



**UNIVERSAL INTERVENTION AND
DEVELOPMENT ORGANIZATION
(UNIDOR)**

**ANNUAL
REPORT
2023**

MISSION, VISION, PHILOSOPHY AND CORE VALUES

MISSION STATEMENT:

To alleviate suffering, mitigate humanitarian crisis and build resilient communities”

OUR VISION:

A partner of choice in community transformation

PHILOSOPHY:

Building resilient Communities

CORE VALUES:

- 1) Faith in God
- 2) Partnership
- 3) Transformation
- 4) Transparency & Accountability
- 5) Neutrality

BOARD OF DIRECTORS



Isaac Yak Tutdel PhD
Chairman



Dr Makena,
Vice Chairperson



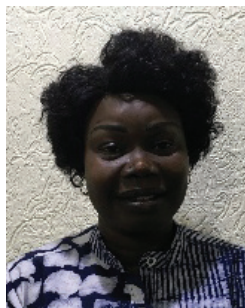
James Keah
Board Secretary



Robert Borter
Treasurer



Margaret Mathiang
Board Vice-treasurer



Dr Agum Riny
Board Member



Molani Simon
Board member

SENIOR MANAGEMENT TEAM



James Keah
Executive Director



John Kong
Director operations



James Buom
Head of programs



Samuel Ajak
Human Resource Manager



William Nyuon
Finance Manager



Kennedy Recha
Audit and Compliance manager 3

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ABBREVIATIONS AND ACRONYMS:

FFA	Food For Assets
ACL	Asset Creation and Livelihood
WFP	World Food Program
CBPP	Community Based Participatory Planning
CAR	Community Access Road
MIYCN	Maternal Infant and Young Child Nutrition
CMAM	Community Management of Acute Malnutrition
TSFP	Targeted Supplementary Feeding Program
OTP	Outpatient Program
SC	Stabilization Center
SAM	Severe Acute Malnutrition
MAM	Moderate Acute Malnutrition
PLW	Pregnant and Lactating Women
CNV	Community Nutrition Volunteers
CNW	Community Nutrition Workers
IYCF	Infant and Young Child Feeding
MUAC	Mid Upper Arm Circumference
NIS	Nutrition Information System
TWG	Technical Working Group
R2G	Right2Grow
PRT	Peer Review Team
SAG	Strategic Advisory Group
CBO	Community Based Organizations
CSO	Civil Society Organization
GBV	Gender Based Violence
AAP	Accountability to the Affected Populations
SMOH	State Ministry of the Health
MOH	Ministry of Health
CHD	County Health Director
SSJR	South Sudan Joint Response
SMT	Senior Management Team
GBV	Gender Based Violent
CP	Child Protection
RSRTF	Resilience, Stabilization, Reconciliation, Trust Fund
CHS	Core Humanitarian Standard
UNIDOR	Universal Intervention and Development Organization

ACKNOWLEDGMENT

This is an annual report that measures the milestones for the year 2023 on what UNIDOR collectively managed to achieved and now to celebrate the result.

The Universal Intervention and Development Organization (UNIDOR) appreciates the continuous support from its esteemed partners including; United nation children Fund (UNICEF,World Food Programme (WFP), CARE International, Norwegian Refugee Council (NRC), Save the Children,(SC) World Relief,(WR) War Child Holland (WCH), United Nation Mission in South Sudan (UNMISS), Mercy Corps,(MC) Christian Aid,(CA) United Nations Educations scientific and Cultural Organization (UNESCO), United Nation Population Fund (UNFPA) , The Centre for Study of Violent and Reconciliation (CSV), Help the Child, DT Global, IRC, UNDP, Medair and Unity State Government. Their magnificent support keeps UNIDOR active in providing humanitarian services to needy populations across the country, especially in Unity State, Ruweng Administrative Area (RAA), Warrap, and Western Bahr El Ghazal states.

I acknowledge and appreciate UNIDOR programs and the support team for their tireless efforts in resource mobilization, effective coordination with the line ministries, donors/funding partners, and respective clusters at national and sub-national levels, timely sharing of both programmatic and financial reports with partners/donors, creating a good rapport with the local authorities and communities we work with.

I salute our frontline workers for the hard work and commitment they have shown in serving the vulnerable communities in the reporting year. We owe the teams gratitude as they labor with partners and ensure UNIDOR remains a partner of choice in community transformation.

James Buom Puot

Head of Programs

EXECUTIVE SUMMARY

The 2023 Universal Intervention and Development Organization (UNIDOR) Annual Report summarizes the organization's activities and initiatives throughout the year. It is presented meticulously in six different chapters, each with a robust focus on fulfilling UNIDOR's mandate to provide multifaceted humanitarian services. Below are the essential highlights from the report:

Chapter 1: INTRODUCTION gives the background information about UNIDOR, its strategy, mission statement, vision, philosophy, strategy, and location of operation.

Chapter 2: BOARD provides details of Board activities, and meetings held in the year 2023, all critical in running the organization.

Chapter 3: OFFICE OF THE EXECUTIVE DIRECTOR is about the overview of the entire organization under the leadership.

Chapter 4: DIRECTORATE OF OPERATIONS covers support departments of Logistics and Procurement, IT, HR, Finance, and Base management.

Chapter 5: DIRECTORATE OF PROGRAMS covers the 7 thematic areas in which UNIDOR had activities in 2023 and M&E. This part includes nutrition, food security and livelihood, education, water sanitation and hygiene (WASH), conflict and peacebuilding, and health.

Chapter 6: FINANCIALS presents UNIDOR'S Financial Report for 2023.

1

AN OVERVIEW OF UNIDOR

1.0 INTRODUCTION

This chapter provides background and general information on UNIDOR, Locations of operation, and strategies of operation applied.

1.1 HISTORY OF UNIDOR

Universal Intervention and Development Organization (UNIDOR) is a South Sudanese National and Christian faith-based non-governmental organization founded in 2004, and registered by the Relief and Rehabilitation Commission (RRC): **under Reg 182**. UNIDOR is dedicated to a multi-sectoral approach to implementing programs in line with the Humanitarian response and resilience guidelines of South Sudan. UNIDOR is a member of South Sudan's NGO forum, a member of the Global Network for Civil Society Organization for Disaster Reduction (GNDR), charter for Change (C4C) NEAR NETWORK, equally, UNIDOR is an active member of the following clusters, Health, Nutrition, WASH, FSL, Education, Protection, Child protection subcluster, GBV sub-cluster.

UNIDOR's operational principle is to work with the community and build their capacity to be self-reliant through a triple nexus approach (the interlinkages between humanitarian, development, and peace actors). UNIDOR operates within global four humanitarian principles such as;

- a) **Humanity:** here we address various humanitarian needs as they arise, coordinating with funding partners to respond to needs and provide the service with dignity and respect to every beneficiary.
- b) **Impartiality:** Humanitarian services are delivered on the basis of needs, giving priorities to the most affected population
- c) **Neutrality:** UNIDOR, like any other humanitarian actors in South Sudan and the globe, does not take sides in any political formation. The organization does not engage in any political, ethnic, or religious segregation and hence provides humanitarian interventions with pure impartiality.
- d) **Independent:** UNIDOR is an independent organization not affiliated with any political parties or organization, but we are independent to deliver service to the community in need

The Organization's goal is to respond and intervene in any human suffering and disaster to alleviate the suffering of vulnerable communities with special emphasis on children, women, and people with special needs.

1.2 MISSION STATEMENT:

UNIDOR exist to alleviate suffering, mitigate humanitarian crisis and build resilient communities.

1.3 VISION:

To be Partner of choice in community Transformation.

1.4 PHILOSOPHY:

Building resilient communities

1.5 UNIDOR CORE VALUES:

1. Faith in God
2. Transparency and accountability
3. Transformation
4. Partnership
5. Neutrality

1.6 UNIDOR THEMATIC PROGRAMES IN THE YEAR 2023

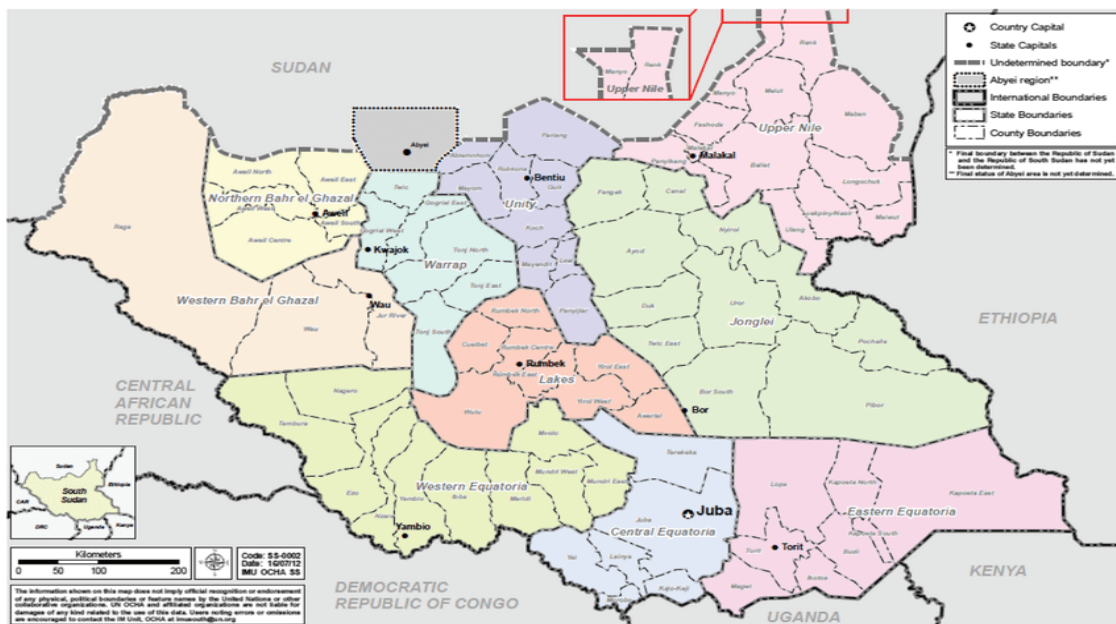
- 1) Health
- 2) Nutrition
- 3) Protection (Child Protection, Gender Base Violent (GBV)
- 4) Food Security and Livelihood (FSL) Food for Assets (FFA)
- 5) Education
- 6) WASH
- 7) Peace building and conflict resolution

1.7 OUR STRATEGY

To support humanitarian and developmental assistance in South Sudan and expand operations to other Eastern Africa region/ great lakes to vulnerable communities in need through the following:

- Strengthening capacities of communities for self-reliance.
- Economic and social development interventions for vulnerable children, youth and women.
- Responding to community needs during emergencies, recovery and development.
- Engaging key stakeholders at all levels in policy formulation, implementation and advocacy
- Addressing discrimination and violence in all its forms against women, children and men
- Pursuing our mission with integrity, excellence and compassion in service delivery.

1.8 GEOGRAPHICAL LOCATION IN THE YEAR 2023



UNIDOR in the year 2023 manage to mobilized fund to response to the humanitarian needs in the following and various parts of the country, State, Counties and Payam

S/NO	State\Administrative Area	County	Project/Programme
1.	Central Equatoria	Juba	Coordination (HQ)
2.	Unity State	Leer	Nutrition ,Child Protection, Peace building
		Mayendit	Nutrition ,Child Protection , Peace building
		Koch	Child Protection, FFA, School Feeding
		Panyijjar	Education, Food for Asset (FFA) FSL
		Guit	Food for Asset (FFA)
		Rubkona	Peace building
		Mayom	Peace Building
3.	Ruweng Administration	Parieng	WASH
4.	Warrap	Tonj East	Protection
5.	Western BarhelGhazal	Wau	Food Security and Livelihood (FSL)

UNIDOR undertakes humanitarian programs in other states and counties in partnership with other Humanitarian agencies and local governments.

2

GOVERNANCE AND MANAGEMENT

2.9 OVERVIEW OF GOVERNANCE

UNIDOR has set up an effective Governance and Management system that creates a trade-off between the duties and responsibilities of the Board, Senior Management Team and Middle level Management team, a system that create enough checks and balances and do not concentrate power on an individual. The Board and management share decision-making authority in an intricate balance that fosters transparency and accountability. The current system has steered well all governance challenges, fostered effective Board-Management relations, and prioritized transparency and accountability. Key objective for Governance and Management of UNIDOR remained effective program implementation, enhanced fundraising, advocacy, and impact assessment by the Monitoring and Evaluation (M&E team.)

2.10 BOARD

2.10.1 Introduction

UNIDOR have board of Directors who come different professional background , the current number of the boards is seven (7) members drawn from South Sudanese and Kenay nation members with high education and experience. Its meet bi annually to discuss and review the organization Programming The Board of Directors draws its powers on Section Nine (9) of UNIDOR constitution, which inter alia vests overall powers on it and calls it ‘The Supreme organ of the organization’. The Constitution gives the following powers to the Board:

Staffing: recruitment, supervision, retaining, evaluation, and compensation of highly qualified and performing employees and ensuring employees are committed to their jobs

Overall direction: providing the vision, mission, and goals for the organization, a task spearheaded by the Executive Director.

Development and review of policies: formulate the policies of the organization, and make sure (through the Executive Director) they are fully implemented by the employees.

Protection of UNIDOR to perpetuity: The Board is responsible for making sure should the organization face any operational problems, solutions are found.

Ensuring harmony exists: The Board of Directors ensures smooth running of the organization

Insights from board meetings, critical decisions made, and an overall assessment of the organizational performance in alignment with UNIDOR’s mission.

2.10.2 Composition of the Board in 2023

The UNIDOR Board is made up of 7 members, a mix of diverse professionals and Nationalities as indicated below:

NO.	NAME	POSITION	EDUCATION
1.	Dr. Isaac Yak Tudtel	Chairperson	PhD, Oil and Gas
2.	Dr. Makena Kaburu	Vice-Chairperson	PhD Finance
3.	Robert Borter	Treasurer	MA (Economics), CPA(K), CPS (K)
4.	Margarete Mathiang	Vice-Treasurer	MA
5.	Dr. Agum Riny	Member	PhD, Political Science
6.	Simon Molani Tang	Member, Legal Advisor	LLB
7.	James Keah	Executive Director, Secretary	MBA (Strategic Management)

2.10.3 Activities of the Board

2.10.3.1 Board meetings

The Board held two main meetings in 2023 as indicated below:

- I. 30th September, 2023 at Virgin Hotel, Juba
- II. 14th October, 2023 at the AACC, Nairobi.

