

The logo for World Vision, featuring the text "World Vision" in a bold, black, sans-serif font. To the right of the text is a stylized orange and white graphic consisting of a curved shape and a four-pointed starburst.

**World Vision**

Somaliland TEECAP  
workshop report

## **TEECAP workshop report**

Date: 14<sup>th</sup> May, 2013

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## **Acronyms and abbreviation**

A.S(Alayhi Salaam ie Peace be Upon Him) this is attributed to all Prophets and Messengers of Allah

FY-Financial year

JD-Job description

M &E-monitoring and evaluation

OP-Operations manager

PBUH- Peace be Upon Him

P O-project officer

S.A.W -Sal Allaho Alehe Wasallam meaning Peace be Upon Him

## **TEECAP WORKSHOP**

### **HARGEISA SOMALILAND 12-13 MAY 2013**

The consultancy began on Saturday where the consultant together with Rev Alex Njuria met Mr. Edwin Siala with his team to discuss the direction of the workshop and the topics which need emphasis.

The training began on Sunday 12<sup>th</sup> may 2013 with prayers, followed by introduction and opening remarks by WV Somaliland Operations manager Mr. Edward Siala

After this session Rev Alex Njuria took over and conducted the session on expectations and ground rules

The below mentioned are the expectations which the participants had and which were to be evaluated at the end to see if the participants achieved their expectations

### **EXPECTATIONS**

- Faith application for team work and how it relate to our work
- Application of TEECAP at our work place
- Strengthening our faith in workplace

- Difference and similarities between our faiths
- Concrete way forward with regard to application of TEECAP
- Understanding TEECAP and why now?
- Relationship between TEECAP and performance
- Faith interpretation of responsibility and trust when it comes to work
- Share knowledge with others
- How to apply TEECAP values in our work with the children

### **SESSION 1:TEAM WORK**

In every session the participants were divided into two groups(Muslim and Christian) each group was asked to come up with their own definition and understanding of the session(topic) at hand

Then the group was to list enhancers to the topic and hand followed by hindrances to achieving the same.

After which the group was to suggest the solutions(general then specific to work at Somaliland WV Office)

The facilitators would then guide on the deliverables

On team work both groups came up with this definition, “team work is Work with and support colleagues to raise overall performance.”

They elaborated the same by giving the below quotations;

Rene Decartes, “I think therefore I am.”

African, “We are, therefore I am.”

#### **Enhancers**

- Good character
- Clear communication
- Consultation

### **Hindrances to team work**

- Unclear communicating
- Envy
- Backbiting
- Cheating
- Lying
- Propaganda
- Privacy interference

### **Verses on team work**

Allah says in The Glorious Qur'an: "And hold fast, all together, by the rope which Allah ( stretches out for you), and be not divided among yourselves;". [Al **Qur'an 3:103**]

O you who believe, do not violate the rites instituted by **GOD**, nor the Sacred Months, nor the animals to be offered, nor the garlands marking them, nor the people who head for the Sacred Shrine (*Ka'bah*) seeking blessings from their Lord and approval. Once you complete the pilgrimage, you may hunt.\* Do not be provoked into aggression by your hatred of people who once prevented you from going to the Sacred Masjid. You shall cooperate in matters of righteousness and piety; do not cooperate in matters that are sinful and evil. You shall observe **GOD**. **GOD** is strict in enforcing retribution (Qur'an 5:2)

The group also quoted a Hadith on team work , "A believer to a believer is like on e building one block "It is related by Abu Moosa Ash'ari (R.A) that The Messenger of Allah (Sal Allaho Alehe Wasallam) said "The connection between Muslims is like that of a strong building - one part strengthens another." The Prophet (Sal Allaho Alehe Wasallam) then showed this by interlocking the fingers of one hand with those of the other (that Muslims should remain united and combined - thereby strengthening one another).

In the above Hadith, by enlikening Muslim unity to a strong building, the Holy Prophet (Sal

Allaho Alehe Wasallam) has in effect urged the Ummah to form a fortress by uniting where each Muslim will be a "brick" and the closeness and coherence amongst Muslims should be like that of bricks in a building. He then demonstrated, interlocking the fingers of both hands that the Muslims should remain together and blend into a single body.

