

ORGANIZATIONAL PROFILE

“Unity and Support, Serving Our Community”



Developed by:

Hilin Foundation (HF)

Mogadishu, Somalia

Tell: +252615526517

E-mail: hilinfoundation@gmail.com

Table Of Content

1.	Organizational Information	3
2.	Introduction	5
3.	Vision, Mission, Objectives And Values	8
	Organizational Mission	9
	Organizational Objectives.....	10
	Organizational Core Values.....	11
	Organizational Goals.....	12
4.	Our Thematic Areas	13
	A. Humanitarian Aid	13
	B. Peacebuilding And Good Governance	14
	C. Climate Resilience	14
5.	Hilin Approach.....	15
6.	Hilin Foundation Strengths	18
7.	Geographical Coverage	19
8.	Hilin Foundation Achievements	20
9.	Our Services	21
	Institutional Capacity Building.....	21
	Operational Assessment, Project Design, And Development	22
	Design And Development Of Methodologies	23
	Advocacy And Training Services	24
	Task-Oriented Training Programs	24
10.	Target Groups.....	24
11.	Content And Focus Areas.....	25
12.	Participatory Capacity Building Approach	25
13.	Organizational Structure	27
	1. Chairperson / Executive Lead	28
	2. Program Lead Director	28
	3. Operations Lead Director	29
	4. Finance Lead Director.....	29
	5. Meal (Monitoring, Evaluation, Accountability & Learning) Director.....	29
	6. Communications & Partnerships Director.....	29
14.	Hilin Foundation –Organizational Structural Framework	30
15.	Get Involved	32

1. Organizational Information

Name	Hilin Foundation HF
Adress	Km4, Hodan district, Mogadishu, Somalia
Country	Somalia
Legal status	Non-Governmental Organisation
Registration details	Hilin Foundation is currently in the process of completing its legal registration as a non-governmental humanitarian organization under Somali law.
Tell	+252615526517
Office E-mail Adress	hilinfoundation@gmail.com
Contact person	Abdullahi Isaq Omar

2. Introduction

Hilin Foundation is a non-governmental, nonpartisan, non-profit organization dedicated to providing emergency relief and sustainable support to vulnerable populations in Somalia and the Horn of Africa. It focuses on humanitarian response in times of crisis, ensuring access to basic needs such as food, water, shelter, education, health, and protection.

As an agile and adaptive organization, Hilin Foundation uses a holistic and community-centered approach to humanitarian aid and development. The organization engages local communities to assess their immediate and long-term needs, collaborates with stakeholders, and implements programs that restore dignity, save lives, and build resilience.

A central focus of Hilin Foundation is emergency response. The organization works to deliver timely and effective interventions during disasters, displacements, and conflicts. This includes distributing food and non-food items, setting up temporary shelters, and supporting health and WASH (Water, Sanitation, and Hygiene) services.

Protection of vulnerable groups, including women, children, and displaced individuals, is also a core priority for Hilin Foundation. The organization provides psychosocial support, gender-based violence prevention, and safe spaces for those affected by crises.

Hilin Foundation also emphasizes livelihoods support and resilience-building. Through skills training, microenterprise support, and agricultural inputs, the organization helps communities transition from emergency to recovery and self-sufficiency.

The organization supports education through temporary learning spaces and school supplies, ensuring that children in emergencies have access to continuous learning. Health and nutrition programs address urgent medical needs and tackle malnutrition in crisis-affected populations.

Hilin Foundation integrates sustainability in its humanitarian programming, fostering partnerships, promoting local leadership, and building institutional capacity to ensure long-term impact and community empowerment.

The main achievement of Humanitarian Aid Action (Hilin Foundation) has been in empowering individuals and communities to voice their needs and influence decisions that directly impact their lives. By creating inclusive platforms for participation, Hilin Foundation has played a

transformative role in rebuilding livelihoods, promoting dignity, and fostering resilience in crisis-affected populations.

Through its humanitarian interventions, Hilin Foundation has enabled communities to participate in the planning and implementation of aid programs, ensuring that services are tailored to their unique needs and circumstances. This participatory approach has led to increased community ownership, enhanced self-reliance, and more sustainable outcomes in emergency and post-emergency contexts.

Hilin Foundation is proud of its multidisciplinary team, which brings together expertise in humanitarian response, health and nutrition, WASH, education, livelihoods, protection, monitoring and evaluation, project management, logistics, and institutional capacity building. This breadth of experience allows Hilin Foundation to respond rapidly and effectively to emergencies while also supporting long-term recovery and development.

In the field of humanitarian health and nutrition, Hilin Foundation staff are trained to implement emergency nutrition programs, mobile medical outreach, and maternal-child health interventions that reduce mortality and improve well-being.

In livelihoods and food security, the team supports communities through vocational training, microenterprise development, agricultural assistance, and market access, enabling families to rebuild income sources and reduce aid dependency.

Capacity building and education are core to Hilin Foundation's model. The organization equips local actors—teachers, health workers, community leaders, and civil society groups—with the knowledge and skills to lead response and recovery efforts. Through technical training and coaching, Hilin Foundation helps build a foundation for community-led development and future crisis resilience.

With strong coordination, planning, and operational systems, Hilin Foundation's staff ensure that humanitarian programs are accountable, results-driven, and effectively managed. Their dedication and professionalism are central to the organization's ability to deliver lifesaving assistance and long-term support across Somalia and the Horn of Africa.

In addition, Humanitarian Aid Action (Hilin Foundation) recognizes the importance of engaging with governments, humanitarian partners, and civil society actors at all levels.

