In March issue of NHIP CAU newsletter

1. LIN Updates:
   - The Opening Ceremony of “LIN Community Center” and Introduction to VNPO Capacity Building System Project
   - Workshop on Successful Management of Your Staff
   - Over 100 people visited Second Chance Store on 17 March

2. Donors' Corner:
   - Thanks for LIN's donors
   - Welcome to the LIN New Community Center

3. Upcoming Events:
   - Successful Management of Your Staff & Volunteers (06 Apr 2013)
   - Roundtable meeting with Mr. Mike Yeaton from TechSoupAsia (10 Apr 2013)
   - Call for proposal — LIN Small Grant 2013
   - Workshop on Leading Effective Teams
   - LIN Center launched 6 social network channel
   - Sale day of two famous shops in Saigon (50% of profit will be donated to LIN Center)

4. NPO Opportunities:
   - The Vietnam Women's Innovation Day 2013 (VVID)
   - Training on Development Project Management from SDTC
   - Design4Good: Be the first to sign up
   - Call for Proposal from Justice Initiatives Facilitation Fund (JIFF)

5. NPO Networking:
   - HCMC NPO/NGO Happy Hour
   - Next Giving Campaign of LIN Center in Facebook

6. NPO Resources:
   - Richard Male's tips: Help making difficult decisions

8. About LIN
The Opening Ceremony of “LIN Community Center” and Introduction to VNPO Capacity Building System Project”

Ho Chi Minh City, 18 March 2013 – Finally, after four years of waiting, LIN Center for Community Development’s staffs proudly introduced the LIN Community Center which is also LIN team’s office. The Opening Ceremony was held on Saturday morning, 9 March 2013 with nearly 60 participants from other NPO organizations throughout the city.

The project “VNPO Capacity Building System” funded by Irish Aid, was introduced during the Opening Ceremony. This project is a strategic collaboration between LIN, Social Development and Training Center of Ton Duc Thang University (SDTC) and Gail Nordheim – an expert of International NPO Development.

This project will be carried out for two years to support VNPOs to work more effectively and more actively in cooperation with strategic partners, sponsors, companies and government agencies to develop their organizational capacity. At the Opening Ceremony, LIN encouraged organizations to participate and build a successful project together.

At the event, LIN introduced the Community Center as the official office of LIN with many useful services for nonprofit organizations. LIN Community Center provides NPO Incubator service along with consultant services regarding an organization’s development and other office resources for newly founded or developing organizations. A library with a wide selection of books about research and development strategies and organizations is always ready to serve organizations and individuals who are interested in not-for-profit community. LIN’s partners can register for conference rooms and meeting rooms for free-of-charge (during office hours). Organizations will have the chance to save money and access a friendly community environment at the LIN Community Center.

On this occasion, LIN also appreciates the appearances of ten Members in the Board of Managers (IS THIS CORRECT?) and five groups that contributed to the discussion on the challenges of operating an organization and how LIN can help organizations to overcome these challenges. The discussion helped LIN to understand the needs and challenges NPO Partners faced.

"The discussion has helped us a lot to better understand the needs and challenges organizations have to face, it helps LIN’s team to have better collaboration with its partners in future. Four years after 2009, I am very glad that LIN officially has its headquarter office and I hope that with our new services, LIN team will create an effective impact to the development of VNPOs in the Ho Chi Minh City and Vietnam “ shared by Mr. Son Pham, LIN Deputy director/Community Liaison.

All in all, everyone had a great time sharing and exchanging information. A list of more than 100 partners of LIN is proudly placed at the entrance that makes LIN appear not as Community Center but a Community House for all NPOs.

