONAD managed to re-register with the Ministry of Justice and Constitutional Development, in the regional Government of Southern Sudan in Juba.

In 2008, through the discussions held by Light with the authorities of German Development Service in Bonn, Ms. Julia Kramer from Germany was placed with SONAD in Khartoum as Conflict and Peace Advisor in Khartoum. While in the same year DED funded the training of Mr. Moses Monday John in a four month Qualification Course in Peace and Conflict Consultant with a one month internship with Centre for Peace, Nonviolence and Human Rights based in Osijek, Croatia. Upon his successful completion of the course, Moses Monday John became the first Sudanese to be awarded with Qualification certificate as Peace and Conflict Consultant accredited by the Academy for

Conflict Transformation based in Bonn, Germany.

On the 9th November 2011, the organisation changed its name from SONAD to ONAD, by dropping 'Sudanese' as reference to Sudan was no longer appropriate for a national organisation operating in a new independent country- South Sudan. ONAD developed a three year strategic plan 2012-14 which outlined the organisation's program for the first three years of independence of South Sudan. It is based upon the theme of "Towards Nonviolent and Peaceful South Sudan". It was in the same year that ONAD became independent from SONAD Khartoum, Sudan which is now being managed by Sudanese staff and Board up to this day.

Participants of Nonviolence TOT with the visiting SWeFOR delegation and Chairperson of South Sudan Peace and Reconciliation Commission in a group photo.





Our vision

A nonviolent and peaceful society where every person has access to human rights

Our mission

ONAD works with vulnerable groups to promote nonviolence and peaceful co-existence through training and advocacy.

Our values

Peaceful social change, equity and social justice, empowering marginalized people to improve their own lives, team work and responsibility, honesty and transparency, participatory democracy, learn from others in humility, diversity and spirit of voluntarism.

Management team

1. Moses Monday John: Executive Director
2. Paul Genaro Solomon: Governance and Civic Education Officer
3. Flora Francis Bringi: Nonviolence and Peacebuilding Officer
4. Rose Isaac Obede: Financial Officer
5. Yugu Charles; Community Safety and Gender Coordinator
6. Amule Emmanuel Moses: Field Coordinator
7. Lupaai James Seme: Logistics Officer



3. PROFILE OF THE BOARD MEMBERS



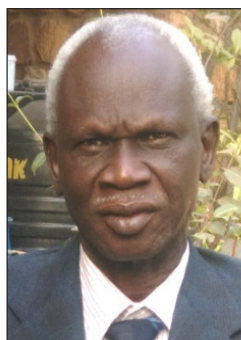
Eva Ceaser Alexander (MA): Chairperson

Since 2010 to-date, she has been the Chairperson of the Board of Directors. She holds a degree in Masters of Arts in Community Development, Management and Food Security which she acquired

from the Netherlands. She as well holds honours degree in Wild Life, University of Juba, South Sudan. She has more than 10 years experience with ONAD as Administrative Secretary, Trainer and Facilitator in Nonviolence, Alternatives to Violence Project (AVP), Gender and others. She works with the National Ministry of Agriculture, Animal Resources and Fisheries, Republic of South Sudan. She brings in many experience of working with pastoralists and farmers in managing conflicts through creative alternatives to violence techniques!

George Louis Tokporo (PhD): Deputy Chairperson

He was the first Chairperson of SONAD in the Sudan and currently is the Deputy Chairperson in ONAD, South Sudan. This came after the amalgamation of the organization's structure following the independency of South Sudan. Dr. George co-founded ONAD and has more than 20 years experience in the organization.



He holds a Doctorate in Philosophy (PhD) and Masters of Science in horticulture from the University of Gezira, Sudan. He is a trainer in nonviolence, conflict resolutions and has led and participated in the first ever exchange

visit in nonviolence in Sweden. He is known for patience and courage in telling the truth and addressing injustice. In addition to more than 30 years of experience with the government, Ministry of Agriculture and Forestry in South Sudan and Gezira Agricultural Research Corporation in Sudan, he also has substantial background of community work where he served as the Secretary General of Mundri Area Youth Association (MUCAYA).

Moses Monday John (MA): Secretary General

Moses has more than fourteen years of extensive experience in planning and management of NGOs developmental projects, with a practical experience in organisational strategic planning, policy development and capacity building in both Sudan and South Sudan. He earlier worked for four years as Inspector of Finance in the State Ministry of Finance and Economic Development, Western Equatoria State based in Juba, as well as Financial Officer in SONAD where he served for five years.



He holds a Postgraduate Diploma and Masters in Peace and Development Studies, Qualification Certificate in Peace and Conflict Consultant from University of Juba and Academy for Conflict Transformation, Germany. He has facilitated a number of local, regional and international trainings in nonviolence, conflict transformation and peace building, democracy and human rights in Africa, Europe and Latin America especially in Peru.

Mr. John is a founding member and Executive Director of ONAD. He has represented the organization in many local, regional and international peace forums including; WRI, IFOR, COPA Coalition for Peace in Africa. He attended strengthening policy and practice course in Birmingham, UK and has practical skills in financial, human resources...etc, policy making and

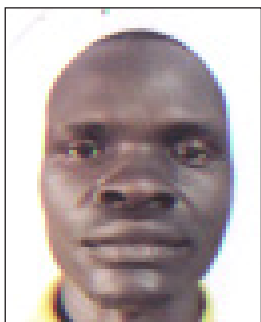
ONAD AS AN ORGANISATION

PROFILE OF THE BOARD MEMBERS

development for private and public sectors.

Yanga William (UCE): Deputy Secretary General

He is the Deputy Secretary General with more than seven years experience with ONAD as a volunteer, facilitator in Alternative to Violence Project (AVP) as well as trainer in civic, human rights and nonviolence. He holds Uganda Certificate of Education (UCE). He previously served as chairperson of Health of Adolescent Project in Adjumani, Uganda, Food Monitor in Fulla Secondary School in Nimule, South Sudan. He brings in the experience in community work where he served as community mobiliser with Confident Children out of Conflict in Juba. He has practical work in social work and trauma counselling. He has conducted a number of AVP workshops in the country.



Samuel Mabor Alit (BA): Secretary of Finance

Mr. Samuel Mabor Alit is the Secretary of Finance. He holds Bachelor's degree in Public Administration, University of Juba. He has voluntarily worked with ONAD for more than nine

years. He has exhibited utmost skills as trainer in civic and human rights education, nonviolence and peace building with practical experience of work on pastoralists and farmers conflicts. He has proven to be a very good team player and public speaker. He is currently working as the Finance Manager at Amnesia Hotel in Juba.