Hilin Foundation staff have extensive experience in building partnerships, facilitating dialogue, and advocating for inclusive policies that strengthen humanitarian coordination, accountability, and community resilience.

Hilin Foundation's broad objective in community empowerment is to raise awareness, build knowledge, and promote local ownership of humanitarian response and recovery efforts. The organization addresses pressing challenges such as displacement, food insecurity, malnutrition, public health emergencies, and the impacts of climate-related disasters, including droughts, floods, and cyclones.

The ultimate goal is to save lives, restore dignity, and promote resilience in communities facing crises. This is achieved through integrated programming that enhances access to basic services, protects vulnerable groups, and supports long-term recovery and self-reliance in alignment with the Sustainable Development Goals (SDGs).

Hilin Foundation places particular emphasis on disaster preparedness and response. The organization empowers communities by providing training on emergency planning, first response, and risk reduction strategies. These interventions help reduce vulnerability to future shocks and strengthen the capacity of communities to manage crises independently.

Improving food security and livelihoods is another core priority for Hilin Foundation. By providing agricultural support, income-generating opportunities, and vocational skills training, the organization enables households to rebuild productive lives and reduce dependency on external aid. These interventions directly contribute to SDG 1 (No Poverty) and SDG 2 (Zero Hunger).

Hilin Foundation also works to strengthen social protection systems and promote inclusive access to essential services. Through advocacy and coordination with local authorities, the organization ensures that marginalized populations—including internally displaced persons (IDPs), women, and children—are included in decision-making and benefit from humanitarian programming.

Environmental considerations remain integrated into Hilin Foundation's work through sustainable approaches to shelter construction, water resource management, and resilient agriculture. These initiatives support community recovery while promoting sustainability and

environmental stewardship, contributing to the achievement of SDG 13 (Climate Action) and SDG 15 (Life on Land).

3. Vision, Mission, Objectives and Values

Organizational Vision

- The vision of Humanitarian Aid Action (Hilin Foundation) is to foster a just and resilient society where all individuals—regardless of their background or circumstance—have equitable access to lifesaving services, protection, and opportunities to rebuild their lives with dignity.
- Hilin Foundation envisions a future where no one is left behind in times of crisis, and where communities are empowered to recover, thrive, and become self-reliant. This vision drives the organization's commitment to deliver inclusive, timely, and impactful humanitarian assistance.
- Safety, dignity, and human rights are central to Hilin Foundation's vision. The organization strives to create an environment where individuals affected by conflict, disaster, or displacement are protected from harm and supported in rebuilding their futures.
- Hilin Foundation upholds the principle of equity by ensuring that humanitarian aid reaches the most vulnerable, including women, children, persons with disabilities, and displaced populations. The organization advocates for inclusive systems and participatory approaches that reflect the voices and priorities of marginalized groups.
- Sustainability is also a key element of Hilin Foundation's vision. The organization works to build local capacity and foster community resilience through interventions that not only address immediate needs but also lay the groundwork for long-term recovery and development. This includes supporting livelihoods, education, and access to basic services in ways that are contextually appropriate and environmentally conscious.

- By advancing this vision, Hilin Foundation aims to contribute meaningfully to peace, human dignity, and the achievement of global humanitarian and development goals.

Organizational Mission

The mission of Humanitarian Aid Action (Hilin Foundation) is to deliver timely and effective humanitarian assistance that alleviates suffering, restores dignity, and empowers crisis-affected communities to recover and thrive. Hilin Foundation is committed to saving lives, protecting vulnerable groups, and fostering resilience through inclusive, people-centered programming.

To fulfill its mission, Hilin Foundation focuses on several strategic areas:

- **Emergency Response:** Hilin Foundation responds rapidly to humanitarian crises—natural disasters, conflict, or displacement—by delivering essential services including food, shelter, WASH, health care, and protection.
- **Capacity Building:** Hilin Foundation equips individuals, local organizations, and institutions with the knowledge and tools to respond to emergencies and manage recovery. This includes technical training, vocational skills, and leadership development to strengthen community resilience.
- **Livelihood and Recovery Support:** Hilin Foundation facilitates access to livelihoods, education, and basic services to help affected populations rebuild their lives. The organization promotes self-reliance and long-term well-being through income-generating activities and sustainable development models.
- **Protection and Inclusion:** Hilin Foundation ensures that humanitarian aid reaches all people in need, with special attention to women, children, the elderly, and persons with disabilities. The organization promotes safe spaces, psychosocial support, and advocacy for the rights of displaced and marginalized populations.
- **Community Engagement:** Hilin Foundation uses a participatory approach that places communities at the center of every response. The organization engages beneficiaries in project design, implementation, and monitoring, ensuring relevance, ownership, and sustainability.
- **Advocacy and Coordination:** Hilin Foundation engages with humanitarian stakeholders, donors, and authorities to promote inclusive, coordinated responses. Through evidence-

Email: hilinfoundation@gmail.com Tell: +252615526517 Adress: Hodan district, Mogadishu, Somalia

based advocacy, Hilin Foundation influences policies and practices that enhance humanitarian access, accountability, and impact.

By working in partnership with local actors and communities, Hilin Foundation upholds humanitarian principles and contributes to a more resilient and equitable future for those affected by crisis.

Organizational Objectives

The objectives of Humanitarian Aid Action (Hilin Foundation) are centered on delivering lifesaving assistance, promoting recovery, and enhancing the resilience of individuals and communities affected by crisis. HILIN FOUNDATION's objectives reflect a commitment to humanitarian principles, inclusive development, and sustainable impact.