All the Opening Ceremony information can be found at: http://www.linvn.org/?mod=content&act==view&cid=11&section=npo

Pictures of the Opening Ceremony at LIN Facebook.
Workshop on Successful Management of Your Staff

Ho Chi Minh City, 28 Mar 2013 - During the Irish Aid project launch on March 9th at the LIN Community Center, NPOs expressed concerns about staffing and people management in their organizations. In order to support NPO Partners in these crucial areas, LIN started a series of workshops on the topic of Human Resources (HR) and Volunteer Management. These workshops are the beginning of several modules in the NPO Capacity Building System (CBS), a comprehensive approach to supporting capacity development of local NPOs funded by Irish Aid.

On 28 March 2013, over 30 key staff members from 23 NPOs participated in the first HR Management workshop under the VNPO Capacity Development System. NPOs participating in the CBS range from recently established volunteer organizations to established NPOs within the HCMC area. These NPOs work in areas related to disadvantaged women and children, the disabled, wildlife protection, environment, and etc.

For the first workshop, LIN collaborated with Ms. Ho Thi Y Nhi, Senior Deputy Director of Finance and Administration at East Meets West Foundation (EMW). Ms. Nhi has been with EMW for over 20 years and developed EMW’s HR systems and processes along with the development in Vietnam. Ms. Nhi shared her wealth of experience with the participating NPOs and likewise participants were willing to share their own HR challenges amongst the other NPOs.

This workshop provided HRM essentials, with a special focus on aligning HR with NPO needs and effective recruitment through the use of participatory methods. LIN introduced and guided NPOs in the use of the new HRM self-assessment tools that assess gaps in these key areas and supported NPOs in developing goals towards improving their organizations.

"This tool is great and it helps the organization indentify the development level of our organization. The tool is also appropriate with the organization aiming to develop themselves, they know how to do it step by step. In this workshop, the organizations are diversified, which they can apply the tool for their organizational development. And from your development, you can decide when and how you would like to apply." shared by Mr. Tran Khac Tung, Director of ICS (an organization working with rights of LGBT community.

"I worked in social work for over 20 year and many of us have been learning from our experience and our practice, and this tool as well as the workshop are opportunities to review the lesson learnt in professional ways. I am happy that many young leaders participated the workshop as this was a learning opportunity for them to develop the not-for-profit community in the future." Mr. Pham Thanh Van, director of Tinh Than program (an organization working with disadvantaged women, youth and children, and community development.

Materials of this tools can be found on our website at: NPO Resource

LIN Center
About 120 people, many of whom are from local not-for-profit organizations, came to Second Chance Store sale event on 17 March, 2013.

It was the fourth opening of Second Chance Store, and the first time it was held at the store’s permanent address, which is also LIN's Community Center address: 180/47 Nguyen Huu Canh street, W22, Binh Thanh District, HCMC.

“I am a regular customer at Second Chance Store. I brought my friends with me this time and all of them came home with many items purchased from the store,” said Ms. La Hong Anh Thu, staff at Hoc Mon Social Center. “I think the price was affordable, however some items were quite expensive. The venue was better than that of previous events. All clothing items were categorized and hung on the racks, which made it easy for us to select.”

The total amount raised from the event was 9,866,000 VND. LIN will use it to cover operational cost of the store and invest in LIN's activities to build capacity for local NPOs in HCMC.

LIN’s Second Chance Store accepts donation from anybody who wishes to give away usable items. LIN team sorts all the items and sets an affordable price before selling the items to the community, including staff, volunteers and beneficiaries from local NPOs. The store is open once a month. The next sale event is scheduled on 14 April, 2013. LIN is grateful for regular in-kind support to Second Chance Store from Asian Tigers, Melchers, Levi’s and other donors.

For more information about Second Chance Store, please contact us: 08-35120092, email info@linvn.org, or visit our facebook page at: http://www.facebook.com/cohoithuhai
Dear Friends,

All of us at LIN would like to thank you for helping us open new LIN Community Center! The Center was officially opened on March 9th with a Housewarming event for LIN’s NPO Partners and Board Members, as it brought along a lot of excitement and hopes – it was like watching our boldest dreams come true! What is going on at the new Center? Take a virtual tour on our Blog or stop by the Center any time for a coffee and a personal tour!