“The Muslim Ummah is like one body. If the eye is in pain then the whole body is in pain and if the head is in pain then the whole body is in pain”

## **TEAM WORK:CHRISTIAN GROUP**

### **Enhancers**

- Well defined goals
- Trust in leadership
- Unity among team members
- Delegation with clear roles
- Humility and willingness to learn
- Capacity building and gradual handing over of roles
- Breaking down work into smaller double tasks
- Transparency and accountability
- Clear d defined referral mechanisms
- Inculcating problem solving culture

### **HINDERANCES**

- No clear goals
- Lack of unity
- Selfishness
- Holding on to power
- Pride
- Leadership insecurity

- Inexperienced leaders
- Undefined scope of work
- Undefined roles
- Lack of proper training

Then the facilitators, after report from both groups led the session on deliverables and the below was the group contribution

s/no	Action	Person responsible	when
1.	Communication Clarity of JD Feedback on performance Policies General	managers supervisors all	31 <sup>st</sup> may 2013
2.	Team building Retreats Lunch QRM-en in Borama etc	P & C Managers to submit T B plans	31 <sup>st</sup> May 2013
3.	Capacity building in how to work in a team E.g. interpersonal skills, communication skills, team support	P & C To work with James Project managers Project officers (POs)ARP coordinators	5 <sup>th</sup> June 2013
4	Rewarding individuals and team	Area manager	Sept b2013
5	Career counseling	Area managers	Sept 2013

		P n C	
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## **SESSION 2:EXCELLENCE**

### **Excellence;Muslim group**

**The Muslim participants while reporting back came up with their definition(understanding of excellence)**

#### **What is excellence?**

- Doing things better
- Having a good character among oneself
- To excel is doing something the best way

#### **Enhancers to excellence:muslim group**

- Taking individual responsibility i.e. by doing the right thing at the right time and the right way
- Adhering to your course
- Work as a team
- Overcome challenges/appreciating challenges
- Work under motivation
- Work righteously
- Sharing the team Excellency as a group
- Fulfill Allah's command and the rules and regulations of your state ad also organization
- Hunger for success
- Set your goals

- Build confidence
- Work with love
- Study the successful and learn the best
- Adapt to changes
- Never give up

### **Hindrances to excellence**

- Doing things carelessly
- Bad character
- Arrogance
- Laziness
- Irresponsibility
- Lack of punctuality and prioritization
- Lack of commitment
- Individuality and selfishness
- Lack of motivation
- Lack of ethics in work
- Lack of cooperation
- Unfaithfulness
- Lack of determination
- Lack of plans and direction
- Lack of confidence

### **Scriptures and Hadith on excellence**

“And spend in the way of Allah and do not throw [yourselves] with your [own] hands into destruction [by refraining]. And do good; indeed, Allah loves the doers of good. “ Qur’an 2:195



“Who spend [in the cause of Allah ] during ease and hardship and who restrain anger and who pardon the people - and Allah loves the doers of good.” Qur’an 3:134

“So Allah gave them the reward of this world and the good reward of the Hereafter. And Allah loves the doers of good.” Qur’an 3:148

“There is not upon those who believe and do righteousness [any] blame concerning what they have eaten [in the past] if they [now] fear Allah and believe and do righteous deeds, and then fear Allah and believe, and then fear Allah and do good; and Allah loves the doers of good.” Qur’an 5:93

### **Examples from Islamic teachings**

When citing examples from Islamic teachings the group quoted some Hadith as follows; They gave an example of Abu-Bakr’s excellence "On the authority of Aa’ishah (radiAllaahu ‘anha) who said: “I swear by Allah that Abu Bakr left drinking alcohol in pre-Islamic times and he did not doubt in Allah after having accepted Islam." [The Life of the Greatest Man After the Prophets & Messengers: Abu Bakr as-Siddeeq, p. 190-191, Compiled By: Muhammad Othman al-Anjaaree, Translated by: Abbas Abu Yahya]

Another example they cited was generosity of Ali as a sign of excellence

Generosity was one of the main attributes of Ali. According to Ali when someone in need asks for your help and you help him that is liberality or munificence. When you help a man in need before he asks of your help that is generosity.

In Arab annals, Hatim a Bedouin is known for his generosity. According to the accounts that have come down to us, Ali out-classed him in the matter of generosity. Ali used to say "Woe to that man who spends his wealth in buying male and female slaves, but spends not his money on the free-born who, with a little alms would become enslaved in gratitude to him forever."