- **Emergency Relief Delivery:** Provide immediate humanitarian aid to individuals and communities affected by conflict, displacement, or natural disasters, ensuring access to food, water, shelter, health care, and protection.
- **Protection of Vulnerable Groups:** Safeguard the rights and well-being of vulnerable populations—particularly women, children, and persons with disabilities—through targeted protection services, psychosocial support, and advocacy.
- **Improvement of Livelihoods:** Support the restoration and diversification of livelihoods for crisis-affected populations through vocational training, entrepreneurship, agriculture support, and market access initiatives.
- **Strengthening Community Resilience:** Enhance community capacities to withstand and recover from shocks by promoting disaster preparedness, risk reduction, and community-based response systems.
- **Capacity Building of Institutions and Local Actors:** Empower local organizations, civil society, and governance institutions through technical assistance, policy dialogue, and training to strengthen humanitarian coordination and accountability.
- **Access to Education and Basic Services:** Ensure access to education, health care, water, sanitation, and hygiene (WASH) services for displaced and vulnerable populations to restore dignity and build a foundation for recovery.

- **Promotion of Social Inclusion and Participation:** Foster community engagement, participatory decision-making, and local ownership of humanitarian programs to ensure interventions are relevant, effective, and sustainable.

These objectives guide HILIN FOUNDATION's work in delivering responsive, inclusive, and impact-driven humanitarian services across Somalia and the wider Horn of Africa region.

Organizational Core Values

Humanitarian Aid Action (Hilin Foundation) is guided by a set of core values that inform its decisions, shape its programs, and reflect its commitment to serving communities in need with integrity and compassion. These values are the foundation of Hilin Foundation work across all sectors and regions:

- **Human Dignity and Respect:** Hilin Foundation upholds the inherent worth of every individual. All services are delivered with compassion, fairness, and respect for human rights, regardless of background, status, or identity.
- **Equity and Inclusion:** Hilin Foundation is committed to ensuring that aid reaches the most vulnerable, including women, children, persons with disabilities, and displaced populations. The organization promotes equality of access, participation, and opportunity in all its interventions.
- **Gender Sensitivity:** Hilin Foundation recognizes the importance of gender equity and designs programs that address the specific needs of women and girls while engaging men and boys in building inclusive, equitable communities.
- **Accountability and Transparency:** Hilin Foundation is accountable to the communities it serves, its partners, and donors. The organization ensures responsible use of resources, transparent communication, and continuous learning to improve impact.
- **Service Excellence:** Hilin Foundation is committed to high standards of performance in all its activities. The organization continuously evaluates and adapts its work to meet the evolving needs of affected populations.
- **Participation and Empowerment:** Hilin Foundation values the voices of communities and promotes their active engagement in the planning, implementation, and monitoring of programs. Empowered communities are at the heart of sustainable change.

- **Resilience and Sustainability:** Hilin Foundation promotes long-term solutions that reduce dependency, support recovery, and strengthen communities' ability to manage future challenges.

These values define how Hilin Foundation operates internally and externally, shaping a culture of integrity, empathy, and impact-driven service. By upholding these principles, Hilin Foundation strives to create inclusive humanitarian responses that build stronger, more resilient societies.

Organizational Goals

Humanitarian Aid Action (Hilin Foundation) has established key goals that guide its humanitarian interventions and strategic partnerships in addressing the pressing needs of vulnerable communities across Somalia and the Horn of Africa. These goals reflect Hilin Foundation's commitment to alleviating suffering, empowering communities, and supporting sustainable recovery:

- **Influencing Humanitarian Policy and Programming:** Hilin Foundation aims to shape fair, inclusive, and evidence-based humanitarian policies and response strategies that reflect the realities on the ground. Through advocacy, coordination, and technical input, Hilin Foundation engages with government institutions, donors, and partners to ensure that humanitarian actions are responsive, equitable, and aligned with community needs.
- **Supporting and Partnering with Local Organizations:** Hilin Foundation values the expertise and leadership of community-based organizations. By providing technical assistance, financial support, and capacity-building, Hilin Foundation strengthens local actors to lead humanitarian response efforts and ensure that interventions are contextually appropriate and sustainable.
- **Enhancing Civil Society Collaboration:** Hilin Foundation fosters collaboration with civil society networks to build collective impact in humanitarian and development work. These partnerships enhance local ownership, amplify advocacy efforts, and increase the efficiency and reach of aid programs.
- **Promoting Peer-to-Peer Learning and Capacity Development:** Hilin Foundation facilitates platforms for practitioners, partners, and communities to share knowledge and best practices. Through workshops, training sessions, and mentorship, Hilin

Foundation strengthens local capacity to prepare for, respond to, and recover from emergencies.

- **Mainstreaming Resilience and Climate Adaptation:** Recognizing the growing threat of climate-induced crises, Hilin Foundation integrates resilience-building and climate adaptation strategies across its programs. This includes climate-smart agriculture, sustainable water management, and risk-informed planning, particularly for displaced and disaster-prone communities.

Through these goals, Hilin Foundation works to ensure that humanitarian assistance is not only life-saving, but also transformative—laying the foundation for long-term stability, inclusion, and resilience in the communities it serves.

4. Our Thematic Areas

Humanitarian Aid Action (Hilin Foundation) delivers integrated humanitarian and development programs through three main thematic pillars. Each thematic area reflects the organization's commitment to saving lives, building resilience, and promoting inclusive and sustainable development.