Rev. Peter Alier (Dip): Deputy Secretary of Finance

He is a Diploma holder in Medical Assistant and Theology. He serves as a pastor in the Episcopal Church of Sudan and South Sudan, Diocese of Juba. He is a trainer in nonviolent conflict transformation and facilitator in Alternative to Violence Project. Rev. Peter Alier has played a pivotal role in establishment of ONAD office in Juba.



Light Wilson Aganwa (MA & MSc): Projects and fund Raising

Light served as Director of two organisations; Mundri Relief and Development Association (MRDA) and SONAD that he co-founded in 1994. For many years, Light has been distinguished as a strong advocate of the nonviolence movement. He has attended many conferences and workshops, presenting papers on the subject in various forums in Africa, Europe and Asia.

Light as director of the two organisations initiated regional and international partners with donor and peace organisations. Together with the SONAD team, he is credited for having pioneered the concept of Nonviolence in 2005 in the Sudan with the support of SweFOR, IFOR and WRI. In 2009 he received a Post-graduate Certificate in Peace building and conflict resolution from the Centre for Peace and Reconciliation, Coventry University, United Kingdom.

In 2010, he was awarded a Master of Arts (MA) Degree in Public Administration and Study of Governance from the Institute of Public Administration and Study of Federalism, University of



Khartoum. He also holds a Master of Science (MSC) degree in Rural Development from the College of Community Studies and Rural Development, University of Juba.

During his term as the Director of MRDA, Light successfully mediated the peace process between the Dinka Atuot of Yirol West and the Jur of Mvolo. He successfully led the implementation of the first period of the Learning Phase of Postpartum Haemorrhage Prevention (PPH) and Management, in Mundri East County under the aegis of the South Sudan Ministry of Health, with technical support from the USAID-funded Maternal and Child Health Integrated Program (MCHIP) in Jhpiego.

Suzan Simon Ladu (SSC): Gender and Members Affairs

She is a board member charged with the responsibility of members' affairs and gender. She holds Sudan School Certificate and certificate in Nursing from University of Zami Alzahri in Sudan.



Suzan has been involved in ONAD for the last ten years and since 2011, as a board member. In 2009, she served as Administrative Secretary in SONAD. She earlier worked in the Directorate of Taxation (Rate Collector) in Central Equatoria State. She has more than six years of experience as a trainer in nonviolence and facilitator of AVP. She is a nurse by profession and worked in Khartoum Teaching Hospital. She facilitates gender based violence and provides counselling to victims of HIV and Aids. She is currently working with United Nations Mission in South Sudan (UNMISS).

Suzan Simon has participated in exchanges on nonviolence in Sweden as well as women peacemaker program on gender and nonviolence with WPP of International Fellowship of Reconciliation based in Accra, Ghana.

Patricia Labina Kenyi (UACE): Public -Relations

She holds Uganda Advanced Certificate of Education and currently pursuing Bachelor of Science in Petroleum Engineering in Malaysia. She has been the icon for SONAD Juba and has contributed in raising the public profile of what is today ONAD. She is a trainer in peacebuilding and gender. She brings in youth experience in peace building and public relations.



George Occitti (Dip): Member

He is a diploma holder in Education, English language and history Optional (African Educational Trust in Affiliation with Kyambogo University) and currently pursuing studies for Bachelor of Arts in International Relations and Diplomacy in Cavendish University, Kampala Uganda. He is a trainer in civic and human rights education with wider outreach experiences in Unity, Eastern Equatoria and Central Equatoria States particularly during 2010 general elections and referendum in 2011.

He attended many local and regional courses, seminars and trainings in grant proposal writing and resources mobilization and conflict management, conflict prevention, mediation and negotiation offered by Makerere University College of Education and External Studies- Centre for lifelong Learning and Center for Conflict Resolution (CCR) South Sudan respectively.





James Simon Angelo (Dip): Member

He is a member with more than ten years of experience as a nonviolence trainer and facilitator in trauma healing, conflict transformation and peace building. He brings in the information technology expertise

where he has more than five years of IT experience including; computer maintenance, web designing and others. He holds Diploma (Dip) in IT Network Engineering from National Institute of IT (NIIT) in Juba.

James has represented ONAD in many regional and international trainings, conferences and meetings including; Kenya, Sudan, Switzerland, Sweden, Germany, United Kingdom and so on.

for improvement. ONAD has four programs and administration headed by designated full time staff including; Nonviolence and Peace-building, Governance and Civic Education, Community Empowerment and Gender, and Finance and Administration.

At the program level, ONAD implemented a number of activities in; nonviolence and peace-building, governance and civic education, community empowerment and gender and stirred up organizational capacity development. Project review and monitoring and follow up evaluations were carried out with the beneficiaries and stakeholders. The organization recruited three full time staff; two in finance, one in programme, and one part-time staff and at least twelve regular volunteers during the year.

ONAD's land designated for Governance and Nonviolence Centre was fenced with funds from local resources and donations. ONAD evaluated, revised and developed its strategic plan for the next three years, 2015-2017. The new strategy has five components; Nonviolence and Peace building, Governance and Civic Education, Community Empowerment and Gender, Advocacy and Communications and Internal Organisational Development sustainability plan. The three years strategic plan therefore, anchors the gains made in the past and appreciates the dynamism that exist in the country. The achievements of ONAD in the past provide solid ground and impetus for investing more in the diversity of the South Sudanese people to enhance nonviolence, cohesion for purposes of nation building.

One of the remarkable achievements was an increased membership drive realized and a series of management and four board meetings were held. Many decisions were taken amongst others; the extension of the term of the sitting director for three years, adoption of the staff salary structure, approval of 2013 annual narrative and financial reports and the General Assembly for the year which was deferred to 24th January 2015 to allow ample time for preparations. ONAD's website upgraded and connected to Tweeter and Facebook respectively.

The organization following the December skirmishes networked with more than fifty registered civil society organizations working towards achieving peace.

In March 2014, ONAD participated in a four

4. EXECUTIVE SUMMARY

This annual report provides summary of the organisation's activities conducted in 2014. The year started with much hope and opportunities but ended up with a lot of miseries and challenges but also opportunities and hope

for lasting peace in South Sudan. The on-going political and armed conflict which started in mid-December 2013 resulted to lose of lives, displacement, refugees and eventually affected the social fabric of South Sudanese and widened ethnic and political divides. As the conflict impacted negatively on the population, many donors shifted to providing humanitarian assistance at the expense of development cooperation. This did affect the funding trend to many organizations of which ONAD is not an exception.