Once a supplicant went to the house of the Holy Prophet to beg for food, but there was no one in the house. On being told of this by his wives, the Holy Prophet asked whether there was anyone who could give relief to the supplicant.

Ali offered to take the beggar to his house. There Fatima said that there was nothing in the house except a few loaves that she had cooked for the children. She, however, gave the loaves to the supplicant saying that she would give them to the beggar, and would rather see her children go hungry. It was on this occasion that the following verse of that Holy Quran was revealed: "They prefer the supplicant to themselves even though they may be hungry themselves. And whosoever is rid of the covetousness of his own soul will be triumphant"{59:9}.

## **EXCELLENCE:CHRISTIAN PERSPECTIVE**

### **Excellence**

**Definition:** - rising above the ordinary level of achievement.

Doing things to the highest standard

### **Hindrances**

- Work over load the preachers/ apostles were also responsible for distribution thus challenges arose as some deserving cases did not access the food. Acts Chapter 6/Moses in Exodus 18
- Mediocrity :- averageness, average mentality, ordinariness , not seeking to improve the quality of work, lazy ness e.g. Christ had to rebuke them to move out of their comfort zones when he said “for how long shall I continue with you. Laodicea church “neither hot nor called”
- Lack of self-critique
- Shortsightedness:-e.g. Where there is no vision people perish. Pr 29vs 18, Peter in many times he was a stumbling block because of his failure to see the bigger picture. He denied Christ.
- Setting lower standards/ Comparing yourself with non-achievers “Stupid Galatians who has bewitched you”
- Low self esteem
- Procrastination

### **Enhancers**

- Set a clear goal/ vision for the future followed by high standards e.g. temple workers, Paul wanted to get the crown after running his race. Jesus set a high goal, and He could not let anything hinder. He knew what to say and when so that the master plan is not derailed.
- Precision
- Having a balance between courage and understanding you weakness:-e.g. David was a man who achieved a lot while king of Israel, but he acknowledged his shortcoming.

- Start with a high standard : Christ says “greater work shall ye do”
- Skills improvement: Paul gives the allegory of an athlete who has to discipline himself so that for the race.
- Role model of excellence: Elisha’s role model was Elias, Timothy and Paul, Jesus and the Church, Daniel
- Celebrating success, acts as motivation to continue with excellence.
- Obedience to God at all costs:- e.g. Daniel’s excellence hinged obedience, Abraham’s faith made him believe in achieving thus he went to a new land.
- Proactivity: the example of the Leapers who were outside the city and how they found food in the enemy’s camp
- Constant practice: Ezra 7vs 10 he consistently taught and practiced what he taught.
- Not giving up/perseverance:- it’s a fruit of the spirit, he who holds on till the end shall receive a crown.
- Keeping vigilant while doing a task e.g. during the building of the wall one hand had mortar while the other had a sword.

**What can be done: Christian group**

- Clear standard job performance
- Proper orientation of staff on standards and policies
- Evaluation and motivation
- Mentoring

**Deliverables on excellence**

s/no	Action	Person responsible	When
1.	Incorporate TEECAP in performance management	AM Project managers	31 <sup>st</sup> may 2013

		Unit Heads	
2.	Demonstrating evidence of innovation and best practice replication in our programming	Project Managers(Goal owners) Communications	Quarterly at QRMs  (need to define innovation indicators earlier)
3.	Documenting and demonstrating impact in our programming	Quality Assurance DM and E Project managers Project officers (POs)ARP coordinators	Quarterly at QRMs and learning events

### SESSION 3:EXECUTION

Both groups came up with this definition(as they understand execution)

Get it done

The finish line is not the only goal; how we get there is as important

#### **Verses on execution: Muslim group**

And say, "Do [as you will], for Allah will see your deeds, and [so, will] His Messenger and the believers. And you will be returned to the Knower of the unseen and the witnessed, and He will inform you of what you used to do." Qur'an 9:105

That is why Allah talked about one's actions: "And say: Work; so Allah will see your work and (so will) His Messenger and the believers – all your work should aim to obey Allah – and you shall be brought back to the Knower of the unseen and the seen, then He will inform you of what you did".(9:105).

"Whoever does good whether male or female and he is a believer – for your good work to be accepted, you have to be first a believer. We will most certainly make him live a happy life, and We will most certainly give them their reward for the best of what they did". (16:97).

"But as to him who repents and believes and does good, maybe he will be among the successful". (28:67).

