

September 2008

Our people must learn to devote themselves to doing what is good, in order that they may provide for daily necessities and not live unproductive lives.

Paul's words to
believers in Crete,
Tit 4:14

HIV&AIDS and BUILDING CAPACITY

1. Biblical foundations: Building Capacity
2. Microcredit for people affected by HIV&AIDS
3. Human resource management
4. HIV training materials for African Independent/Initiated Churches
5. The Child Within: Connecting with children who have experienced grief and loss
6. For Children: Our Gran
7. Equipping nurses for the care of patients with HIV&AIDS
8. Making it known: 2008 Dignity and Right to Health Award
9. Tip of the Month: RACI (Responsible, Accountable, Consulted, Informed)

Welcome to this edition of AIDSLink, stimulating us to think about multiple approaches to capacity building. Are we doing things right? Are we doing the right things? What capacity building initiatives are you finding effective at a ministry, program and organizational level? We hope you find it useful. Future AIDSLinks will look at issues of family, gender and ethics. We welcome your contributions.

Diane

international.aids-consultant@sim.org

SIM HIV&AIDS related ministries and HOPE for AIDS

1. BIBLICAL FOUNDATIONS: BUILDING CAPACITY

We are a Gospel community that is concerned about human needs. We humbly acknowledge that the ultimate human need is to know God. We also believe that He has called us to compassionate, holistic service in this broken world by alleviating suffering, fostering development, and effecting change in society (SIM core value #6). This broken world includes thirty-three million people living with the reality of HIV. That's not okay! Add to this number parents, children and family, neighbours, friends, work colleagues, and many others who are impacted by this virus. They too must never be forgotten. HIV&AIDS is the context into which the good news of Jesus is spoken and lived.

How then can we best continue to strengthen and build our capacity to respond effectively? Understanding our local epidemic remains critical to effective efforts as does mainstreaming HIV&AIDS into all our work, especially those with children, young people, in urban settings, and in mentoring and discipleship. We need a vision for leadership with the passion and capacity to maximize opportunities for ministering in the context of HIV&AIDS. We also need networks and partnerships to facilitate HIV&AIDS ministries along with strategies at local, national and regional levels that fit the context. We all know the importance of having adequate resources in place – the finance, personnel, and skills for implementing strategic and effective responses.

Take a moment to read the letter to Titus by the Apostle Paul. Paul describes Titus as his partner and fellow-worker (2 Cor 8:23). Titus was left on Crete to complete the work that his mentor Paul had begun, and was given the charge of putting effective leadership in place, addressing error, and giving direction for godly living in a society with a reputation for lies, corruption, laziness and unjust distribution of food (Tit 1:5,12)!

1. Reflect on the essential characteristics essential in a Christian leader. What qualities are critical in building capacity for an effective church-based response to HIV&AIDS? How might these be demonstrated?
2. Advice can easily become a list of rules. However, it is 'the grace of God that brings salvation and has appeared to all people' which teaches, empowers and enables us to live according to God's guidelines (Tit 2:11-14; Heb 12:15). How is God's grace evident in your setting?
3. Paul advises believers to maintain good interpersonal relations and a peaceful social life that stands out from the people among whom they live (Tit 3:1-3; Heb 12:14). What should be the response of the Christian community engaged in HIV&AIDS when they encounter injustices?

2. MICROCREDIT for PEOPLE AFFECTED by HIV&AIDS

Literature on the effectiveness of microcredit for people affected with HIV&AIDS is just beginning to emerge. A research paper published by SAHARA, *Microcredit for people affected by HIV and AIDS: Insights from Kenya* (July 2008) by Dipankar Datta and James Njuguna looks at this field and shares experiences of two organizations in Kenya.

The paper notes: "Consequences of HIV&AIDS are exponential in Kenya, touching not only the health of those infected, but also depleting socio-economic resources of entire families. Access to financial services is one of the important ways to protect and build economic resources. Unfortunately, the norm of financial viability discourages microfinance institutions from targeting people severely impacted by HIV&AIDS. Thus, HIV&AIDS non-government organizations (NGOs) have been increasingly getting involved in microcredit activity in recent years for economic empowerment of their clients. Despite limited human resources and funding in the area of microcredit activity, these NGOs have demonstrated that nearly 50% of their microcredit beneficiaries invested money in income generating activities, resulting in enhancement to their livelihood security. In the short term these NGOs need to improve their current practices. However, this does not mean launching microfinance initiatives within their AIDS-focused programmes, as financial services are best provided by specialized institutions. Longer-term cooperation between microfinance institutions and other AIDS organizations and donors is necessary to muster appropriate and rapid responses in areas experiencing severe impacts of HIV&AIDS.