2.10.3.2 Main Board activities in 2023

1. Reconstituted the two Board Committees (Programs and Operations committees)
2. Reviewed two charters (Board Charter and Audit Charter)
3. Received and considered Audit briefs from internal Auditors and external audit reports.
4. Approved the strategic plan, 2023-2027.
5. Approved the employment of the HR manager

2.11 SENIOR MANAGEMENT TEAM

2.11.4 Introduction

The Senior Management Team draws its mandate from Article 9 (II) of the constitution and runs the daily operations in all departments and locations. To ensure smooth and harmonious relations, most decisions are made at SMT meetings. The Executive Director reserves the right for final decisions on behalf of the SMT.

2.11.5 Composition of SMT in 2023

NO.	NAME	DESIGNATION	NATIONALITY
1.	James Keah	Executive Director- Chairperson	South Sudanese
2.	James Buom	Director of Programs, Vice-Chairperson	South Sudanese
3.	John Kong	Director of Operation, Secretary	South Sudanese
4.	Oroma David	Finance Manager, Member	South Sudanese
5.	Kennedy Recha	Compliance Controller	Kenyan

2.11.6 Activities of SMT

The Senior Management Team (SMT) is the second higher organ of the organization, just below the Board of Director (BoD) . The SMT oversees the day-to-day running of the organization and would call for a meeting when need arises, especially on the issues listed below;

- ü Reviewing UNIDOR policies and suggesting amendments where necessary to the BoDs.
- ü Downsizing of staff due to the funding gaps.
- ü Review the organization's resource mobilization strategies and relationship with funding partners/ donors.

- ü Promotion of staff member (s) to a new position.
- ü Review market prices and make the decision on either increase or decrease of staff salary.
- ü Review and analyze the security situation in the country, particularly in UNIDOR's operational areas.
- ü Decide on UNIDOR staff evacuation during the conflict in field locations.

2.12 INTERNAL AUDIT AND COMPLIANCE

2.12.7 Introduction

The Office of the Internal Auditor (OIA) was set up in 2020 as a requirement by many donors. It was necessary to have an office that would provide independent assurance that an UNIDOR's risk management, governance and internal control processes are operating effectively.

2.12.8 Overall activities in 2023

The Office of the Internal Auditor (OIA) conducted internal audits in line with and applying the Institute of Internal Auditors' International Standards for the Professional Practice of Internal Auditing. The OIA had a productive year with efforts encompassing the completion of a variety of internal audits and support initiatives. The Fiscal Year 2023 Internal Audit Work Plan had 15 internal audits to be done by December 16, 2023. Thirteen (13) were done. As per the workplan Consultancy and advisory services in projects and Information governance were the only audits not conducted. These are however slated for the next financial year of 2024. In fiscal year 2023, there were no special project audits engagements comprising of investigative, and advisory services requested by the Board of Directors.

During the fiscal year, the OIA contributed to the development of UNIDOR's Internal Audit Charter that was adopted and ratified by the Board of Directors, developed the institutions Risks registers and oversight of project-based risk plans.

The OIA is positioned to continue supporting efficiencies in UNIDOR's operations through the update of Risk Assessment and Fiscal Year 2024 Internal Audit Work Plan providing the roadmap for OIA audit activity.

2.12.9 Audit plan to actuals

The Fiscal Year 2023 work plan was based on the Office of the Internal Audit's risk assessment that considered:

- Four Risk Management audits themes regarding Institutional Risks of UNIDOR as an organization.
- External and Internal Risk assessment of the organization.

The audit plan encompassed 16 scheduled engagements, each carefully determined by specific

Objectives

Engagement Type	Definition	Planned	Actual
Compliance	Assessment for adherence to internal and external regulatory guidance	2	2
Financial	Verification of monetary reporting and accounting of transactions and related controls including assets and information.	12	12
Operational	Systematic assessment of internal control processes evaluating effectiveness and efficiencies	2	2
Technology	Examination of the electronic management system.	1	0

2.12.10 Work plan completion

The OIA achieved an overall 90% of work plan audits completed planned for the year 2023.

During FY23, there was no field projects undertaken by the OIA however these are planned for the financial year 2024 when finances are availed. As mentioned, there were no special projects requested for the year

2.3.11 FY23 Work Plan - Detail

Internal Audit Schedule (Year 2023)												
Audit Title	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
Procurement and Contracts Management	AUD						AUD					
Projects and Programme Management		AUD						AUD				
Quality Control and MEAL systems		AUD						AUD				
Risk Management Effectiveness	AUD						AUD					
Asset Management						AUD						
Stock counts, Inventory and Warehousing				AUD								
Financial Control Systems				AUD					AUD			
Financial Administration (Journals, General Ledgers, Budgeting, Reporting)					AUD							AUD
Bank and cash						AUD						AUD
Revenue and receivables (Donors & IGA Inbound)						AUD						AUD
Consultancy and Advisory services							SCH					
Information Governance									AUD	SCH		
Fraud Prevention				AUD					AUD			
Payroll											SCH	SCH
Human Resources processes and procedures												
Checking & Corrective Action												
Management Action Tracking				AUD				SCH				AUD
Governance Systems						AUD						
							Key:	SCH	Scheduled			

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2.12.12 Management Corrective Actions

The OIA did conduct follow-up reviews on all management action recommendations from external reviews some that had taken a considerable time from the previous financial years to ensure they are implemented. A follow up meeting with Senior Management Team was undertaken when to determine whether the planned management action plan had been successfully implemented. The OIA tracked this work in a log that included the date completed and whether the item was closed via implementation of the action plan, implementation of an effective alternative process, or if management accepted the risk of not implementing further action. The status of prior audit findings was communicated and presented as an agenda item at the Boards Operation's Management Committee meeting at least once during the fiscal year.

During the year 2023 efforts were made upon recommendation from OIA as to procure software for programs management, procurement and human resources which will go a long way in improving efficiency, value for money and confidence in partners in UNIDOR's capacity as a partner of choice in the humanitarian space.

2.12.13 Customer Feedback

Customer feedback from UNIDOR partners has without doubt improved as the quality of both financial and program reports do improve due to the work done by the OIA in reviewing all documentation, reports and processes to ensure that they conform to contractual requirements and issues raised in management comments of external audit reports. In the year 2023 we had an improvement in having projects not encountering disallowed costs and with this effort into 2024 the OIA will tenuously ensure that the standards are adhered to and improved further. This is as the organization embraces the use of software in key sectors of programs, human resources and procurement an improvement from the use of spreadsheets the systems are bound to deliver quality and effective management of resources.

2.12.14 OIA Strategic Plan

In the financial year 2023 the Office of the Internal Audited OIA was created as part of Strategic Plan compliance framework set out the following goals and objectives that will guide the office in the lifetime of the current UNIDOR strategic plan 2023 -2027.

Strategic Goals and Objectives:

Goal 1: Enhance the Effectiveness of Audit Processes

Objectives:

- Develop a risk-based audit plan that aligns with the UNIDOR's strategic goals and objectives.
- Emphasize the use of data analytics and technology to improve the efficiency and effectiveness of audit procedures.
- Foster a culture of innovation by exploring emerging trends and methodologies in the field of internal auditing.
- Enhance audit reporting to provide actionable recommendations and value-added insights to management.

Goal 2: Strengthen Collaboration and Communication

Objectives:

- Proactively engage with UNIDOR stakeholders especially partner organizations to understand their needs and priorities.
- Establish and maintain effective working relationships with senior management and staff.
- Develop and deliver training programs and workshops to promote awareness of internal controls, risk management, and compliance.
- Remain active in updating with Institute of Internal Auditors information portal to leverage on

Goal 3: Foster a Culture of Accountability and Compliance**Objectives:**

- Assess and monitor the effectiveness of internal controls and compliance with applicable laws, regulations, and UNIDOR policies.
- Provide guidance and support to Senior management in implementing and monitoring remediation plans for identified control deficiencies.
- Promote ethical behavior and integrity.
- Conduct proactive audits and reviews to identify potential fraud, waste, or abuse and recommend appropriate preventive measures.
- Stay updated with evolving regulatory requirements and incorporate them into audit planning and execution.

Goal 4: Professional Development and Talent Management**Objectives:**

- Ensure access to training and development opportunities to enhance the skills and knowledge of internal audit staff.
- Encourage staff participation in professional certification programs, conferences, and industry forums.
- Establish succession planning initiatives to ensure continuity and sustainability of the internal audit function.

2.12.15 Audit, compliance and risk management committee

The UNIDOR Board of Directors did within the year constitute an Operations Management Committee to provide governing oversight to the Office of Internal Audit. The Compliance and quality controller functionally reports to the Committee and administratively reports to the Executive Director. As per the charter, the purpose of the Committee is to provide structured, systematic review and advice to the Executive Director on behalf of the Board concerning the UNIDOR's audit, compliance and risk management activities, as well as the UNIDOR's internal control practices. It is the responsibility of UNIDOR's senior management under the direction of the Executive Director, as the institution's executive and administrative head, to ensure adherence to policies and internal controls systems that are periodically reviewed by internal audit for compliance, risk management, and ethics.

3

OFFICE OF THE EXECUTIVE DIRECTOR

3.0 INTRODUCTION

The Executive Director (ED) position is the highest position in UNIDOR and makes management decisions but reports to a Board of Directors. He ensures that UNIDOR achieves operational, programmatic and financial goals. He is supported by the Senior Management Team (SMT)

3.1 EXPANDED OFFICE OF EXECUTIVE DIRECTOR

Support Departments that report directly to the Executive Director are:

1. Director of Operation
2. Finance Manager
3. Human Resource Manager

3.2 HUMAN RESOURCES

The human resource department activities generally comprise the achievements the department made, the challenges faced and the way forward or the resolution from January – December 2023.

3.2.1 Employee Head count

Total number of employees

Male 198 - 66 % Female; 102 - 34 % Total: 300

3.2.2 Departmental Summary

Department	Total	Male	Female
Administration	4	4	0
HR	2	1	1
Logistics	14	12	2
Finance	12	9	3
Health	1	0	1
Nutrition	135	74	61
Protection	73	46	27
Wash	7	6	1
FSL	20	17	3
Peace	27	25	2
M & E	1	1	0
Education	2	2	0

Communications/ICT	1	1	0
Totals	300	198	102

3.2.3 The employee geographical spread is as follows in the table below;

Location	Male	Female	Totals
Juba	28	9	37
Bentiu	9	2	11
Guit	9	0	9
Mayom	5	1	6
Panyijar	11	6	17
Mayendit	94	64	158
Leer	13	7	20
Koch	37	20	57
Pariang	5	2	7
Tonj east	0	1	1
Wau	1	0	1

3.2.4 Employee Engagements and Departures:

In 2023, UNIDOR experienced the separation of 69 staff members from employment due to funding gaps.

- In February, 18 employees under the SIDA project ended their engagement.
- In March, 26 employees under the UNICEF (CP) project in Leer/MDT ended their engagement.
- In October, 16 community mobilizers under RSRTF ended their engagement.

In November, 9 project assistants under RSRTF ended their engagement.

3.2.5 Other duties in the HR department

These highlight various aspects of HR management, including technology implementation, client advisory support, payroll services, employee engagement, and recognition programs, along with areas for improvement.

3.2.5.1 Client Advisory Support:

- Audited HR functions for various projects. Staff files were updated as required.
- Implemented Auditor recommendations including implementing a Main Master Payroll covering all active projects and providing employee contact numbers on field payrolls.
- Volunteer contracts were labeled as incentive agreements.
- Trained staff on correctly completing timesheets.

3.2.5.2 Payroll Services and Workforce Data Management:

- The general payroll system was reviewed and corrected to capture employee costs and benefits accurately.
- Data management, particularly data safety and confidentiality, is lacking.

3.2.5.3 HR Working Group (Forum):

The HR Department is not currently part of any HR group or forum with other partners, which is seen as important for departmental development. Working towards it.

3.2.5.4 Employee Involvement/training:

- HR provided support to 150 employees in understanding organizational policy documents.
- 30 employees received skills training.
- 5 employees took sick leave, and 2 received support with medical bills.

3.2.5.5 Recognition Programs:

- i. 15 employees received certificates of service.
- ii. Plans are in place to introduce employee of the month awards based on performance appraisals.

3.2.6 Disciplinary Cases

Here's a summary of the terminations, warning letters, and resignations recorded:

1. Termination: One termination was recorded due to gross misconduct. Gross misconduct typically involves serious breaches of UNIDOR policy or unethical behavior.
2. Warning Letters: Six warning letters were issued for various reasons:
 - Not abiding by the organization's rules, laws, or policies.
 - Performance issues.

Warning letters serve as formal notices to employees regarding their conduct or performance, indicating that further disciplinary action may be taken if the behavior persists.

3. Resignations: Four resignations were recorded, with the reason being that the employees received job opportunities elsewhere.

Disciplinary matters and employee departures were handled with professionalism and adherence to UNIDOR policies. This was crucial for maintaining a positive work environment and ensuring fairness for all employees involved.

3.2.7 Departmental Achievements

The HR department was extremely busy and proactive in various aspects of its operations throughout 2023. Here's a summary of the key activities and achievements mentioned:

- a) Introduction of HR software system: The implementation of the HR software system is expected to bring positive changes to the department's efficiency and effectiveness.
- b) Employee data management: Efforts have been made to upload employee details into the system, although some staff members need to update their bio data.
- c) Contract management: All contracts for 2023 have been received, signed, and appropriately filed, both for field projects and the Juba head office.
- d) Strategic Planning (SP) training: Project managers and officers attended a three-day training session on UNIDOR's five-year Strategic Planning.
- e) HR system development: The HR department has been actively involved in providing support to developers to ensure the completion of the HR system according to the organizational plan.
- f) Recruitment activities: HR officers traveled to field locations for recruitment purposes, demonstrating a commitment to staffing needs.
- g) Personnel file management: Regular updates of personnel files have been conducted, and efforts are made to ensure that all necessary documents are submitted by field staff.
- h) Appraisal management: All appraisals for 2023 have been signed, received, and filed appropriately.
- i) Staff payment management: The HR department, in collaboration with the Operations department, ensured timely staff salary payments throughout 2023.
- j) Staff training and orientation: Staff were trained on various HR policies, codes of conduct, and procedures, including filling timesheets.
- k) Payroll and timesheet management: Monthly payroll, pay slips, and timesheets were printed for various projects.
- l) Audit readiness: The HR department has been prepared for any audit or spot-check exercises, maintaining compliance with auditing standards.
- m) Positive audit outcomes: The HR department received favorable feedback from auditors during recent spot checks and audits.