On 26th December 2014, what is today ONAD marked its 20 years anniversary.

I am grateful to present this report which provides highlights of activities implemented, challenges, lessons learnt and recommendations



days civil society consultation workshop held in Addis Ababa Ethiopia, to discuss on the declining political situation in South Sudan. The consultation meeting called for immediate and unconditional cessation of hostilities, delivery of humanitarian assistance to the affected population and appealed also for the wider inclusion and participation of the stakeholders in the peace negotiations.

The organization leadership also met with the Vice President of the Republic of South Sudan and the government delegation to the peace talks and presented ONAD's position on the on-going conflict. Regional and international networking and partnerships were strengthened through a number of international visits; attend meetings, workshops and conferences such as the WRI continuum in South Africa.



Flora Francis
**Nonviolence and
Peacebuilding Officer**

The activities implemented in the year according to the participants who attended the annual review and evaluations indicates that ONAD has contributed immensely in reducing violence, building peace, promotion of human rights, democracy and good governance, gender and community safety.

Despite the great stride made by ONAD, the organisation faced immense challenges in its fundraising efforts coupled with the ongoing political crisis and donors shift from development to humanitarian assistance. In 2014 ONAD saw its total income increase to **1,307,195 SSP** from a record of SSP **1,200,000** in 2013. The details of the ONAD accomplishments are elaborated under subsequent different programmes including; the 2014 income.

PROGRAMMES

5. NONVIOLENCE AND PEACE BUILDING

In the Republic of South Sudan, ONAD is known for its unique approach in employing and promoting nonviolence techniques in peace building. In order to achieve this, ONAD has implemented ten activities, which facilitates processes and programmes that encourage elimination of all forms of ethnic discrimination irrespective of background, social circle and ideological beliefs. All these activities were achieved through concerted efforts of the staff, the board of directors, target beneficiaries, well-wishers, and most importantly the cooperation of the state and county authorities and line ministries at both state and national levels and financial support of our donors.

ONAD nonviolence programme has enhanced the capacity of South Sudanese to accept each other in appreciating the significance of diversity. The organization denotes the urgency that South Sudanese be mobilized, trained, sensitized, and educated about nonviolence, conflict resolution, governance and civic edu-

cation, gender and community empowerment processes as well as peace-building initiatives that appreciate human dignity.

Regarding this, ONAD signifies the efforts to promote the culture of nonviolence and peace in South Sudan.

Nonviolence was initiated in SONAD in 2004, and later developed to nonviolence and peace-building programme being funded by SweFOR, MCC, USIP and MM. The project has immensely contributed in promoting diversity, tolerance, national cohesion and reconciliation.

The Nonviolence and Peace-building program, with the support of four to eight staff and volunteers headed by Nonviolence and Peacebuilding Officer implemented ten activities through four strategic goals. These are; education of the public on the methods and practice of nonviolence, it has promoted peaceful co-existence between religions and different ethnic groups, it has enhanced partnership working for conflict

transformation in communities and so as to ensure that ONAD uses conflict sensitive programming. These strategic goals were achieved through trainings and advocacy in nonviolence (both basic and training of trainers), nonviolence and interfaith dialogue, pastoralists and farmers' dialogue, community based trauma healing workshops, outreach activities and regional and international peace advocacy and networking.

The project to educate the public on the methods and practice of nonviolence, one training of trainers and two Basic nonviolence workshops were organized. The nonviolence TOT was attended by twenty beneficiaries, drew participants from different states of the South Sudan including five participants from Sudan. ONAD's unique nonviolence approach qualified it for election as the co-chair for Pan African Network for Nonviolence and Peace-building during the War Resister's International Continuum in South Africa, first time to be organized on the continent.

The organization also organized several interfaith dialogue consultative meetings in Juba attended by the representatives of faith based groups. The implementation of these activities in addition to peace advocacy, enabled ONAD to contribute effectively in a network of more than fifty registered civil society organizations including; media, academics, religious leaders and concern citizens advocating for peace and justice in the country.

The training of teachers on Peace-building and nonviolence resulted in the establishment of six peace clubs (four in Primary, one Secondary School and one in University of Juba). The peace education project is a follow up of the MOU signed in 2012 with the Ministry of Education, Science and Technology in Central Equatoria State and with Centre for Peace and Development Studies, University of Juba. The project attracted the admiration of CCTV documented and uploaded to YouTube a short document entitled; peace clubs in South Sudan. A total of 580 have so far liked the documentary.

The nonviolence project aims at promoting peaceful coexistence between different ethnic and religious groups in the country. The project has connected pastoralists and farmers through several joint Pastoralist- Farmer's dialogue facilitated in Yirol West, Mvolo and Mundri respectively. The pastoralists and farmers dialogue

contributed in free movement of civilians between Western Equatoria and Lakes States.

The project further led to formation of peace committees in Gen-Geng, Yirol and Mapourdit in Yirol West County and Mvolo, Bahir El Gyirindi and Yeri Payams in Mvolo county. The committees comprise of, local and church leaders and their political leaders. The peace committees keep constant discussions, exchanging ideas and sharing information. The peace committees in consultation with ONAD managed to settle many potential conflicts at their earliest stage.

Although the project has contributed to free movement of citizens between the two states, unfortunately there are still some clashes between the two communities and increased inter-clan cattle raiding in Lakes State.

The trauma healing workshops held empowered communities to counsel their peers and as a result, 100 (29 female, 71 male) indirect beneficiaries were reached and supported with counselling services in Mvolo, Mundri, Karika and Mapourdit.

A beneficiary in Mvolo narrowly escaped death when she intended to commit suicide due to serious family disputes. However, after undertaking counselling sessions she dismissed the decision of ending her life and instead reported the case to her in laws. And the conflict was resolved traditionally with the help of local women counsellors.

One project beneficiary in Mapourdit reported of having carried out a series of awareness sessions among the youth to eradicate poverty, revenge killings and cattle raiding. He encouraged the victims of cattle raiding to forgive, go to school, engage in farming, and faithful cattle keeping.

Participants after attending Nonviolence and Peace-building activities initiated a number of activities that contributed to a peaceful social change in their different institutional and community structures. These included young artists who composed songs and drama promoting tolerance, nonviolence and national unity. Hence, the end of the year evaluation with project beneficiaries revealed that they did not only learn together but took initiatives of mediating peace where violence exists and build a harmonious society.

