

Mkombozi

Empower. Engage. Enable.



Introducing our new Director... Mkombozi welcomes Edward Nfulagani!

EDWARD'S EXPERIENCE, VISION & KEY MESSAGES: IN HIS OWN WORDS...

"Service for vulnerable persons has been my vocation for nearly twenty years. I've worked with Non Governmental Organisations such as the Red Cross in Uganda, World Vision International in Uganda and Rwanda, Child Fund International in Uganda, Health Unlimited in Sierra Leone and African Institute for Capacity Development in Uganda. My initial contact with Mkombozi was through its website and I was attracted by Mkombozi's holistic approach and commitment to children on the streets.

Through various roles in management I have gathered elaborate experience that has prepared me for the role of Executive Director with Mkombozi. This experience includes personnel management, strategic planning, advocacy, financial management and audit, multi-year budgeting, monitoring and evaluation and fundraising. Fundraising is one of my key strengths and my success in previous assignments can also be attributed to building good teamwork.

As the Executive Director of Mkombozi I am looking forward to representing Mkombozi's vision and mission to all stakeholders. I will continue to lead the transition in the five-year strategic plan which promotes advocacy for children at community level. At national level I will continue to work with other Civil Society Organisations to advocate for children's rights, strengthen mechanisms for child protection and encourage effective implementation of the Law of the Child Act 2009 in Tanzania.

Internally, my focus will include strengthening Mkombozi management systems, our accountability to children, donors and stakeholders and ensuring leadership development for staff through coaching, counseling and mentoring. We have already started reviewing the Financial and Human Resource Manuals to improve programme implementation. I want to grow collaboration with other childcare agencies and increase fundraising for the organisation. It is also my dream that the organisation will establish a new drop in centre for children with a training hall and permanent office at the recently acquired plot of land in Moshi. Prior to leaving Uganda, I received considerable information which helped me to prepare for this role. Since arriving, support from Mkombozi staff has made my family's transition to Tanzania quite smooth.

To have one more child leave the streets and attain a successful career is one of my key motivations for work. I would like to appreciate all Mkombozi's donors, friends and supporters for the assistance they are giving to the organisation. In return I am looking forward to timely and accurate reporting to them about our work. Finally I would like to commend Mr William Raj for stabilizing Mkombozi and for the wonderful team he has left behind, which is an invaluable asset."

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EDWARD NFULAGANI,
EXECUTIVE DIRECTOR MKOMBOZI

NEXT PAGE >>> With gratitude, we reflect on Mkombozi's outgoing Director, William Raj, and the legacy he has left behind - a legacy of clarity, change and focus >>>

SAYING FAREWELL TO WILLIAM RAJ, MKOMBOZI'S OUTGOING EXECUTIVE DIRECTOR...

As we warmly welcome Edward Nfulagani as the new Executive Director of Mkombozi, we say a fond farewell to William Raj. William had worked with Mkombozi since 2000 and took the reins from the first Executive Director and co-founder of Mkombozi, Kate McAlpine, in 2008.

From June 2008 to August 2011 William led the organisation through significant transitions in response to internal and external influences. These changes included the shift from founder to self-reliant management, the effects of the global financial crisis and the development of new working relationships with key local government and community stakeholders. William also led Mkombozi through organisational planning for a new strategic direction which resulted in supporting a large number of older youth to live independently from Mkombozi and the transformation of the residential centre to a temporary, care-intensive transition home for younger children on the streets.

Financial stability:

William can be credited for returning financial stability to Mkombozi; he helped to navigate Mkombozi through a difficult financial crisis and promoted Mkombozi as a reputable organisation for donors to approach and work in partnership with. William built good relationships with Mkombozi donors and particularly promoted the idea that funding partners invest in the whole of Mkombozi's strategic work plan, not only providing funding for certain project areas. In turn, he introduced learning and good practice from donors and partners to improve the practice of Mkombozi as an organisation.

Values, vision and mission:

Having worked in various roles at Mkombozi previously, William knew Mkombozi well and was able to build on the systems that Kate McAlpine left behind. William involved all staff and children to generate ideas about the values and culture that Mkombozi needed to reach targets and achieve our mission and vision for children. Committed, non-judgmental, accountable, positive attitude, motivated, co-operative, efficient, providing value for money are some of the values William promoted and which staff have adopted and encourage others to uphold. Similarly, William reiterated the importance of listening to children and involving them together with staff and others to improve understanding of what children who come to the streets go through and how we need to facilitate their development unconditionally.

Support for older youth:

Despite his busy schedule, William always made time to listen and talk with children and young people at Mkombozi, often intervening together with social workers to mediate and find the best solution to situations faced by children in Moshi and Arusha. William encouraged young people to find their own independence in creative talents. He supported the development of the Hard Life Artists Group by four youth involved with Mkombozi. These young artists practiced their art skills and sold their paintings from a former chicken shed at Mkombozi. They saved their takings and re-invested in art materials. The young men left Mkombozi to rent a building in the local area where they have opened an art shop and run weekly art lessons for other young people in the surrounding area.

William oversaw the challenging process of out-flow of older youth from Mkombozi services and supported the social work staff and children involved to make decisions. William continued to use his counseling skills with children and was keen to improve psychosocial support for young people at Mkombozi. He pursued training and learning opportunities for Children's Programme staff and introduced group support sessions for social workers with a professional clinical psychologist.

Participatory training:

William's participatory training and facilitation techniques have left a legacy. One of William's strengths was presenting difficult topics into easily understandable concepts. As a former non-formal educator, William was at home leading staff development and facilitating training sessions in a way that ensured all staff would grasp the knowledge that was being imparted!



LEADERSHIP AND ADVOCACY FOR CHILD RIGHTS...

As a leader, William motivated staff and ensured targets were achieved through team work, creativity and innovation. He was aware of everything that was happening at Mkombozi and provided advice and guidance in all aspects, including making tough decisions for the best interests of the children Mkombozi serves.

William cares passionately about positive change for children and is a true champion of child rights; he has positively influenced the direction Mkombozi staff are now taking with child development and community engagement. William remained open and keen to learn good practice from other organisations and continued to improve the quality of our services with vulnerable children and communities.

As Edward joins us and William leaves, Mkombozi staff have become accustomed to managing change. A key strength of the organisation now is its clarity and focus of direction - a direct result the values and culture William has helped to entrench as well as the participatory strategic planning processes in which staff and children have been involved.

William moves on to new opportunities in India as the Country Director for EveryChild's work there. We wish him every success and look forward to seeing him in Tanzania again.