A. Humanitarian Aid

- **Education in Emergencies:** Hilin Foundation provides access to inclusive, quality education for children and adults in crisis-affected areas. Through temporary learning spaces, teacher training, and school supplies, we equip individuals with the knowledge and tools to build better futures.
- **Food Security and Health:** We work to ensure communities have reliable access to adequate nutrition and essential health services, particularly in contexts of displacement, drought, and conflict.
- **WASH and Non-Food Items (NFIs):** Hilin Foundation delivers clean water, sanitation facilities, hygiene education, and essential non-food items to vulnerable populations, reducing disease and improving public health.
- **Shelter:** We support displaced and disaster-affected households with emergency and transitional shelter solutions that provide safety, dignity, and a pathway to recovery.

- **Protection:** Hilin Foundation safeguards the rights and dignity of vulnerable groups—especially women, children, and persons with disabilities—through protection services, safe spaces, psychosocial support, and rights-based advocacy.

B. Peacebuilding and Good Governance

- **Civic Participation:** Hilin Foundation promotes inclusive civic engagement, empowering communities—especially youth and women—to participate in public decision-making and governance processes.
- **Conflict Resolution and Social Cohesion:** We facilitate dialogue, mediation, and reconciliation efforts to mitigate local conflicts and build trust among diverse community groups.
- **Preventing and Countering Violent Extremism (PCVE):** Hilin Foundation addresses the root causes of radicalization by supporting community resilience, youth engagement, and inclusive narratives against violent extremism.
- **Democratization and Elections:** We advocate for transparent, inclusive electoral processes and work to strengthen democratic institutions through civic education, observation, and institutional capacity-building.
- **Social Justice:** Hilin Foundation promotes justice, equity, and rights for marginalized groups. We champion restorative justice, nonviolent communication, and advocacy efforts to challenge discrimination and systemic barriers.

C. Climate Resilience

- **Disaster Risk Reduction (DRR):** Hilin Foundation enhances the capacity of communities to anticipate, prepare for, and respond to natural disasters, minimizing loss and accelerating recovery.
- **Sustainable Agriculture and Food Systems:** We support climate-smart agriculture, agroecology, and land management practices that improve food security and strengthen resilience to environmental shocks.
- **Natural Resource Management:** Hilin Foundation promotes the conservation and sustainable use of land, forests, and water resources, fostering environmental stewardship and climate adaptation.

Through these thematic areas, Hilin Foundation delivers holistic, community-centered programs that address immediate needs while building foundations for long-term peace, recovery, and sustainability.

5. Hilin Approach

Key Components of Hilin Foundation's Approach Include:

- **Meaningful Community Engagement:** Hilin Foundation actively involves communities from the earliest assessment phases through to program design, implementation, and monitoring. This engagement ensures that aid interventions are grounded in the real needs and priorities identified by the people themselves, empowering them to play a central role in their recovery. Listening to and respecting community voices strengthens trust, ownership, and the long-term impact of humanitarian efforts.
- **Empowerment and Capacity Building:** Hilin Foundation believes in empowering affected populations by strengthening their own capacities and resilience. The organization supports communities to rebuild livelihoods, access essential services, and develop coping strategies through training, resource provision, and psychosocial support. This empowerment encourages self-reliance and sustainable recovery beyond immediate relief efforts.
- **Collaboration with Governments and Local Institutions:** Recognizing the critical role of local authorities in humanitarian response and recovery, Hilin Foundation fosters close collaboration with government bodies at all levels. This partnership helps align interventions with national emergency plans and policies, enhances coordination, and promotes institutional capacity building. By working alongside governments, Hilin Foundation supports the integration of community-driven initiatives into broader development and disaster management frameworks.
- **Strong Donor Partnerships and Accountability:** Hilin Foundation values transparent, accountable, and results-driven relationships with donors who provide vital financial and technical resources. Through regular reporting, monitoring, and evaluation, Hilin Foundation ensures that donor contributions are used effectively to maximize positive

outcomes for affected populations. These partnerships enable Hilin Foundation to scale up responses rapidly and adapt to evolving humanitarian needs.

Hilin Foundation's Areas of Focus Include:

- Emergency Relief and Food Security
- Water, Sanitation, and Hygiene (WASH)
- Shelter and Non-Food Items
- Health and Psychosocial Support
- Livelihoods Recovery and Resilience Building

Holistic Approach

Hilin Foundation recognizes and emphasizes the complex interconnectedness between humanitarian crises and various social challenges, including internally displaced persons (IDPs), insecurity, human rights violations, gender-based violence, child recruitment, and poverty.

Hilin Foundation understands that effective humanitarian response requires a holistic approach that takes into account these overlapping issues and their root causes. The organization believes sustainable humanitarian solutions depend on analyzing and addressing the underlying interdependencies among these challenges.

Key aspects of Hilin Foundation's holistic approach include:

- **Interconnections between Humanitarian Crises and Social Issues:** Hilin Foundation acknowledges that humanitarian emergencies often exacerbate existing social vulnerabilities and can trigger new ones. For example, conflict and natural disasters can cause mass displacement, resulting in large IDP populations who face heightened risks of insecurity, human rights abuses, gender-based violence, and exploitation such as child recruitment.
- **Analysis and Addressing Root Causes and Linkages:** Hilin Foundation conducts comprehensive assessments to identify the root causes and complex interrelations among crises and social challenges. This includes examining issues like access to land and resources, gender inequality, protection concerns, and participation of affected populations in decision-making. By understanding these interconnections, Hilin

Foundation aims to design integrated programs that not only provide immediate relief but also contribute to longer-term peacebuilding, protection, and resilience.

