

**PROPOSAL FOR CONDUCTING STRATEGIC ORGANZATIONAL AND  
MANAGEMENT PLAN 2007-2017.**

*Presented to:*  
**Purpose partners and friends.**

*Beneficiaries:*  
**HOLY TRINITY PEACE VILLAGE KURON  
C/O DIOCESE OF TORIT-SUDAN  
P.O. BOX 52802, NAIROBI –KENYA**

*Submitted by:*

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Your contribution can be received in any of the following banking details.

HOLY TRINITY PEACE VILLAGE BANK ACCOUNT WITH STANBIC BANK  
KENYA LIMITED, P.O. Box 30113, NAIROBI-KENYA.

ACCOUNT NO	CURRENCY	ACCOUNT HOLDER	VIA
1. 7040081769801	EURO	HOLY TRINITY PEACE VILLAGE.	STANBIC BANK KENYA LTD.
2. 0240081769801	USD	HOLY TRINITY PEACE VILLAGE.	STANBIC BANK KENYA LTD.

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I shall highly appreciate your generous support towards this cause.

Yours in Christ,

.....+ .....

**Bishop Paride Taban,**

Patron and Founder of Holy Trinity Peace Village Kuron



Note. I would like to give my apology. The time schedule could not be carried out as above due to bad weather and bad road which was not put into consideration. However if the fund proposed will be accepted in time, the plan will be carried out in the month of November 2007 which will be the dry season. *All we do is for the greater Glory of God and Peace.*

## **Introduction and Appeal:**

The vision of a peace village for Sudan in particular and the neighbouring countries in the region is something that had occupied my mind and heart with passion. Even during the protracted civil war the dream of peace in a country and region where individuals and communities can interact and relate friendly without threat and fear never left me. I have along cherished the vision with passion. E.g. St. Bakhita School and St Comboni School in Narus with over 24 different tribes.

I am grateful to the Lord that since we initiated the peace village from scratches so many peace loving men and women of good will organisations, my brother Bishop Akio Johnson, members of the clergy, the religious, friends and members of the local community have been so supportive. We can count blessings from the lord through generous contributions in time, skills and cash that have brought us thus.

Time has come when we need to come together on board, to reflect and think through the vision and gift of peace that the Almighty God has began make a reality in our lives and the lives of people of Sudan, and to chart a strategic path that will institutionalize and manage the vision in such a way that we can leave it as legacy for generations to come.

In this proposal, I am asking all of you men and women of good will, those of you who love peace and want peace for the children of this nation, region and the world, to support this planning process in any big and small way that you can.

Developing an organisational strategic plan that includes a strategic management plan involves systematically assessing alternatives and making choices in the context of a defined organisational vision, defined community vision and a clear management chart. The proposed strategic planning for the Holy Trinity Peace Village Kuron is a process that aims at assisting the founder of the village, Bishop Paride Taban and all the stakeholders to institutionalize the vision of the peace village and in translating the same vision, knowledge, concerns and hopes into a long term action. The outcome of this facilitated process shall be a document created and owned by the stakeholders including the community in which the peace village is located.

In this process we would like to clearly think through the following questions:

- Where are we now – an internal assessment of our strengths, weaknesses and resources.

### **Proposal Strategic Plan and Management HTPV Kuron**

- Where do we really want to be or become
- What is the ideal future of the Peace Village
- What is the general direction we want to take to close the gap between where we are now and where we want to be
- What specific actions are required to close the gaps
- What competitive capacities do we need to achieve our objectives
- What success will we tell to indicate that we are moving towards our goal.

## **Brief Background of the Peace Village**

The Holy Trinity Peace Village Kuron (HTPV) was initiated in 1997 with a demonstration farm. The idea originated in 1996 when Rev Bishop Paride Taban, retired bishop of the catholic Diocese of Torit posted Missionaries of Divine Word from Argentine to Boma, which was then inaccessible by road except in the months of January and March. The whole of Upper Nile region was cut off from Eastern Equatorial by Kuron River.