Opening the LIN Community Center was only possible thanks to your generous support! During the New Year Lights Campaign, we received over USD 3,800 in donations, over 700 people supported us over Facebook Next Giving Campaign, and we received (and keep receiving!) a lot of very generous gifts of furniture and invaluable help with renovation of the Center. From the bottom of our hearts, we would like to thank all of you for helping LIN build a stronger and better Community!

We would like to extend a special thank you to the following LIN friends:

A very dedicated anonymous LIN Supporter
Ms. Anh Thu Truong
Ms. Carolyn Sauvage-Mar
Ms. Catherine Walter
Mr. Christopher James Sall
Mr. George Ehrlich and Mr. Le Hoang Khanh Long at Exotissimo
Ms. QuynhAn Nguyen
Ms. Huong Mazur
Ms. Huynh XuanThao and Huynh Tan Phat Scholarship Fund
Ms. Kate Anderson and Mr. Andrew Currie at OUT-2 Studio
Ms. Khau Hong Nguyen
Mr. Lam Bao Quang
LIN Board Members

LIN’s Board Member Mr. Kham Doan and
Ms. Nguyen Thu Ha at Horizon Capital Group
LIN’s Board Member Mr. Mark Sidel
LIN’s Board Member Ms. Tran ThiBao Ngoc at C. Melchers GmbH & Co. Vietnam
Lyon Center
Mr. Matt King and Ms. Cindy Enriquez at Asian Tigers
Mr. Mike Doan and Ms. Lynda Oanh Hong
Next Giving and MobiVi Teams
Ms. Lam QuynhAnh and Mayer Brown JSM
Ms. Robin Austin
Mr. Thai Thanh Son
Ms. Thanh Hang
Ms. Tram Do
Ms. Tran Thi Thu Phuong
Ms. Velda Marini
After 3 years, LIN team was finally able to make true our dream: a Community Center bringing together HCMC local not-for-profit organizations, skilled volunteers, philanthropists, and all the concerned city residents for the purpose of building a stronger and better Community for us all. This visual offers you an insider’s look into the Center’s wide range of activities:

"This is all great" – you say, "But how can I get involved?" There are so many different ways!

- If you are interested in a particular area, e.g. helping children or disadvantaged women, you can contact LIN to get information about credible local organizations that support these groups.
- If you are looking to design a more effective and long-term community program for your business, whether it is giving or staff volunteering, you can contact LIN for advice and reference to credible organizations.
- If you want to meet the people running the local NPOs and learn first-hand about their work and ways to partner with them, you can attend one of LIN’s open community events.
- If you want to share your skills and expertise in a certain area, e.g. PR and communications, you can contact LIN to find a local NPO that needs your skills or present at one of LIN’s workshops.
- If you wish to learn more about LIN Community Center, visit our Blog and take a virtual tour of the Center’s Rooms, or stop by any time for a coffee and a personal tour!
Successful Management of Your Staff & Volunteers  
Saturday, 6 April 2013

**Background**

From the Irish Aid project launch on March 9th at the new LIN Community Center and the small group discussions between NPOs and LIN’s Board, most NPOs expressed concerns that the biggest challenge facing their organizations were in the areas of staffing and people management. To begin supporting partner NPOs in these crucial areas, LIN is excited to announce upcoming workshops on Human Resources and Volunteer Management. These workshops are the first of several modules in the NPO Capacity Building System funded by Irish Aid.

LIN kindly invites participating NPO partners and seriously interested NPOs to attend these upcoming workshops to begin their participation within the NPO Capacity Building System, a comprehensive approach to supporting capacity development of local NPOs. These workshops will provide essentials of HR and Volunteer Management using participatory methods. LIN will introduce and guide NPOs in the use of newly developed self-assessment tools in HR and Volunteer Management to help assess gaps in these key areas and support NPOs in developing goals towards improving their organizations.

