


www.ifrc.org
Saving lives,
changing minds.

Belize Red Cross Society Annual Report 2014

 International Federation
of Red Cross and Red Crescent Societies

MAABZ001
14/May/2015

**This report covers the
period 01/Jan/2012 to
31/Dec/2014**

*Red Cross staff pose under a banner
promoting resilience in Belize. Source: Belize
Red Cross Society*



Overview

Under the framework of its Strategic plan (2011-2015), the Belize Red Cross continued building on the achievements of 2012. Main areas of work in 2013 and 2014 included Disaster Management (preparedness, response, recovery) within communities, First Aid & CPR trainings, HIV & AIDS. Smaller programmes continue in the areas of psychosocial support and environmental awareness to institutionalized populations. The Belize Red Cross Society (BzRCS) continues to be available to respond to all natural disasters and provide communities, families and individuals the necessary relief assistance to survive over a period of time while working with them to restore their normal living conditions.

Overcoming the challenge of the abrupt resignation of its President in 2012, a new President was appointed in 2013, and the newly appointed president had the benefit of attending orientation at the Americas zone Headquarters in Panama. Also in 2013, under the Global United Kingdom's Department for International Development (DIFID) funds, the National Society began the implementation of the initial recommendations of their Organizational Capacity Assessment and Certification (OCAC) exercise, which was carried out in 2012. As a result the rearrangement of the organizational structure, the National Society increased its capacity and ability to meet its demands through the appointment of a deputy director.

Functional Staff under the new structure expanded in scope to address better the National Societies' operational needs and to build capacity. As such, a new communication officer and a volunteer management officer were hired in 2013; efforts to hire a resource mobilization officer continue.

The BzRCS continued to strengthen its relationships with its partners and stakeholders, particularly with the government agencies. This was reflected in an International Federation of Red Cross and Red Crescent Societies (IFRC)/ Norwegian Agency for Development Cooperation (NORAD)-supported project under the Urban Risk Platform. This project saw the Belize Red Cross Society working with the Belize City National Emergency Management Organization (CEMO) and the National Emergency Management Organization (NEMO).

Significantly, through a successful horizontal cooperation initiative supported by the IFRC, the Norwegian Red Cross and the Irish Red Cross Society, the Volunteer Management System was reviewed and refined. Under this initiative, a volunteer management advisor from the Irish Red Cross Society visited the Belize Red Cross Society for a two-week period to assist the National Society with its volunteer management system. Recommendations from this initiative continue to be implemented.

The American Red Cross (AMCROSS) piloted its Resilience in the Americas (RITA) programme, which continues to promote the resilience agenda for its most vulnerable beneficiaries.

Fundraising continues to be a major activity in the Belize Red Cross Society as it is one method of garnering funds for the sustainability of their programmes and to cover operational costs.

Working in partnership

If relevant, list your main operational partners and relevant agreements with them (e.g. memorandum of understanding [MoU]). The table below may be used:

Operational Partners	Agreement
Norwegian Red Cross/Norwegian Agency for Development (NORAD)	bilateral cooperation agreement
American Red Cross	bilateral cooperation agreement
Government of Belize	
Japanese Red Cross Society	
Irish Red Cross Society	

Progress towards outcomes

This section should be structured under the IFRC secretariat's business lines.

Business line I: HUMANITARIAN STANDARDS

Outcome 1.2...: A collective understanding of the capacity, resources and services of the National Societies in the Americas have been approved

Outcome 1.3.: National Societies in the Americas assess their own capacity and performance to provide better services

Outcome 1.4. The professional qualifications and competencies of the Red Cross volunteers and staff are strengthened, enabling National Societies to take the lead in addressing in addressing new risks and vulnerabilities.