- **Integrated Interventions and Strategic Partnerships:** Hilin Foundation implements humanitarian interventions that directly address the linkages between emergencies and social vulnerabilities. Its projects incorporate protection strategies, livelihood support, psychosocial care, and community empowerment alongside emergency assistance. Recognizing the complexity of these issues, Hilin Foundation actively collaborates with local and international partners, government agencies, and civil society organizations to coordinate responses and amplify impact.
- **Partnerships and networking:** Hilin Foundation recognizes that addressing the complex interconnections between humanitarian crises and social challenges requires collaboration. Partnerships enable Hilin Foundation to leverage the expertise, resources, and reach of other organizations to provide comprehensive and effective responses. By working alongside local communities, government bodies, NGOs, and international agencies, Hilin Foundation enhances its capacity to tackle multifaceted issues and ensure coordinated humanitarian aid delivery.
- **Land right and gender equity:** Hilin Foundation understands the critical importance of securing land rights, promoting gender equality, and fostering inclusive decision-making in humanitarian contexts. The organization advocates for the protection of land tenure and access to resources, which are often at the heart of displacement and conflict. Hilin Foundation is committed to empowering women and marginalized groups by ensuring their meaningful participation in decisions that affect their safety, livelihoods, and well-being. Through promoting land rights, gender equity, and participatory approaches, Hilin Foundation aims to build more resilient, just, and inclusive communities in the face of humanitarian crises.

6. Hilin Foundation Strengths

Humanitarian Aid Action (Hilin Foundation) possesses several strengths that contribute to its effectiveness and impact in delivering humanitarian assistance and addressing complex crises.

These strengths include:

- **Diverse and Skilled Team:** Hilin Foundation has a multidisciplinary team of professionals, advisors, volunteers, and support staff with expertise across humanitarian sectors such as emergency relief, food security, water, sanitation and hygiene (WASH), health, protection, psychosocial support, livelihoods, gender, capacity building, project management, monitoring and evaluation, communications, and resource mobilization. This broad expertise enables Hilin Foundation to design and implement integrated, context-sensitive humanitarian programs.
- **Competence and Experience:** Hilin Foundation's staff members have developed strong competencies through specialized training, professional exchanges, and extensive hands-on experience in managing humanitarian projects. This expertise allows the organization to effectively assess needs, implement emergency responses, and monitor and evaluate interventions to ensure quality and impact. The team's skills support Hilin Foundation's ability to respond rapidly and adapt to evolving humanitarian challenges.
- **Competent Governance:** Hilin Foundation benefits from a capable and experienced Board of Trustees that provides strategic oversight and guidance. The board's professional qualifications and commitment ensure that Hilin Foundation's programs align with best practices, humanitarian principles, and organizational goals. This governance structure strengthens decision-making and accountability.
- **Established Presence and Infrastructure:** Hilin Foundation maintains operational offices strategically located in key areas, such as Mogadishu's Hodan District, Somalia, providing a solid base for program coordination and implementation. This infrastructure supports activities including community mobilization, capacity-building workshops, training sessions (especially for vulnerable groups such as women and IDPs), and coordination with partners and authorities.

- **Strong Partnerships and Collaborations:** Hilin Foundation has established strong relationships with national and local government bodies, UN agencies, international NGOs, and community-based organizations. These partnerships enhance Hilin Foundation's access to resources, technical expertise, and operational networks, enabling collaborative and effective humanitarian interventions that reach vulnerable populations efficiently.
- **Active Membership in Networks:** Hilin Foundation actively participates in local, national, and international humanitarian coordination forums and networks. Through these platforms, Hilin Foundation engages in knowledge sharing, advocacy, capacity strengthening, and policy dialogue, further extending its influence and effectiveness in responding to humanitarian needs.

7. Geographical Coverage

Hilin Foundation operates throughout all regions of Somalia, prioritizing the most vulnerable populations affected by conflict, displacement, natural disasters, and chronic poverty.



8. Hilin Foundation Achievements

Humanitarian Aid Action (Hilin Foundation) has accomplished significant milestones in delivering impactful humanitarian assistance and strengthening community resilience across Somalia. Some notable achievements include:

- **Integrated Capacity Building:** Hilin Foundation recognizes the critical role of capacity building in effective humanitarian response and community empowerment. The organization has successfully incorporated capacity building initiatives into its programs, particularly focusing on empowering women and vulnerable groups. By equipping communities with knowledge and skills related to disaster preparedness, protection, health, and livelihood recovery, Hilin Foundation has enhanced local ownership and sustainability of humanitarian efforts.
- **Comprehensive Emergency Response:** Hilin Foundation has implemented timely and coordinated emergency relief operations during conflicts, droughts, floods, and displacement crises. These interventions have included food distribution, water, sanitation and hygiene (WASH) services, shelter provision, and health support, effectively addressed urgent needs and reduced suffering among affected populations.
- **Livelihoods and Resilience Building:** Beyond immediate relief, Hilin Foundation has promoted livelihood restoration and resilience building through initiatives such as vocational training, cash-for-work programs, and support for small-scale agriculture and livestock rearing. These efforts contribute to poverty reduction and enhance communities' capacity to withstand future shocks.
- **Collaborative Capacity Building Workshops:** In partnership with universities, government agencies, and humanitarian actors, Hilin Foundation has organized capacity building workshops aimed at strengthening drought mitigation strategies, protection mechanisms, and early recovery planning. These workshops have brought together hundreds of participants from diverse sectors to foster knowledge sharing, coordination, and the development of sustainable solutions tailored to local contexts.