Table No. 01 showing a number of implemented activities, duration, project sites and number of direct beneficiaries reached.

Implemented Activities	Duration	Project site	No. of participants		Total
			Female	Male	
Three days consultative meeting	6-8 th March 2014	Yirol	7	25	32
Three days consultative meeting	10-12 th March 2014	Mvolo	25	11	36
Community trauma healing workshop	6-8 th March 2014	Mapourdit	8	14	22
Community trauma healing workshop	10-12 th March 2014	Mvolo	11	13	24
Joint Pastoralist- Farmer's Dialogue	27-29 th March 2014	Mundri	19	101	120
Advance nonviolence and interfaith dialogue	11-16 th April 2014	Juba	9	17	26
Basic nonviolence and interfaith dialogue	30- 5 th August 2014	Juba	9	17	26
Teacher training on Peace building	18-22 nd August 2014	Juba	11	20	31
Basic nonviolence workshop	24-26 th September 2014	Juba	12	21	33
Nonviolence Training of Trainers	14-25 th October 2014	Juba	7	14	21
Total			111	239	350

Source: Project report 2014

Participants who attended the cited activities with the outreach financial and technical support, ONAD reached a total of 754 (463 male, 291 female). These indirect beneficiaries were reached through outreach and peace network follow up meetings held in Juba, Mobui, BaharGirindi, Kokori, Mvolo, Yeri, Mundri, Karika, Regoley cattle camp, Teny cattle camp, Mapourdit, Yirol and Juba).



Lawyer. Paul Genaro
**Governance and Civic
Education Officer**

PROGRAMMES

6. GOVERNANCE AND CIVIC EDUCATION

To promote democracy and good governance, ONAD launched civic education program. The overall strategic objectives of the program are; to increase the capacity of citizens in order to demand for government performance, accountability and transparency, to work towards expansion of political space, to educate citizens on their rights and how to participate in elections and to enhance popular involvement in constitution making process.

The programme enhances capacities of the citizen to promote democracy, good governance and respect for human rights and fundamental freedoms.

This is because before independency and after the independency, the Republic of South Sudan, the Newest Nation continues to wrangle with enormous challenges of governance which is deeply rooted in various institutions including the government, community, religious structures, NGOs,...etc.

The summary of many ongoing conflicts today in the country revolves around governance, resources and ethnicity.

Therefore, Governance and Civic Education Programme with the support of Mr. Paul Genaro Solomon who is the Program Officer, together with the volunteers' organized and implemented six program activities. These included the town hall style meetings, National Youth Dialogue, National Juba Based Youth Consultations, State level Youth Consultations and Civic and Human Rights Basic Workshops. The Governance and Civic Education programme is funded by the Diakonia, Sweden, the National Endowment for Democracy (NED), USA, Inter-Church Organization for Development Cooperation (ICCO Cooperation), the Netherlands, Crisis Management Initiative (CMI), Finland.

The town hall style meetings have provided opportunities for community members to interact with the local government authorities and their electorates to share and discuss governance challenges and opportunities. This has resulted to increased civic awareness and has built up the capacity of citizens in demanding for accountability and full implementation of the constitution and laws that grantee citizens' participation in governance processes.

For example the citizens of Magwi and Nimule demanded their government to allow county commissioners to be elected instead of being appointed and in accordance to the Local Government Act 2009. They further demanded for the formation of a body of counselors in Magwi County and the inclusion of citizens in county development committee.

The town hall style meetings have bridged the gap between local and elected officials with the community leaders leading to increased accountability in sharing of

information and participatory planning for the welfare of Magwi and Juba counties. This project has increased interaction resulting to empowerment of the constituencies such as youth and women and people with disability.

Youth Confidence and State-building Dialogue, a project which was initiated in 2012 with funding from Finish Foreign office through CMI has created a national youth platform that analyses and provides suggestions on national issues such as the constitution making, elections, governance, conflict transformation and national reconciliation among others.

Members of National Youth Platform who were selected through-out the ten states of the Republic of South Sudan in November 2014, deliberated on the draft national youth development policy and provided their inputs to the policy in making.

The representatives of the youth, ONAD and partners CMI met with the Chairperson of the Committee for Social, Gender Welfare, culture, Sports and Youth in the national parliament. The purpose of the meeting was to advocate for the members of the parliamentary specialized committees to incorporate the views of the youth into the youth policy document.

Meanwhile, ONAD in November joined other civil society organizations in writing an open letter to the President of the Republic of South Sudan petitioning some controversial articles in the allegedly passed security bill. The major concerns about the bill were some of its contradictions with the Transitional Constitution of the Republic of South Sudan 2011 in relations to the powers and mandate of the National Security Service.

The concerted efforts by the civil society and members of the international community resulted to a decision taken by the President to send back to the parliament the Bill

for further consultation, deliberations and improvement before enacting into law.

Nationally ONAD is connected and has volunteer contact persons in all of the ten states. The contacts were through implementation of a nationwide pilot Youth project in the ten states of the Republic of South Sudan.

The implemented civic and human rights education for peace activities increased citizens' knowledge and involvement in promoting human rights and fundamental freedoms. The project particularly empowered the citizens within and in the outskirts of Juba to demand for their rights and advocate for protection and full implementation of the national constitution and its bill of rights.

Many project beneficiaries particularly the social workers who attended civic and human rights education workshops played a great role in advocating for protection of civilians particularly after mid December 2013 crisis. One beneficiary went on South Sudan Television (SSTV) and challenged the warring parties to protect the innocent civilians without discrimination.

Table No. 02 indicating the number of activities, duration, project sites and number of beneficiaries reached.

Main Activities	Duration	Project site	No of Participants		Total
			Female	Male	
National Youth Dialogue	13-15 th June 2014	Juba	6	22	28
Town Hall Meeting	26 – 27 th June 2014	Magwi	6	18	24
National Juba Based Youth Meeting	17 th July 2014	Juba	7	20	27
Town Hall Meeting	21 -22 nd August 2014	Nimule	6	16	22
Town Hall Meeting	28 -29 th August 2014	Rajaf	8	12	20
Civic and Human Rights Basic Workshop	2- 4 th September 2014	Juba	7	19	26
Total			40	107	147

Source: Project report 2014

ONAD's director Moses Monday Johnson, during a live interview by SSTV called for immediate cessation of hostilities and expressed support for the IGAD led peace talks. He called for delivery of humanitarian assistance to the needy, and a quick response to curtail the ongoing armed violence.

