



Welcome to the first newsletter of the Mission Capacity Support Team (MCST) project. We wanted a place to share updates from our project, achievements we have made, and resources that might be helpful to Edmund Rice development projects.

2019 was an exciting year for the Global Capacity Development project. Our key achievements are outlined overleaf, some global highlights were:

- Two meetings of the MCST took place in India and Peru for training, sharing learning between regions and planning for next stages (*India MCST Meeting pictured above*)
- In between meetings, our three peer-groups met online throughout the year enabling peer support, mentoring and collaborative planning;
- The Results Based Management approach was rolled out globally through online and in-country training and a programme of local mentorship to embed learning in local projects;

We also experienced challenges and adapted during the year in response to lessons learnt. We did a midterm review of the strategy which began during our India MCST meeting. We identified that the pace of change is different in some regions, and as a team decided to prioritise the support where it's needed especially in the Africa Province. Based on our learnings, the MCST formulated a set of recommendations which were submitted to the CLT in late 2019 for consideration at the Congregation Chapter.

The current COVID-19 pandemic is affecting us all in some way, and the work of the MCST is no different. We are working on adjusting our 2020 activities and finding creative ways to deliver our programme and continue to support our partners. While much progress has been made so far towards our strategic vision, we still have work to be done to realise our overall goal of building collaboration across the Congregation around Edmund Rice Mission development projects and increasing the capacity of leadership to support impactful local projects. Enjoy a summary of our highlights from 2019 followed by some recent news stories. We look forward to keeping in touch throughout 2020.



ACHIEVEMENTS AND HIGHLIGHTS IN 2019

STRATEGIC OUTCOME 1:

Increased Effectiveness of Edmund Rice Mission Development Offices (MDOs) and Development projects

60%



- **FOUR** Edmund Rice Safeguarding tools and resources rolled out for development projects globally
- Common safeguarding policies for ERD and ERFA
- in-country training in East Africa
- Safeguarding project audits conducted in South Central District, East Africa and India

of MDOs show significant developments in capacity

- improved project proposals and plans
- improved skills in Results Based planning after in-country training session in Zambia
- mentoring and rolling out of Results Based Management in development projects throughout East Africa, India, Latin America and Zambia.



AFRICAN PROVINCE DEVELOPMENT OFFICE has been established with the appointment of a Programme Manager in October 2019.

RESULTS-BASED MANAGEMENT

62 participants trained in Results-Based Planning and Monitoring and Evaluation in 2019

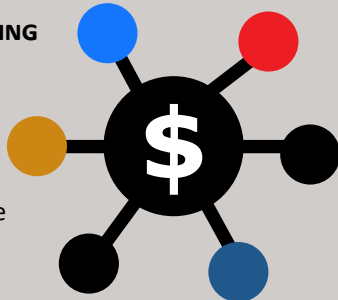
'In the beginning we were very apprehensive about the new tool, but towards the end we all became familiar and comfortable with its use. The cooperative learning and accountability process was also a way of building a simple support network among ourselves for the type of work we do ... The five days were quite intensive but we also had a lot of fun.'

India Project Manager's report on Results-Based training April 2019

STRATEGIC OUTCOME 2: Human and financial resources available and effectively managed

TRAININGS IN DIVERSIFYING RESOURCES:

new funding has been sourced for development projects, including in Edmund Rice Mission Philippines and the India Province.



10 project and finance managers were trained in Lima in Dec 2019

Training for **11 COMMUNITY BURSARS** in West Africa in Sept 2019



FINANCE MANAGEMENT CAPACITY increased after trainings conducted in West Africa District, Latin America Region, East Africa District and South Central District.

STRATEGIC OUTCOME 3: Improved learning and sharing across Edmund Rice Mission globally



Improved **LEARNING, SHARING** and **ENGAGEMENT** across Edmund Rice Mission Projects and Networks globally.

Improved practices in:

- Safeguarding,
- finance management
- governance



webinars and updates within the MCST and sharing resources through Sharefile.

Increased use of **ONLINE TOOLS** to share learnings through online

18 **PEER-GROUP MEETINGS** have taken place across three peer groups where learnings have been shared

COLLABORATION with partners Edmund Rice Development, Edmund Rice Foundation Australia and Edmund Rice Ministries Oceania



Updates and News from the MCST

Financial Trainings in Peru and Switzerland

Based on locally identified needs, the MCST organised and funded two finance trainings in recent months – for project staff in the Latin American Region (LAR) and the team at Edmund Rice International. Both trainings were conducted by the financial consultant Louise O'Rourke.