- **Multi-Sectoral Coordination and Network Building:** Hilin Foundation's commitment to fostering strong partnerships and coordination platforms has led to the establishment and strengthening of multi-sectoral networks. These networks promote integrated approaches to humanitarian aid, ensuring that interventions address protection, food security, health, and psychosocial needs comprehensively and efficiently.

9. Our Services

Institutional capacity building

Institutional capacity building is a cornerstone of Humanitarian Aid Action's (Hilin Foundation) work, aimed at empowering individuals, communities, and humanitarian organizations to effectively respond to crises and improve the resilience of vulnerable populations. Hilin Foundation recognizes that strengthening the capacities of local institutions and actors is critical for sustainable humanitarian interventions and community recovery.

- Hilin Foundation adopts a comprehensive approach to capacity building that equips partners and stakeholders with the skills, knowledge, and tools necessary to address complex humanitarian challenges. This includes enhancing emergency preparedness, protection, livelihood restoration, psychosocial support, and coordination capacities among local NGOs, community-based organizations, and government agencies.
- The process begins with a thorough needs assessment tailored to the specific contexts of the communities and organizations Hilin Foundation serves. This assessment identifies capacity gaps, priorities, and resources, guiding the development of strategic capacity-building plans that are context-specific and aligned with local realities.
- Hilin Foundation collaborates closely with its partners to design and implement these strategic plans, which may involve tailored training programs, workshops, mentorship, technical assistance, and strengthening monitoring and evaluation systems. The organization provides ongoing support and guidance throughout implementation, ensuring progress is tracked and challenges are addressed proactively.
- By investing in institutional capacity building, Hilin Foundation aims to foster a sustainable humanitarian ecosystem where local actors are empowered to lead

emergency responses, coordinate effectively, and build long-term resilience in their communities. This approach helps reduce dependency on external aid and promotes self-reliance.

- Furthermore, Hilin Foundation champions a culture of continuous learning and improvement by encouraging knowledge sharing, best practice exchange, and collaboration across humanitarian actors. This ensures that capacity-building efforts have lasting impacts and contribute to a more coordinated, effective, and adaptive humanitarian response in Somalia.

Operational Assessment, Project Design, and Development

- Hilin Foundation begins its work by conducting thorough humanitarian needs assessments, engaging directly with affected communities and stakeholders to identify urgent needs, priorities, and vulnerabilities. This participatory process ensures that humanitarian interventions are relevant, community-driven, and responsive to the actual challenges faced by crisis-affected populations.
- In addition to needs assessments, Hilin Foundation carries out baseline surveys to establish benchmarks for monitoring progress and measuring the impact of its interventions over time. These surveys gather critical data on key indicators aligned with project objectives, enabling evidence-based decision-making throughout the program lifecycle.
- Hilin Foundation also utilizes Knowledge, Attitudes, and Practices (KAP) surveys to better understand the perceptions, behaviors, and capacities of the target populations related to health, protection, livelihoods, and other critical humanitarian themes. The insights gained inform the design of culturally appropriate and effective interventions.
- Feasibility studies are conducted to assess the technical, financial, social, and operational viability of proposed projects. These analyses help Hilin Foundation ensure that initiatives are realistic, cost-effective, and sustainable within the given contexts.
- Operational research is another vital element in Hilin Foundation's project design, allowing the organization to pilot innovative approaches, test new methodologies, and incorporate lessons learned from the field. This commitment to continuous learning

helps Hilin Foundation adapt to evolving humanitarian needs and emerging best practices.

- Robust monitoring and evaluation (M&E) systems are established from the outset to track project implementation, evaluate the effectiveness of activities, and measure outcomes against set targets. Regular data collection, analysis, and reporting are integral to this process, culminating in comprehensive end-term evaluations that inform future programming and ensure accountability.
- Furthermore, Hilin Foundation is equipped to serve as a direct implementing partner for donors who lack local presence or prefer to work with experienced agencies. In this role, Hilin Foundation takes full responsibility for project planning, coordination, and management, ensuring efficient and transparent use of donor resources to maximize humanitarian impact.
- By combining comprehensive operational assessments, evidence-based project design, and effective implementation, Hilin Foundation ensures that its programs are impactful, community-centered, and sustainable—ultimately contributing to the well-being and resilience of vulnerable populations across Somalia.

Design and Development of Methodologies

Hilin Foundation is committed to developing and testing innovative methodologies that enable rapid, effective humanitarian response and sustainable community recovery. Recognizing the urgency of addressing complex crises, Hilin Foundation focuses on approaches that deliver tangible results within the shortest time possible, while building long-term resilience.

- **Emergency and recover methodology:** Hilin Foundation designs and pilots' methodologies that improve the speed, quality, and impact of emergency relief interventions. These include innovative approaches to rapid needs assessments, efficient distribution of food, water, shelter, and non-food items, as well as streamlined coordination mechanisms that enhance multi-sectoral response capacity.
- **Livelihood and Economic recovery:** Understanding that sustainable recovery depends on restoring and diversifying livelihoods, Hilin Foundation develops methodologies to boost income generation and food security in crisis-affected communities. This includes

Email: hilinfoundation@gmail.com Tell: +252615526517 Adress: Hodan district, Mogadishu, Somalia

vocational training programs, support for small-scale agriculture and livestock, promotion of value-added activities, and introduction of alternative livelihood options. By integrating climate-smart and resilient agricultural techniques where applicable, HILIN FOUNDATION helps communities adapt to changing conditions while improving economic stability.