Outputs	Measurement			
	Indicators	BL	Annual Target	Year to Date Actual
Output:1.2.1 Federation-wide databank and Reporting system is established in the National Societies of Americas	<p>Belize National Society is providing one or more of the following through FDRS: strategic plans, financial statements, and annual reports</p> <p>Belize National Society is providing data on one or more FDRS key performance indicators.</p>	TBC	<p>Belize's National Society is regularly providing information through FDRS.</p> <p>BzRCS provides data on at least 1 FDRS key performance indicator</p>	<p>Financial statements and Strategic Plans placed on the FDRS yearly</p> <p>Information is being provided on 7 proxy indicators</p>
Output 1.3.1: Organizational Capacity Assessment and Certification (OCAC) process established	<p>BzRCS has participated in the self-assessment</p> <p>BzRCS has participated in peer review</p> <p>BzRCS has applied the information gathered by the OCAC analysis</p> <p>OCAC to change/update internal processes.</p>	OCAC Started	BzRCS has achieved OCAC certification.	<p>BzRCS has conducted Phase 1 of OCAC (self-Assessment)</p> <p>To be undertaken in 2015</p>
Output 1.4.1. Educational and knowledge-sharing platforms are mainstreamed in the National Societies, increasing the learning opportunities for staff and volunteers	50% of courses taken on the e-learning platform.	N/A	50% increase of courses taken.	18% increase in users from 2013 to 2014

Comments on progress towards outcomes

The BzRCS was provided with FDRS training in 2014, and it was able to populate the FDRS with all 7 proxy indicators and place its financial statements and strategic plans on the platform as a result.

The OCAC self-assessment exercise (OCAC phase 1) was conducted in Belize on 24 to 26 March 2013. The OCAC Report was received in February 2014 and the Report was reviewed by the BzRCS in order to implement the recommendations. During the interim period after the OCAC, the National Society produced a management plan. The Plan addresses many of the recommendations that were evident in the report when it was eventually shared by Geneva, including the need to structure programmes by function(s), the core positions that are needed for operations, available staff resources, to put a structure in place, implement performance evaluations and incentives to motivate staff, . Improve the volunteer management and build a database. Hopefully, the OCAC recommendations will be prioritized and implemented in 2015.

Over the last 4 years, the National Society has only been able to record an 18 per cent increase in e-learning platform users. This may be attributed to the lack of available computers, especially at the branches. The National Society must identify a mechanism or strategy to facilitate an increase in the number of users; support from the secretariat is key to achieving this.

Business Line II: DISASTER AND CRISIS MANAGEMENT

Outcome 2.1: National Societies, through their network of branches, adopt integrated sectorial approaches that strengthen essential Red Cross preparedness, response and recovery systems, and enable communities to better understand trends that increase the impact of disasters and crisis in their lives

Outcome 2 2: An efficient and effective regional Red Cross disaster and crisis management system in the Americas is en route.

Outputs	Measurement			
	Indicators	BL	Annual Target	Year to Date Actual
Output 2.1.1. Community based tools /approaches to address emerging trends are adopted in disaster and crisis management	Guidelines for volunteers in emergencies are implemented and % of the National Society meeting criteria for good staff and volunteer response capacity.	N/A	No target was set	This activity was stopped due to a policy decision from the Management of the Zone- 25% completed
Output 2.1.3: Increased the logistic capacity to deliver logistics services for preparedness and relief activities, connecting National Society assets where possible, and making it self-sustaining through promoting effective	BzRCS mapped it logistics capacity and increased capacity BzRCS has secured funds for their logistic and warehouse management focal person.	N/A N/A	Logistic capacity mapped and increased. Logistic and warehouse management focal point is a permanent position in	Capacity mapped and increased. This was not measured. BZRCS has a Logistics Focal point

functioning of the federation			the BZRCS.	
Output 2.2.2.: The disaster and crisis response system in the Americas will be forward looking through innovation and by taking maximum advantage of the resources trained and available throughout the Red Cross network	BzRCS is using innovative tools for disaster response (short message service [SMS], MEGA V). BzRCS is implementing volunteering in emergency practices.	N/A N/A	BzRCS is fully using disaster response tools in its operations BzRCS has implemented integrated volunteering in emergency practices	BzRCS is using disaster response tools Training took place in 2012. Volunteering in Emergencies (VIE) not continued
Output 2.2.3.: The Red Cross disaster and crisis management system in the Americas is able to address increased vulnerability associated with key humanitarian trends (urban risk, migration, violence and climate change).	BzRCS incorporates at least 1 key humanitarian trend into its plan of action with an integrated planning focus.	N/A	BzRCS is engaged in an operation and is supported on the adjustment of its response and recovery programmes to account for relevant key external trends.	Target exceeded (3). BzRCS has been engaged in programming that incorporates several key humanitarian trends including violence prevention, climate change and urban risks

Comments on progress towards outcomes

Under the Readiness for Response project was financially supported by the Japanese Red Cross with technical support from the Zone Logistic Unit and the Caribbean Regional Representation Office (CRRO). The BzRCS underwent a complete assessment in 2012, which identified its identified its logistics capacities and needs. The NS also identified a Logistics Focal point and training was done by the ZLU team in Panama on all aspects of the IFRC's Logistics.

