

Twic One Vision Campaign: Twic  
Community Association Inc. in  
The United States 2019



Chairmanship

## Executive Summary

One shared vision bring synergy, and in essence serve as a creative force for community transformation. Ideally, visioning is a vigorous ongoing process that reaches out to all members and wins hearts and minds. Empirically, when community members feel they are a part of the community vision. They are more likely to help actualize it. The organization's mission and core values typical remain stable over time, continuously help paints a picture of the future that clarifies its direction and emphasize members understand of why and how they should support the organization.

The Twic East Community in the United States now Twic Community Association Inc. in the United States (TCA-USA) should start to paint a picture of what we are, what we value and what we want to be, what our identity is. Because flawed vision coupled with leadership deficit, underpin disunity, and possibly discourage members from believing in the vision of the organization, and could as a consequent invigorating indifference and uninventiveness, which subsequently impairing member's ability and efforts to actualize goals geared toward organizational improvements. It is certain, TCA-USA has failed to achieve its mission and goals because of incoherent vision paired with infirm leadership.

For these reasons, the Twic One Vision (TOV) Campaign has assembled talented teams that will advanced TCA-USA's strategic plan, mission, vision and value. The team has a deep understanding of Twic and carry with it, leadership abilities, and skills needed to bring stability and upgrade the vision. Furthermore, the team has the knack, and the affirmation needed to successfully bring into line TCA-USA's mission and values. Moreover, the TOV campaign has a leadership experience needed to advance and maintain the vision, and more importantly provide strategic, and operational leadership that will persuade members to once again believe in one shared vision. The TOV also believes effective leadership within the community is necessary, in order to assert successful community action that encourages social well-being and improve community viability.

The TOV campaign believes experienced and, thought leadership and participative leadership are requisites to managing a well-functioning organization that meet the needs of its members. TCA-USA at this important juncture, should serve as a resource to its members with the ultimate goal to help build new lives in the United States, particularly by focusing on education, socioeconomic, and culture preservation. The team believes making education, research, socio-economic and culture preservation parts of TCA-USA strategy, will strengthen members' proficiencies to overcome inherent systematic barriers that precludes migrant's communities' such as TCA-USA members from effective participation in "the American Dream". The TOV recognizes prosperous migrants' communities in the United States are those who makes education, youth engagement, financial literacy to heighten socioeconomic status, and cultural preservation parcel part of their mission. They also espoused inseparability through shared vision and as a result, commands the highest level of respect irrespective of their ethnicity and country of origin. In return are well positioned, to provide sustained and effectual support for developmental initiatives in areas of Security, Road, Education, Agriculture, Health and others for vulnerable members residing in the homeland.

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## Introduction

The great Henry Ford once said “*Coming together is a beginning, staying together is progress, and working together is success.*” The TOV campaigns believes teamwork is vital to the success of TCA-USA, primarily if executed through a clearly defined vision that is based on transparency and continuous communication. The goal are to realign and extend TCA-USA’s mission. To successfully accomplish and sustain the TCA-USA mission, The TOV under the leadership of David Lual Bul Manyok will strive to motivate, mobilize, and organize members to live as a unified group that engage in activities constructive to the mission, vision and value of TCA. Moreover, the team intends to lead by examples that amplify:

*“The TCA-USA mission is to empower its members, preserve unity, and mobilize resources for education, health, relief and socio-economic development for TCA-USA members living in the United States and abroad.”*

**Respect**–strive to respect the decisions, and difference of opinions; **Self-Reliance**–make every effort to promote and recognize different skill sets and abilities; support individual growth, promote, and encourage free thinking to shore up aspiration that leads to resourcefulness; **Communication**– promote information sharing through innovative medium that spread to all members; **Accountability** – hold ourselves accountable for our work and actions; and **Thought leadership** –introduce participative leadership with informed opinion to serve as the go-to people in their field of expertise, to boost morale, and to set a good example for the upcoming generation of leaders.

Conversely, as stated in the mission, the team intends to bring strategies that **empower** members and **preserve unity**. The TOV will work to realign the vision, by implementing, a strategic plan that utilize Twic values, beliefs and identity. In addition, the team will introduce policies and concepts that motivate members to pursue **education** and **socio-economic** progression for themselves, which cascades to TCA-USA, and in return affords the organization capabilities to generate ideas, promote and endow developmental plans for members living in South Sudan and in neighboring countries.



## PART 1: Leadership Objectives

The TOV leadership will make use of the approaches that looks at (**Past, Present and Future**) and two essential leadership principles: **operational and participative leadership**. The team believes that the strategy will promote proper planning. These strategies will sufficiently balance today's challenges with tomorrow's, while selectively forgetting the past. We are aware that accomplishing this goal is easier said than done. For simplicity, the team believes TCA-USA needs a basic but robust framework to guide the community to act swiftly and thoughtfully in the present while remaining vigilant regarding the challenges of the future.



**Figure 1: Model of TOV Leadership Approach**

**Past:** Backing away from issues that split the community; selectively remembering—using misses, mistakes, and foibles to inform present and future strategy. Making use of the experiences when discussing substantive agendas to guide information flow and ideas for tackling current challenges.