Ten personnel working in Edmund Rice Mission in the Latin America Region convened in Lima, Peru in December to attend the Finance Training. The training focused mainly on the Mission Finance Manual, which was developed in 2016 by Edmund Rice Development and Edmund Rice Foundation Australia. Each chapter of the manual was reviewed, focusing on the most used tools by the projects and financial best practices were discussed: internal control, budgeting, accounting systems, procurement, fraud, inventory and audit. Christian Guzmán, Misesan Cara Mentor for Latin America, was invited to participate and present Misesan Cara's perspective and priorities (*pictured above*). This training was helpful for all participants who work in various positions in development projects and the Mission Development Office in the LAR.



'The training in the Mission Finance Manual was carried out in a dynamic and strategic way. Louise evaluated the needs of the project managers in Latin America and, tailored the course to address these needs. For five days we covered different relevant topics which were focused on a Latin American context. The high preparation of the trainer was obvious not only in the Mission Finance Manual, but also in the management of groups and teaching in a fun and engaging way. After this week I feel much better prepared.' - Sabrina Cárdenas, Development Assistant



Another Review and Financial Management Training Course was conducted by Louise in February 2020 in Edmund Rice International (ERI) in Geneva, Switzerland (*pictured left*). Preparatory discussions allowed Louise to tailor the course to ensure she addressed the specific needs of ERI. The Course was conducted in an interactive manner with a good balance between presentations from Louise, group exercises, practical case studies relevant to ERI, development of a plan with recommendations for future action. During this Course among the items dealt with were: Internal Controls, Accounting System, Banking arrangements, Budget management and forecasting, Donations in Kind, Supporting documentation, Value for Money, Fraud, Performance Appraisals.

'Training was very practical, responsive to local findings and tailored to ERI & Louise was flexible, available, worked very hard. We identified on the spot areas that could be worked on and ERI are already working on implementing changes that will include Value for Money improvements' - Kevin Mullan, ERI Team

Updates and News from the MCST

Results Based Management Online

This past month, 10 Edmund Rice Mission personnel completed the online Results Based Planning (RBM 1) course facilitated by Maynooth University. Over ten weeks, participants engaged in the online modules, completed three assignments and participated in discussion forums. We look forward to seeing the skills learned applied to funding proposals.

It was a great experience and a productive learning opportunity. I found the instructor very supportive. She would highlight the aspects of my work that needed more attention, which enabled me to improve the quality of my next assignments. Elmer Hurtado, LAR Mission Coordinator

Welcome Lontia Chinkubala!

I am delighted to have joined the Africa Province of Edmund Rice Mission as Program Manager last October. My involvement in programme and project management has spanned 28 years gaining experience in organisations including Living Water International, Zambia Family, Save the Children Norway, and Plan International. I earned my Bachelor's degree in Social Work from the University of Zambia and a Master's degree in HIV and AIDS Management from Stellenbosch University in South Africa, in addition to receiving several Postgraduate Diplomas and Certifications. I have extensive experience working in Zambia in both rural and urban areas, and have had the opportunity to conduct work throughout the African continent. My work has focused primarily on Human and Child Rights, but I also have experience in child development, women's empowerment, HIV and AIDS, agriculture, livelihoods and food security, WASH and education. I have spearheaded and participated in a number of Strategic Planning processes as well as conducted feasibility studies, baseline surveys, evaluations, action research and reflective methodologies. I have worked on projects funded by a variety of donors, including USAID, European Union, NORAD and philanthropists from across the globe. I am very glad to join the Edmund Rice Mission family and commit to achieving the set goals and objectives of this great organisation. I am looking forward to working on the African Province strategic planning process, which began this month, and continuing to maximise the impact of this development office. -Lontia Chinkubala (Pictured above at Education for Life, Kenya)



Resources and Events

Humanitarian Leadership Academy

Safeguarding Essentials: Launch of a new global online learning programme for humanitarian professionals

Visit:

<https://www.humanitarianleadershipacademy.org/safeguarding-essentials-a-new-online-course-for-the-humanitarian-sector/>

The Partnership for Maternal, Newborn and Child Health (PMNCH): COVID-19 response

The PMNCH disseminates evidence-based COVID-19 resources, tools, and information, focused on the health of women, children and adolescents.

Visit: <https://www.who.int/pmnch/knowledge/covid-19/en/>

Technical Note on the Protection of Children during COVID-19

The Alliance for Child Protection in Humanitarian Action has produced this Technical to support frontline Child Protection workers, policy makers and donors in designing and implementing Child Protection interventions, including cross-sectoral collaboration.

Visit: <https://alliancecpha.org/en/COVID19>

Contact

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