In 2013, the project continued and activities included:

- ✓ Logistics and Warehouse Management Training was completed by the National Society. All branches were represented and trained in this area;
- ✓ Implementation of the National Society's logistics procedures and protocols for all staff and volunteers.
- ✓ Monthly reporting on stock and finances;
- ✓ Support for the National Society on construction of a warehouse.

The National Society also began the procurement process with the Zone Logistics Unit (ZLU) for relief items. The National Society also began working on maintenance of its warehouse and Tropical Mobilized Storage Unit pre-positioned in the country. The development of a draft Framework agreement between an in-country supplier and the BzRCS for goods and services also began.

In 2013, as part of the continental meeting, BzRCS received training in disaster response tools; this was continued in 2013 as the National Society participated in the Americas Field School (AFS). Additionally in 2014 the pre-Hurricane meeting for Caribbean National Societies and Overseas Branches was hosted by the national society. Issues related to emergency response and preparedness were discussed. Due to a zone management decision, the VIE initiative has been discontinued.

In 2012, the Belize Red Cross continued with an integrated approach for assessments and migrant health is taken into consideration as part of an overall health assessment. In 2013, the integrated approach in treating health issues was continued. Through results of ongoing community assessments, migrant populations in the

country are factored into all of the plans and interventions. The BZRCS makes no distinction in regard to vulnerable communities; consequently, migrants are included in its programming, but they are not necessarily singled out.

Effective programme planning and implementation is supported and facilitated by enabling access to tools and resources on urban health and disaster risks and related programmes. BzRCS expanded its interventions into urban communities in 2013. Also in 2013, in collaboration with the zone's Urban Risk and Community Resilience Unit (URCRU), CRRO supported the integration of urban risk components into the National Society operational plans, including National Intervention Team (NIT) and Community-based Health and First Aid (CBHFA) training curricula. As a result, NIT and CBHFA have been integrated into disaster operational plans and the National Society's operational plans.

These actions continued through the operationalization of these plans in 2014.

Business Line 3: Strengthen the specific Red Cross Red Crescent contribution to development

Outcome: Appropriate capacities built to address the upheavals created by global economic, social, and demographic transitions that create gaps and vulnerabilities, and challenge the values of our common humanity

Outcome 3.1.: National Societies, through their network of branches, demonstrate leadership in promoting the Red Crescent model of sustainable development.

Outcome 3.2.: Red Cross National Societies, through their network of branches have enabled communities to better understand trends that impact their lives and take action to improve their health, safety, environmental and socio-economic conditions.

Outcome 3.3.: Red Cross national Societies have forward thinking leadership and skills and capacity to deliver services to vulnerable people in a sustainable manner.

Outcome 3.4.: Volunteers of National Societies, representing all sectors and ages and involved in all aspects of national Society life from decision making programme implementation, are key actors in demonstrating the added value of work done by the Red Cross network in expanding national Society humanitarian access.

Outcome 3.5.: Youth, as agent for change of the Red Cross network, are a leading voice for joint actions with different sectors of society for inclusion, peace and innovation

	Measurement			
Outputs	Indicators	BL	Annual Target	Year to Date Actual
Output 3.1.1 National Society leadership and institutional capacity for partnership exist in order to improve integrated programme delivery.	BzRCS has integrated community-based development programmes that are being carried out with key stakeholders.	N/A	The National Society has adapted its National Strategic Plan as part of an overall strategy to address internal pressures and to improve integrated community development programming for vulnerable communities. BzRCS using CBHFA for all community health programmes BzRCS First Aid activities adhere to international standards	In progress -(30%) Discussions have been held with the BzRC regarding the establishment of a Country Cooperation Agenda (CCA) mechanism for ensuring integration. CBHFA is being used BzRCS First Aid Activities adhered to international standards
	BzRCS has adapted its internal systems and structures to better facilitate integrated community programming	N/A		
	BzRCS is implementing community health programmes using a CBHFA approach to strengthen community resilience.(3.1c)	N/A		
	BzRCS first aid training capacities are matching international standards (national and branches). (3.1d)	N/A		
Output: 3.1.3 The key humanitarian trends (urban risk, climate change, migration and violence prevention) are integrated into National Society programming	BzRCS has included urban risk and community resilience in its strategic and operational plans.	0	Fully implemented. Operations of the BzRCS have mainstreamed urban risk issues and community resilience	Fully implemented
	BzRCS is piloting integrated projects	RITA piloted with technical support and funding from AMCROSS	RITA is fully implemented. 1 additional project is developed and implemented	RITA is piloted and fully implemented
	At least 2 branches of the National Society have developed programming, addressing at	N/A	Two branches have developed and implemented	In progress, 50% The