**Date and time:**  From 08h30 – 13h00, Saturday, 6 April 2013  
**Venue:**  98 Ngo Tat To, ward 19, Binh Thanh district, HCMC  
**RSVP:**  This workshop is designed for NPOs participating in LIN—Irish Aid

**Speaker:**  Ms. Ngo Hoang Thy, Learning and Development Manager, Intel Products Vietnam

Thi joined Intel Products Vietnam as Learning and Development Manager in 2011. At Intel, she manages and facilitates development programs for managers and employees to support business development while also increasing the effectiveness of training to address Intel’s needs. Prior to working at Intel, Thi was Project/Operations Officer for International Finance Corporation from 2002-2010 in the Mekong Advisory Services. She executed the Business Edge management training program to improve management capability and enhance competitiveness of local enterprises. She was also consultant and coach for the Better Work Vietnam and Farmer Training Center projects.

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**FAQs on NPO Fundraising**

On 27 Feb 2013, LIN Center organized a Meet the Experts with the topic “Effective Fundraising for NPOs”, this is a new way to help NPOs connect with experts in many fields. From this event, LIN summarized FAQs and introduced with NPO community.

Please visit our website to find out FAQs: [FAQs on NPO Fundraising](#)
Roundtable meeting with Mr. Mike Yeaton from TechSoupAsia

Wednesday, 10 April 2013

TechSoupAsia is a collaborative venture between TechSoup Global and its partner network, including Connecting Up in Australia and the Hong Kong Council of Social Services. The organization is working to deliver technology and other capacity development resources to NGO’s and civil society organizations in the Asia Pacific region, focusing on the following three areas:

- Technology Assistance – Offering donated or discounted technology products to the NGO sector in Southeast Asia.
- Data Services: Increasing the accessibility of data about NGOs to improve transparency and the flow of needed resources.
- Facilitating Collaboration: Connecting those using technology innovatively to address social challenges.

TechSoupAsia seeks to expand its services and partner network throughout Asia Pacific, with an initial focus on six countries in Southeast Asia: Indonesia, Malaysia, the Philippines, Singapore, Thailand, and Vietnam.

On the morning of 10 April, LIN and some of our partners will meet with Mr. Yeaton to discuss the possibility of service expansion into Vietnam. He is interested to understand the situation of local not-for-profit organizations and their technology needs and challenges. Should you be interested to contribute to this discussion and learn more about TechSoupAsia in the process, please contact Mr. Son at: Son@LINvn.org or 08-3512-0092.

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Call for proposals
LIN’s small grants

The LIN Center for Community Development would like to invite its NPO partners (participated in Irish Aid—LIN project) to submit proposals for LIN’s small grants in 2013. Detailed information about this grant round:

- Up to VND 30,000,000/project;
- Project duration: One (1) year, at most;
- The grant must be used to initiate new activities or support your organization’s existing activities;
- Deadline for proposal submission: 5pm, Tuesday, 16 April 2013;
- LIN’s small grants will be given out in early April 2013, thus your proposed project should start in or after May 2013.

Please download the Grant Application Form here and send your proposal to LIN at npo@LINvn.org. For more information, please contact Truong Son, LIN’s community liaison, at 08-35120092.

Note: Only NPOs participated in the VNPO Capacity Development System is eligible for this grant round.
Workshop on Leading Effective Teams
Saturday and Sunday, 12 and 13 April 2013

Background
This workshop is designed for individuals providing institutional leadership, from directing an organization, managing people and projects, chairing committees, and facilitating partnerships, etc.

While leadership is a big topic, the focus for this workshop is on organizational relationships between and among members. The leader facilitates cooperation among people of diverse skills and backgrounds to develop synergies and maximize strengths to achieve a common objective. Such an environment is conducive for dialogue and debate within a team, helps to shape team consensus and is crucial for the productive functioning of a team.