Since no institution could single handily promote democracy and good governance in a country like the Republic of South Sudan, ONAD participated and partnered with coalition of civil society organisations in the campaign for "publish what you transfer-budget". The campaign increased the role of civil society in promoting transparency and accountability to donor money particularly within international nongovernmental organizations, private and the public sector.

The total of 668 (496 male, 172 female) were reached through outreaches and youth consultation activities in as indirect beneficiaries in eight States except Lakes and Warrap.



Yugu Charles
**Community Empowerment
and Gender Officer**

7. COMMUNITY EMPOWERMENT AND GENDER

ONAD developed a program to support gender and community empowerment for sustainable development. In order to achieve this program three strategic goals were developed. These are to reduce gender based violence, to mainstream gender in all ONAD programs and interventions, and to improve skills and confidence of local communities in self-reliant participatory methods.

These activities were carried out by the Community Safety and Gender Coordinator Mr. Yugu Charles who heads the department, assisted with two volunteers. This project is being funded by Diakonia, Sweden and Safer World a British Charity based in Juba.

ONAD implemented nine activities and these include Gender Based Violence workshops (GBV-Ws), community safety assessment, community security consultative meetings which led to formation of Community Safety working groups. ONAD also participated in gender taskforce working group through which sixteen days of activism and campaign against gender based violence was implemented and celebrated on the 10th December.

ONAD together with the other civil society organisations in collaboration with the state Ministry of Gender and Social Welfare - Central Equatoria State implemented the yearly sixteen days of activism on ending gender based violence in the Republic of South Sudan. This ended on 10th December 2014 and was celebrated together with the international human rights day celebration.

ONAD provided logistical support (transport, loud speakers and printed banners with the key message, "promoting gender"). The occasion, led to increased public awareness about the dangers of GBV and the strategies of how it can be reduced. ONAD's membership in gender working group under the auspices of CES Ministry of Gender and Social Welfare where all relevant stakeholders regularly meet and discuss gender issues and work together to address the concerns has increased ONAD's

potential as a national CSOs with long standing track records to share and learn from others.

The programme provides the beneficiaries (men and women) with basic knowledge and skills to prevent and address gender based violence (SGBV). The knowledge and skills acquired has enabled the beneficiaries and community members in Rajaf Payam to report rape cases to the police in pursuit of justice against the perpetrators. Some beneficiaries registered changes in attitude and behaviour. A participant from Lologo Boma of Rajaf Payam Juba County confessed to his family and reported during a follow up meeting that he used to beat and quarrel with his wife and children believing that it was a way of discipline, but after attending the GBV workshop, he decided to halt the practice. He acknowledges that his family members in return are now giving him respect and are open in sharing and communicating with him.

The community safety project informs citizens on their roles and responsibilities to improve their safety. The project started with community safety assessment in Juba, Central Equatoria State and produced a baseline as a benchmark for tracking impact and improvement in the future. This was followed by Stakeholders (payam administrators, quarter council chair persons, zone administrators, MPs from the city council, women and youth leaders) and community consultative meetings. The meetings deliberated on safety issues of common interest and how to address them, and came up with path ways for formation of community safety working groups.

As a result, the beneficiaries established two community safety working groups in Munuki Block A and C. They developed strategies of communication with Quarter Council Authorities, the South Sudan Police Service (SSPS) and the leadership of the working groups. The project is implemented in coordination with Munuki Payam of Juba County, Munuki Police and the community representatives. The discussions and strategies developed resulted into increased coordination, reporting and monitoring of crimi-



Pastrolists learn farming as farmers learn how to use livestock for cultivation hence promoting mutual economic interests.

nal activities within the residential areas.

These trainings and the strategies started to improve confidence of civil population in police service coupled with introduction of hotline mobile number 777 services. While, in Munuki Block A, a committee was formed chaired by the chairperson of Munuki Block A quarter council members to raise and lobby for financial resources for the maintenance of the feeder roads and install public electricity along roads as a means of street security precautions. The beneficiaries have broken the culture of silence and regularly report a number of gender based violence cases to the nearby police station.

The program in order to reduce poverty, provides constant technical support to the Kick-

start Saving and Credit Cooperatives (KSACCO) and its clients. This process has empowered the clients and increased loan portfolio. It has contributed to reducing poverty and improved social economic living standard of the beneficiaries.

As a result of the increased loan portfolio, the workload compelled KSACCO to hire an office at Suk Libya and recruited a credit officer. ONAD further, encouraged and provided management advice to KSACCO, hence, a number of widows, youth and small scale business men and women received loans, started businesses and raised additional income to support their families.

Table No. 3 showing number of activities implemented, duration, project sites and number of beneficiaries reached.

Implemented Activities held	Duration	Project site	Number of participants		Total
			Male	Female	
Community security assessment	8 -20 th September 2014	Munuki Town Payam	250	150	400
Gender Based Violence w/shop	17 -19 th September 2014	Rajaf	16	12	28
Gender Based Violence w/shop	24– 26 th September 2014	Rajaf	12	18	30
Stakeholders and Community Security Consultative Meeting	31 st October 2014	Munuki Town Payam	24	7	31
Community consultative meeting	5 th / November	Gudele Block Five	13	6	19
Formation of Community Security working groups	14 – 18 th November 2014	Munuki Block A and C	37	8	45
Community Security working group training	28- 29 th November 2014	Munuki Town Payam	16	9	25
16 Days of activism against Gender Based Violence	5 th , 9 th & 10 th December 2014	Munuki East & Women Union, Juba	280	520	800
GBV Task force working group meeting	3 rd December 2014	State Ministry of Gender and Social Development	8	15	23
Total			656	745	1,401

Source: Project report 2014



Rose Isaac
Finance Officer

8. ADMINISTRATION, FINANCE AND ORGANISATIONAL DEVELOPMENT

This programme focuses on managing the human and financial resources and building internal capacities of ONAD to efficiently carry-out its mission and ensure the organization is financially sustainable. This strategic goal is planned to be achieved through four strategic objectives. These are to attract and retain qualified staff and volunteers, to increase and diversify funding sources, to improve organisational governance and internal systems, to raise public profile and visibility of ONAD and to monitor and evaluate implementation of the strategy. Two finance staffs in the department were recruited and this brings a total of 12 contracted staff, 12 volunteers adding up to 24.