### **Importance of execution**

Imam Ali (a.s.) describes those who praise the good doers, yet they do not follow their example. He says:

"Do not be those of who hope for the Hereafter without any deeds, and procrastinated seeking repentance because of prolonged hope. He enjoins good but does not practice it, claims to love the righteous, but does not act the way they do, and pretends to hate the sinners – but he might commit adultery and usurp others' properties – while he is one of them. He says: 'I do not act and suffer hard work, why should I not rest and hope? 'So he hopes to be forgiven while he is engaged in disobedience (to Allah)".

So whoever does an atom's weight of good will see it. Qur'an 99:7 this means that when one execute anything there must be a day(either here in the world or hereafter )where he/she will be rewarded or punished for the same depending on if it was positive or negative.

The facilitators explained that execution must be matched with excellence.

Therefore the group was tasked to discuss how both can be matched

### **Matching execution with excellence**

**The Muslim group explained that it is Ihsan** "perfection" or "excellence" which will make one realize matching **execution with excellence. Ihsan** is a matter of taking one's inner faith (*iman*) and showing it in both deed and action, a sense of social responsibility borne from religious convictions.

In Islam, Ihsan is the Muslim responsibility to obtain perfection, or excellence, in worship, such that Muslims try to worship God (Arabic Allah) as if they see Him, and although they cannot see Him, they undoubtedly believe that He is constantly watching over them. According to prophet Muhammad, Ihsan is to worship God as though you see Him, and if you cannot see Him, then indeed He sees you." (Al-Bukhari and Al-Muslim).

Some Islamic scholars explain Ihsan as being the *inner* dimension of Islam whereas shariah is often described as the *outer* dimension:

Ihsan "constitutes the highest form of worship" (*ibadah*). It is excellence in work and in social interactions. For example, ihsan includes sincerity during Muslim prayers and being grateful to parents, family, employer, fellow employees and God.

### Execution

What can be done: Christian group

Clear standard job performance

Proper orientation of staff on standards and policies

Evaluation and motivation

Mentoring

### Deliverables

s/no	Action	Person responsible	When
1.	Capacity building Technical areas Sphere standards	Project managers supervisors each manager/supervisor to develop a CB plan for their team	Ongoing Early June
2.	Reward for execution with excellence  *clear criteria	P & C Area Managers ARP manager Unit heads *develop criteria	End of FY 30 <sup>th</sup> May
3.	Mentoring or coaching	-----do----- P & C (Nbi) to shop for trainer on mentoring and coaching	Ongoing End of July

4	Improve measuring i.e. M and E system in place and functional  Tools for monitoring	DM and E coordinator  QA Manager	30 May

### **SESSION 4: COMMITMENT**

The session began with definition in the group where both Muslims and Christian participated together

#### **What is commitment?**

A review of relationship and success-building literature gives a number of definitions; two insightful ones are:

1. Commitment is doing a thing long after you've felt what you felt when you said you were going to do it;
  
2. It is what transforms a promise into reality. It is the words that speak boldly of your intentions. And the actions which speak louder than the words. It is making the time when there is none. Coming through time after time after time, year after year after year. Commitment is the stuff character is made of; the power to change the face of things. It is the daily triumph of integrity over skepticism (commonly attributed to Abraham Lincoln or Shearson Leahman of American Express).

#### **Teachings of Islam on commitment**

##### **Verse of Qur'an on commitment**

When the Prophet Muhammad was spreading the word of Allah, it was not a smooth journey for he underwent a lot of hardship and challenges. But He stayed committed to the course. Thus Allah said:

So by mercy from Allah , [O Muhammad], you were lenient with them. And if you had been rude [in speech] and harsh in heart, they would have disbanded from about you. So

pardon them and ask forgiveness for them and consult them in the matter. And when you have decided, then rely upon Allah . Indeed, Allah loves those who rely [upon Him]. Qur'an 3:159

In commitment one must have a very specific goal which he/set is determined to accomplish.

Commitment lead to transformation. it lead to change internally and it slowly take hold of external being; thoughts, intentions, actions... it internalize a conscientiousness that revolutionize one's work and life.

The group gave the following as the enhancers to commitment

1. Realize the Reason, Know Allah is Your Guide
  - When one is sincere about commitment , one needs to be completely aware of the heavy responsibility in doing so . This must translate into their actions. The key: Sincerity.
2. When it's Hard, There is Twice the Reward
3. Start Correctly and Use Technology
4. Date your commitments
5. Everyone has many responsibilities added to academic, work, volunteer, knowledge, and familial obligations. However, everyday, one has to make a special date with work commitments that no one could touch.
  