- n) Interview and capacity building: The HR department conducted several interviews and capacity-building training sessions for staff members.
- o) Field staff training: Field staff received training on career development, appraisal writing, and leave management.

Overall, the HR department has been proactive, diligent, and effective in carrying out its responsibilities, contributing to the smooth functioning of UNIDOR operations throughout 2023.

3.3 FINANCE

3.3.1 Introduction

This section presents an analysis of the financial health of UNIDOR, including income, expenditures, and economic sustainability measures in form of yearly Financial Statements, donor contributions, funding allocations, and budget utilization. The department strives to provide detailed financial information for the organization’s various programs, support effective and efficient program operations, as well as the overall planning and decision-making processes. Key obligations are:

1. Provide financial information per the different programs/initiatives within the organization.
2. Ensure the financial information supports the effective and efficient operations of those programs.
3. Enable the financial data to feed into the organizations broader planning and decision-making.

3.3.2 Finance department staffing in 2023

Department	Total	Male	Female
Finance	12	9	3

3.3.3 Departmental Summary

The UNIDOR Finance Department is among the top 5 support Units (HR, Compliance & Internal Audit, Log & Procurement, Operations and Finance) which are always supporting the day-to-day organization operations.

The core functions of the department in 2023 were:

- Preparing project and institutional budgets and forecasts.
- Acting as the custodian of the organization’s monetary assets, including issuing payments to clients, staff, and other customers.
- Conducting accountabilities for disbursed project advances.
- Providing financial accountability to Lead Partners and Donors.

In 2023, UNIDOR Finance Department successfully trained 3 finance interns (Kuony, Gatkuoth Peter, Nyabuoy)

3.3.4 Challenges.

- UNIDOR suffered several questionable costs from project audits and spot checks, including:
 - SSHF Health Project: \$38,000
 - UNICEF Education: \$2,100
 - UNICEF Nutrition: \$985
 - WFP TSFP & FFA: \$6,500
- UNIDOR is using an old computerized financial accounting software, QuickBooks 2017 version, which is offline, making it difficult for finance staff to operate the system from anywhere to handle some of the necessary tasks.
- UNIDOR lacks staff capacity strengthening in areas of specialization.

3.3.5 Recommendations.

1. Upgrade Accounting System: Procure and install a modern online QuickBooks version computerized accounting system to improve efficiency and data management.
2. Staff Capacity Building: Plan for staff capacity-strengthening initiatives to ensure they can effectively and efficiently perform their assigned duties and responsibilities.

3.3.6 Strengths.

- The creation of the Compliance and Internal Audit department resulted in a very great impact on UNIDOR especially in the finance department, the department appreciates the decision made by the Board of Directors and also not forgetting the huge support from the organization's Senior Management, especially the office of the Executive Director, Head of Programs, Operations, and HR.

3.3.7 Audited and spot-checked projects 2023.

- UNICEF Nutrition & Child Protection
- SSJR CARE International
- R2G SCI
- RSRTF World Relief
- SSJR War Child Holland
- Christian Aid FSL
- SSJR Innovation project SCI
- WFP TSFP & FFA

3.4 EXECUTIVE VISITS IN THE YEAR 2023.

- I. In June 2023, the Executive Director travelled to Netherlands to attend Localization learning event under South Sudan Joint Response (SSJR- funded by Ministry of Foreign Affairs (MFA through Dutch Relief Alliance (DRA)). Under this Programme the ED is a representative for Localization Advisory Group (LAG) which represent South Sudan because Joint Response funded by Dutch Relief Alliance (DRA)
- II. On 7th March 2023 Executive Director travelled from Juba to Wau in Western Barh-el-Ghazal with the Netherlands Ambassador to attend Women International celebration because UNIDOR Executive Director was the Localization Advisory Group (LAG) member.
- III. On 20th of July 2023 Executive Director travelled from Juba to Koch with Reconciliation Stabilization Resilience Trust Fund (RSRTF) consortium members (under World Relief International) where UNIDOR is a lead member of implementing partners

4

DIRECTORATE OPERATIONS

4.0 INTRODUCTION

The Directorate of Operations is headed by the Director of Operation. The Directorate's mandate, *inter alia*, includes:

- I. Ensure operations are achieved, on time, within the budgets, and safely. Supervise base, field, projects and supply chain teams
- II. Management of the ancillary services of ICT, Security and Base staff

As a member of the Senior Management Team (SMT), the Director of Operations contributes to developing and achieving UNIDOR's strategic direction.

The Directorate is a support Division whose main responsibilities include:

1. Procure materials and resources
2. Ensuring compliance with the legal requirements
3. Manage systems e.g. IT Processes
4. Manage budgets
5. Secure assets and properties of UNIDOR (Provide security)
6. Support Programs in achieving their targets
7. Manage Field Bases
8. Provide Logistics (transport) and other support services

Four (4) support units are in the Directorate of Operations;

1. Logistics and procurement
2. ICT department
3. Security and safety department.
4. Field base Managers

4.1 OVERVIEW OF THE OPERATIONS

UNIDOR - SOUTH SUDAN operates in the remote and hard to reach areas. The department operates under strict guidelines and procedures for smooth operations while providing the necessary support to programs to ensure successful implementation and service delivery to our beneficiaries

4.1.1 Fleet Management in 2023

UNIDOR ran a fleet of 6 vehicles and 4 motorcycles as indicated here below.

Other vehicles and other means of transport was hired depending the needs

FLEET MANAGEMENT		
NO	FLEET	LOCATION
VEHICLES		
1.	Toyota Land Cruiser No Plate SSD---21	Juba Office
2.	Toyota Hiace No Plate SSD- 19	Juba Office
3.	Toyota Land Cruiser pick up No Plate SSD-16	Leer Base
4.	Toyota Land Cruiser No Plate SSD-11	Leer Base
5.	Toyota Land Cruiser No Plate SSD- 6	Koch Base
6.	Toyota Land Cruiser Pick Up No Plate SSD-15	Bentiu Base
MOTORCYCLES		
1.	Motorcycle Yamaha SSD-20	Leer Base
2.	Motorcycle Yamaha No Plate -SSD-19	Mayiendit Base
3.	Quad Bike No Plate SSD-26	Mayiendit Base
4.	Quad Bike No Plate SSD-25	Nyal Base

4.1.2 Archiving of documents

The department ensured the safety and easy retrieval of documents through:

- Logistics documents were photocopied and kept in Logistics Office
- Hard copy logistics documents are kept in the big Container in UNIDOR Head Office in Juba
- Logistics and finance documents in the field were shipped to UNIDOR head office in Juba and other soft copies were kept in hard drives.
- Plan was underway to create a sharepoint to have file scanned and kept in Cloud

Challenges faced by the directorate

- High cost of transportation of project supplies to the areas of operation either by air by river.
- Interferences by the authorities across the different checkpoints when using the river delivery modality causing delays and a times having exaggerated charges to allow the boat to pass.
- Continued flooding that slowed down our operations and also increasing the cost of routine operation.
- Insecurities and looting of UNIDOR assets.
- Delayed clearance of field Cash (Project activities and Staff salaries)
- Frequent breakdown of the field vehicles attributed to the bad weather roads which also increases the cost of repairs.

4.2 LOGISTICS AND PROCUREMENT

4.2.1 Introduction

The Supply Chain Management department is responsible for overseeing the flow of goods and services from the purchasing point, storage and distribution to the final users through dispatch of coordinated routes to maximize the most valuable resources the organization has. This includes the control of inventory at hand.

This helps in terms of planning on stock replenishment, once proper control is placed to avoid unnecessary spending on the same products and to control unauthorized collection of items without the approval of the Departmental head or stockholder. The key components of Supply Chain Management are; Transport/fleets, Warehouse and Procurement.

Staffing

Department	Total	Male	Female
Logistics	14	12	2

4.1.2 Transport/Fleet

UNIDOR has numerous motor vehicles that facilitate the movement of goods and services. We sometimes outsource from bigger transport companies when moving items with larger capacities from Juba to the field. Below is a visual receipt showing evidence of the goods at the warehouse pending the dispatch to the field location.

Commercial Flights	USD	UNHAS FACILITATION	USD
8@ 200.	1600	86 BOOKINGS	23,650
6@240	1440		
Total:	3,040	Total:	25,259

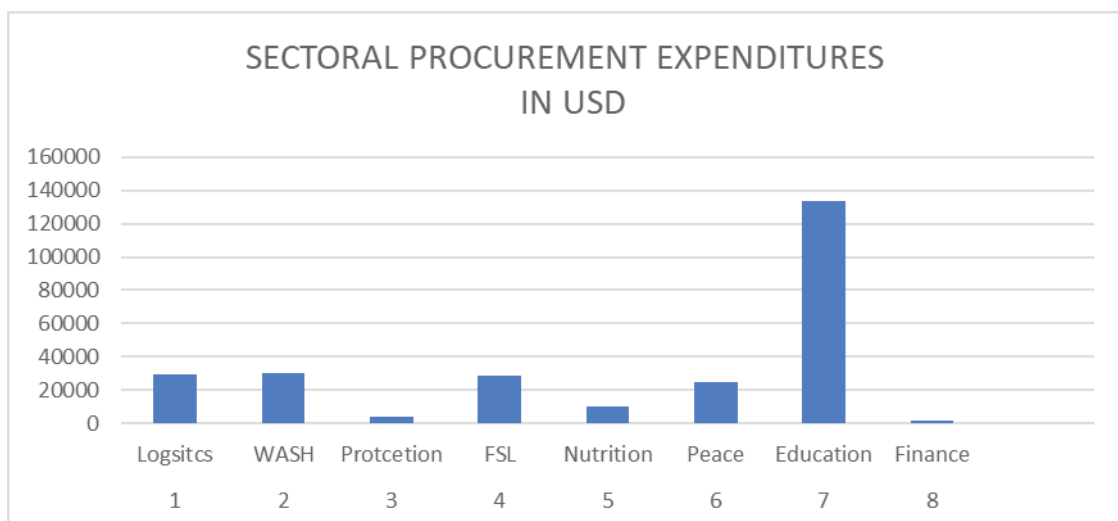
S/N	Undor Vehicles At Present	Vehicle Type	Locations	No-Per Location
1	NNGO,4/ 19/21	Land cruiser	Juba	2
2	NNGO 4/ 15	Land cruiser	Bentiu	1
3	NNGO4/17/11	Landcruiser	Leer	2
4	NNGO4/6	Pick Up	Koch	1

4.1.3 PROCUREMENT

This sector performs the role of purchase of goods and services and the possible ways of obtaining them by UNIDOR. The transactions of cash with the exchange of goods and services are well recorded in the Procurement unit as per requests submitted to the unit by initiators in this case; project managers/officers to buy for the needs of the target beneficiaries. The logistics and procurement unit in its database system has records of all suppliers in their different categories of supply capacities.

Our partnership with suppliers has always been respectful

The below illustration shows the follows of cash spent on purchases per Department and across UNIDOR operations:



4.1.4 ENERGY

The use of power generates energy to enable staff to work their work more effectively and efficiently within UNIDOR premises, both the field locations and the headquarters (Juba). UNIDOR had sourced generators and solar panels.

FIELD LOCATION	GENERATOR	SOLAR PANEL
Juba	2	18
Koch	1	4
Leer	2	6
Nyal		12
Rubkway	1	4

FUEL USED FOR VEHICLES AND THE GENERATORS:

LOCATIONS	QNTY IN LITRES	UNIT PRICE	AMOUNT USD
Juba	25,000	1.5	375,00
Bentiu	875	1.5	1,312.5
Nyal	30	1.5	45
Koch	112	1.5	168
TOTAL			39,025.5 USD

4.1.5 WATER

The water usage in Juba Head office.

YEAR WATER USDAGE	DRUMS USED	UNIT PRICE	AMOUNT PER YEAR
UNIDOR COMPOUND	30.000	1000 SSP	330,000 SSP
	22	700 SSP	169, 400 SSP
Total			499,400 SSP

4.1.5.1 OFFICE SAFE DRINKING WATER

S/NO	DESCRIPTION	QUANTITY	UNIT PRICE	MONTHS	AMOUNT in USD
1	Jambo water bottles	34	1.3	12	530.4 USD

4.2 SAFETY AND SECURITY DEPARTMENT

Safety and Security sector in UNIDOR were created to served and have been a total relief in serving the entire organization

Activities actively engaged by the security department:

- I. Clearances: The department was so engaged in all clearances for the successful facilitation of humanitarian aids in all field locations. The clearance included cash clearance & charter- clearance from RRC & JVMM
- II. Operational Licenses & Legal Documentations: The department secured the following critical documents:
 - a) Registration certificate from RRC
 - b) Tax identification and clearance were renewed,
 - c) letter of no objection, application of the rubber stamp and approval of rubber stamp from CID, Ministry of Finance and Economic Planning under the Directorate of Taxation.
- III. Secured travel authorization of our expats from RRC: 7 travel approvals were approved in 2023.

- IV. Work permits VISA renewal in 2023: The department secured all aliens registration; work permits for all the experts working in departments. 3 work permits were received.
- V. Vehicles log-book processing, renewals and number plates at Bapiny Company, and Ministry of Road and Bridges: This was well done.
- VI. Relations built with partners and other Government departments: I in 2023, Safety and Security department ensured the relationship between UNIDOR and Government agencies was amiable. All strategies worked in maintaining a very good relationship with government Ministries.
- VII. **Security updates:** Picked and circulated all critical security updates to all program areas. Ensured neutrality of UNIDOR staff and their impartiality in executing duties and adherence to the law. security updates were crucial to UNIDOR and the staff who risked their lives in working in battle fields/places where humanitarian aid was needed.