Despite the fact that ONAD did not have communication and advocacy officer, the organization in 2014 updated its website with testimonies (www.onadev.org). It shared information through its facebook page (organization for nonviolence and development), Tweeter ([tweet@onadjuba2011](https://twitter.com/onadjuba2011)), published and widely disseminated three articles of ONAD Newsletters, held twelve radio talk shows and five TV talk shows. During the year the board met four times organized dinner and held discussions with the visiting delegation from SweFOR headed by Mrs. Sofia Wallan, the General Secretary and included Ms. Sanna Svensson the program officer for South Sudan at SWeFOR and project management issues and future areas of collaborations were discussed.

ONAD received as donation from National Democratic Institute for International Affairs (NDI), and USAID, a Nissan Petrol vehicle in good condition. The car assessed by insurance company to be worth 70,000SSP maintained, insured and put on road. ONAD maintained, insured the vehicle and is functioning exclusively for ONAD official work. The organization has now five vehicles and one motorbike. ONAD also received two used laptops (Lenovo) which are all in good condition as donation from NDI and Martin Semjeback-A Swedish Peace Activ-

ists. The organisation bought additional office furniture and stationery as well.

During 2014 financial year, ONAD's income rose up to SSP 1,307,195 compared to SSP 1,200,000 of 2013. This means that the organization raised additional financial resources worth SSP 107,195. Hence ONAD managed to hire an accountant, financial assistant, consultant and part time office assistant in an effort to meet the increasing workload.

ONAD signed a Memorandum of Understanding (MOU) with the Safer World, a UK based registered organization as an additional donor in 2014 funding community empowerment and gender program. However, there has been staff turnover hence an accountant resigned due to low salary.

In order to address a long standing challenge of low staff salary, the board in its seating number BODM- 03 dated 11th October 2014, after having reviewed and discussed; approved the new salary structure for ONAD staff based on the assessment conducted from four similar NGOs. The BOD also took decision and relieved staff members who double as BOD members to solely discharge their management and administrative duties.

9. NETWORKING, CONFERENCE, WORKSHOPS AND SEMINARS

Ten regional and international activities were undertaken. The organization also sent a number of staff, volunteers and board members to a number of local, regional and international workshops, seminars and retreats as well as networking meetings. Mr Amule Emmanuel represented ONAD in Kenya for AVP Regional gathering and Burundi for Eastern Africa Youth Forum. Amule was exposed to different experiences and increased networking with ONAD partners at the Region. He assisted CAPI in coordinating its training in Juba with the national Ministry of Gender and Social Welfare.

Mr. Paul Genaro participated in a four days

training on conflict transformation held in Johannesburg, South Africa. He also represented the organization in Addis Ababa, Ethiopia in a peace advocacy mission.

While Mr. Light Wilson Aganwa, represented the organization in a seminar on peace-building organized by ACCORD in South Africa. He as well participated in the civil society retreat in Nairobi, Kenya organised by USIAD (DI) SUCCCESS. He also travelled to Addis Ababa, Ethiopia to supposedly get visa and travel to Switzerland for an IFOR meeting.

Mr. Moses Monday attended a civil society consultative conference for IGAD led peace talks in Addis Ababa, Ethiopia, WRI general assembly in Cape Town, South Africa. Together with Ms. Flora Francis, Moses participated in MCC partners meeting and trauma healing training in Nairobi, Kenya. He as well travelled to Sweden on invitation of SweFOR with whom he held partnership meetings in conjunction with Swedish partners.

The executive director visited Sweden and met with SweFOR, Diakonia, SMC , DOL , SIDA . He also had an encounter with the Ambassador for African Affairs in the Swedish Ministry of Foreign Affairs. The meetings centred on the roles and contributions of ONAD in Nonviolence and Peace-building Program, Governance and Civic Education and Community Empowerment and Gender program as well as peace advocacy efforts. The participation of ONAD director at the WRI continuum of nonviolence in South Africa resulted into his election as co-chair of Pan African Nonviolence and Peace-building Network and member of WRI Council.

Meanwhile, Mr. Light Wilson's involvement in the foreign meetings as a member of the BOD amounted to an increased experience and networking with like-minded partners in the countries visited. The visits paid by Paul Genaro to Ethiopia and South Africa, Amule



Car donated to ONAD by NDI and USAID. To them, we register our thanks.

Emmanuel to Kenya and Burundi were mostly for networking, courses and trainings. In 2014 ONAD not only maintained its relationship with the local, regional and international partners but also influenced public policy and peace-making processes.

The organization's participation in a network of more than fifty registered civil society organizations, media, academics, religious leaders and concerned citizens resulted into an increased influence of civil society in the peace process, policy making and wider visibility of ONAD and its work.

During a meeting with the Vice President of the Republic of South Sudan and government delegation to the peace talks Hon. James Wani Igga, ONAD updated the country's leadership about the organization's activities and its contribution in peace and nation-building.

10. TRAININGS AND INDUCTION COURSES

As part of voluntary capacity development process, twelve volunteers were internally trained on the job training and as interns within ONAD during the year. One of them was trained in India. The volunteers acquired skills and experience in programmes and finance and administration and as well as skills in NGOs management. One of the volunteer's to-day is a hired staff of ONAD while two were hired as staffs of international organizations and the rest are involved in assisting the departments in implementing different activities within ONAD.

In 2014, the organization conducted two learning meetings for team building as well as two years strategy review and developed a three year strategic plan for the year 2015 to 2017. The process was facilitated by Mr. Light Wilson as an Independent consultant.

The learning and team building meetings have resulted into increased team work demonstrated in the number of projects im-

plemented during the year within and outside Juba. These provided opportunities to learn new skills and knowledge.

11. ACHIEVEMENTS

1. What is today ONAD, has existed for 20 years. It had a humble beginning which has emerged into a rainbow organization. Currently, its membership represents all ethnic and religious groups in the country. Many such other organizations were established, but because of issues such as misunderstandings, conflict of interests, corruption, lack of commitment, they are no more.

2. Introduction and promotion of the culture of dialogue and nonviolence between the pastoralists and farmers communities particularly between Lakes and Western Equatoria States. The project contributed to free movement of citizens and connected grassroots community leaders with the local and political leaders in managing resource based conflicts using nonviolence techniques.

3. The youth project connected and created a national youth platform. The platform has increased youth confidence in state, nation building and reconciliation. It has further strengthened the relations of the youth across ethnic and religious divides.

4. The school of democracy which was launched in 1999 has grown to a complete governance unit within the organization with many activities such as town hall style meetings, lobby and advocacy on public policy making, legislations and constitutional review processes. The project has empowered the vulnerable groups particularly; youth, women and traditional leaders to contribute in governance process and has promoted accountability. The project resulted into ONAD's acquisition of a plot and building of the fence and reception room at the governance centre.