Leaders must learn how to motivate their team members and keep everyone on track to achieve the desired results. Successful leaders typically set good examples, work with enthusiasm and inspiration, try to understand the needs of their members, recognize member accomplishments, coach and help their members to solve problems.

To support NPO Partners that wish to become better leaders, LIN Center for Community Development partnered with Ms. Jessica Lu and Ms. Chu Bich Ngoc, two highly skilled Human Resource professionals and trainers based in Ho Chi Minh City, to share their experiences and facilitate discussion on some of the most difficult leadership issues.

Objectives:

- Understand the difference between effective leadership and effective management
- How to organize a team around its objectives
- Improving communication within the team and other stakeholders (e.g., Deputy Director, Director, Board Members, Advisors and/or Large Donors)
- NPO leaders can distinguish between suitable and inappropriate leadership behaviors
- Understand effective leadership development programs
- Help NPOs to identify opportunities to continue to improve their leadership skills (e.g., peer groups by gender and/or management levels)

Date: 12 & 13 April 2013
Time: 12 April from 9:00 to 12:00 and 13:00 to 17:00
13 April from 9:00 to 13:30
Place: LIN Large Meeting Room (Ground Floor): 180/47 Nguyen Huu Canh, W.22, D.Binh Thanh, HCMC

Target Participants: 20 participants (Executive Directors, Deputy Directors and/or Board Members)

Ms. Jessica Lu has been working in Vietnam since 1997, prior to this she worked in her home country, Taiwan. Her professional career began as a public elementary school teacher where she was awarded the 1991 Taipei City Excellent Teacher Award. In 1992, Jessica joined the Asia Pacific Regional Office of KPMG as Office Manager. She came to Vietnam with KPMG where she held the position of Administrator & Financial Controller. In 2001, Jessica established her own consulting firm, SMART HR, focusing on HR management consulting. In Jan 2009, earning a professional reputation in the market, SMART HR was acquired by Watson Wyatt Worldwide. Jessica worked with Towers Watson Vietnam as the Managing Consultant until she retired, in 2012. She is now working as a freelance trainer, executive coach and public speaker beside her frequent “see-the-world” trips.
LIN CENTER LAUNCHED 6 SOCIAL NETWORK CHANNEL

LIN officially launched its social network channels in media programs on 01 April 2013. The six social network sites include Facebook, Youtube, Pinterest, Linked in, Wordpress and SlideShare.

Based on the idea of an online home for all of LIN NPO partners, six social network sites have been constructed to provide volunteer information and sharing training materials in Social Work area. It would open online discussions with experts and share upcoming community events.

Ms Thanh Thuy Pham, one of the volunteer for this project shared “Finally, after more than a year of planning and working, LIN Social Network sites were successfully launched by the zeal of volunteers and LIN’s support. Hopefully, the Social Network will receive good response from community.”

Van Mai, Dinh - 4th year student, Department of Social Work, University of Social Sciences and Humanities shared “ I have learnt many useful methods to organize an event from LIN, however I can rarely find information about LIN on the internet. Facebook currently provides limited information on LIN, and so I hope these Social Network sites can provide more information about LIN to the community.”

In the near future, LIN will launch an online portal to support non-profit-organizations.
Love sales? Love designer clothes? Love cozy artisan wooden furniture?

Come to the final sale by Saigon’s two famous boutiques [chlê] and [accents]!

High quality designer silk and velvet garments, natural stone accessories, and unique hand-made furniture items will all go for 50% of the original price.

When: Sunday, April 14, from 9am - 3pm
Where: No3, Duong so 4, Nguyen U Di Street, District 2, Thao Dien (Noah’s Club)

50% of the proceeds will go to LIN Community Center working to support Vietnam’s local not-for-profit organizations (www.linvn.org).

Pamper yourself and your house and support a good cause all in one Sunday shopping trip!
The Vietnam Women’s Innovation Day 2013 (VWID)

The Vietnam Women’s Innovation Day 2013 (VWID)- "Promoting Women’s Economic Empowerment" was launched on 13 March 2013. The program, co-organised by the Vietnam Women's Union, the UN Women and the World Bank in Vietnam, provides a unique opportunity to highlight and support innovation by and for women.