6. commitment Should Spark an Internal Revolution
  - Even more important than commitment is allowing it catalyze one's transformation. If one's character is not reforming and improving, there's a serious problem. Check your heart from the start and keep checking it; one's actions should become more balanced and stronger in quality when working on a commitment

Many people feel facing the challenge of committing oneself too difficult of a task. They may have tried it and given up, dabbled in it and lost focus or drive or simply refused to consider the idea because they feel it insurmountable. Think of a commitment like lifting weights. For a person who has never worked out and who desires the health benefits of increasing their strength, they may begin with just a few pounds. As they continue, the amounts they began with will feel insignificant in comparison to the heavy amounts they are now able to lift.

Similarly, beginning a commitment seems difficult. One step in a commitment may take a long time to get it correctly; getting it done perfectly may take years and this might be frustrating task. However, when one commits to it and makes it a part of their daily responsibilities, it becomes easier and easier.



### **Enhancers of commitment**

- motivation
- Faith
- Continuous practice
- Piety
- Belief culture
- Having a dream
- Having clear goals, mission and vision
- Anticipation of reward
- Hope

### **Hindrances to commitment**

- Lack of motivation
- Lack of faith
- Immorality
- Disbelief
- Lack of clear goals vision and mission
- Lack of incentives
- Lack of respect
- Lack of flexibility
- Irresponsibility

### **Commitment: Christian group**

#### **Scriptural examples**

- Jesus was committed to cause of the gospel , everything He did showed the commitment
- Ruth :-Left her o
- Daniel : Daniel 1:8 He chose not the defile himself with the kings meat(food) which had been sacrificed to idols
- David : Committed to building the temple
- Nehemiah: rebuilding the temple despite odds.

### **Hindrances**

- Fear
- Lack of focus (divided attention)
- Indecisiveness
- Lack of confidence
- Not committed to cause
- When you are not sure of the benefits of the results
- Lack of personal integrity

### **Enhancers**

- Subscribe to the cause
- Clear goals
- Focus
- Adequate information
- Courage and confidence
- Personal integrity

### **Hindrances to commitment in Somaliland**

- Role clarity
- Failure to subscribe to the cause (e.g. HIV -cultural practices, nutrition people not eating fish in Lughaya community)
- Different world view on work(time management, self-management, etc)
- Climatic conditions

- Non clarity regarding promotions/organizational view on promotion
- Unmet expectations (e.g. salary airtime delays etc)
- Poor or no communications on issues that affect staff-welfare and work. E.g. poor communication on new policies, no orientation.
- Personal interest
- Selfish interests

**What can be done?**

- Communicate the standards (so as not to raise expectations, or to ensure the same understanding).
- Adherence to standards.
- Proper planning based on daily and seasonal calendar.
- Encourage the staff to work
- Organize meeting to collect ideas(consultation meetings)
- Initiate good staff inter-relationship
- Motivate the staff
- Mutual respect

**Deliverables**

This was done in the larger group (Muslim and Christians together)

s/no	Action	Person responsible	when
1.	Capacity building Technical areas Sphere standards	Project managers supervisors each manager/supervisor to develop a CB plan for their	Ongoing Early June And sphere standard

		team	training
2.	Reward for execution with excellence  *clear criteria	P & C  Area Managers  ARP manager  Unit heads  *develop criteria	End of FY  30 <sup>th</sup> May
3.	Mentoring or coaching	-----do-----  P & C (Nbi) to shop for trainer on mentoring and coaching	Ongoing  End of July
4	Improve measuring i.e. M and E system in place and functional  Tools for monitoring	DM and E coordinator  QA Manager	30 May

## 5. ACCOUNTABILITY

### Accountability: Muslim group

#### Verses on accountability

So whoever does an atom's weight of good will see it,

The group mentioned that the most important event that explain accountability is what will happen on the Day of Judgment when we will be held accountable for our deeds and when we will be questioned by our Lord Allah (S.W.T.). There are many Qur'anic verses and *Hadith* that tell us about accountability as the final test.