	<p>least 1 key humanitarian trend</p> <p>At least 1 peer-to-peer/horizontal support facilitated</p>	N/A	<p>programming that addresses 1 key humanitarian trend</p> <p>Peer-to-peer partnership established and programmes implemented.</p>	<p>Corozal Branch has worked closely with the AmCross.</p> <p>None during the reporting period.</p>
<p>Output 3.2.1.: The key humanitarian trends (urban risk, climate change, migration and violence prevention) are integrated into community-based development programme</p>	<p>BzRCS implementing the Youth as Agents for Behavioural Change (YABC) initiative to promote social inclusion and a culture of nonviolence and peace through community outreach.(3.2b)</p> <p>BzRCS working with community and government authorities on integrated violence prevention.</p>	<p>N/A</p> <p>N/A</p>	<p>Fully implemented</p> <p>MoU established and implemented</p>	<p>Fully implemented</p> <p>While no specific MoU has been signed to date, the BZRCS has partnered with government agencies and the community in violence prevention efforts</p>

<p>Output 3.3.2. National Society leadership and managerial skills are improved . BzRChas participated in leadership/management trainings.</p>	<p>BzRCS has participated in leadership/management trainings.</p> <p>BzRCS has a RM strategy (including specific fundraising targets), dedicated resource mobilization capacity and it is able to mobilize its own unrestricted resources.(3.3d)</p>	<p>N/A</p> <p>N/A</p>	<p>BzRCS regularly participates in leadership training</p> <p>BzRCS has a developed and operationalized national resource mobilization strategy</p>	<p>Yes, this is a yearly activity within the National Society. This is an ongoing activity that the National Society engages in as it sees fit.</p> <p>In progress-60%</p>
<p>Output: 3.4.1 National Societies have improved their voluntary service, formalizing the status, rights and duties of volunteers within their statutes and constitutions, and strengthening and diversifying their volunteer base</p>	<p>BzRCS t has defined volunteering policies/ development plans.</p> <p>BzRCS has strategies in place for volunteering.</p> <p>BzRCS has effective volunteer management systems in place.(3.4b.)</p>	<p>Draft plan in place</p> <p>N/A</p> <p>N/A</p>	<p>BzRCS has defined a plan and strategies, and it is working on their implementation for its volunteering development efforts.</p> <p>BzRCS has a defined Strategy, which is being implemented</p> <p>BzRCS volunteer management system in place and functional</p>	<p>Defined Plan and Strategy in place</p> <p>BzRCS has a defined Volunteer Strategy and Plan which is being implemented</p> <p>Volunteer management system in place and implemented</p>
<p>Output 3.5.1.: Red Cross Youth will be provided opportunities to learn, innovate and develop leadership skills, contributing to generational change within the Red Cross network</p>	<p>BzRCS has 1 or more young people in a management position other than the youth department. (3.5a) BzRCS has adapted youth engagement policy and/or strategy.</p> <p># of Youth trained in YABC and follow-up activities</p>	<p>N/A</p> <p>0</p>	<p>At least 1 young person is working in a management position.</p> <p>BzRCS has a defined a plan and strategies for generational change including the creation or revision of youth policies, establishing mechanisms for</p>	<p>There is a Youth and Volunteer Officer on the Organisation structure.</p> <p>Draft policy in place</p>

			inter-generational learning and developing innovative youth programmes	
--	--	--	--	--

Comments on progress towards outcomes

During the reporting period, the BzRCS adopted a strategy of integrated programming to address key areas. In 2012, the Belize Red Cross Society continued with an integrated approach for assessments and migrant health was taken into consideration as part of an overall health assessment. In 2013 and 2014, the integrated approach to treating health issues was continued. Through the results of the ongoing community assessments, migrant populations in the country were factored in all of the plans and interventions.