5. ONAD has 35 trained volunteers in different units who compliment the role and responsibilities of the staff in implementing project activities. The volunteers are assets to the organization without which it will be very difficult to implement all activities.

6. Community empowerment and gender proj-

ect have increased citizens' roles and responsibilities in managing security concerns in Juba City. The project led to formation of working groups and increased confidence with police service to prevent and manage criminal activities.

7. The increased role and contributions in peace advocacy at local, regional and international level has raised the visibility of ONAD at all these levels. Despite the fact that the organization does not have a communication and advocacy officer, ONAD has rebranded SONAD to ONAD, launched a website, facebook, and tweeter, published and widely circulated Newsletters to the public and partners.

8. Despite challenges in fundraising and change in donor priorities and policies; ONAD maintained its initial partners such as SweFOR, MCC, NED and ICCO Cooperation for eight to twelve years. This is because of organizational policy of transparency and continuous adherence and improvements on terms of partnership agreements. The organization has also diversified its sources of funding over the period of 20 years.

12. CHALLENGES, LESSON LEARNT AND RECOMMENDATIONS

Despite the achievements made, ONAD as a local growing organization faces some challenges at both program and administrative levels. Below are some of the challenges drawn from annual project monitoring and evaluation reports.

12.1 Challenges

1. In all the workshops at least participants did mention the need to carryout massive civic education to challenge and transform impunity, promote the rule of law, democracy and good governance in the country. Hence increased demands for civic education which ONAD cannot meet given its current limited resources.

2. One of ONAD's long funding partner ICCO Cooperation, the Netherlands shall be pulling out by the end of June 2015. All partners were informed of phasing out plans. This shift was influenced by change of government priorities in the Netherlands. It further means ONAD will miss

funds it used to get from the partner for governance and nonviolent conflict transformation. Unless alternative funds were secured from another source, this will no doubt affect ONAD's program and operational budget.

3. Though the community empowerment and gender program resulted into formation of community safety working groups in Munuki Block A,B and C. Although the trained community leaders are connected on working relations with the authorities of South Sudan Police Service and the payam authorities on issues such as reporting community safety concerns. The police and community face significant logistical constraints such as lack of enough airtimes for communication (for community leaders), limited patrol vehicles and sometimes the fuel crisis, resistances by the criminals resulting to exchange of live bullets, the police posts established are not enough, members of the quarter councils needs more trainings in communication and information management and early warning systems.

4. ONAD has a sustainability plan. And the ongoing building of Governance and Nonviolence House is part of it. This requires Board leadership, members of the general assembly and partners to support and fund initiative.

5. Delay of transfer of project funds due to delay from some donors and ONAD. Staff turnover particularly in finance department due to poor salaries resulted in delays to meet reporting deadlines. There are general insufficient budget allocation to staff salaries of the project staff and volunteers. This has affected timely implementation of activities, monitoring and evaluation and reporting.

6. Although, implementation of pilot projects outside Juba was widely appreciated by ONAD beneficiaries and partners, it's expensive to run the projects due to increased operational costs of car maintenance coupled with poor conditions of ONAD vehicles (old) as the roads are poor and sometimes project areas are cut off particularly during rainy seasons.

7. Another challenge encountered was fluctuation of local South Sudan currency with the bank rate reading very low (1 USD @ SSP 2.95) to the exchange bureau rates and the increased market prices,

8. Fuel scarcity and crisis led to inadequate participants' local transport during workshops. Hence, participants transport money was insufficient.

12.2 Lessons learnt

The Organization during the course of the year and throughout its life span has learnt many lessons both positive and negative such as;

1. Long term commitment of founding members, staff and volunteers as well as team work has facilitated the implementation and sustainability of projects.
2. Change of government and government policies in donor countries has direct implications on funding trends of local partner organizations.
3. Late transfer of funds lead to late implementation of projects, monitoring and evaluation and reporting. Unless the project duration is extended the desired project goal and objectives will not be fully attained.
4. While it's important for the staff to go for annual leave, we have learnt that a poorly planned annual leave can have negative impacts on running of organization's work.
5. The community safety and gender project has raised the hope and started building trust between citizens and the police in management of crimes and building a safe environment where all can pursue life without fear. The collaboration of community representatives, South Sudan Police Service and Munuki Payam Authorities as well as prior involvement of the leadership at state, county and payam levels was the underlying success factors.
6. Maintaining connections with and empowering project beneficiaries, and working with volunteers to sustain the program is important. The organization has also learnt that network with relevant stake holders such as the local government, the independent commissions, regional and international bodies are critical for success. However, such meetings always take a lot of staff time even during weekends hence sacrifice and commitment are key in Peacebuilding.
7. Conflicts have direct implications on fund-

ing trends to peace and development organizations like ONAD. The mid December 2013 resulted in many donors shifting from development cooperation to humanitarian assistance. However, long term funding for programs, institutional and operational costs are critical for sustainability of the projects and the organization. Hence, ONAD has sustained its program for the last 20 years with support of its partners like; SweFOR, ICCO, MCC, NED...etc.

12.3 Recommendations for improvement

1. Work to secure and maintain long term funding to sustain governance, human rights, nonviolence, peace-building and peace clubs, gender based violence and support community based self help initiatives (SACCOs) that aim to reduce poverty and empower women and youth. ONAD also needs to recruit communication and advocacy officer.

2. Increase operations in conflict areas and states. Open and maintain at least one field office outside Central Equatoria State in the coming years with operational resources.

3. ONAD needs to fundraise to build its governance and nonviolence house as part of

sustainability plan and ensure local resources are mobilized to sustain the organizational programmes and running costs. To realize this plan a committee of eleven comprising of five Board members, three members of the General Assembly and three staff is to be constituted to plan the fundraising strategy and raise funds.

4. In order to ensure timely reporting, ONAD needs to regularly assess the capacity of its current staff and volunteers to identify capacity gaps, motivate and improve on the potential, but also dismiss unqualified staff who can no longer deliver the required minimum service.

5. Recruit human resource, finance, administration and program managers as well as monitoring and evaluation officer and field staff.

6. Purchase additional two land cruiser hard top vehicles for field work in three years.

7. Train staff and volunteers in media and peace advocacy, improve website and increase ONAD's role in peace advocacy at local, regional and international levels so as to contribute effectively to attainment of peace and justice in South Sudan.