The article (200KB) is available at:

www.sahara.org.za/index.php/View-category/SAHARA-J-Vol.-5-No.-2-July-2008/

3. HUMAN RESOURCE MANAGEMENT

Human resource management (2008) by Christine Williamson, Gary Colvin and Amy McDonald, edited by Rachel Blackman. This ROOTS12 book is part of the publication series *Resourcing Organisations with Opportunities for Transformation and Sharing* available at the Tearfund International Learning Zone in English, French, Spanish and Portuguese. <http://tilz.tearfund.org>

The book aims to help Christian development organizations consider and improve how they recruit, develop and look after their staff. It is for people who manage staff and those who are specifically involved in aspects of human resource management. Many of the tools can be used to make improvements at low cost, with enormous benefits. Some of the tools help organizations to employ the right people, while others enable the development of good systems. Throughout the book are reflection questions that can be used by individuals or groups of staff to consider what action they might take. It is available at in English (404KB) at:

<http://tilz.tearfund.org/Publications/ROOTS/Human+resource+management.htm>

4. HIV TRAINING MATERIALS for AFRICAN INDEPENDENT CHURCHES

New training materials on HIV&AIDS designed especially for use by African Independent/Initiated Churches and community groups, are available in the *Called to Care* toolkit produced by Strategies for Hope www.stratshope.org

Book no. 4, '*Pastoral Action on HIV and AIDS*' (March 2008) contains guidelines for training pastors and lay church leaders in addressing the pastoral challenges of the AIDS epidemic. These challenges affect churches in their teachings about sickness and healing, their forms of worship and their pastoral ministries. Available (1.7MB) at: www.stratshope.org/b-cc-04-pastoral.htm

Book no. 5, '*Community Action on HIV and AIDS*' (March 2008) is designed to help church leaders in dealing with social, cultural and economic issues related to the AIDS epidemic at community level. It contains sections on topics such as the sexual abuse of children, domestic violence, widow inheritance and property grabbing by relatives - issues which have been exacerbated in many African countries by the AIDS epidemic. Available (1.6MB) at: www.stratshope.org/b-cc-05-community.htm

The books include case studies, numerous role plays, discussion guidelines, biblical references and illustrations by African artists. They are based on 12 years of experience by the Organization of

African Instituted Churches (OAIC), based in Nairobi, Kenya, but are relevant to churches throughout sub-Saharan Africa, and beyond. The author, Nicta Lubaale, is an ordained pastor who has been involved in faith-based and community responses to HIV and AIDS since 1991 and since January 2007 he has been General Secretary of the OAIC.

Note that while you will be able to read the book on your screen, you will not be able to print it. To order copies of these books:

Organizations in Kenya, contact: OAIC, Junction of Riara/Kingara Roads, PO Box 21736, Nairobi 00505, Kenya. Email: hiv@oaic.org Tel: +254 20 387 8419. Website: www.oaic.org
Outside Kenya, contact: TALC, P.O. Box 49, St Albans AL1 5TX, U.K. Tel: +44 1727 853869.
info@talcuk.org www.talcuk.org

5. THE CHILD WITHIN:

The Child Within: Connecting with Children who have Experienced Grief and Loss (Aug 2008) by Renate Cochrane and the Khulakahle Child Counselling and Training Forum is a 68-page (3.8MB) workbook, containing numerous illustrations, developed in collaboration with Masangane ('to embrace' in Xhosa), an orphan care project supported by the Moravian Church in South Africa's Eastern Province.

The Child Within arose out of a need expressed by volunteer caregivers who were experiencing serious difficulties in looking after orphaned children. The book breaks new ground in promoting resilience in children who have suffered grief and personal loss. It does so by enabling adults who are child care-givers – as parents, guardians, volunteers or professionals – to rediscover and appreciate their own 'child within'. Through structured workshop sessions, participants learn how to communicate more openly and effectively with children.

The book incorporates a Christian approach to children as 'a gift from the Lord' (Psalm 127:3), but can be used by a wide variety of community groups and organizations. Although based on professional research on child and adolescent development, the book is written in clear, simple language, and is easily accessible to non-professional child caregivers. During the process of developing and testing the book, the Khulakahle ('to grow well' in Xhosa) Child Counselling & Training Forum was established, in order to carry on the work of training child caregivers.

This book no. 6 in the Called to Care toolkit, published by the Strategies for Hope Trust in Oxford, U.K. It is available at: www.stratshope.org/b-cc-06-child.htm

Note that while you will be able to read this on your screen, you will not be able to print.