#### Verses on accountability

Allah says in the Holy Qur'an, "**Verily, to Us will be their return: -Then verily, for Us will be their Reckoning.**" ( *Surat Al-Ghashiah*, Verses 25 and 26)

This verse and others state one of the events that will happen on the Judgment Day. “ *Al-Hisaab* ” which is when Allah (S.W.T.) will ask every person what they have done in their lives.

**There will be two different ways that Allah will hold people accountable for their deeds.**

In the first way, Allah will quickly and easily skim through the people's deeds, and will allow them to enter paradise safely.

In the second way, Allah will discuss the people's deeds in depth and in detail, and will hold them accountable for each evil act they committed. Then Allah will send them away to the Hell Fire.

Allah (S.W.T.) describe how we will account for our deeds when He says, "**On the Day when every person will be confronted with all the good he has done, and all the evil he has done, he will wish that there were a great distance between him and his evil.**" ( *Surat Al-Imraan*, Verse 30)

The prophet Muhammad (S.A.W.) said: “*The son of Adam will not pass away from Allah until he is asked about five things: how he lived his life, and how he utilized his youth, with what means did he earn his wealth, how did he spend his wealth, and what did he do with his knowledge.*” {Good *Hadith* reported by Imam At-Tirmithi }

**We will be asked in the Day of Judgment about all of the blessings and bounties that Allah gave us in this life.** Some of these blessings may include our good health, our work, our wealth, our food and drink, our ride and our home, etc. Allah (S.W.T.) says in the Holy Qur'an, “**Then, on that Day, you shall be asked about the delight** (You indulged in, in this world). ” ( *Surat Al-Takathir*, Verse 8)

Allah (S.W.T.) describes that situation in what could be translated as, "**On the day when their tongues, their hands, and their feet will bear witness against them as to their actions**". *surat An-Nur*, (verse 24).

**When at work one has to implement policies, rules and regulations. Allah (S.W.T.) will ask us in the Day of Judgment about all of our covenants and promises that have made in our lives.** Those promises may be our work policies, rules and regulation in our work place. And so

Allah (S.W.T) says “**And fulfill (every) covenant. Verily! The covenant, will be questioned about.**” ( *Surat Al-Israa*, Verse 34)

The facilitator commented, “It is out of the Mercy of Allah (S.W.T.), that we have this important TEECAP workshop ahead of time so that we can prepare ourselves. The good believer is the one who prepares himself for those difficult events by getting closer to Allah (S.W.T), by doing good deeds, and by staying away from what Allah has forbidden, so that he will be among those who receive their book of deeds on the Day of Judgment in their right hand and Allah will enter them into paradise. We should therefore fulfill our work commitments and be accountable by fulfilling our job descriptions.

### **Enhancers to accountability**

Responsibility

Honesty

Trust

Faithfulness

Anticipating reward from Allah

### **Hindrances of accountability**

Lack of responsibility

Dishonesty

Lack of trust

Unfaithfulness

Extravagance

Immorality

### **accountability: Christian group**

Parable of the talents

Moses sending the 10 spies to spy and report back.

When the son of man comes shall he find faith

In the creation story, Genesis 3:9 and God said “ where art thou?” and Adam responded .....

Sending out of the 72, Luke 10:17 -18 when they came back they had to give report

### **Hindrances**

- Fears of reputations
- Laziness
- Procrastination
- Lack of Persona integrity
- Lack of standards
- World view on accountability
- Pride
- Not belonging to a team

### **Enhancers**

- Having a team
- Clear standards
- Practice
- Pro-activeness
- Humility
- Having role models

### **Hindrances to accountability**

- Worldview on accountability
- Lack of clear standards
- Staff not aware of standards and policies

### **Lack of accountability in Somaliland**

Lack of planning

Poor organizational management

Poor supervision

### **Deliverables**

s/no	Action	Person responsible	when
1.	Clear standard on job performance/JD	P n C Managers Supervisors	1 <sup>st</sup> June 2013
2.	Proper orientation of staff on standards and policies	Finance P & C HoD	Quarterly with emphasis on field staff
3.	M & E tools for project accountability	M & E coordinator	31 <sup>st</sup> May 2013
4	Mentoring	managers	Ongoing On job training

### **Recommendations**

- Communicate on standards
- Having a rewarding system for accountability



- Building teams

## SESSION 6: PASSION

### Passion:muslim group

#### Definition

- Strong feeling of something
- Strong belief in something

### Islamic teachings on passion

Then will he be of those who believe, and enjoin patience, (constancy, and self-restraint), and enjoin deeds of kindness and **compassion**. ( Qur'an 90:17

And they give food in spite of love for it to the needy, the orphan, and the captives [Saying], "We feed you only for the countenance of Allah . We wish not from you reward or gratitude. Qur'an 76:8-9

### Examples of passion from Islamic teachings

the group gave an example from Islamic teachings where it is related that once, somebody presented 300 gold coins to the Holy Prophet, who made a present of them to Ali. On the way home, Ali saw a harlot to whom he gave one hundred coins. The next day the whole town was gossiping about Ali's misplaced charity for giving the money to a woman of ill repute.