4.2.1 Main Security challenges for 2023

- 1. Cost: Dealing with government security agencies became a little challenging, small matters always getting complicated by day
- 2. Stationery: Had challenges in printing documents. The department dealt with a lot of documentation.
- 3. Lack of an office, when some of the documents required safe custody

4.2.2 Other activities:

In 2023, Safety and security department attended training on Global Safety and Security in the Non-Governmental Organizations conducted by Christian Aid

4.3 INFORMATION AND COMMUNICATIONS TECHNOLOGY (ICT)

ICT's main role in 2023 was to Enhance Organizational Efficiency and Productivity through:

- 1. Managing IT infrastructure
- 2. Ensuring network security
- 3. Providing technical support
- 4. Developing and maintaining software

In 2023, a total of 59 computers were in use as shown below:

NO.	LOCATION	NUMBER OF COMPUTERS
1.	Juba	19
2.	Leer	5
3.	Mayendit	10
4.	Koch	9
5.	Nyal	8
6.	Bentiu	8
Total		59

5

DIRECTORATE OF PROGRAMS

5.10 INTRODUCTION

Universal Intervention and Development Organization (UNIDOR) a South Sudan-based National Non-Governmental Organization (NNGO), that was founded in 2004 and was registered by the National Ministry of Justice and Constitutional Affairs and later by the Relief and Rehabilitation Commission (RRC), under registration number 182.

UNIDOR interventions focus on Humanitarian advocacy, emergency relief and development dedicated to alleviating the suffering of vulnerable men, women, girls, and boys by responding and intervening in disasters and human suffering in the community.

The organization has seven (7) thematic areas and M&E department, all of which report to Head of Program;

1. Nutrition sector
2. Protection sector
3. FSL sector
4. Education sector
5. WASH sector
6. Peace-building and conflict mitigation sector
7. Monitor and Evaluation department.
8. Health sector

UNIDOR programme staff list, 2023.

S/No	Name	Gender	Title	Location
01	James Buom Puot	M	Head of Programs	Juba
02	Caroline Mbaya	F	Nutrition Programme Manager	Juba
03	Nakaweesa Alice	F	Protection Programme Manager	Juba
04	Francis Gicheru	M	FSL Programme Manager	Juba
05	Bernard Wafula	M	WASH Programme Manager	Juba
06	Ocitti Charles Leo	M	Education Programme Manager	Juba
07	Joseph Chol Pakwan	M	M & E Manager	Juba
08	Bol Badeng Gatbuok	M	Peace-building and conflict resolution Officer	Juba
09	Richard Nyeke	M	Nutrition Roving Officer	Juba/field
10	Gatkuoth Liah Yaw	M	Child Protection field Coordinator	Rubkona
11	Tabitha Yar Majok	F	R2G Project Officer	Juba/field
12	Lam Puok Liah	M	Education Project Officer	Rubkona
13	John Nuor Biel	M	Child Project Officer	Rubkona

14	Kojoki Kevin Iwa	F	Nutrition Project Officer	Rubkona
15	Gatyiel Tab Kuet	M	AAP Officer (protection)	Rubkona
16	Nyakuony James Gattuak	F	AAP Officer (protection)	Rubkona
17	William Wayu John	M	Nutrition field Supervisor	Mayendit
18	Zachariah Met Moses	M	Nutrition Officer	Mayendit
19	Akuma Grace Justin	F	SC Clinical Officer	Mayendit
20	Chuol Manyang	M	Nutrition project Assistant	Mayendit
21	Alex Duop Geng	M	Nutrition project Assistant	Mayendit
22	Deborah Nyamuch Thak	F	Child Protection Senior Case Worker	Mayendit
23	George Puoth Toch	M	Child Protection Case Worker	Mayendit
24	Nyamuch Mut Malieth	F	Child Protection Case Worker	Mayendit
25	William Kuoch Malual	M	Child Protection Senior Case Worker	Leer
26	Deborah Nyatiem Gatlong	F	Child Protection Case Worker	Leer
27	Gatnyang Riak Chak	M	Child Protection Case Worker	Leer
28	James Oja	M	FSL Project Officer	Leer
29	Maria Nyakuoth Padiel	F	Protection Project Officer	Leer
30	John Marial Jal	M	Education Roving Officer	Panyijiar
31	Ketibe Simon	M	Education Project Officer	Panyijiar
32	Marial Peter Koat	M	M & E Officer	Panyijiar
33	Angelina Nyahok	F	Gender inclusion Officer	Panyijiar
34	John Koang	M	Project Assistant	Panyijiar
35	Gattuoy Kor	M	Project Assistant	Panyijiar
36	Regina Nyamai Gatluak	F	Case worker	Panyijiar
37	Rebecca Nyadak Majuol	F	Case Worker	Panyijiar

5.5 NUTRITION



Cooking demonstration taking place at the community level with support of Nutrition officer and clinical officer

5.5.1 Introduction

The Department had 135 staff in 2023 as follows

Department	Total	Male	Female
Nutrition	135	74	61

5.5.2 Objectives

To scale up the Provision of Integrated Life-saving nutrition and Emergency services to conflict, most affected and vulnerable populations,(children aged (6-59) months Boys and Girls, adolescents, and pregnant & lactating women in Mayendit county in UNITY State, through prevention, treatment, and management of Severely Acute malnutrition (SAM) , Moderate Acute Malnutrition (MAM), and Maternal Infant and Young Child Nutrition (MIYCN) and surge up advocacy through raising our voices for zero under nutrition and zero people without access to clean water and sanitation in South Sudan.

UNIDOR works in close coordination and collaboration with the government actors at the national, state, and county levels (MOH, SMOH, and CHD) and other relevant stakeholders including partners and donors in all areas of operations and at the regional level. UNIDOR maintains a cordial working relationship with key stakeholders in the country and the counties of operation with great partnerships witnessed between different actors that strengthened synergies with other sectors aiming to scale up prevention of malnutrition through a multisectoral approach aimed at ensuring every child reaches full potential. UNIDOR also maintained a close relationship with the national and subnational clusters with active participation throughout the year and continued to support the clusters in the capacity of Strategic Advisory Group and Malnutrition Prevention (MIYCN) and CMAM Technical working group members.

UNIDOR observes a keen eye on Accountability to Affected Population which feedback mechanisms set in place and ensures beneficiaries involved from the project design stage and implementation cycle to the end through public participation and this creates great ownership and corporation. Local stakeholder mechanisms that were streamlined, appropriate, and robust enough and suggestion boxes were put in place throughout the course of the project development and implementation to ensure beneficiaries' views formed the core part of project design and were aware of the project's overall expectation before its implementation. Focused social groups like mother-to-mother support groups were formed and a lead mother selected to support the mothers passed the concerns to the relevant authorities.

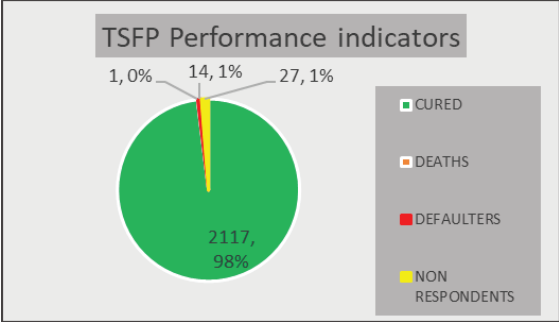
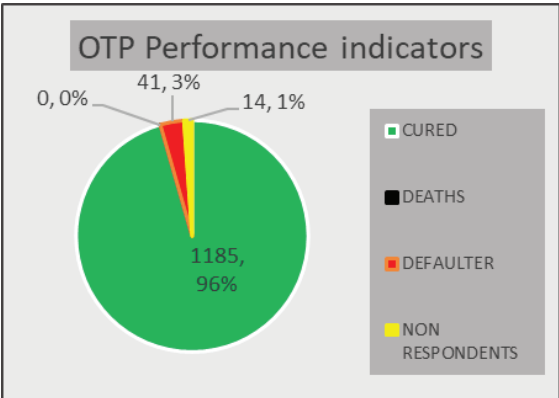
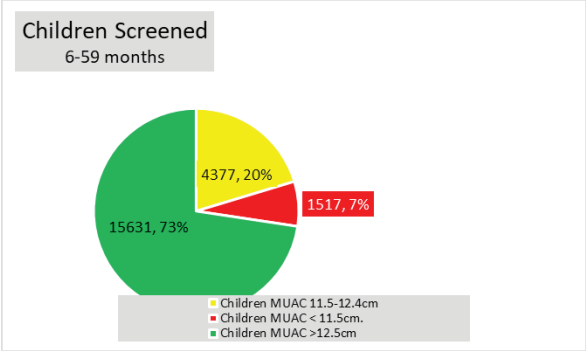
The nutrition manager, Roving Officer, Nutrition field supervisor, and the Officers worked closely in monitoring the implementation, progress, and achievements of the projects. M &E Manager and the officer supported field teams in developing monitoring tools with detailed reporting plans that were shared with the team and this guided in collecting timely and quality data which helped the nutrition manager in monitoring and tracking the achievements of the project in line with the donor requirements. Some of the monitoring and reporting tools were nutrition information system (NIS), DHIS, monthly reporting booklets, TSFP/OTP registers, treatment cards, ration cards, tally sheets and use of pictorial tools, stock and distribution templates, CNV tools (community screening foams, referral slips and follow up foams. These tools were used throughout the project implementation cycle on a daily, weekly, bi-weekly, and monthly basis. UNIDOR had other additional internal monitoring tools such as staff appraisals, training reports, and pre and post distribution list of procured items in line with UNIDOR procurement policy. The nutrition Information system (NIS) helped in tracking the nutrition project implementation in line with the 4 global sphere standard indicators: cure rate, Defaulter rate, Death rate, and non-respondent rate every month. NIS data was submitted to the National and sub-national nutrition clusters which indicated UNIDOR 5Ws in the activity Info and was also used to generate internal monthly reports submitted to the Senior Management and M&E manager for follow-up on the progress of activities and impact to the communities, identifying impacts, areas of improvement and achievements with success stories being developed and filling for future reference.

Below are achievements against activities and milestones per project;

WFP/UNICEF in Mayendit and Panyijar

Output 1	Early Childhood, Adolescents, and Women Nutrition: More children, adolescent girls, and women benefit from equitable access to integrated and quality preventive nutrition services and adopt positive nutrition practices, including in emergencies	
Activity	Target	Achieved
Maternal Infant and Young Child Nutrition counselling to mothers and caregivers of children U5 years	Female:10,724	Pregnant attending individual counselling 1,737
	Male:1,647	Lactating/caregivers of children 0-6 months attending individual counselling 1,481
		Lactating/caregivers of children 6-24 months attending individual counselling 2,101
		IYCF & functional mother support Groups 824
		Number of IYCF sessions held 1,284
	Number of participants 2,281 Males & 10,960 Females	
Number of children aged (6-59) months who received vitamin A supplementation	17,089 Male:9,402 Female:10,185	25,670 Boys: 12,250 Girls: 13,150
Number of children (12-59) months who received Deworming supplementation	15,436 Male: 7,328 Female:8,602	13,106 Boys: 6,337 Girls: 6,769
Number of kitchen demonstrations gardens developed at the Nutrition/health facilities and at the community by CNVs	Facility: 12 Community: 8	40 Facility: 24 Community: 16
Number of cooking demonstrations conducted to improve food diversity at the facility	20	30
Number of cooking demonstration sessions organized at the community with the support of mother support groups and CNVs	10	12
Training and capacity strengthening of Nutrition and health to provide MIYCN counselling	Female: 18 Male:12	Female: 12 Male:24
Number of community nutrition volunteers (CNV) trained to provide MIYCN counseling services including sanitation and hygiene promotion as per national standards	Female: 20 Male: 12	Female: 45 Male: 25

Program output 2		More children benefit from equitable access to integrated and quality curative services for the management of wasting, including in emergencies.																															
Activity	Target	Achieved																															
Number of children aged 6-59 months affected by severe wasting without medical complications who are admitted into treatment in Mayendit	Female:1432 Male:1,320	Female:659 Male:846																															
Number of children aged 6-59 months with SAM with medical who are admitted for treatment in SC sites	Girls: 143 Boys:132	Girls: 72 Boys:67																															
Number of children aged 6-59 months with MAM who are admitted for treatment in TSFP sites	Girls: 4,570 Boys:4,006	Girls: 1,783 Boys:1,492																															
Number of Pregnant and lactating women with MAM who are admitted for treatment in the TSFP sites	6300	Pregnant:667 Lactating :670																															
Number of health and nutrition workers trained to provide IMAM/CMAM services as per national standards	Female: 18 Male:12	Female: 12 Male:24																															
Number of CNV trained on detection and referral of SAM/MAM children as per national standards	Female: 20 Male: 12	Female: 45 Male: 25																															
Number of nutrition facilities reaching at least three SPHERE standards for the management of SAM/ MAM (Recover rate, Death rate and Defaulter rate)	12	12 <table border="1"> <thead> <tr> <th colspan="3">OTP Performance Indicators</th> </tr> </thead> <tbody> <tr> <td>Cured Rate</td> <td>96%</td> <td>(SPHERE min. standards >75%)</td> </tr> <tr> <td>Death Rate</td> <td>0%</td> <td>(SPHERE min. standards <10%)</td> </tr> <tr> <td>Defaulter Rate</td> <td>3%</td> <td>(SPHERE min. standards <15%)</td> </tr> <tr> <td>Non Cured Rate</td> <td>1%</td> <td>(SPHERE min. standards <10%)</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">TSFP Performance Indicators</th> </tr> </thead> <tbody> <tr> <td>Cured Rate</td> <td>98%</td> <td>(SPHERE min. standards >75%)</td> </tr> <tr> <td>Death Rate</td> <td>0%</td> <td>(SPHERE min. standards <3%)</td> </tr> <tr> <td>Defaulter Rate</td> <td>1%</td> <td>(SPHERE min. standards <15%)</td> </tr> <tr> <td>Non Cured Rate</td> <td>1%</td> <td>(SPHERE min. standards <10%)</td> </tr> </tbody> </table>		OTP Performance Indicators			Cured Rate	96%	(SPHERE min. standards >75%)	Death Rate	0%	(SPHERE min. standards <10%)	Defaulter Rate	3%	(SPHERE min. standards <15%)	Non Cured Rate	1%	(SPHERE min. standards <10%)	TSFP Performance Indicators			Cured Rate	98%	(SPHERE min. standards >75%)	Death Rate	0%	(SPHERE min. standards <3%)	Defaulter Rate	1%	(SPHERE min. standards <15%)	Non Cured Rate	1%	(SPHERE min. standards <10%)
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Non Cured Rate	1%	(SPHERE min. standards <10%)																															
Number of MAM children admitted for treatment at the TSFP	Boys :2743 Girls :2972	4,532 Boys : 2,175 Girls : 2,357																															