- **Protection and support:** Hilin Foundation also develops context-appropriate methodologies to enhance protection for vulnerable groups, including women, children, and displaced persons. This encompasses community-based protection mechanisms, psychosocial support models, and gender-sensitive approaches designed to prevent and respond to gender-based violence and human rights abuses.

Advocacy and Training Services

Advocacy and training services are integral components of Hilin Foundation strategy to empower communities, strengthen local institutions, and influence positive change in humanitarian contexts. Hilin Foundation recognizes that sustainable humanitarian outcomes depend not only on immediate relief but also on building the knowledge, skills, and voices of the people and organizations driving change on the ground.

Task-Oriented Training Programs

Hilin Foundation designs and delivers targeted, task-oriented training programs that equip humanitarian actors with the practical skills needed to respond to crises effectively. These programs are tailored to meet the needs of trainers, community-based organizations (CBOs), facilitators, NGOs, and other frontline responders. The training emphasizes hands-on learning, problem-solving, and real-world application through interactive activities, case studies, simulations, and role-plays.

10.Target Groups

Hilin Foundation' training services are designed for:

- **Trainers and Facilitators:** Train-the-trainer programs prepare key personnel to replicate knowledge within their own organizations or communities, strengthening the humanitarian capacity at the grassroots level.

- **Community-Based Organizations (CBOs):** Hilin Foundation supports CBOs by enhancing their ability to plan, implement, and monitor humanitarian projects and improve their coordination with other actors.
- **Non-Governmental Organizations (NGOs):** Local and regional NGOs benefit from technical training on project management, emergency response, protection standards, and community engagement strategies.
- **Community Volunteers and Youth Leaders:** These groups are empowered through tailored training to support their communities in areas such as health promotion, psychosocial support, and early recovery.

11.Content and Focus Areas

Hilin Foundation's training programs cover critical themes in humanitarian aid, including:

- Emergency preparedness and response
- Community-based protection and safeguarding
- Health, hygiene, and WASH awareness
- Livelihoods recovery and resilience
- Gender-based violence prevention and response
- Conflict sensitivity and social cohesion
- Monitoring, evaluation, and accountability (MEAL) systems

Cross-cutting issues such as **gender equality**, **inclusion of marginalized groups**, and **community participation** are mainstreamed throughout the training content to ensure equity and effectiveness.

12.Participatory Capacity Building Approach

Hilin Foundation adopts a participatory, learner-centered training model that fosters collaboration, knowledge sharing, and local ownership. Participants are encouraged to reflect on real-life challenges, share their experiences, and co-create solutions. Training sessions often include field visits, peer learning, and exposure to successful community-driven models that demonstrate best practices in humanitarian action.

Advocacy and Policy Engagement

Beyond training, Hilin Foundation engages in robust advocacy to amplify community voices, influence humanitarian policy, and promote accountability in aid delivery. Advocacy activities include:

- Awareness campaigns on protection, rights, and inclusion
- Policy dialogue with local and national authorities
- Organizing forums, seminars, and workshops to share evidence and promote inclusive policy-making
- Building coalitions and alliances to advocate for better humanitarian outcomes and systemic change

Through training and advocacy, Hilin Foundation aims to strengthen local capacity, foster leadership, and build an enabling environment for humanitarian response that is locally led, rights-based, and sustainable.

Third-Party Monitoring (TPM)

Hilin Foundation provides independent, high-quality third-party monitoring and evaluation (TPM) services designed to ensure transparency, accountability, and evidence-based decision-making in humanitarian response. Hilin Foundation supports donors, implementing partners, and governments by offering reliable insights into project performance, challenges, and impact—especially in fragile and hard-to-reach environments.

- **Local Expertise and Contextual Advantage**
- Hilin Foundation’s monitoring team is composed of Somali professionals with deep cultural, linguistic, and contextual understanding. This local expertise provides Hilin Foundation with a strategic advantage in accessing areas that are logistically or politically sensitive, and in engaging meaningfully with communities and stakeholders. Hilin Foundation's trusted presence on the ground ensures data collection that is both accurate and sensitive to the realities of affected populations.
- **Continuous Monitoring Across the Project Cycle**
- Hilin Foundation does not view monitoring as a one-time activity but as a continuous process embedded throughout the project lifecycle. Through regular site visits, community consultations, and progress tracking, Hilin Foundation helps implementing

partners detect challenges early, respond to feedback from beneficiaries, and adjust activities as needed to stay aligned with humanitarian goals and standards.

- **Rigorous Monitoring and Evaluation Standards**

Hilin Foundation adheres to globally recognized monitoring and evaluation (M&E) frameworks, including Core Humanitarian Standards (CHS), SPHERE standards, and donor-specific guidelines. Using both quantitative and qualitative research tools—such as surveys, key informant interviews, focus group discussions, and participatory methods— Hilin Foundation gathers comprehensive data that reflects the perspectives of diverse stakeholders, including women, youth, IDPs, and persons with disabilities.

- **Access to Hard-to-Reach and High-Risk Areas**

Thanks to its strong community networks and local legitimacy, Hilin Foundation can reach remote, insecure, or underserved areas where traditional monitoring actors may face constraints. Whether due to security, geography, or cultural barriers, Hilin Foundation’s grounded presence enables inclusive data collection and monitoring that covers the full spectrum of target beneficiaries.

- **Evidence-Based and Actionable Reporting**

Hilin Foundation prioritizes integrity and clarity in its reporting. Its third-party monitoring reports are grounded in systematically collected data and thorough analysis, providing stakeholders with objective, actionable insights into project performance, effectiveness, and areas for improvement. These reports serve as powerful tools for strategic learning, compliance verification, and program quality enhancement.

