

Organisational Development Approach



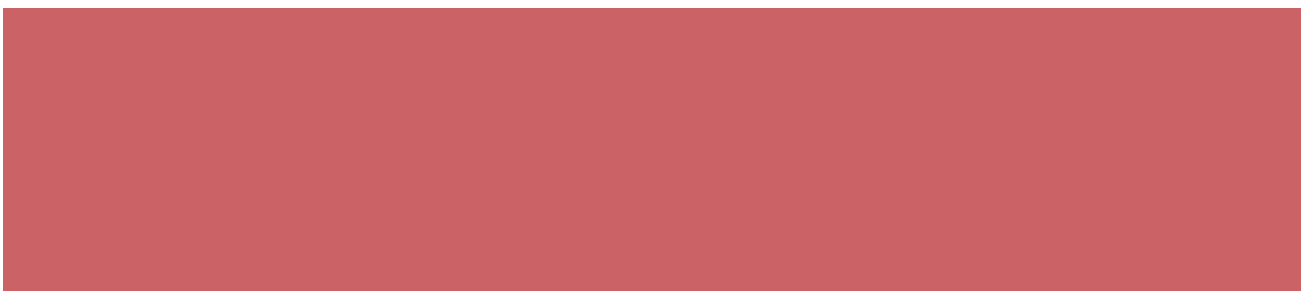
The Caritas Europa Network

- 49 member organisations in 46 European Countries
- Very diverse (Size, working environment , languages....)
- EU and non-EU
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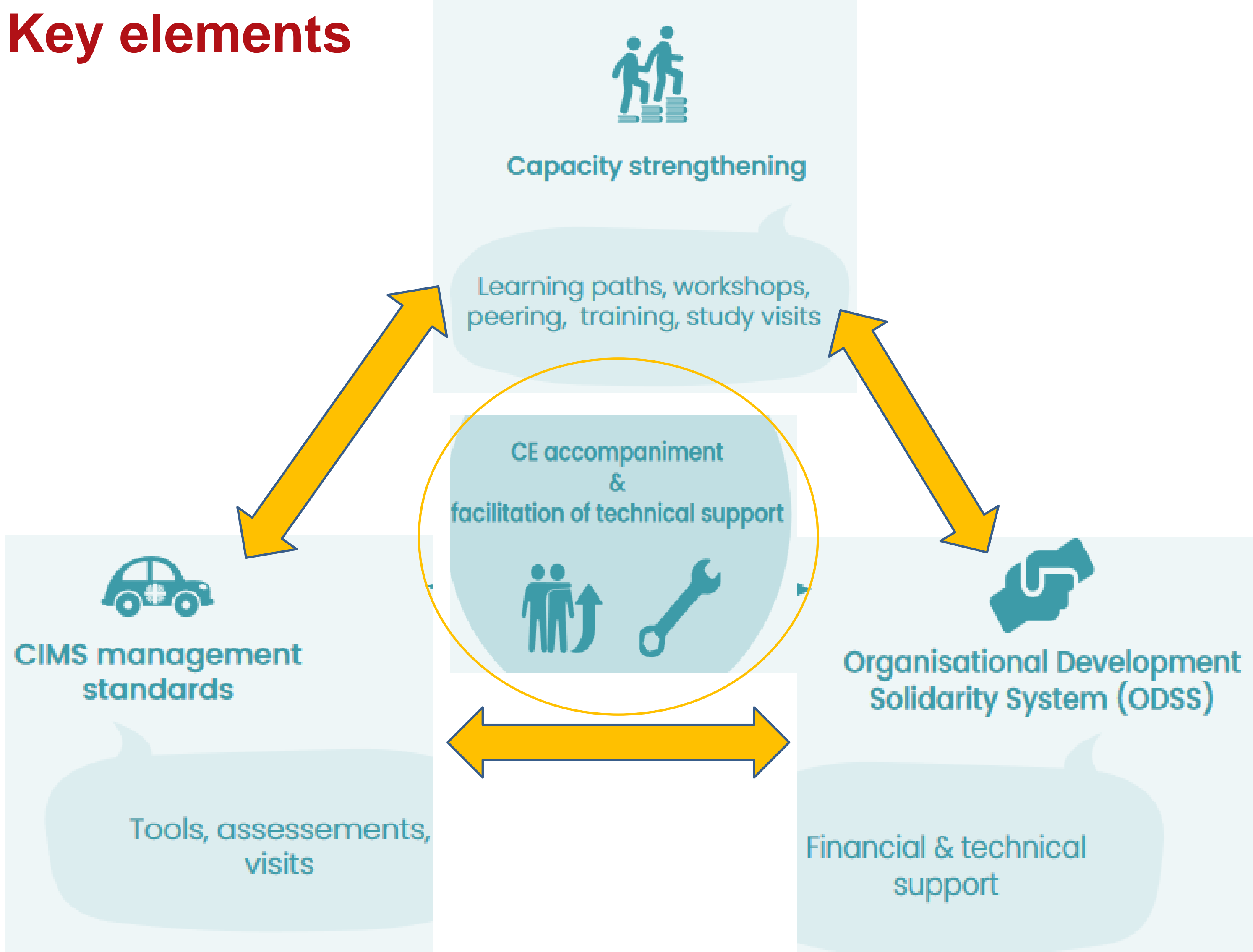
Regional Secretariat in Brussels, Belgium:

- 19 people
- Support and service the network
- Advocacy, Communication, Humanitarian and Development, Institutional development

Stronger organisations give for a stronger network. OD is one of the three components in the Strategic Framework and CE has pioneered a number of important initiatives



Key elements



Solidarity : value of Catholic Social Teaching and is 'a firm and preserving determination to commit oneself to the common good. That is to say to the good of all and each individual, because we are all really responsible for all'
(Sollicitudo Rei Socialis)



OD mechanisms based on Solidarity

ESF – European Solidarity Fund

CDF - Caritas Development Fund

ODSS - Organisational Development Solidarity
System

ACTS – Advancing Caritas through Solidarity
2023-2028

CE working structure

Regular evaluations / capitalisations





Organisational development

Lessons learnt



- ✓ Focus: cooperation and peer learning between CE MO in OD: joint projects
- ✓ Individual OD projects remain possible
- ✓ No own contribution required
- ✓ A shorter duration
- ✓ Better user-friendliness in terms of administration / templates

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Individual OD projects: as of 2023

- For MO with limitations in accessing domestic funding
- Based on CIMS improvement plans
- Focussed OD activity: 1 clear objective and clear results
- Sharing of results in an OD CoP session must be included
- Duration: 12 months

▶ **Caritas**

In the 6 year period (two 3-year cycles) any eligible MO can
 - participate in **2 joint OD projects (1 per cycle)** and can
 - implement **2 individual OD projects (1 per cycle)**

Joint OD projects: as of 2024

- 3 or more MO participate - 1 MO has the lead
- Rationale of group must be clear (**all members benefit equally**)
- Budget can include contributions to salaries of the people active in the project (1 per MO).
- Accompaniment/technical support is included in the projects
- Link to CIMS must be clear
- Sharing of results in an OD CoP session must be included
- Duration: 24 months

**Through
Solidarity**

ACTS

THANK YOU!



Eligibility Criteria - individual & joint projects

the MO

1. Has clear **objectives and mandate** in its statutes;
2. Is a (corresponding) **Member** of CE and has paid its CE membership **fee**;
3. Is a **national office**. The diocesan and parish levels can be involved and develop their own OD plans, but there is no obligation to do so;
4. Has had an **external CIMS assessment** and sends the assessment report, its improvement plan and the decision of the RevCom to CE. (date of validation of the assessment by the RevCom may not be more than four years before the start of the calendar year for which ACTS support is requested);
5. Has **no leftovers** from the ODSS budget and has **fulfilled its reporting obligations** (if it was benefitting from the ODSS 2019 – 2022)
6. Has sent its **organisational financial audit** report of the previous year to CE
7. Has entered at least its organisational information in the CI mapping system
8. Is actively engaged in the network (e.g. in working structures, workshops...).
9. Will present its experiences with the ACTS funded project to the OD CoP.

Additional Criteria – joint projects

The first nine eligibility criteria apply to INDIVIDUAL APPLICATIONS, but also to all group members of JOINT APPLICATIONS.

In addition:

10. The group consists of at least three Members
11. Clear explanation of the composition of the group: why is it an optimal match with the goal and objectives of the proposed OD project;
12. Clear outline of how capacities of each of the participants will benefit the others and the group as a whole (the “win-win” factor)
13. One lead MO is designated, that will be responsible for coordinating (while respecting each participant’s autonomy) the joint efforts and to ensure correct and timely communication and reporting to the CE Secretariat and ACTS Taskforce.

NB: The **lead MO** has sent its **organisational financial audit** report of the previous year to CE (not all group members!!!)