Ali felt offended and decided that he would give another hundred coins to a worthier person this time he met a thief and he gave him one hundred coins. The people were critical of Ali squandering the money by giving it to a brigand.

Ali decided that whatever money was left with him he would give it to a deserving person. This time he gave the money to a person who happened to be rich man. The people became loud in the criticism of Ali in his charity to undeserving persons.

It was, however, revealed to the Holy Prophet that God had accepted the charity of Ali. The harlot after getting the money gave up her profession and decided to lead a chaste life. The thief after getting the money gave up robbery, the rich man on getting the alms felt so repentant that he distributed all his wealth among the poor.

This is a clear example of someone passionate about something.

### **What hinders passion**

- Lack of motivation
- Discouragement
- Humiliations

### **PASSION:CHRISTIAN GROUP**

#### **Passion**

Def:- to do feelings, a strong feeling

hunger  
attitude,  
consistent motivation,

Deep liking of an issue/cause or person

#### **Scriptures on passion**

- Christ finds people defiling the temple and he chases and He says “the zeal of thine house hath eaten me up”
- Nehemiah was sad when he had about the desolate state of Jerusalem.
- God says of David “a man after his heart”
- The same David wrote in Psalms “As a deer panteth for the water, my soul longeth after thee....”

- Ruth was committed to her marriage and when she had to choose between her in-laws and her family she said, “your people shall be my people and shall be your people and your God shall be my God.”
- Christ weeping over Jerusalem (when he talks about the destruction of Jerusalem while sitting on the mount of olives)

**What hinders people from being passionate as we do our work?**

- Culture/tradition may hinder passion
- Unrepentant heart
- Lack of faith, not believe in the cause
- Self-doubt
- Fear of the unknown
- Denied power to practice (systems that frustrate)

**What enhances passion?**

- Strong Intrinsic motivation/drive
- Rewards
- What contribute to lack of passion while working for WVS?
- System(bureaucracy
- Unfriendly environment
- Lack of continuity of sharpening skills
- Lack of confidence

s/no	Action	Person responsible	when
1.	Introduce internal complain mechanism	P n C	When need arise 1 <sup>st</sup> June 2013
2	Introduce mentoring and	P n C	1 <sup>st</sup> June 2013

	career motivation	Project managers	
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The workshop ended with Mr. Edwin Siala's remarks where he thanked the facilitators so much for the good work done. he also extended his thanks to the participants for the enthusiasm they had throughout the workshop

Then Rev Alex asked the participants to have a blank paper and under each TEECAP topic write at list five things one is planning to achieve and give individual commitment and timeline.

Then Mr. Siala requested the participants to nominate TEECAP committee. The below were nominated;

### **TEECAP COMMITTEE**

- Abdurrahman Osman
- Ismail Shabeel
- Charles Owino
- Hamda Hussein
- Benedict Hussein
- Nimco Eid
- Halima hassan

On the fourth day 14<sup>th</sup> May 2013 Sheikh Hassan prepared the report. He also had a meeting with Mr. Siala and Rev Alex on consultation on the best way to implement TEECAP.

In addition he extended his consultation to some staff who needed more clarification on some issues of Muslims working in a non-Muslim organization

### **CONCLUSION**

The workshop was very fruitful

The participants had a chance of meeting sheikh Hassan on a daily basis between the breaks and also after the workshop for clarification on various issues especially of Muslims working with Non-Muslim NGOs

He also clarified the justification of Christians handling the Qur'an where he quoted a verdict of many scholars who feel that Muslims are allowed to read Bible and Christians are also allowed to read Qur'an as long as tat Qur'an has translations.

## **RECOMMENDATIONS**

There should be continues sessions on interfaith especially where WV is working in a Muslim predominant region

There should always time for a consultant to interact with participants for consultation especially to clarify interfaith and theological matters