<p>% of children aged (6-59) months with Moderate acute malnutrition who are admitted for treatment and recover</p>	<p>> 75%</p>	 <p>TSFP Performance indicators</p> <ul style="list-style-type: none"> CURED: 2117, 98% DEATHS: 27, 1% DEFAULTERS: 14, 1% NON RESPONDENTS: 1, 0% 				
<p>% of children aged (6-59) months with Severe acute malnutrition who are admitted for treatment and recover</p>	<p>> 84%</p>	 <p>OTP Performance indicators</p> <ul style="list-style-type: none"> CURED: 1185, 96% DEATHS: 14, 1% DEFAULTER: 41, 3% NON RESPONDENTS: 0, 0% 				
<p>Number of Children screened 6-59 months screened for malnutrition</p>	<p>N/A</p>	<p>21,527 Boys: 10,332 Girls: 11,195</p>  <p>Children Screened 6-59 months</p> <ul style="list-style-type: none"> Children MUAC >12.5cm: 15631, 73% Children MUAC 11.5-12.4cm: 4377, 20% Children MUAC < 11.5cm: 1517, 7% 				
<p>Number of pregnant and lactating women screened</p>	<p>N/A</p>	<table border="1"> <tr> <td>PLW Screened</td> <td>15593</td> </tr> <tr> <td>PLW MUAC >21</td> <td>3127</td> </tr> </table>	PLW Screened	15593	PLW MUAC >21	3127
PLW Screened	15593					
PLW MUAC >21	3127					
<p>RIGHT2GROW ADVOCACY</p>	<p>Communities demand and invest in basic social services and adopt good nutrition and WASH practices, jointly addressing barriers with private sector partners</p>					
<p># of actions in which communities formulate demands for improved (WASH and nutrition) services</p>	<p>2</p>	<p>3</p>				

Representative and empowered civil society organisations (CSOs) effectively navigate the civic space to advocate for leadership and good governance to prevent under nutrition	2	4
# of advocacy initiatives carried out by CSOs, for, by or with their membership/ constituency	2	4
# of water user committees trained on maintenance of water sources and sanitation within the communities	2	4
# of MTMSG and Men groups trained	5	20
# of awareness sessions conducted on local production of nutritious foods affordable to the local community.	5	10

5.5.3 Other Achievements:

1. Secured additional funding through SSJR.
2. Commemoration of Global events i.e. World breastfeeding week, World Food Day
3. Expansion of Nutrition program to Rubkona county
4. Support and facilitation of the National Nutrition Annual Review in collaboration with UNs and MOH
5. Active member of National Nutrition and sub national clusters
6. An active member in the strategic advisory group (SAG) supporting cluster coordination for the 5th Year
7. An active member of MIYCN Technical working group for the 4th term
8. An active member of the Peer Review Committee at the national level
9. A National Master trainer in Maternal
10. Infant and Young Child Nutrition
11. Represented the South Sudan Right2Grow consortium at Regional/Global Learning Week in Kampala.

5.6 GENERAL PROTECTION

5.6.4 Introduction:

The Department had 73 staff in 2023 as follows

Department	Total	Male	Female
Protection	73	46	27



Picture taken during the training on Promoting Teachers' Well-Being and Referral Mechanism.

General Protection.	People in Need	People reached
Objective 1. UNIDOR ensures the provision of critical protection related assistance and specialized services through an integrated approach to address the priority needs of vulnerable women, men, girls and boys in Dhabual payam unity state through Psychosocial support and access to documentation, working with peace building agencies and development actors.	4,174,577	250,475
Objective 2. Prevent and mitigate protection risks through enhanced preparedness and resilience through integrated approach closely work with Cash working groups (Strategic Advisory group -SAG, Family tracing and re-unification working group (FTR-Group) Mental Health and Psychosocial support technical working group (MHPSS-TWG) Gender based violence sub-cluster, child protection cluster, Protection cluster, deep field monthly coordination meetings, updating referral pathways eg GBV referral, CP referral, One stop centers, Women and girls friendly spaces-WGFS, Child safe spaces-CFSs, Legal aid support -through pro bono lawyers, Local authority and women led organization (Advocacy on Radio messages, EMAP WhatsApp groups, newsletters with topics on Human rights and Child rights) Ministry of gender child and social welfare.	4,085,541	40,855
Objective 3. Enhance protection assessment and monitoring to inform protection and overall humanitarian response through integrated approach develop harmonized key messaging that is also informed by the findings from the protection monitoring analysis.	5,278,473	361,575
Location: Dhabual, Rubkuay, Tharwanyela, Adok payams. Unity state		
Gender based violence (GBV)	People in Need	People Reached
Objective 1. Reduce the suffering of GBV survivors including women, men, girls, boys and ability-challenged persons through the provision of multisectoral specialized GBV response services through integrating Cash and Voucher Assistance into GBV programming, provision of integrated Lifesaving Reproductive Health and GBV Prevention and response services, Provide Core Pipeline Emergency Reproductive Health medicines, supplies to include Post Rape Kits and equipment to HF, Support maternity medical responses which will include, safe birth deliveries, Ante Natal Care, Family Planning counselling,	87,245	3,724.5

and referrals from the community to health facilities to avoid delays, Provide community-based and static adolescent-friendly integrated sexual and reproductive health services among the flood-displaced communities to promote safe sexual practices, Conduct community-based awareness-raising on maternal and reproductive health to enhance uptake of RH services, Provision of quality case management and PSS to GBV survivors and other women and girls at risk, Procure and Distribution of dignity kits to the most vulnerable women and girls, Identification and training of target beneficiaries (women and girls) and provision of start-up kit /seed-capital, Conduct community awareness raising activities/campaign and information dissemination on GBV prevention and response in Bentiu, Koch, Tonj East Leer and Mayendit for the floods and crisis affected communities in Unity State.		
Objective 2. Vulnerable women, men, girls, and boys including ability-challenged persons have improved access to the provision of GBV prevention and risk mitigation interventions through Reducing the suffering of GBV survivors including women, men, girls, boys and ability-challenged persons through the provision of multisectoral specialized GBV response services through Strengthening Psychosocial Support services and collaboration with MHPSS working group, Strengthening GBV awareness and risk mitigation in Koch County.	27,368	14,252
Child Protection (CP)	People in Need	People reached
Objective 1. Vulnerable and at-risk girls, boys, men and women including children with disabilities have improved access to quality lifesaving child protection through strengthening Comprehensive CP case management and referrals.	29,349	14,675
Objective 2. Reduce the suffering of boys, girls, women and men including children with disabilities who are at risk or experience violence, abuse, exploitation and neglect including GBV through provision of specialized/lifesaving child protection and multi sectoral services through Community based child Protection approaches, capacity building, and Coordination strengthening, and Expansion of Mental Health and Psychosocial Support Services Location: Dhabual, Rubkuay, Tharwanyela, Koch, Tonj East, Rubkona, Adok payams. Unity state	3,668,694	1,027,231
<p>Protection Approach – UNIDOR uses a community need based intervention through community-based networks (CBCPN, Local authorities, women leaders, youth leaders) and builds local capacity in project implementation, setting up feedback mechanisms, engaging people with special needs, line ministries, sub national clusters, Universities to map out assessment /needs and design responses timely.</p> <p>Accountability to the affected Population: UNIDOR has a strong AAP system which consists of the officers, AAP Committees who are the senior staff and the preferred communication channels (monthly meetings, PMCs/RRC and project staff) which are selected by the beneficiaries during the rollout of the AAP System and through the AAP system, the AAP Officer continued to collect Feedbacks, Requests, suggestions and complains which are tracked in data base, analyzed and shared with Donors and feedback also provided to the beneficiaries.</p>		

5.7 FOOD SECURITY AND LIVELIHOOD

5.7.1 Introduction

The Department had 20 staff in 2023 as follows

Department	Total	Male	Female
FSL	20	17	3



The photo was taken during harvesting vegetables

5.7.2 Objectives;

- i. Restoration of productive capacity of arable land to mitigate short term hunger gaps for 4,200 vulnerable community members through provision of food for assets in Guit, Koch, and Panyijar Counties by 2023.
- ii. Provision of food assistance to improve the immediate household food security for 4,200 affected populations during the stress period by December 2023.
- iii. Construction of community infrastructure to support smallholder farmers' production, aggregation, and marketing capacities Guit, Koch, and Panyijar Counties by December 2023.
- iv. Increased vegetable production, access to quality inputs, and adoption of improved agricultural practices
- v. Enhanced access to financial knowledge by vulnerable youth, women, and men in support of income generation and formation of VSLAs
- vi. Diversification of livelihood options and marketing improved to increase household incomes
- vii. Building community resilience against climate shocks
- viii. Improving farming and boosting production and post-production practices
- ix. Diversifying communities' economic opportunities through the value chain and access to the market,

UNIDOR has enjoyed a good relationship with different stakeholders like the line Ministries and departments as well as the FSL cluster and national sub cluster. During the last year, all the key stakeholders from both state and county levels were engaged and inform right from the project inception to the last phase of the project, the relationship with local authorities have been impeccable as far as the FSL project implementation is concern, UNIDOR FSL teams always update the authorities at the beginning of every project activity and this has created strong professional bond and trust between the organization and the local authorities. UNIDOR has on several occasions participated with other sister partners on several humanitarian activities such as services /activity mapping, safety audit assessment etc., and on the other hand UNIDOR FSL team was selected by partners to lead and spearhead FSL cluster meetings in these counties.

The below are achievement against activities and milestones per project

5.13.3 Food for Asset

5.13.3.1 Koch

The year 2023 was the most convenient year for the implementation of the property. This was because its seasons were mild with optimum rainfall spread uniformly over the months. The social-political climate was also positive and the security was guaranteed. The factors enabled UNIDOR to implement all the activities unhindered as outlined below.

- i. UNIDOR began the year's activities with the holding of stakeholder meetings. Through these meetings, the mandate of the CBPPs was renewed, leading to the election of people to replace the members that might have vacated the places as well as those deemed to be incapable of meeting their roles and responsibilities.
- ii. UNIDOR trained these CBPP members on their roles and responsibilities and thereby held a meeting with them where they were able to draw up the type of assets, they were to create during the year 2023. These Assets included; the growing of cereals and the construction of the Community Access Road (CAR) from Kuit to Leek for the first and second pillar respectively as well as the growing the growing cereals and vegetables as the first and second pillar respectively.
- iii. UNIDOR Project staff then reviewed and renewed the PMC structure most important in Mirmir which had been disorganized by the April crisis of 2022.
- iv. Capacity-building training for all the 40 PMCs on their roles, responsibilities, and other related crosscutting GBV, general protection, and nutrition-sensitive agriculture was held.
- v. UNIDOR -FFA team also conducted on-farm training for FFA beneficiaries for both vegetable and cereals on the Integrated Pest Management (IPM) and the recommended general basic agronomics practices for 340 participants.
- vi. UNIDOR FFA group from Leek successfully managed to construct 1.5 km of community access road that connects the Leek Payam Headquarters with the main Road at Kuit.
- vii. UNIDOR was able to distribute food to the FFA beneficiaries totaling 2400 amounting to 82.422mt in form of Sorghum, pulses, and cooking oil.

5.13.3.2 Guit

- I. CBPP validation was done in all the four Bomas
- II. 130 males and 119 females registered and received scope cards for both Payams of Nyathoar and Chotyel
- III. Cash was distributed to 242 HHs for the months of April and May 2023
- IV. Cash distributed to 247 for the months of June and July 2023
- V. Cash distributed to 239 HHs for the months of August 2023
- VI. 242 farms were created (30x50 meters per each participant)
- VII. 80 lead farmers trained in modern agricultural ways of cultivations
- VIII. 125kmx1meter created by the participants

Panyijjar

- I. CBPP validation was done in Majak and Panthiel
- II. Training of project Management committee members in Majak and Pathiel
- III. Agronomy training for all 400 participants in Majak and Pathiel
- IV. SCOPE registration of 249 Households was completed
- V. Rehabilitation and construction of a total of 12Kms dyke was completed
- VI. Distribution of assorted food Items that totaled to 122 Metric tons
- VII. Distribution of seeds and tools to all 400 participants

VIII. Establishment of VSLA groups for all participants that saved up to 1,185,000 SSP

5.13.4 Livelihood project – Panyijiar

Consultative meeting with (60) community leaders - -Beneficiaries selection criteria and explaining the project objectives and how it will be implemented.

- Roles of the community leaders which include the chiefs, youth leaders, and women leaders during the implementation of the project.
- with other stakeholders, we discussed areas of each organization's operation, for example, Welt Hunger. IRC and VSF are all implementing food security-related activities.
- We also during the meeting talk about the beneficiary's registration, verification and selection criteria.
- We provided details about the project which includes unconditional cash distribution to 400 HHs in the three selected payams and including cereals seeds (Maize and Sorghum) in the inputs given.
- ii. Beneficiaries selection and registration - -Identification of beneficiaries done by the chiefs of the places (Payams, Bomas, and the villages in the selected areas)
- Registration of the Beneficiaries done by the enumerators recruited by UNIDOR in all the selected areas.
- Verification of the beneficiaries was done by UNIDOR staffs with the help of chiefs and the RRC to make sure all the registered beneficiaries are the eligible one as per the project required.
- Finally, all the registered beneficiaries' names entered into the distribution list.
- iii. We responded by giving Vegetable and crop seeds and tools distribution and Agricultural training (400HHs) - Two days per selected locations training was organized by UNIDOR to train the vegetable growers in the basic skills of vegetable growing.

Introduction to vegetables and the types participants knows, (Wild vegetables and grown locally vegetables). Importance of vegetables in our daily diets and home generally, Pests and disease's management in vegetable gardens, Disease identification in vegetables, Nursery bed site selection for raising vegetable seedlings.

Management of nursery bed and seedlings of vegetables. Transplanting vegetable seedlings. Field preparation for vegetable growing. Vegetable harvesting, transportation, and marketing.