To order copies, contact TALC: info@talcuk.org Website: www.talcuk.org Tel: +44 1727 853869.

6. FOR CHILDREN: OUR GRAN

"Gran has a busy day taking care of her three grandchildren as well as her neighbours. Things have not always been easy for them, but love holds their family together."

Our Gran, written by Susan Binion and colourfully illustrated by Kathy Haasdyk, is for pre-schoolers and early readers. It comes with discussion questions for the caregiver to help children understand God's care for them, no matter what their family situation may be.



Available in English, isiZulu, and isiXhosa (Price: R20) from:
Union Bible Institute, PO BOX 50, Hilton, 3245. South Africa.
Tel: 033 343 4547 Fax: 033 343 1795 Email: admin@ubi-edu.co.za

Also available from the Union Bible Institute is the devotional booklet, *I'm HIV+ Is There Hope?* This includes ten brief inspirational messages for people recently diagnosed HIV+. It takes the reader through the range of emotions that often accompany the diagnosis, as well as offering hope through Scripture and a relationship with Jesus Christ. It has been effectively used by hospice volunteers, HIV counselors, and hospital evangelists as well as ordinary people who want to offer lasting hope to their friends. (Price: R2.75)

7. EQUIPPING NURSES for the CARE of PATIENTS with HIV&AIDS

“Nurses provide life-saving and life-enriching care throughout the world. Often they are the first provider – or even the primary provider – for patients with HIV, and need training that is geared to their competencies and roles. To equip nurses in resource-limited areas with this specialized training, Family Health International has developed *Nursing Care of Patients with HIV/AIDS* (2008).

A facilitator’s guide (1.5MB) with ppt slides (1MB as a pdf), and a participant’s guide (1.4MB) can be downloaded from: www.fhi.org/en/HIVAIDS/pub/guide/res_NurseTrainingMaterials.htm
Print copies may be ordered from: aidspubs@fhi.org

This curriculum is intended for nurses working in facilities ranging from the primary-level health centre to the tertiary-level hospital who work in a variety of roles to provide care to those with HIV. The 15-module curriculum was designed to be comprehensive as education levels and experience vary. The length of the course can be tailored to individual needs. The facilitator’s guide is designed for a 5 day agenda, with a 7 day agenda also included. Adaptation for local customs or protocols may be needed.

8. MAKING IT KNOWN: 2008 DIGNITY & RIGHT to HEALTH AWARD

Nominations opened at the International Christian Medical and Dental Association (ICMDA) HIV Initiative meeting in Austria, 10 September for the *2008 Dignity & Right to Health Award*. The award aims to model, mobilize and encourage creative and sustainable ways that enhance the dignity and human rights of people and communities living with the HIV&AIDS epidemic and affected by the epidemic. It will be given to individuals for excellence, outstanding leadership and compassion in responding to HIV&AIDS. See: www.icmdahivinitiative.org/pages/page.php?id=26

The 2008 winner will be announced in preparation for World AIDS Day, 1 December 2008. Please return your [nomination form](#) by 31 October 2008 to team@icmdahivinitiative.org

9. TIP of the MONTH: Responsible, Accountable, Consulted, Informed

A RACI diagram is a simple analytical tool used to describe and clarify the roles and responsibilities of various teams or individuals in delivering a project or operating a process. When several people work on a project it is easy to assume that someone else is taking care of a particular detail or assignment. It is also easy to point fingers and assign blame when one of those jobs is done poorly or not at all. The RACI diagram splits tasks into four areas that are assigned to different roles in the project or process. These responsibilities types make up the acronym RACI.

- **Responsible** - These are the ‘do-ers’ working to achieve the task
- **Accountable** - There must be only one ‘accountable’ for each task

(Sometimes however the role specified as "accountable" may also be the person "responsible")

- **Consulted** - These people are “in the loop” and active participants
- **Informed** - Those who need to be kept up-to-date on progress

FOR EXAMPLE:	Country coordinator	HBC coordinator	OVC Care coordinator	School Coordinator	Community relations coordinator	Administrator
Task 1	I	AR	R		C	CI
Task 2	I		AR	R	R	CI
Task 3	I	R	R	AR	C	CI
Task 4	A	C	C	C	R	C

To explore this concept further see: www.mindtools.com/pages/article/newPPM_97.htm and http://en.wikipedia.org/wiki/RACI_diagram



The opinions and views expressed in AIDSLink do not necessarily reflect the views of SIM. Technical information in AIDSLink is crosschecked as thoroughly as possible but we cannot accept responsibility should problems occur. Previous AIDSLinks can be viewed at www.hopeforaids.org/resources.asp

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