To increase efficiency, the BzRCS sought to develop the Country Cooperation Agenda (CCA) as a tool to manage stakeholders and to foster integrated programming. Unfortunately, this did not materialize in 2014; it is hoped that discussions would resume in for 2015.

A Youth and Violence Project " Youth as Agents for Behavioural Change" (YABC) was implemented in June 2013; a Training course for Youth BzRCS Volunteers place in Street Mediation as a tool for dealing with conflict took place in 2013. This was a NORAD-supported project. The project is ongoing, and it is expected to be completed in 2015. The objective is to increase the resilience of the most at-risk youth in Belize so that they can cope with their daily challenges and improve their decision-making. The violence prevention strategies being used include health education, behavioural change and support and safe spaces.

In order to facilitate the CBHFA programming, Belize Red Cross, was trained on Module 8 of the CBHFA in 2014, which speaks directly to Healthy Lifestyles. The National Society also took part in the non-communicable diseases (NCD) think thank held for Caribbean National Societies, and it is expected to implement the recommendations in 2015.

Lessons Learned - As implementers, BzRCS had to learn how to be flexible; it first had to understand the challenges of working with young people and secondly, the challenges of working with at-risk young people. In some of the sessions, the IFRC had to be willing to put aside its agenda and deal with the situations that arose, which took precedence over the atmosphere of the sessions.

Another lesson learned was being aware of the emotional and psychological needs of the target group and being able to change plans to adapt to how they were feeling.

The BzRCS found it challenging not to get emotionally involved in the experiences of these youths. Some of the circumstances were extremely painful.

The Norwegian Red Cross supported the BzRCS, on its efforts to train youths in conflict management . Violence Prevention is very new to BzRCS as a result ,in addition to learning how to deal with urban communities, the BzRCS also had to implement an unfamiliar concept. The initial stages of the project were focused on developing the capacity of the people who will be working on the project as well as meeting with stakeholders who are already working in the area to garner knowledge and skills from their experiences.

The BzRCS enhanced and improved its snack shop in order to increase sales and generate more revenue by changing the shop's physical appearance, restocking the shop with one month's worth of supplies and improving the managerial , monitoring and reporting systems and procedures . All of the activities were implemented and completed by the end of December 2013. The snack shop project was funded by the Norwegian Red Cross at a cost of CHF 5,500.00. There has been a slight improvement in the increase of sales at the snack shop. The BzRCS has also began outsourcing some of its resource mobilization activities as part of its overall resource mobilization strategy.

In line with its Strategic Plan, The BzRCS recruited a volunteer & youth development officer in 2013. In addition to this, 22 new volunteers have been recruited and are now certified National Intervention Team (NIT) members . The BzRCS was able to achieve all the targets it set to manage and scale-up its volunteering mandate in 2013. With e financial and technical support from the Norwegian Red Cross, the

Irish Red Cross Society and the IFRC secretariat, a volunteer development adviser (VDA) was recruited to provide technical support and assistance to the BzRCS to further streamline its volunteerism initiatives. Under this arrangement, the VDA worked with the BzRCS to achieve the following:

- Review of strategic plans and volunteer management procedures in the BzRCS;
- Meet with key stakeholders
- Support development of a Volunteer Strategy– identifying key areas that need development
- Assist in developing an implementation plan for the volunteer manager;
- Review of existing networking mechanism – upcoming meetings and dates, online platforms, informal sharing;
- Evaluate existing volunteer database and identify areas for improvement;

Key Points of Belize Red Cross Volunteer Strategy summarized

1. Increased Volunteer Engagement; A commitment at all levels from the BzRCS is needed to ensure that volunteers are engaged in the planning, designing and implementation of activities, workshops and training. The inclusion of volunteers in the planning and implementation of BzRCS programmes gives them a sense of ownership of the organization's goals and its mission.

- ✓ Communication: Much of the feedback from branches related to a perceived disconnect between staff and volunteers. Development of a website, use of emails and social media site is recommended to improve the dialogue between headquarters and the volunteer base. It is also recommended that the youth and volunteering officer regularly visit branches to consult on programmes, carry out training and build relationships with the branches.
- ✓ Youth Engagement: The empowerment of the youth members will revitalize branches; ensuring that young people have a real and meaningful role in the governance of the organization will not only assist the organization in the development of suitable activities for young people, but it will ensure that the organization remains relevant and vibrant at the local level. A number of new initiatives will re-engage existing young members. Moreover, it is recommended that the training and development of youth leaders at the branch level is prioritized.