- iv. Unconditional cash distribution - Unconditional Cash targeted beneficiaries 400 HHs: M: 153 F: 247. Orphans Male: 28 Female: 26. Widows 48 and widowers 5. Blind Male: 10 Female: 8. Disable Male 44 Female 55. Deaf Male 10 Female 1. IDP Male 26 Female 26. Elderly Male 66 Female

36. Chronic Illness Male 3 Female 1 Returnees Male 2 Female 5 Total= 400

5.13.5 Achievements:

- All the registered beneficiaries received their money and signed
- The money they received was 45,900 SSP per HH distributed by Kush Bank
- All the registered beneficiaries got their cash (Money).
- There were no complaints from both the beneficiaries or their leaders (Chiefs)
- Distribution witnessed by the RRC and the chiefs

- v. DRR training for the community members - The DRR activity achieved the following;

We empowered targeted communities in greater Payinjiar county to identify their vulnerabilities, challenges, and capacities within their communities

Document capacities, vulnerability, and vision of the floods-affected communities in greater Payinjiar County.

They came up with an action plan to mitigate and address disaster risk concerns

- vi. We trained IGA and Entrepreneurship for (20 VSLA groups of 20 members each trained) - The IGA activity aimed to achieve the following objectives;
- Empower targeted communities in greater Payinjiar county to identify their vulnerabilities, challenges, and capacities within their communities

- To have business capacities, vulnerability and vision of the affected communities in greater Payinjar County.
- Come up with a Business plan

5.13.6 SSJR Livelihood project – Koch

Distribution of maize seeds to newly registered beneficiaries and groundnuts and sesame seeds, tools like axes/machete, calves/bulls’ vegetable seeds like watermelon, okra, onion, and carrots. NB: The axes/machetes and bulls/ox-plough will be procured and given to the 10 farmers groups and maize will be locally procured through the seed fair. 12,600 (F=7,560, M=5,040; <18=5,250, >18=10,080)

Refresher training on animal traction/ox plough farming

Monitoring of the VSLA groups and providing coaching/mentorship, training the IGA members on life skills building e.g, bakery, face masks, etc. 3,450 (F=2,070, M=1,380; <18=690, >18=2,760)

5.8 EDUCATION

5.8.1 Introduction

The Department had 2 staff in 2023 as follows

Department	Total	Male	Female
Education	2	2	0



Joint supportive supervision team visiting Janglow Primary school and female teachers receiving their incentives in Panyijiar County.

5.8.2 Changes realized as a result of the intervention

The projects drew many learners and retained them in schools, the total numbers of learners reached as at the end of 2024 was 26,975 learners (13,880 Male and 13,095 Female). When we compare with the number before the intervention, which was at 18,638 learners), it showed an increase in the number of learners by 45% in the general total (Males 11,183 and Females 7455), While by gender, there was also an increase as shown, male has an increase of 24% and female 76% respectively.

The department also trained PTAs, SMCs, County education officials and care givers, these give a total of 205 (Male 133 and Female 72) which if added to the total learners, beneficiaries reached would be 27,180 (Male 14,013 and Female 13167)

5.8.3 Impact of the project in the community

They positively impacted the community as said by the Payams’ Education Supervisors of Khol Payam adding that UNIDOR is nearer to its beneficiaries than other implementing partners. The Head Teacher of Nyal Unity expressed appreciation to UNIDOR saying what he appreciated so much, was the training provided to the teachers that resulted to quality service delivery to the learners, this is because most of the teachers are not trained.

5.8.4 Human Resources

The UNIDOR Education department has competent human resources who are mainly nationals from the region and beyond as is indicated in the table below.

5.8.4.1 Human Resources/Personnel

Location	Male	Female	Total	Sectors			
				Education	Protection	MEAL	Admin/Mobilizer
Panyijar	04	03	07	03	03	01	00
Guit/Bentiu	02	00	02	00	00	00	02
Juba	02	01	03	01	01	01	00

In 2024, UNIDOR's education staff were 12 (08 Male and 04 Female), all are South Sudanese with only one protection expatriate from the region, constituting 92% of the staff who are South Sudanese nationals. Other nationals from the Region and beyond have 08%. Because the Education department has only two running projects, the total staff in the department is low compared to other departments.

5.8.4.2 Education Finances

Like elsewhere in the world, funding opportunities are dwindling for UNIDOR Education department, the total income raised under education in 2024 was \$ 800,501.99. This was from the three projects of SSJR, \$32,400.00, ECW \$604,274.50 and UNICEF \$163,827.49. This is above the 2023 since the active project by then was only the SSJR \$32,400.00.

Details of Income and expenditure as shown in the table below

Years	2023	2024
Fund from NRC-ECW	\$ 00	\$ 604,274.50
UNICEF	\$ 00	\$ 163,827.49
SSJR	\$ 32,400.00	\$ 32,400.00
Total Income	\$ 32,400.00	\$ 800,501.99

(2024 data)

5.8.4.3 Logistics

The Education department does not have many assets in the hands of the staff, there are five computer Laptops as follows.

S/No	Title	Source	Condition
01.	Education Program Manager	Administration	Good
02.	Education Project Officer	ECW	Good
03.	MEAL project Officer	ECW	Good
04.	Gender and Inclusion Officer	ECW	Good
05.	Project officer for Ganyiel	ECW	Good

5.8.5 EDUCATION DEPARTMENT ACTIVITIES IMPLEMENTED

In the year 2024, UNIDOR implemented two Education projects with funds from UNICEF and the Multi-Year Resilience project (MYRP) funded by Education cannot Wait (ECW). These two projects were implemented in the Counties of Rubkona and Bentiu for the UNICEF project while, Panyijar county for the MYRP project respectively

The ECW project in Panyijar supports quite a huge number of its beneficiaries in both greater Nyal and Ganyiel areas. The project supports 19,730 learners (Male 9,533 and Female 10,197) in both primary and secondary schools. The project funding lies at 604,274.50 for the period running 01st June 2024-31st May 2025

On the other hand, the project funded by UNICEF supports quite a good number of children from the five schools. There are 7,245 learners (Male 4,347 and Female 2,898) in all the five schools and the two renovated schools. The project total cost lies at 163,827.49 for the period running 15th November 2024-15 May 2025. All the funding for the year 2024 in Education that came from the two donors was Seven hundred sixty-eight thousand, one hundred and two United State Dollars. (\$800,501.99)

Since the projects started late in December 2024, most of the activities shall be implemented in the year 2025.

5.9 WATER SANITATION AND HYGIENE (WASH),

5.9.1 Introduction

The Department had 7 staff in 2023 as follows

Department	Total	Male	Female
Wash	7	6	1



Photos taken during the drilling of borehole in Roriak Boma, Rubkona County.

5.9.2 Achievement R2G WASH and Nutrition Advocacy Project

This is a twin project between Nutrition and WASH and its being implemented in Mayendit and Pariang counties

- Focus Group Discussion session on WASH and Nutrition with community groups
- Marking of global WASH events, i.e. global day for hand washing and world toilet day.
- Continued engagements with the mother support group lobbying for better nutrition and WASH.
- Capacity building of CBOs to prioritize interest of the vulnerable communities and amplifications on the double actions on better nutrition/WASH practices.
- Refresher Training to water user committee's equitable water distribution in the community.
- Advocacy training to project staff and on approaches identified as doable Nutrition and WASH

actions in the communities.

- Collaboration in commemoration of global events like the Welfare of African Child Day, global hand washing day, world toilet day.
- Continued lobbying for more funds through proposal writings, for continued support of WASH and Nutrition services in the project areas.

One of the successes is that the communities are gradually accepting that issues surrounding the water points and water sources are their responsibilities, not the NGOs, or UN partners. In regards to hygiene promotion, the doable actions are being accepted by the community members and this is witnessed by the hand washing stations set at some of the homesteads visited.

5.9.3 UNIDOR drilling activities Projects.

Compared to the previous year 2022, in the year 2023 there were reduced clients contracting us for drilling services. However, quotation was extended out to more clients, among them the UNMISS in Bentiu who committed to UNIDOR to drill one production well and construction of a mini water yard with Solar water distribution system in Koch County. Others, like CH in Leer are waiting for the road from Bentiu to open up for them to show commitment.

In total 7 boreholes were drilled in Rubkona County, 5 for the Unity state government in Ngol and 2 for Mercy corps. The Mercy Corps Boreholes one was a production well in site D in Bentiu and the other was fitted with hand pump in Roriak. All the boreholes were successful and all the steps were followed before commissioning. They in use by IDPs and refugees, returnees from the Sudan.

The QI project (UNMISS) Koch drilling and construction of a mini water yard. The contract agreement documents are fully signed and what awaits is transfer of the cash to UNIDOR account, to enable works to commence.

N/B

Participation /facilitation of subnational WASH meetings and state coordination meetings. UNIDOR submitted a 2023 multi sectoral Humanitarian Response Plan through SSHF to advocate for WASH and Nutrition gaps in Unity state.

Continued lobbying for more funding through proposal writing and concept note development.

5.10 CONFLICT AND PEACE BUILDING

5.10.1 Introduction

The Department had 27 staff in 2023 as follows

Department	Total	Male	Female
Peace	27	25	2



Photos taken during the peace conference in Leer County between Koch, Mayendit and Leer counties.

5.10.2 Activities:

RSRTF ACTIVITIES ACHIEVEMENTS:

OUTPUT 1.2. Increase protection of civilians, especially women through protection mainstreaming into all project activities:

- A1.2.1. conduct community sensitization meetings in all payams to disseminate messages on peace full co-existence.

Men	Women	Boys	Girls	Total
812	681	199	173	1,666

- A1.2.2. Mobilization of women and girls to participate in peace committees and peace clubs to acts as violence preventers.

Men	Women	Boys	Girls	Total
-	925	-	984	1,909

- 1.2.5. Host dialogues and masculinity and harmful ideas of male and female roles in the context of conflict, peace, and reconciliation.

Men	Women	Boys	Girls	Total
486	595	268	392	1,741

- A1.2.7. creating awareness on social inclusion with children, community, chiefs, and local authorities on posting posts for awareness campaign

Men	Women	Boys	Girls	Total
86	85	71	89	331

- A1.2.9. Supporting local efforts to advocate for the legal rights that enable women to participate fully in political, social, and economics life of their societies

Men	Women	Boys	Girls	Total
179	140	92	70	389

OUTPUT 1.3. Increased participation of ex-combatants and women association with armed groups in social cohesion initiative.

- A2.1.1. Conducting two days training for 15women leaders per payam and women rights organization in conflict management, peace building and GBV and protection issues.

Men	Women	Boys	Girls	Total
80	72	43	49	244

- A2.1.2. Conducting round table event bringing local authorities, peace committees, chief, women, youth, and civil society 40 participants per payam in order to strengthen system and policies that support long term conflict management and reconciliation activities.

Men	Women	Boys	Girls	Total
151	142	102	85	480

- A2.1.3. Host community events to raise and sustain awareness around women s rights form of violence, the consequences of violence against women and girls and available services and support for survivors- for 160 participants.

Men	Women	Boys	Girls	Total
237	132	99	112	480

- A2.1.5. Strengthen and support existing seven and facilitates formation of eight peace committees in eight hotspot areas and two peace clubs in school to acts as violence preventer.

Men	Women	Boys	Girls	Total
112	123	106	107	448

- A2.1.6. Facilitate conflict management and reconciliation through community dialogues conflict and early warning 2-days conferences in Koch County, cross border counties and at the national level.

Men	Women	Boys	Girls	Total
124	131	73	72	400

- A2.1.7. Two-day training of local authorities and civil society in human rights and transitional justice mechanism, conflict management and peace building.

Men	Women	Boys	Girls	Total
135	120	75	70	400

- A2.1.11. Organizes round table workshop with community mediation committees (CDCs), (CSOs), peace committees and chiefs and representative from human right and police protection unit discussing roles and responsibilities in resolving violence and human rights violation.

Men	Women	Boys	Girls	Total
781	796	678	625	2,880

OUTPUT 2.2. Increased participation of women and youth in conflict mitigation and prevention activities.

- A2.3.3. Provides PSS support and refers survivors of GBV to health facilities for CMR Services.

Men	Women	Boys	Girls	Total
198	162	-	-	360

- A2.4.2. Two-day training for women representatives and young men in leadership negotiation and mediation.

Men	Women	Boys	Girls	Total
30	37	26	19	112

- A2.5.2. Mapping of traditional/informal mechanism for conflict resolution

Men	Women	Boys	Girls	Total
30	28	26	12	96

- A2.5.3. Linkage of peace committees at the payam level with traditional courts and local peace champions.

Men	Women	Boys	Girls	Total
32	27	28	9	96

- A2.6.1. Identify local community peace champion with collaboration with interfaith group of South Sudan council of Churches.

Men	Women	Boys	Girls	Total
20	17	13	6	56

- A2.6.2. Training of the representative's local community peace champions.

Men	Women	Boys	Girls	Total
16	21	16	3	56

OUTPUT 3.1. Enhance access to legal aid and referral service promoting fair investigation and trial in formal court.

- A3.1.5. Conduct community sensitization campaigns on SGBV reporting and referral

Men	Women	Boys	Girls	Total
54	57	42	39	192

- A3.1.7. Monitoring of protection issues including legal concerns raising awareness and conducting advocacy on human rights issues.

Men	Women	Boys	Girls	Total
54	63	40	35	192

- A3.1.10. Facilitate land document for person of concern at risk forced eviction and displacement.

Men	Women	Boys	Girls	Total
210	150	-	-	360

OUTPUT 3.2. Increased access to effective informal and formal justice mechanism and increased service delivery.

- A3.2.5. Support traditional courts in referral of high symbolic cases under the jurisdiction of formal courts.

Men	Women	Boys	Girls	Total
74	78	51	29	240

- 3.2.11. Build the capacities of the chiefs' court through training on relevant South Sudan laws and jurisdiction of formal and traditional courts.

Men	Women	Boys	Girls	Total
96	24	-	-	120

OUTPUT 3.3. Improved capacity access to housing, land and properties (HLP), dispute resolution mechanism.

- A3.3.1. Assess HLP challenges and concerns and provides recommendations on improving-on-improving access to HLP resolution mechanism for displaced affected populations.

Men	Women	Boys	Girls	Total
63	51	47	31	192

- A3.3.3. Referrals to customary court system or formal justice system and legal support, to resolve HLP issues. Where necessary the project will facilitate land document for PSNs who are unable to obtain the land document and at risk of forced eviction which can also lead to conflict.

Men	Women	Boys	Girls	Total
51	63	40	37	192

- A3.3.4. Training of local land authorities on HLP rights and policies of South Sudan.

Men	Women	Boys	Girls	Total
62	52	36	41	192

OUTPUT 4.1. Strengthen capacity of government officials and political actors for better management in service provision and conflict resolution.

