

OMFF Annual April,2019 Board Meeting Notes:

What was done this year:

- Established Contacts in Rohingya Refugee Camp
- Established Yemen Data Analyst Contact
- Evaluated gaps in running projects and resolved with continuing education in Project Management, Effective Communication, Team Building & Team Ethics, Negotiations and Basic Entrepreneur Essentials(taken by: Project Manager, Renee Orie) .

Meeting Notes:

- The competencies for the organization included the ability for staff to organize communities. Not just simply hand-out drugs, but organized communities to help themselves. And it required new attitudes that saw the communities as partners, as capable of managing some aspects of their health care, not simply as recipients.
- Change involves everyone in the organization, not just the leaders. We need people who are in direct contact with the community to initiate change and those people are the community members themselves.
- Change is about finding a balance between flexibility and control. Without flexibility the change will not be implemented. At the same time control is necessary so that goals can be met. Managers need to realize that they are often always not in control of situations.
- Organizations are open systems. And thus they are subject to change because of changes in the environment. Either from the resource or input end, or from the output consumption end.
- Organizational change results in a shift in power in most organizations. People with new skills are valued over people who do not know how to perform certain new procedures. Another assumption is that change is a good thing ultimately.
- Because if change occurs and the organization adapts to its environment. The organization as a whole will survive and the individual members who are staffed at that organization will also survive in the sense they will maintain their jobs. They will also maintain their satisfaction with their work. An important thing to recognize also, is that the goal of change is not survival of the organization for its own sake but the survival of the organisation to meet a need in the environment.
- One particular stimulus to move from pre-contemplation to contemplation of organizational change, that is community pressure is often missing.
- With community participation and input, possibly through a social action or community action mode, communities could participate and enhance the quality of services.
- NGOs represent civil society, and they're in a much better position to look into the needs of minority groups. NGOs in countries often reflect community needs and interests, and are able to do so and lobby much more than along state government bureaucracy. This does not mean that NGOs are perfect.

- Just like large health systems, NGOs themselves may reform the process of innovation. Also means that they change from time to time, adding new programs, increasing staff, responding to different community needs.
- A sustained process of fundamental change in policy and institutional arrangements to improve the functioning of health systems and the health of the people is by addressing organizational change ie. **addressing financing, improving quality, testing delivery systems, decentralization.**