In 1998 the Bishop constructed a bridge on Kuron River to connect the two regions after the construction of the bridge. Eighty-one families of different ethnic groups from Toposa, Jiye, Murle, Nyangatom and Kachipo decided, on their own, to settle around the bridge in order to protect it. Although these communities trace their origin to a common ancestry, they view themselves as traditional enemies due to cattle raiding, competition for control and access to natural resources, mainly water sources and grazing land. The bridge became a blessing to them because after settling around the bridge used it to communicate for peace and reconciliation. At present we have representative from more than 8 tribes including some Kenyans and Ugandans.

However, the bridge also became a curse as the same Toposa, Jiye, Murle, Nyangatom, and Kachipo used it as highway during the rainy seasons to intensify cattle raids because it facilitated the crossing of the river with raided animals.

The Holy Trinity Peace Village in Kuron to improve the otherwise volatile peace and reduce tensions, divisions among the communities living in this area, and in the whole of southern Sudan by bringing various ethnic communities together.

### **Summary of Activities of the Peace Village:**

HTPV is situated Kapoeta East County in Eastern Equatorial and is located in a 10 square kilometres of land allocated to it by the commissioner of Kapoeta East County.

The peace village strives to provide common economic and social services which are designed to initiate socio-economic development through the support of personal friends of the retired Bishop. These activities aim at improving the livelihood of the community through promoting greater socialisation, opportunities for multicultural equitable development, formal education, peace education and stable co-existence for self-reliance, unity and trust:

- Agriculture
- Education which is Holistic in nature.
- Cultural and sports for the youth

In addition the Bishop has conducted community development seminars in the area. The seminars have involved additional tribes of South Sudan and Uganda in an effort to expand the idea of peaceful coexistence the whole of South Sudan.

HTPV collaborates with like minded organisations and individuals and has been supported in various ways by organizations such as

- Friends of Fr. Mathew Haumann.
- Norwegian government through the Stromme Foundation
- Belgian government through Friends of Sister Emmanuelle
- Church friends to Bishop Taban and Diocese of Torit
- Missio and church in need.
- Pax Christi
- Intermon Oxfam.
- Pageri organisation
- Caritas Switzerland among others

The project manager oversees the implementation, monitoring and scheduling of project activities, hire of project staff and reporting.

## **Road Map for Strategic Planning Process**

### **Problem Statement:**

Since its inception the Peace Village has not had a participatory strategy that brings on board all its stakeholders. Friends and sympathisers have responded quite often very positively to the Bishops request for financial and material support.

Although the initiative has the blessing of and approval by the bishop of the Catholic Church of Torit, some of the clergy do not understand the efforts of Emeritus bishop Taban. Whereas the Episcopal Conference of the Sudan wholly support the vision, there is need to have the vision spelled out into a clearly thought through institutional identity and strategy.

As the Peace Village brings expands in size and activity, Emeritus Bishop Taban and the Management team are facing new challenges that require strategic management policy systems and procedures in place.

The Peace Village brings in people from diverse ethnic and cultural backgrounds and tries to offer social and economic services including peace education that are meant to sustain peaceful coexistence among the various people. The Peace Village has the potential to offer people from Sudan, the region and the world a model for reconciliation that is grounded on sound spiritual and human values. The HTPVK is like a cooperative, its law ( constitution) does not close its door.

These services require strategic programming. This proposal is designed to assist the Peace Village to bring on board a broad spectrum of stakeholders from within and outside Sudan to contribute to such a strategic plan.

### **Purpose:**

The purpose of conducting a combined institutional, programmatic and management strategy is to ensure that the vision of the Peace Village is owned, by as many stakeholders as possible: that the efforts so far taken and their results consolidated and

that these are institutionally projected into a long term gift for the youth and for generations to come.

### **Specific objectives:**

The proposed strategic plan will look at the following areas:

1. Institutional identity and Development Strategy
2. Programmatic strategy
  - a) Community Organisation and Development
  - b) Conflict Transformation and Peace building strategy
3. Capacity Enhancement Strategy
4. Management Strategy
5. Budget for implementation of the strategic Plan.

### **Approach and methodology**

The information required for the construction of the strategic plan will be collected, analysed and synthesised through participatory approaches and methodologies.