2. Volunteer Training and Development

- ✓ Role Development: One of the recommendations for this strategic aim is to develop standardized role descriptions for all volunteers. The development of these role descriptions is an important part of the planning process for all BzRCS programmes. In addition, defining the number and skill sets of the volunteers required to implement a project is a key part of the programme planning; it also allows both the organization and the volunteer to have a mutual understanding of what is expected from both sides.

The BzRCS continues to integrate and advocate youth involvement within its National Society. Over the reporting period, CRRO supported the National Society on the inclusion of a Youth Engagement Strategy (YES) in its a draft policy, which is currently with the National Society's board.

Business Line IV: Heighten Red Cross Red Crescent influence and support for our work

Outcome: Evidence-based humanitarian diplomacy conducted to draw attention to the causes and consequences of vulnerability, giving voice to vulnerable people, and demonstrating the value of Red Cross Red Crescent humanitarian work and leadership.

Outcome 4.1 National Society Leadership capacities enhanced to use their auxiliary role to influence public policies and ensure they are seen as a credible and preferred source of information on humanitarian issues by the general public, Media and other actors.

Outcome 4.2: Strong links are fostered with governments, the public (including especially opinion leaders), academia, private sector and other partners of the Red Cross who work at local and national levels including representation in key forums to address humanitarian challenges and trends.

Outcome 4.3.: National Societies and donors invest in increasing financial and human resources to improve national societies' abilities to deliver services and programmes.

Outcome 4.4.: National Society Leadership capacities are enhanced to use their auxiliary role to influence public policies and ensure they are seen as a credible and preferred source of information on humanitarian issues by the general public, media and other actors.

Outcome 4.5. The Federation in the Americas zone is actively engaged in global and regional humanitarian campaigns to address key issues affecting the region

Outputs	Measurement			
	Indicators	BL	Annual Target	Year to Date Actual
Output 4.1.1. National Societies become a source of reference information for humanitarian issues and vulnerability reduction.	The World Disaster Report is launched in Belize	0	2 launches	Target not met (0%)
Output 4.1.2. The secretariat and the National Societies actively use social network capacities.	BzRCS is using different types of social media.	Facebook (limited areas)	The work of the Belize RC is regularly shared using Facebook, Twitter, and other social media sites.	BzRCS has an extremely active Facebook page.
	BzRCS has aligned its social media guidelines to the IFRC social media guidelines	N/A	BzRCS social media guidelines are aligned with the IFRC	Social media aligned

Output 4.2.1.: The Belize Red Cross Society has a higher profile with government agencies.	BzRCS is are involved with governments exercising their auxiliary role.	N/A	BzRCS is proactively promoting it auxiliary role, and it has benefited through MoUs.	In progress as the the BzRCS continues to partner with key government stakeholders, especially NEMO and the Local government agencies-
	BzRCS receiving direct support for enhancing or leveraging their auxiliary role.(4.2a)	N/A	Government increased the subvention to the National Society	Has not materialized as of yet
	BzRCS has disseminated the Guide to Parliamentarians among national parliamentarians.(4.2b)	N/A	The Belizean Parliament has received the Guide to Parliamentarians	Completed
Output 4.2.2.: BzRCS has an influential role in inter-agency and inter-governmental bodies and fora	BzRCS continues to participate in national, regional and international fora /platforms	N/A	By 2015, the BzRCS is a firmly institutionalized members of interagency and inter-governmental bodies and fora	BzRCS fully participates in several key national agencies., including , the Ministry of health, the national disaster organization, the local government agencies and non-government organizations (NGOs) and community based organizations (CBOs)

Comments on progress towards outcomes

Through its continuing project-to-project implementation, the Belize Red Cross Society is becoming better known for its expertise in the fields of disaster risk reduction and first aid. Strong relationships are being formed, especially with town councils, the Belize City Council, and NEMO at the district level.

These agencies work closely with the National Society in the implementation of disaster risk reduction projects in their respective communities. Requests have been received from partners for training in the areas of disaster risk reduction and disaster preparedness, including government and quasi-government departments (CEMO and World Wildlife Federation).