13.Organizational Structure

Hilin Foundation is a nonprofit humanitarian organization committed to delivering timely, effective, and people-centered assistance across Somalia. In a region frequently affected by conflict, drought, and other emergencies, Hilin Foundation aims to provide vulnerable communities with lifesaving support, sustainable development interventions, and protection services that respond to their immediate and long-term needs.

The organization recognizes that effective humanitarian action requires not only well-planned programs but also strong governance, accountability, and operational efficiency. To achieve this, Hilin Foundation adopts a **board-run organizational model**, where the Board of Directors serves as both the **governing authority** and the **operational management body**. This model ensures that strategic decision-making, program execution, and resource management are closely aligned with the organization's mission, values, and long-term vision.

Under this structure, board members actively oversee all aspects of the organization, including program departments, operational units, and regional field offices. Each board member has clear responsibilities, combining leadership, oversight, and hands-on management to ensure that humanitarian aid is delivered efficiently, transparently, and in direct response to the needs of affected communities.

This document outlines the organizational structure of HILIN FOUNDATION, detailing the roles and responsibilities of board members, program departments, operational support units, and field offices. The structure is designed to promote professionalism, accountability, and coordination across all levels, while maintaining the flexibility and responsiveness essential for humanitarian action.

Proposed Board Positions and Functional Responsibilities

Hilin Foundation's Board of Directors serves as both the **governing authority** and the **operational management body**, ensuring that strategic oversight, program execution, and operational support are fully integrated. Each board member has clearly defined responsibilities to maintain alignment with the organization's mission and the needs of the communities it serves.

1. Chairperson / Executive Lead

- Provides overall leadership of the board and the organization.
- Facilitates board meetings and strategic decision-making processes.
- Ensures that organizational objectives align with the mission and community needs.
- Acts as the primary liaison with government authorities, donors, and key stakeholders.

2. Program Lead Director

- Oversees all humanitarian and development programs of the organization.

Email: hilinfofoundation@gmail.com Tell: +252615526517 Adress: Hodan district, Mogadishu, Somalia

- Directs program managers across key areas, including:
 - Health & Nutrition
 - WASH (Water, Sanitation & Hygiene)
 - Education in Emergencies
 - Protection & Gender-Based Violence (GBV)
 - Food Security & Livelihoods
- Approves program proposals, budgets, and implementation plans.
- Monitors program impact and ensure alignment with organizational priorities.

3. Operations Lead Director

- Manages human resources, logistics, procurement, and regional/field office operations.
- Develops, implements, and enforces operational policies and procedures.
- Ensures supply chain efficiency, staff capacity, and effective resource utilization.
- Coordinates activities of field offices to meet programmatic objectives.

4. Finance Lead Director

- Oversees budgeting, accounting, and financial reporting processes.
- Ensures compliance with donor regulations and conducts financial audits.
- Monitors cash flow, expenses, and procurement approvals.
- Supports strategic financial planning for organizational growth and sustainability.

5. MEAL (Monitoring, Evaluation, Accountability & Learning) Director

- Develops and implements monitoring frameworks for all programs.
- Collects, analyzes, and reports data on program performance and outcomes.
- Implements accountability mechanisms to ensure transparency with beneficiaries.
- Provides recommendations for continuous learning and program improvement.

6. Communications & Partnerships Director

- Leads external communications, branding, and public relations initiatives.
- Manages donor relations, advocacy efforts, and fundraising campaigns.
- Oversees media engagement, social networks, and stakeholder reporting.
- Coordinates partnerships with other NGOs, UN agencies, and community groups.

14.Hilin Foundation –Organizational Structural Framework

The board comprises experienced and committed humanitarian leaders, including Abdullahi Mohamud Sh. Muse, Fuad Mohamud Nor, Abdullahi Isaq Omar, Abdirahman Abib Ali, Ahmed Abdi Omar, and Ahmed Mohamed Osman. Each board member has clearly defined responsibilities across key functional areas, including program management, operations, finance, monitoring and evaluation, and communications.

This structure allows HILIN FOUNDATION to maintain **strong accountability, rapid decision-making, and alignment with its mission**, ensuring that humanitarian aid reaches the communities that need it most. The following sections outline the **board positions, functional responsibilities, program departments, operations units, and field offices** that form the foundation of HILIN FOUNDATION's organizational framework.

Board Position	Name	Role Summary
Executive Director/Chair of the Board	Abdullahi Isaq Omar	Provides overall leadership, chairs board meetings, oversees strategy, and liaises with donors and government.
Vice Executive Director/ Vice Chair of the Board	Abdirahman Abib Ali	Oversees all humanitarian programs, supervises program managers, approves proposals and budgets.
Program Lead Director/ Board Member	Abdullahi Mohamud Sh. Musse	Manages HR, logistics, procurement, field offices, and operational policies.
Finance Lead Director/ Board Member	Fuad Mohamud Nor	Oversees budgeting, accounting, audits, donor compliance, and financial planning.
Meal Director	Ahmed Abdi Omar	Develops monitoring & evaluation frameworks, implements accountability mechanisms, and provides learning recommendations.
Communications& Partnerships Director	Ahmed Mohamed Osman	Manages external communications, media, advocacy, donor relations, and partnerships.

15. Get Involved

Hilin Foundation welcomes individuals, institutions, and partners to contribute to our humanitarian mission:

- **Donate:** Support emergency responses and sustainable recovery across Somalia.
- **Volunteer:** Share your skills in logistics, WASH, education, livelihoods, and more.
- **Partner with Us:** Collaborate on projects that uplift crisis-affected communities.