- A4.1.2. Training of payam peace representative on advocacy and participation in governance.

Men	Women	Boys	Girls	Total
181	210	121	88	600

- A4.1.4. Support quarterly review meetings for payams peace representative on advocacy and participations in governance.

Men	Women	Boys	Girls	Total
181	210	114	95	600

OUTPUT 4.2. Facilitate political dialogue and support to the national peace process.

- A4.2.6. Facilitate inter-communal and inter-counties dialogues session with neighbouring counties and payam intra- communal.

Men	Women	Boys	Girls	Total
171	196	102	91	560

OUTPUT 5.1. Enhance involvement of women and youth in identification and development of community assets.

- A5.1.1. Conduct community Base participatory planning exercise to identify structure of recurrent crises.

Men	Women	Boys	Girls	Total
117	115	84	68	384

- Total men, women, boys, and girls reached in 2023:

Men	Women	Boys	Girls	Total
4,743	5,503	2,566	3,431	16,243

- Average % of personals reached in 2023:

Men	Women	Boys	Girls	Total
29%	33%	15%	21%	98%

v SHEJEH SALAM ACTIVITIES ACHIEVEMENT:

The total persons reached in all pre-dialogues:

The general total of personnel reached in the three counties is below in disaggregated in percentage number of men, women, boys, and girls in the areas.

Men	Women	Boys	Girls	Total
130	170	99	51	450

Percentage

Men	Women	Boys	Girls	Total
29%	38%	22%	11%	100%

5.11 HEALTH,

5.11.3 Introduction

The Department had 1 staff in 2023 as follows

Department	Total	Male	Female
Health	1	0	1

Health: We support Primary Health Care Program base on Ministry of Health basic package of Primary Health Care here we support Primary Health care centers (PHCC), Primary Health Care units (PHCUs), Boma Health Initiative (BHI)

5.12 MONITORING AND EVALUATION

5.12.1 Introduction

M & E is interested in how an intervention evolves over time (monitoring); how effectively a Program was implemented and whether there are gaps between the planned and achieved results (evaluation); and whether the changes in well-being are instrumental

The Department had 1 staff in 2023 as follows

Department	Total	Male	Female
M & E	1	1	0



M&E Manager taking the team through PDM question in Nyal, Panyijiar County.

5.12.2 Activities

- Developed M&E plan matrix to all approved UNIDOR projects, for smooth monitoring of the project's implementation, which will indicate which data need to be collected and the timeframe for the data collection.
- Developed the timetable tracking schedule, and monitored closely for timely reports submission to the donors, and gives reminder to the managers as the timing of the reporting is due.
- Conducted regular field project site visitations to monitor smooth implementation and gives guidance in accordance to the monitoring matrix, to the field program staffs on the aspect of M&E.
- Developed 6 PDM questionnaires and conducted PDMs activities with report compiled and shared.

- Compile monthly M&E reports and submitted to the DoP on timely manner.
- Developed M&E TOR to guide the MEAL field officers, for the tasks to perform per each project and to provide the activities report.
- Conducted M&E training to the field staffs on the aspect of the M&E on the processes and the important of the Program staffs to have familiar themselves with the M&E aspect and processes.
- Developed the data collection reporting template for the data clusters did not provide, and there are needs to collect their data and produced reports.
- Developed the indicators performance tracking tables (IPTT) for all the projects and keep monitoring and tracking.

5.18.3 Measure of Achievement /failure

5.18.4 Constraints and Opportunities:

- I. Five years after the signing of the revitalized peace agreement, South Sudan continues to face deteriorating humanitarian conditions attributed to public health hitches like measles & cholera outbreaks, climatic shocks, endemic violence, conflicts, access constraints & operational interference that have pessimistic impact to people's livelihoods hampering access to education & water, sanitation & hygiene & health services thus negatively impacting the nutrition situation with more children acutely malnourished.
- II. The influx of refugees and returnees from Sudan further compounded the humanitarian needs. FSNMS & SMART survey's findings (2023) , notes that the national GAM levels remained above the WHO emergency threshold of 15%, with 2.5 million children & women at risk of acute malnutrition in 2024 & will need urgent treatment with 46 out of 79 counties at GAM above 15% (Cluster 2024 HPC.2023 HNO projected 9.4 million people in need including 1.9 million IDPS, 1.4 returnees, 5.8 million host & 337,00 refugees. Among them 2.2 million women & 4.9 million girls & 2.5 boys equivalent to 15% of the total population. According to November (2023) IPC, April – July 2024, lean season projects the food security situation will deteriorate with an estimated 7.1 million people 56.3% of the population at IPC Phase 3 or above. 79,000 people are likely to be in IPC Phase 5 (Catastrophe) while an estimated 2.34 million people likely to be in Phase 4 (Emergency) with 8 counties of Unity state at IPC AMN phase4.July (2023- June 2024) IPC Projections notes, an estimated 1.65 million children 6 – 59 months (SAM,0.48 million &MAM 1.16 million, & 870,000 PLW) are expected to suffer from acute malnutrition and are in urgent need of nutrition services. The most at-risk being women, children & the elderly faced with large food gaps and likely starvation if humanitarian food assistance is not provided. The floods have affected the crop harvest, and subsequently resulted in a high cereal deficit for the 2022/2023 consumption year. In addition, the current nutrition situation has multi-dimensional aggravating factors, such as severe food insecurity, high child morbidity, low health services, the occurrence of concurrent malnutrition aggravating factors as increasing food insecurity, poor access to WASH & health services & climatic shocks such as recurrent flooding are likely to impact negatively nutrition outcomes. Its worthy noting that, persistent poor macroeconomic conditions, currency devaluation, reduced market access and functionality played a role in the deterioration of food security situation leading to increased malnutrition status of the most vulnerable children U5 boys & girls, adolescents & adult & PLWs with women carrying out many roles, affecting negatively the amount of time they are able to spend feeding and caring for their children, which consequently increases children's risk of malnutrition.

5.18.5 Challenges and critical issues.

- National partner rationalization that led to scale down of nutrition services supported by WFP/ UNICEF from three counties to one.
- Delayed delivery of nutrition supplies for treatment of malnutrition by donor agency thus constraining timely treatment of beneficiaries.

- Exacerbated flooding for consecutive four years leading to displacements of populations, loss of livelihoods and disruptions of nutrition facilities/supplies compounding the malnutrition situation
- High cost of secondary transportation for projects' supplies to the static sites attributed to currency devaluation, flooding and insecurities with porters charging triple the normal rates from the previous year
- Insecurities and tension caused by communal fights between Leer, Mayendit and Koch leading to the displace of populations, contained movements thus delaying timely delivery of services
- Constrained movements by project staff due to lack of adequate mobility support from the logistics
- Constrained construction of nutrition facilities in Mayendit County
- Even though great strides were registered during the project implementation in the year 2023, still there was a lot wanting that were curtailed by the natural phenomena and the programmatic gimmicks that may have been beyond UNIDOR as an implementing partner. These were noted in 2023 as the challenges.
- Farmers/ beneficiaries experienced long dry spells which affected the crop yields.
- There was delay in the procurement of seeds and other farm inputs which eventually arrived when the roads were impassable.
- The project staff member faced the logistic challenges due to lack of motorcycles to facilitate movement to activities sites and hence reducing the frequency of supervision to some far away area like Leek, Mimir, Guit and Pathiel.
- Recurrent cases of food delivery to UNIDOR by the WFP adversely affected food distribution to the beneficiaries culminating in reduced morale and commitment in regard to the project implementation.
- Direct interference by the local authorities from the office of the RRC in the activity's implementation specifically during the road construction halted the continuity of the construction as they wanted a design that is not recommended by WFP and that is out of the project designed guidelines.
- The Sudan conflict continues to discharge refugees and returnees to project areas, and the intercommunal conflicts continues to displace populations. Creating an added burden to the meagre WASH infrastructure already inexistence.
- High expectation from the communities on provision of in-kind support, the markets are quite limited with WASH items. In addition, the communities are economically unstable due to high vulnerabilities and lack of steady income.
- Inadequate MEAL staffs in all the areas of UNIDOR operations to perform the M&E activities.
- Limited field visit for supportive monitoring and supervision by the MEAL manager to give support to the field Program staffs and provide coaching on the M&E aspect.
- Reporting delays from the Program team.
- Lack of computer of M&E Officer.
- Inadequate or limited M&E tools.
- Low internet bandwidths compromising the strength of internet in field location interrupting and hindering in the general report submission and access to emails.
- All field cars odometers are non-functional, hence making it difficult to track fuel utilization vs mileage.
- Huge vehicle maintenance costs.
- Incomplete contract documentation: Some program staff did not sign their contracts with all required supporting documents, such as job descriptions, CVs, and academic credentials.

- Lack of monitoring and updating staffing lists: Some staff members were found to be working without contracts, which was only discovered during salary payment processes.
- Incorrect budget allocation: Budget allocations in contracts were not accurately calculated, leading to issues with staff timesheets during reporting.
- Lack of budget review: There was no formal process for budget review between budget holders, finance, and HR, leading to disagreements on staff cost allocation.
- Close external reporting deadlines: Deadlines for external reporting were too close together, causing increased workload and pressure on staff.
- Non-compliance with PIT payments: Deductions for Personal Income Taxes (PIT) were not made for staff earning above the threshold, leading to audit queries.
- Missed appraisal deadlines: Some departments did not meet the deadline for completing appraisals, resulting in audit queries.
- Untimely submission of timesheets: Both field and Juba-level staff had difficulties submitting timesheets on time.
- Short notice for interviews: Some interview processes were conducted with short notice, resulting in challenges in finding qualified candidates.

5.18.6 Recommendations for Future Planning

- Logistic/operations to ensure timely delivery of supplies and prioritize lifesaving consignment like drugs on air delivery.
- SMT to prioritize construction of nutrition facilities in Mayendit County.
- Nutrition manager to ensure continue follow up with donor agencies on delivery of treatment supplies.
- Head of Nutrition to mobilize more resources for scale up on nutrition scope in other states.
- Prepositioning – in order to ensure the supplies/food and seeds and tools are distributed in time, the UNIDOR FSL department should have stores in the respective bases to pre-position before distribution.
- Speedy procurement process- The procurement process should be reviewed to ensure the process is fast to reduce time wasted during procurement.
- As a department it's envisaged that in 2024, we will try to get new partners and donors to support in locations with WASH gaps but with limited funding, to expand out of Unity state.
- Financial request submitted to finance should be processed and activities money sent to the field to speed up the project implementation.
- Agreement with the canoe's owner be reached so that transportation of materials for any other project is made easy.
- Since most roads in the project areas is flooded, the casual workers be paid quickly after they transport materials from the docketts.
- Purchase of a new Landcruiser to minimize this expensive maintenance and the high fuel consumption.
- To re-engage with internet services suppliers to increase the bandwidths though it will mean adding charges to enable our field team make good use of the internet access.
- The vehicle that's in a better condition shall be serviced to make their meter reading visible.
- To stock fuel in drums for easy fuel tracking and avoid jerricans filling
- Fix the pallets for Juba store and arrangement be by rows in accordance to the goods in the store.
- Destock the old items by either disposal or donating to the community, if they are of no use to program sectors. This will create more space in the container/store.

- To train the store keepers in proper use of the warehouse document and procedures.
- Joint budget review: Budget reviews should be conducted jointly between the Executive Director, finance focal point, and the budget holder before contracts are issued to ensure accurate data.
- Monthly staffing updates: Implement a system for monthly updates on staffing from all field sites to maintain accurate records.
- Meeting reporting deadlines: Ensure timely submission of monthly reports to meet reporting deadlines.
- Field supervision visits: Schedule frequent field visits for supportive supervision to address challenges and provide guidance to field staff.
- Capacity strengthening training: Plan training sessions for both Juba and field staff on various topics including policy guidelines, appraisal processes, job descriptions, and timesheet management to enhance capacity and compliance.
- Document preparation: Ensure that all running projects have files with the required documents for early preparation and audit readiness.
- Learning from past mistakes: Reflect on lessons learned from previous audits and assessments to improve document management and compliance, and encourage staff to provide necessary documents promptly to avoid similar challenges.
- Timely preparation and execution: Emphasize the importance of early preparation and working on a timely basis to prevent challenges with donors and partners.
- Timely submission of timesheets: Implement a policy where staff salaries are not processed until timesheets and attendance records are received.
- Proactive planning: Plan ahead to avoid minor mistakes in the future by addressing issues early on.
- Support for field bases: Provide necessary support and resources to improve field operations and address challenges effectively.

5.18.7 General Achievements

- All procurement proceedings and transection were done before the end of the year as submitted by the Program sectors
- Construction of UNICEF schools' in Panyijiar were done and now in perfect community uses.
- Construction materials under NPC outsourced and given to independent suppliers for construction. Which speeded up the works.
- With bases establishment, the food cost and all sort of expenditures have been minimized as the bases could cater for their own needs with exception of Koch and Nyal bases with few inflows of the clients and accommodation.
- Goods and service facilitation was intact as UNIDOR maximized the use of its vehicles in the field for both staff facilitation and service. This is proven by the drilling process in the Bentiu HQs and other sites near the main town.
- The logistics department manager has at least attended the fresher training in Nairobi for two weeks as a boast to the knowledge and smooth running of the logistics operation and running. The same knowledge shall be used to train up the field and the Juba logistics officers and assistant.
- Warehouse proceedings and uses had greatly improved for the last 1 year since the local storage space available has been thoroughly cleaned and re-arranged.
- A great thank you to Mr. Peter Duop in Leer for renovating the Leer field office that was constructed and left uncompleted for years and now it's in use. Enough office in Leer now.
- Yearly office repainting done and the shinning office is well seen from far.