- a. Review of documents and reports
- b. Interviews and consultations with individuals
- c. Consultations with Catholic Diocese of Torit
- d. Group discussions with community members around the village
- e. E-mail consultation with external stakeholders who cannot grant one to one interviews.
- f. Analysis and synthesis of the

### **Expect Output:**

After collecting the information from various stakeholders and documentary sources, draft report will be presented to the management of Kuron Peace Village for discussion and ratification. An interim report will be presented for adoption to an inaugural general meeting in which key stakeholders will be represented. This inaugural meeting will become an annual event where the stakeholders will meet to look at the progress, plans and budget for the village.

**Time Frame:**

The strategic planning process will take four months with activities spread as follows:

<b>Activities</b>	<b>Dates</b>	<b>Responsible</b>	<b>Output</b>
Proposal development	March, 2007 Kuron	Kuron Management	Proposal sent to partners
Fundraising	April,2007 Stakeholders	Kuron Management	Funding secured
Information gathering and data collection (Nairobi stakeholders, communication with international stakeholders)	May 2007 Nairobi DOT	Consultants	Adequate data available
Information gathering and Data collection analysis and synthesis of report (Sudan field work)	June 2007 Sudan DOT kuron stakeholders	Consultants	Data analysed and synthesized
Presentation of draft report to HTPV for ratification	June 2007 Kuron	Consultants	Draft report ratified
Presentation of draft report to HTPV for ratification	June 2007 Kuron	HTPC Management team and consultants	Initial report adopted
Presentation of initial Report to AGM for adoption	July 2007 Kuron	Consultants	Strategic planning and management document produced and ready for dissemination
Presentation of Final Report to HTPV Management	August, 2007 Kuron	HTPV Management team	Monitoring and evaluation of the implementation
Implementation of the strategic planning and management begins	July 2007 Juba	Emeritus Bishop Taban	Endorsement of the plan by the Episcopal Conference

**1) Consultancy Budget**

<b>Membership</b>	<b>Number</b>	<b>Time frame</b>	<b>Unit Cost</b>	<b>Total</b>
Team leader institutional identity and development	1	40 days	350.00	14000.00
Conflict Transformation and peace Building	1	40 days	300.00	12000.00
Education and Community development	1	20 days	300.00	6000.00
Strategic Management	1	10 days	300.00	3000.00

Rural Urban Planning	1	5 days	300.00	1500.00
Document list	1	20 days	300.00	6000.00
			<b>TOTAL</b>	<b>42500.00</b>

## 2) Transport and Accommodation

Location	Transport	Accommodation	E-communication
Nairobi	USD 70 X 6 X 10 Days	USD 15 X 6 X 10 DAYS	USD 1000.00
Nairobi-Loki	USD 170 X 6 X 2 (6 RETURN TICKETS)	USD 15 X 6 X 1 DAYS	
Loki-Torit-Narus	USD 450 X 2 TRIPS	USD 15 X 6 X 9 DAYS	
Narus-Kuron	USD 300 X 2 TRIPS		
Kuron	-	USD 15 X 6 X 10 DAYS	
Kuron-Boma	USD 150 X 2 TRIPS	USD 15 X 6 X 8 DAYS	
Kuron-Loki	USD 300 X 2 TRIPS	USD 15 X 6 X 2 DAYS	

### Summary of transport and Accommodation costs.

COST CATEGORY	AMOUNT IN US\$
<b>1). TRANSPORT</b>	
Nairobi	4200
Nairobi-Loki	2040
Loki-Torit-Narus	900
Narus-Kuron	600
Kuron	
Kuron-Boma	300
Kuron-Loki	600
<b>2). ACCOMODATION</b>	
Nairobi	900
Loki	180
Narus	450
Torit	450
Kuron	900
Boma	720
<b>3). E-COMMUNICATION</b>	1000
<b>TOTAL</b>	<b>13240.00</b>

### TOTAL COST

1) Consultancy Budget	<b>42,500.00</b>
2) Transport and Accommodation	<b>13,240.00</b>
<b>TOTAL COST</b>	<b>55,740.00</b>