VWID has two main activities: 1) Select and showcase the most innovative products by women in the course of economic development and 2) Identify and provide seed-money to the most feasible and innovative ideas in promoting women’s economic empowerment.

We would like to call for proposal submission for both activities. Detailed information on the program and how to submit proposals could be found in the attached Guideline and Application forms. Deadline for submission is 17:00, June 30, 2013.

VWDI co-organisers will hold a series of workshops to introduce VWID 2013 in Hanoi, Thai Nguyen, Dak Lak, Ho Chi Minh City and Can Tho:

Hanoi: on 4 Apr from 8.30-11.30 at Vietnam Women’s Union office, 39 Hang Chuoi str.
Thai Nguyen: on 11 Apr from 14.00-17.00 at Jobs & Vocational Center, Federation of Labor Recruitment, Hung Vuong str., Trung Vuong, Thai Nguyen city
Dak Lak: on 16 Apr from 8.30-11.30 at Information Center - Provincial Propaganda Department, 28 Ybi Alio, Buon Me Thuot
Ho Chi Minh city: on 17 Apr from 8.30-11.30 at Que Huong Hotel, 187 Pham Ngu Lao street, Dist. 01
Can Tho: on 18 Apr from 8.30-11.30 at Happiness Hotel, 75 Ly Hong Thanh street, Cai Khe, Ninh Kieu

For further information and registration for the workshops, please contact Ms. Ngô Mỹ Mai, Vietnam Women's Union; Tel: 043 9367335; Email: phunusanhtao@gmail.com; Website: http://hoihpn.org.vn or Ms. Chu Thị Thùy Linh, The World Bank in Vietnam; Tel: (04) 3936-7335; Email: lchu1@worldbank.org; Website: www.worldbank.org.vn
TRAINING COURSE ON DEVELOPMENT PROJECT MANAGEMENT

1. COURSE INFORMATION
   Time: 24 – 27 April 2013
   Morning: 08h00 – 11h30; Afternoon: 13h30 – 17h00
   Venue: Ton Duc Thang University
   98 Ngo Tat To St., Ward 19, Binh Thanh Dist., HCMC
   Language: Vietnamese
   Trainer: Dr. Le Dai Tri

2. TRAINING FEE
   20 USD/ day (Including: documents, study equipments, tea-break).
   Certificate of completion fee: 5 USD
   Local social staff will be discount 20% tuition (excluding certificate).

3. AIMS AND OBJECTIVES
   After the training course, participants will be able to:
   - Describe basic definitions including: project cycle management, result-based management, managerial functions and project management tasks;
   - Build project strategic plan which implements on logical frame;
   - Describe essential principles in implementing project;
   - Develop monitor & evaluation plan and use tools for collecting information to monitor and evaluate the project.

FOR ENQUIRIES AND REGISTRATION, PLEASE CONTACT:
Ton Duc Thang University
Social Development Training Center
Room B009, Nguyen Hau Tho Street, Tan Phong Ward, District 7, HCMC
Mr. Bao – 093 797 5445
Tel: (08) 2242 6789 – Fax: (08) 3775 5055
Email: sdtc@tdt.edu.vn or trungbao2011@gmail.com
Website: http://www.sdtc.tdt.edu.vn
Deadline for registration: 12 April 2013
Design4Good: Be the First to Sign Up!

Is your NPO facing a challenge that your team is having trouble solving on its own? Well, Design4Good is here to help!

Design4Good (D4G), a joint initiative by LIN and The START Center, is a monthly event that brings together experienced designers, entrepreneurs and other professionals with local, not-for-profit organizations and their stakeholders to apply good design principles to help solve difficult challenges facing NPOs in Ho Chi Minh City.