Also, closer relations have been developed with PAHO (the Pan-American Health Organization); the Belize Red Cross Society partnered with PAHO for the Health Emergency Operation Centre (EOC) Management training in 2012, which was supported by the IFRC, and for the dissemination of disaster preparedness public service announcements.

It has been easier to strengthen relations with key decision makers inside the government and other organizations such as schools at the branch level and in smaller communities due to the interdependencies at the local level. Although strong links exist between the government and the National Society in general, there is much more work to be done at the governance levels of both entities. .

Also, the Belize Red Cross Society has increased its recognition of the work it has implemented in the field of climate change, and it has been asked to sit on various boards, including the National Committee for Climate Change and other sub-committees. In relation to the work implemented on violence prevention and peace building, partners and stakeholders working to address this concern are increasingly recognizing the National Society's work.

The Belize Red Cross Society's internal focus has been to increase the knowledge and acknowledgment of roles and responsibilities and build synergies within the National Society for increased productivity.

Social Media is now used regularly for all programmes including Facebook and a blog, and there is also a newsletter. In 2012, the BZRCS, participated in three meetings, including the Pre-Hurricane meeting in Barbados, the Cooperation meeting and the Partners' meeting organized by the Norwegian Red Cross.

Although the BzRCS has made significant strides to increase its visibility during the reporting period, this does not always translate to increased subventions from the Belizean government. As such, resource mobilization is critical to ensure sustainability in the National Society's operations.

Business Line V: EFFECTIVE JOINT WORKING AND ACCOUNTABILITY

Outcome 5.1: Movement components have strengthened relationships, common aims and improved access to knowledge and shared learning.

Outcome 5.2: The IFRC Framework for Evaluations is upheld for all secretariat funded programs and activities.

Outcome 5.3: Federation policies and best practices on support services are increasingly adopted and implemented by National Societies.

Outputs	Measurement			
	Indicators	BL	Annual Target	Year to Date Actual
Output 5.1.1.Red Cross National Societies facilitate greater peer-to-peer support, horizontal initiatives, regional exchange, and shared learning	BzRCS engaged in peer-to-peer/horizontal initiatives that have been carried out in the Americas Zone.	N/A	BzRCS peer-to-peer initiatives have been promoted, documented and disseminated	In progress (35%)
	BzRCS participates in Federation Wide Resource Mobilization Strategy knowledge sharing networks-FWRMS (Communities of Practice, regional RM networks, global skill share, peer exchanges, etc.)(5.1a)	0	BzRCS is actively engaged in the RM network, based on the FWRMS and AZO RM as guiding documents.	In progress (40%)
Output 5.2.1 The IFRC Framework for Evaluations is applied to all evaluations carried out in the Americas zone	BzRCS will participate in at least 2 evaluations carried out for programmes and emergencies	N/A	Participation of least 1 evaluation per year are done related to the different projects/programmes implemented by the IFRC.	1 evaluation as of 2014
Output 5.3.1: International Federation policies on cooperation and services (finance, administration, human resources, resource mobilization and accountability, information technology) are disseminated among National Societies.	# of events where key policies are mainstreamed and followed-up	N/A	Dissemination of key policies is mainstreamed in at least 1 event and training in the region.	Documentation of the human resources (HR) and funding policies have taken place

Comments on progress towards outcomes

The Belize Red Cross Society was consulted and provided feedback for the evaluation of the Caribbean Red Cross Disaster Management Strategic Framework.

HR guidelines on recruitment and selection were shared by the secretariat. and the BzRCS attended the HR Seminar in Geneva and chaired the session in 2013.

The BzRCS has developed a Fundraising Strategy document, which is currently being updated, and will then be shared with CRRO.

Stakeholder participation and feedback

In the design and development phase of each new project/programme, the National Society conducts consultation meetings with key stakeholders and partners, including beneficiaries, potential contributors, government agencies, quasi-governmental agencies and organizations already working in the field. Recommendations are obtained from stakeholders for key collaborations required to make the project successful; comments and suggestions received are given serious consideration to ensure the effectiveness and successful impact of the project/programme. The needs of the beneficiaries are always paramount, especially ownership and buy-in; for this reason, consultations are ongoing throughout the lifetime of the project in the form of the sharing of relevant information, lessons learned and best practices.