ONAD team ventures to conflict areas while managing tough roads



List of ONAD's Full and part time Staff in 2014

Table.No. 4: Showing details of staff Five Female staff and Seven Male , Source; staff and part time staff recruitment file, 2014

S/No.	Name	Position	Gender
1	Moses Monday John	Executive Director	M
2	Paul Genaro Solomon	Governance and Civic Ed. Officer	M
3	Flora Francis Bringi	Nonviolence and Peacebuilding Officer	F
4	Rose Isaac Obede	Financial Officer	F
5	Lubari Ceaser	Accountant	M
6	Lupayi James Seme	Logistics Officer	M
7	Mary Drinkwater Nathana	Administrative Secretary	F
6	Amule Emmanuel Moses	Field Coordinator	M
7	Yugu Charles	Community Security and Gender Coordinator	M
8	Awate Mary	Finance Assistant	F
9	Joseph Malish	Driver	M
10	Dominic Biyaju Lemerie	Security Guard	M
11	Francis Lako	Security Guard	M
12	Joy Joseph	Office Assistant (Part time)	F

Source: Recruitment file 2014

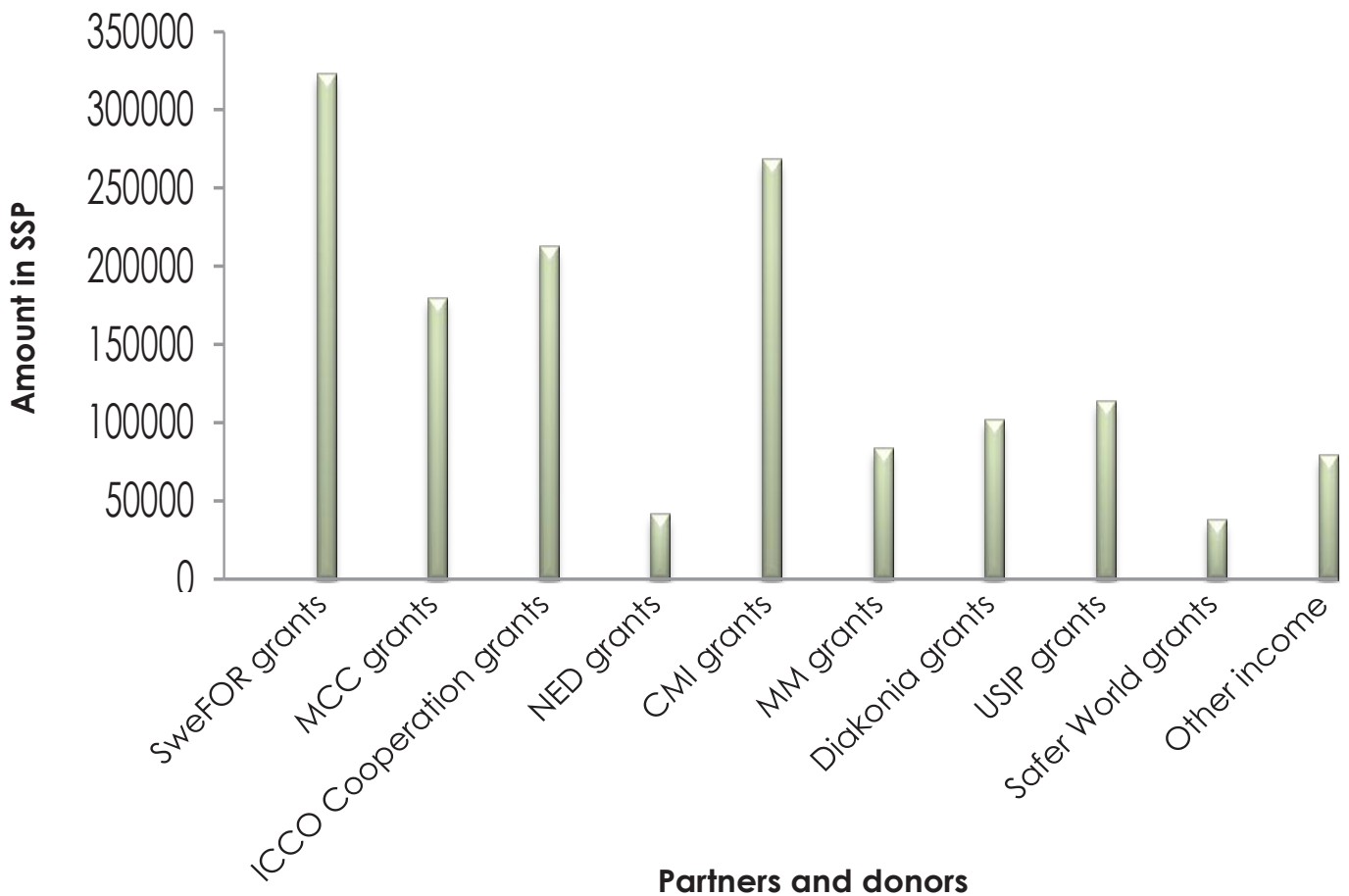
List of ONAD Regular Volunteers in 2014

Table. No. 5: Showing details of Regular volunteers in various Departments. Volunteers' file, 2014

Nonviolence and Peacebuilding			Gender
1	James Simon Angelo	Nonviolence, Peacebuilding and Trauma Healing	M
2	Wani Emmanuel	Nonviolence, Peacebuilding and Trauma Healing	M
3	Tereza Michael	Nonviolence, Peacebuilding and Trauma Healing	F
4	Suzan Simon	Nonviolence, Peacebuilding and Trauma Healing	F
Governance and Civic Education			
5	Sara Aya	Governance	M
6	Mawa Peter	Human Rights	F
7	Garang Dut	Human rights	M
8	Eissa Albasha Shalia	Governance	M
Community Empowerment and Gender			
9	Felix Martin Munda	Community Security and Gender Coordinator	M
10	Vick Christopher	Intern as Finance Assistant	F
Finance and Administration			
11	Anthony Morgan	Librarian, Receptionist and Head of Volunteers	M
12	Gonyiri Joseph Luma	Procurement and Logistics Assistant	M

Source: Volunteers and Internship File (file) 2014

Income chart 2014







Proposed Governance and Nonviolence Centre. Please contact and support us.

For more details contact us at Kololo road off US Embassy
P.O BOX 508, Juba - Nabari South Sudan
EMAIL: directoronsouthsudan@gmail.com, onadjuba2011@gmail.com
Telephone: +211 921 352 592
www.onadev.org, twitter: @onadjuba2011
Facebook: organization for nonviolence and development