Design thinking is generally considered the ability to combine empathy for the context of a problem, creativity in the generation of insights and solutions, and rationality to analyze and fit solutions to the context.

D4G’s mission is to help make HCMC a better place by:

Offering participants a chance to learn and practice good design principles and how those principles can be applied, in their work, on a daily basis.

Helping NPOs address and solve challenges through good design principles and practices

The event is designed to begin in the morning and will last between 4 to 8 hours. During that time, participants will engage in the following activities:

1. NPO introduces a challenge (e.g., addressing beneficiary needs, marketing a new service to prospective beneficiaries, raising funds for a great project, demonstrating impact to stakeholders…)
2. Participants identify and understand the key stakeholders involved
3. Brainstorm to identify potential solutions that will help solve the problem
4. Propose ways to rapidly prototype one or more potential solutions
5. Prototype one or more solutions during the timeframe of the event
6. Help the NPO to develop an Action Plan and next steps

A test event took place on 23 March focusing on a challenge facing LIN. Thirteen people, from varying backgrounds, came together to offer their ideas and advice on how LIN could improve operations and the customer’s experience at LIN’s Second Chance Store. During and after the test event, LIN and The START Center identified ways to improve the format of Design4Good. We are now looking for NPOs that would like to benefit.

To ensure that your NPO gets the most out of the event, we detailed below the requirements for NPO participation:

- Your NPO has a challenge that can be articulated
- Your NPO is open to new ideas, trying new things and changing the way things are now being done.
- At least one NPO representative can attend a Design4Good event (one Saturday, from 9 to 3pm).
- NPOs are strongly encouraged to invite one or more stakeholders to join (e.g., beneficiary, donor, volunteer, board member)

If you are interested to participate, please email LIN at: info@LINvn.org. Please submit the following information: (1) Description of the challenge your NPO is facing; (2) Contact name; (3) Email and/or Mobile Phone.

For further details, please visit the Design4Good page on Facebook:
https://www.facebook.com/pages/Design4Good/225456600927728

Design thinking is generally considered the ability to combine empathy for the context of a problem, creativity in the generation of insights and solutions, and rationality to analyze and fit solutions to the context.
The Justice Partnership Program (JPP) is the result of a decision of the Governments of Vietnam, Denmark, Sweden and the European Union to harmonize their efforts to support justice sector reform in Vietnam. The Justice Initiatives Facilitation Fund (JIFF) is component 3 of the JPP aiming to build the capacity of Non-State Actors to contribute to enhancement of awareness of rights, access to justice and to support judicial reforms. JIFF will call for proposals twice per calendar year from this call to early 2015.

Applicants invited to apply include any organization which:

- Is non-state, non-international and not for profit
- Has a Charter, registered for more than one year, and has a bank account operated by more than one signatory.

(Organization applying for small grants or media or research organizations may be waived from some of the above criteria)

Key Support Areas:

All proposals must address at least one or more of the four key result areas below:
1. Popular awareness of the rights and opportunities the law and justice system provide enhanced
2. Access to independent legal advice and aid improved
3. Understanding of judicial reforms enhanced through research
4. Dialogue and information sharing on matters relevant to judicial reforms enhanced

Type of grants:
1. Small Project Grants and Research Grants less than 280 million VND.
2. Project Grants and Research Grants between 280-700 million VND.
3. Core Funding Grants of up to 2.8 billion VND/year for a maximum of three consecutive years.
4. Technical Assistance and Capacity Development Grants may be available to grantees.