5.18.8 List of donors and duration:

Sector	Donor	Project duration
Nutrition	UNICEF	Jan-Dec 2023
	WFP	Jan-Dec 2023
	Right2Grow	Jan-Dec 2023
	IRC/SIDA	Jan-June 2023
Protection	UNICEF	Jan-Dec 2023
	War Child Holland/SSJR	Jul-Dec 2023
	UNESCO	Dec 2022-Feb 2023
	SSJR	Jan-Dec 2023
	CSVR	Dec 2023-Feb 2024
FSL	WFP-FFA	Jan-Dec 2023
	Christian Aid	March-Nov 2023
	SSJR/CARE	Jan-Dec 2023
	SSJR/SCI	Sept-Dec 2023
WASH	Right2Grow	Jan-Dec 2023
Education	SSJR	Jan-Dec 2023
	UNICEF	Nov 2023-May 2024
	SCI	Jan-Dec 2023



FINANCIALS

6.0 INTRODUCTION

Financial are presented hereunder:

6.1 BALANCE SHEET

Universal Intervention & Development Organization

Balance sheet

As of 31st December 2023

ASSETS		
Current Assets		
Cash		2,212.60
Accounts receivable		280,556.17
Inventory		
Prepaid expenses		
Total current assets		
Non-current assets		282,768.77
Property, Vehicles and equipment		
Motor vehicles		
Purchase cost		
Accumulated depreciation		
Equipment & Machinery	504,974.00	
Purchase cost	(436,872.06)	68,101.94
Accumulated depreciation		
Motor Cycles & Quadbikes		
Purchase cost	133,419.11	
Accumulated depreciation	(89,837.30)	43,581.81
Furniture and Fittings		
Purchase cost	33,100.00	
Accumulated depreciation	(29,891.04)	3,208.96
Computers & Equipment		
Purchase cost		
Accumulated depreciation		-
Leasehold properties		
Purchase cost	17,289.00	
Accumulated depreciation	(15,660.42)	1,628.58
Total property, Vehicles and equipment		
Due from related parties		
Due from Partners		-
Due from Suppliers		116,521.29
Total due from related parties		
TOTAL ASSETS		-
LIABILITIES		399,290.06

Current liabilities		
Accounts payable	319,005.00	
Accrued expenses	-	
Deferred revenue	-	
Restricted funds		319,005.00
Government remittances payable		
Current portion of long-term liabilities		
Current portion of capital leases liabilities		-
Total current liabilities		-
Non-current liabilities		
Due to related parties Due to Partners		
Due to Suppliers		
Total due to related parties		-
Total non-current liabilities		-
TOTAL LIABILITIES		319,005.00
EQUITY		
Retained earnings	49,354.73	
Beginning balance retained earnings Current period Surplus	30,930.33	
Ending balance retained earnings		80,285.06
TOTAL EQUITY		80,285.06
LIABILITIES AND EQUITY		399,290.06

6.2 STATEMENT OF FINANCIAL POSITION

REVENUES		
Restricted funds	2,803,252.33	
Un Restricted funds	28,620.00	
Total revenues		2,831,872.33
Expenditures		
Salaries	716,291.00	
Program Direct costs	1,544,143.00	
Indirect program support costs	361,614.00	
Administration Costs Audit fees	10,138.00	
Total cost of sales	<u>12,000.00</u>	
GROSS SURPLUS		2,644,186.00
Gross Surplus (% of Revenues)		
GENERAL & ADMINISTRATIVE EXPENSES	111,328.00	
Management and office salaries and benefits		187,686.33
Advertising and advocacy	3,600.00	7%
Professional fees		
Office and general	2,000.00	
Utilities		
Rent	12,541.00	
Insurance		
Repair and maintenance	19,137.00	
Total SG&A expenses		
OPERATING INCOME	3,200.00	
INTEREST AND DEPRECIATION		
Interest	2,650.00	
Depreciation		
NON-OPERATING ITEMS	<u>25,600.00</u>	
Non-operating income		180,056.00
Non-operating expense		
EARNINGS BEFORE TAXES		7,630.33
INCOME TAXES		
		000
		000
		000
NET SURPLUS		0000

ANNEXES I

NAME OF EMPLOYEES PER SECTOR IN THE YEAR 2023

S/ NO	Name in Full	Sex	Position	Nationality	Duty Location	Sector
1.	James Keah	M	Executive Director	South Sudanese	Juba	Operation
2.	James Buom	M	Head of Programme	South Sudanese	Juba	Programme
3.	John Kong	M	Director for Operation	South Sudanese	Juba	Operation
4.	Kennedy Recha	M	Compliance Controller	Kenyan	Juba	Internal Audit
5.	Victoria Martin	F	HR Officer	South Sudanese	Juba	HRD
6.	Samuel Lasu	M	HR Assistant	South Sudanese	Juba	HRD
7.	Oroma David	M	Finance Manager	South	Juba	Finance
8.	William Nyuon	M	Accountant	South Sudanese	Juba	Finance
9.	Ochan George	M	Finance Officer	South Sudanese	Juba	Finance
10.	Peter Gatkuoth	M	Finance Assistant	South Sudanese	Juba	Finance
11.	John Odoki	M	Finance Assistant	South Sudanese	Juba	Finance
12.	Grace Juan	F	Cashier	South Sudanese	Juba	Finance
13.	David Bhang	M	Finance Assistant	South Sudanese	Juba	Finance
14.	Bol Hennery	M	Finance Assistant	South Sudanese	Juba	Finance
15.	Malakal Gatluak	M	Logistic & Proc Manager	South Sudanese	Juba	Logistic
16.	Okumo Jacob	M	Logistic & Proc Officer	South Sudanese	Juba	Logistic
17.	Gabriel Acuil	M	Safety and Security officer	South Sudanese	Juba	Security/Logistic
18.	Sebit James	M	ICT Officer	South Sudanese	Juba	ICT/Logistic
19.	George Misiko	M	Storekeeper	Kenyan	Juba	Logistic
20.	John Malish	M	Security Guard	South Sudan	Juba	Logistic
21.	Conas Wani	M	Security Guards	South Sudan	Juba	Logistic
22.	Nyaboth William	F	Office Cleaner	South Sudanese	Juba	Logistic
23.	Lucia Andrew	F	Office Cleaner	South Sudanese	Juba	Logistic

a) Nutrition Programme and Support Staff

S/ NO	Name in Full	Sex	Position	Nationality	Duty Location	Sector
1.	Caroline Mbaya	F	Nutrition Programme Manager	Kenyan	Juba	Nutrition
2.	Nyeke Richard	M	Nutrition Roving Officer	South Sudanese	Juba	Nutrition
3.	Tabitha Yar	F	R2G Project officer	South Sudanese	Juba	Nutrition
4.	John Gai Puok	M	Security Guard	South Sudanese	Mayendit	Nutrition
5.	John Liep Gatwech	M	Security Guard	South Sudanese	Mayendit	Nutrition
6.	Alex Duop	M	Nutrition Project Assistant	South Sudanese	Mayendit	Nutrition
7.	Martha Nyamet	F	Community Nutrition Worker	South Sudanese	Mayendit	Nutrition
8.	David Khan	M	Community Nutrition Worker	South Sudanese	Mayendit	Nutrition
9.	Nyakuoth Bol	F	MIYCN	South Sudanese	Mayendit	Nutrition
10.	Pastino Pal	M	Community Nutrition Volunteer	South Sudanese	Mayendit	Nutrition
11.	Nyakuoth Joak	F	Community Nutrition Volunteer	South Sudanese	Mayendit	Nutrition
12.	Nyajuay Chuol	F	CNV	South Sudanese	Mayendit	Nutrition
13.	Nyabor Jal	F	CNV	South Sudanese	Mayendit	Nutrition
14.	Dagai Diew	M	Security Guard	South Sudanese	Mayendit	Nutrition

S/ NO	Name in Full	Sex	Position	Nationality	Duty Location	Sector
15.	Nyaboth Liep	F	Cleaner	South Sudanese	Mayendit	Nutrition
16.	Mabor Teer	M	Canoe rider	South Sudanese	Mayendit	Nutrition
17.	James Lam	M	CNW	South Sudanese	Malkuer	Nutrition
18.	John Gatyiek	M	CNW	South Sudanese	Malkuer	Nutrition
19.	William Jiech	M	MIYCN	South Sudanese	Malkuer	Nutrition
20.	Panyuan Dak	M	CNV	South Sudanese	Malkuer	Nutrition
21.	Rejoy Marco	F	CNV	South Sudanese	Malkuer	Nutrition
22.	Nyaluide Kuttiek	F	CNV	South Sudanese	Malkuer	Nutrition
23.	Nyariy Malual	F	CNV	South Sudanese	Malkuer	Nutrition
24.	Gatgong Chan	M	Security guard	South Sudanese	Malkuer	Nutrition
25.	Nyamer Yoak	F	Cleaner	South Sudanese	Malkuer	Nutrition
26.	Jinub Thiech	M	CNW	South Sudanese	Pabuong	Nutrition
27.	Kerbino Bol	M	CNW	South Sudanese	Pabuong	Nutrition
28.	Duop Philip	M	MIYCN	South Sudanese	Pabuong	Nutrition
29.	Nyagoak Jiech	F	CNV	South Sudanese	Pabuong	Nutrition
30.	Nyakume Tap	F	CNV	South Sudanese	Pabuong	Nutrition
31.	Nyakoang Puot	F	CNV	South Sudanese	Pabuong	Nutrition
32.	Nyinyar Majang	F	CNV	South Sudanese	Pabuong	Nutrition
33.	Matuoch Ruot	M	Security guard	South Sudanese	Pabuong	Nutrition
34.	Nyakim Both	F	Cleaner	South Sudanese	Pabuong	Nutrition
35.	Micheal Wich	M	Base Manager	South Sudanese	Rubkuay	Base
	Peter Kuong	M	Finance Assistance	South Sudanese	Rubkuay	Base
	John Puak	M	Quade bike driver	South Sudanese	Rubkuay	Base

b) Child Protection Programme and Support Staff

S/ NO	Name in Full	Sex	Position	Nationality	Duty Location	Sector
1.	Nakawesa Alic	F	Protection Programme Manager	Uganda	Juba	Child Protection
2.	William Kuoch	M	Child Protection officer	South Sudanese	Juba	Nutrition
3.		F		South Sudanese	Juba	Nutrition
4.	John Gai Puok	M	Security Guard	South Sudanese	Mayendit	Nutrition
5.	John Liep Gatwech	M	Security Guard	South Sudanese	Mayendit	Nutrition
6.		M		South Sudanese	Juba	HRD
7.		M		South	Juba	Finance
8.		M		South Sudanese	Juba	Finance
9.		M		South Sudanese	Juba	Finance
10.		M		South Sudanese	Juba	Finance
11.		M		South Sudanese	Juba	Finance
12.		F		South Sudanese	Juba	Finance
13.		M		South Sudanese	Juba	Finance
14.		M		South Sudanese	Juba	Finance

c) Food Security and Livelihood (FSL)

S/ NO	Name in Full	Sex	Position	Nationality	Duty Location	Sector
1.	Francis Gicheru	M	FSL Programme Manager	Kenyan	Juba	Nutrition
2.		M		South Sudanese	Juba	Nutrition

S/NO	Name in Full	Sex	Position	Nationality	Duty Location	Sector
3.		F		South Sudanese	Juba	Nutrition
4.		M		South Sudanese	Mayendit	Nutrition
5.		M		South Sudanese	Mayendit	Nutrition
6.		M		South Sudanese	Juba	HRD
7.		M		South	Juba	Finance
8.		M		South Sudanese	Juba	Finance
9.		M		South Sudanese	Juba	Finance
10.		M		South Sudanese	Juba	Finance
11.		M		South Sudanese	Juba	Finance
12.		F		South Sudanese	Juba	Finance
13.		M		South Sudanese	Juba	Finance
		M		South Sudanese	Juba	Finance

d) Water and Sanitation and Hygiene (WASH)

S/NO	Name in Full	Sex	Position	Nationality	Duty Location	Sector
1.	Caroline Mbaya	F	Nutrition Programme Manager	Kenyan	Juba	Nutrition
2.	Nyeke Richard	M	Nutrition Roving Officer	South Sudanese	Juba	Nutrition
3.	Tabitha Yar	F	R2G Project officer	South Sudanese	Juba	Nutrition
4.	John Gai Puok	M	Security Guard	South Sudanese	Mayendit	Nutrition
5.	John Liep Gatwech	M	Security Guard	South Sudanese	Mayendit	Nutrition
6.		M		South Sudanese	Juba	HRD
7.		M		South	Juba	Finance
8.		M		South Sudanese	Juba	Finance
9.		M		South Sudanese	Juba	Finance
10.		M		South Sudanese	Juba	Finance
11.		M		South Sudanese	Juba	Finance
12.		F		South Sudanese	Juba	Finance
13.		M		South Sudanese	Juba	Finance
14.		M		South Sudanese	Juba	Finance

e) Education

S/NO	Name in Full	Sex	Position	Nationality	Duty Location	Sector
1.	Caroline Mbaya	F	Nutrition Programme Manager	Kenyan	Juba	Nutrition
2.	Nyeke Richard	M	Nutrition Roving Officer	South Sudanese	Juba	Nutrition
3.	Tabitha Yar	F	R2G Project officer	South Sudanese	Juba	Nutrition
4.	John Gai Puok	M	Security Guard	South Sudanese	Mayendit	Nutrition
5.	John Liep Gatwech	M	Security Guard	South Sudanese	Mayendit	Nutrition
6.		M		South Sudanese	Juba	HRD
7.		M		South	Juba	Finance
8.		M		South Sudanese	Juba	Finance
9.		M		South Sudanese	Juba	Finance
10.		M		South Sudanese	Juba	Finance
11.		M		South Sudanese	Juba	Finance
12.		F		South Sudanese	Juba	Finance
13.		M		South Sudanese	Juba	Finance

S/NO	Name in Full	Sex	Position	Nationality	Duty Location	Sector
14.		M		South Sudanese	Juba	Finance

f) Peace Building and Conflict Resolution

S/NO	Name in Full	Sex	Position	Nationality	Duty Location	Sector
1.	Caroline Mbaya	F	Nutrition Programme Manager	Kenyan	Juba	Nutrition
2.	Nyeke Richard	M	Nutrition Roving Officer	South Sudanese	Juba	Nutrition
3.	Tabitha Yar	F	R2G Project officer	South Sudanese	Juba	Nutrition
4.	John Gai Puok	M	Security Guard	South Sudanese	Mayendit	Nutrition
5.	John Liep Gatwech	M	Security Guard	South Sudanese	Mayendit	Nutrition
6.		M		South Sudanese	Juba	HRD
7.		M		South	Juba	Finance
8.		M		South Sudanese	Juba	Finance
9.		M		South Sudanese	Juba	Finance
10.		M		South Sudanese	Juba	Finance
11.		M		South Sudanese	Juba	Finance
12.		F		South Sudanese	Juba	Finance
13.		M		South Sudanese	Juba	Finance
14.		M		South Sudanese	Juba	Finance