One major recommendation to emerge from the feedback received from the key stakeholders in the development and implementation of projects, especially in urban settings and in violence-prevention programmes, is that the gang situation is substantial and should not be ignored; the stakeholders also added that it could in fact affect every part of the programming, including when and how the implementation is carried out. One noteworthy example is that people from gang-affiliated communities cannot “cross-turf” boundaries even if they are not part of the gang. This not only restricts access to vital services, but also prevents different organizations from working in rival communities.

Another resounding issue to come out of the feedback is that effective collaboration among all NGOs and stakeholders remains a weakness and that there needs to be more dissemination of information and more regular meetings. Community members are getting tired of “band aid” projects that tackle the symptoms of a problem, but never the root causes and do not have continuity or provide follow-up.

Key Risks or Positive Factors

Key risks or positive factors	Priority High Medium Low	Recommended action
Community trust of the Belize Red Cross	H	Communication Strategy implemented
Political climate	M	Same as above, plus meetings with all groups while observing the principles of Independence, Impartiality and Neutrality.
Financial stability of the National Society and its image inside the community	H	More transparency and accountability as well as more innovation in fundraising .
Knowledge of the true context of communities	M-L	Keep abreast of present situations and continue to conduct consultations with key

The Belize Red Cross Society is viewed as a neutral organization and develops good community relationships	H	personnel. Increase advocacy and promote the seven Fundamental Principles.
Many volunteers are the direct beneficiaries as community members who work with the projects.	H	Continue volunteer involvement and management
The Belize Red Cross Society has country-wide outreach for the beneficiaries	M	Continue efforts to train and develop branches.

Lessons learned and looking

Community buy-in is crucial for success; key stakeholders' buy-in is also very important. Adequate and competent staffing is required to effectively deliver on project goals and objectives. At the same time, projects must constantly be evaluated and monitored during their lifetime. In all cases, every level of the National Society should be accountable for the programme's key deliverables and results. Collaboration between all projects and programmes within the National Society should also be encouraged for more efficiency.

Due to the high demands placed on staff and volunteers by the projects, it is important to consider their psychosocial well-being during the course of a project. Projects should include activities that offer venues for support, especially after long hours and several back-to-back days of work in the field. Proper resources, both material and financial, should be in place for the implementation of a project/programme, and this includes a proper environment or space for staff and volunteers. All project staff and volunteers need to be aware of the rules and procedure for implementation as well as the formats for collecting and reporting data.

Every lesson learned and new development within the work of the Belize Red Cross Society informs the National Society's future plans. This report has highlighted areas of achievement and success as well as areas where progress is slow or maybe even stagnant. This serves as a review or a reminder of the Belize Red Cross Society's priorities, and it helps to formulate new development plans going forward.

Financial situation

Click [here](#) to go directly to the financial report.

How we work

All IFRC assistance seeks to adhere to the [Code of Conduct for the International Red Cross and Red Crescent Movement and Non-Governmental Organizations](#) in Disaster Relief and the [Humanitarian Charter and Minimum Standards in Disaster Response \(Sphere\)](#) in delivering assistance to the most vulnerable.

The IFRC's vision is to inspire, encourage, facilitate and promote at all times all forms of humanitarian activities by National Societies, with a view to preventing and alleviating human suffering, and thereby contributing to the maintenance and promotion of human dignity and peace in the world.

www.ifrc.org
Saving lives, changing minds.



The IFRC's work is guided by Strategy 2020 which puts forward three strategic aims:

1. Save lives, protect livelihoods, and strengthen recovery from disaster and crises.
2. Enable healthy and safe living.
3. Promote social inclusion and a culture of nonviolence and peace.

Find out more on www.ifrc.org

Contact information

For further information specifically related to this report, please contact:

In the Belize Red Cross Red Cross Society

- Lily Bowman, email: bzercshq@btl.net; phone: 501 627 8801 and fax: 501 223 0998.

In the Caribbean Regional Representation

- Lorraine Mangwiro, Regional Representative for the Caribbean, email: Lorraine.mangwiro@ifrc.org phone: 1 868 628 2539 and fax: 1 868 628 9715.

In the Americas zone

- Xavier Castellanos, Director of Zone; email: xavier.castellanos@ifrc.org; phone: +(507) 317 3050; and fax: +(507) 317 1304.
- Resource Mobilization Team; email: zonerm.americas@ifrc.org; phone :+(507) 317 3050.