Both hard and soft copy (CD written) of proposal in JIFF forms in Vietnamese, only, and shall be delivered before 17:00, 3 May, 2013, to the following address:

Justice Initiatives Facilitation Fund (JIFF)
Unit 708, 11 Tran Hung Dao, Hoan Kiem, Hanoi
Phone: (04) 39336034/35 | Fax: (04) 39336040

Please visit the JIFF website at [www.jpp-jiff.org.vn](http://www.jpp-jiff.org.vn) to view more information about the selection criteria, application process and to download application forms. If you need to support in information and instruction how to write a proposal, please contact us at [info@jpp-jiff.org.vn](mailto:info@jpp-jiff.org.vn) or 0904233923.
LIN Center for Community Development teamed up with Ms. Van Ly, Regional Communications & Development Manager at East Meets West Foundation to organize a monthly NPO-INGO Happy Hour event in HCMC on 13 March 2013 with over 70 participants. The event sought to bring together individuals working with local and international not-for-profit organizations to share ideas and best practices, to commiserate about the challenges they face and/or to just have some fun with like-minded people. Below is some pictures of the event:

Next Giving Campaign of LIN Center in Facebook

Thanks to everyone who supported LIN by Liking our page during Facebook Next Giving Campaign! With your support we received over 730 votes and raised almost 3.700.000 to support LIN Community Center. Thank you for staying in tune with LIN’s work, and for helping us build a stronger and better Community! To check out the campaign page, click https://apps.facebook.com/phusongyeuthuong/?lng=vi (VN) or https://apps.facebook.com/phusongyeuthuong/?lng=en (EN)
Richard Male’s tips: Help making difficult decisions

You certainly don’t need to be reminded that our work in the nonprofit sector is filled with ethical challenges. We're all familiar with times of conflict when there is a recognized difference of opinion, there is no single “best” response, and no one seems to be feeling good about what lies ahead.

Here are some steps you might consider when facing a difficult decision, whether at a board, staff, client/stakeholder, or community level.

1. Make sure that your decision-making process involves, to the extent possible, all stakeholders who are and will be affected by the outcome. Even if not every individual can be at the table, you must take care to consciously convene a dialogue where every point of view is represented. Get this step wrong and the whole process will likely fail.

2. Start your dialogue by working to separate facts from feelings. Develop a list together of the elements on the table (who, what, where, when, how, and how) and the relevant social, economic, political, legal, logistical concerns. Taking time to set the landscape now will prevent your process from being derailed later with something you’ve overlooked.

3. Allow time to clarify various perspectives. Share your own perspective and appreciate the points of view of others. How does each person understand the issue? This is a time to engage your active listening skills. Consider using a trained facilitator for this step who is not invested in the outcome.

4. Identify the values that are at issue. The conflict has likely arisen from competing personal, professional, organizational, or cultural differences. Allow time for these values to be heard in the spirit of "drilling down" (i.e., a different point of view expressed above is likely the result of a person's core value).

5. Brainstorm different alternatives. Imagine all possible outcomes and what are the salient issues of each one? What are the pros and cons of each scenario? Depending on the nature of the conflict, you should also include the outcome of doing nothing.

6. Appreciate that each of us has a dominant decision-making approach, whether we are conscious of it or not. Some of us make decisions on principle (an obligation to follow rules, or what should, could, or ought to be done), some of us primarily consider consequences (the best possible outcome for the greatest number of people), some of us act first from a virtue/character concept or individual "moral profile" of what is unquestionably deemed good or bad; and some of us respond to a less defined sentiment "from the gut" of what simply feels OK or doesn't feel right. There is no "right" approach.

This article is published with the permission of [http://www.richardmale.com/](http://www.richardmale.com/)
LIN serves grassroots not-for-profit organizations and individual and corporate philanthropists located in and around Ho Chi Minh City, Viet Nam. In addition to providing direct support to local not-for-profit organizations, LIN also serves as a vehicle through which donors can effectively contribute their knowledge, energy and resources to support these NPOs. In our effort to help local people to meet local needs, LIN aims to advance a more efficient and responsive philanthropic environment and strengthen the communities in which we live and work.

**LIN’s Vision**

A Vietnamese society where all members are respected and supported to have equal access to opportunities.

**LIN’s Mission**

To foster a culture of philanthropy and social responsibility by providing support services to local not-for-profit organizations, skilled volunteers and donors that are committed to building strong communities.

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Helping local people meet local needs