**Present:** Understanding human capital is the TCA-USA's strength; allowing all members to voice their views as encouraged by participative leadership style; encouraging members to translate their tacit knowledge to explicit, to combat the current and impending challenges; promoting free-flow of ideas on policies and fundraising.

**Future:** Creating a nonlinear future, the strategy will not only be about what TCA-USA needs to do to in order to secure funding for future projects. This plan will encompass evaluating solutions



for present challenges, as well as look to the future. The future strategy will be about what the community needs to do to sustain itself for years to come. The planning team will introduce, possibly 2 and 5-year strategic plan

### 1.1 Realigning the Vision

The TOV believes the key components of shared vision that empowered members should be straightforward. It will consist of the now-where, the TCA-USA is today; the future –evaluation of where the environment is headed. Essentially focusing on what TCA-USA intends to undertake to be successful in empowering and progressing education, socioeconomic and culture preservation for its members in the United States, and; future reality where TCA-USA anticipates it will in achieving its prioritized strategic initiatives.



**Figure 2: Model for Revitalizing Vision**



## 1.2 Proposed Leadership Structure

The TOV executive team will devote the first few months in office on community assessment and realignment. The assessment will involve studying and reviewing the community bylaws and constitution, as well as the TCA-USA status as a 501(c) (3) organization. Moreover, as part of the assessment initiative, the executive leadership will commission a team to collect qualitative and quantitative data on features of the TCA-USA. This evaluation process will be limited to gap analysis, to gauge present human capital and monetary resources, SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats), to identify the internal strengths and weaknesses, as well as external opportunities and threats.

The realignment will involve a restructuring of the organizational structure. The restructuring will enhance TCA-USA ability to adapt quickly and be more agile in suggesting practical solutions to it needs. The realignment will unite members and further underpin the shared vision. The team believes realignment strategy will promote unity and encourage innovation. Because TCA has human capital, but lacks the motivation and the leadership to make use of it.

Since TCA-USA is a combination of community and non-profit and for these reasons, it should be managed as such. The Reorganization of the TCA-USA leadership structure will create the pyramid of authority and responsibilities. When there is a strong structure in place, the community runs efficiently, develops new ways to improve, and achieved its mission. The restructuring framework will consist of roles, responsibilities, authorities and communication relationships deliberately designed for TCA-USA to accomplish its organizational tasks and accomplish its objectives.

Furthermore, in a well-structured organization, responsibility is not used as a vehicle for pointing fingers. It is as an alternative used to identify areas within the organization that needs improvement, whether be it individual(s) that requires coaching or complete sections of the society that need restructuring. Although TCA-USA is part community part non-profit, without of a community organizational structure, the essential element of accountability can lead to a complete



breakdown, disunity or disagreements. Because when there is a weak structure in an organization, conflict can occur if duty and responsibility are poorly defined. Conflicts over who will perform the task and when it will get done. The conflict also arises in weak structures when people seek to exert control within the organization when they may not have the authority.

As an example, many of the TCA members may not be aware of this, but the TOV team has learned recently that the TCA-USA has not been registered as a 501(c) (3) despite the fact that members have been told this this has been done. The TCA-USA is currently operating with the old name of Twi East Community of South Sudan Inc. We have been told the organization has been registered with the State of New York; however; the application for IRS exemption status has not been file. Even with this claim, a simple search on the IRS website showed no record with the State of New York that the application has been approved.

The new TCA-USA under the leadership of TOV will work with the outgoing administration to have the organization register with the IRS and achieve tax-exempt status. Upon achieving the tax-exempt status, the organization will work with its members to collect membership dues as well as other payments made to the TCA-USA bank account through checks or money order. The new administration will discourage the use of cash as a way of contributing. The reason for the change is to make it easier for the new administration to have a proper accounting of the organization's financial records keeping, as this will make it easier for the organization to keep track of TCA-USA finances, mainly if the organization were to be audited, or ask to provide a financial reports.

Therefore, as part of realignment initiative, the TOV executive office will be comprehensive in realigning the shared vision in order to achieve the mission, certainly making the organization whole, legal and agile. Hence the slogan, “Twi One Vision”, because TCA-USA is a 501(c) (3) organization and under TCA-USA current bylaws. The Board of Directors will continue to be the supreme body that monitors and reviews a statement of mission and purpose that articulates TCA-USA goals, means, and primary constituents.



In addition, for sustainability, the reorganization proposal will completely overhaul the TCA-USA structures; the executive team with the help of Board of Directors will generate review below proposed an organizational chart. The Executive office and the elected Payam leaders will work in close cooperation but parallel. The executive team will include other branches (committees) such as:

- Budgeting & Finance
- Fundraising
- State Representative
- Financial Literacy
- Youth Engagement
- Culture Preservation
- Coordination/Communication
- State Representatives
- Youth Engagement
- Women Affairs
- Cadre of Experts (Medical Practitioners, Engineers, Doctors, Accountants etc).

#### **Ad hoc Committees**

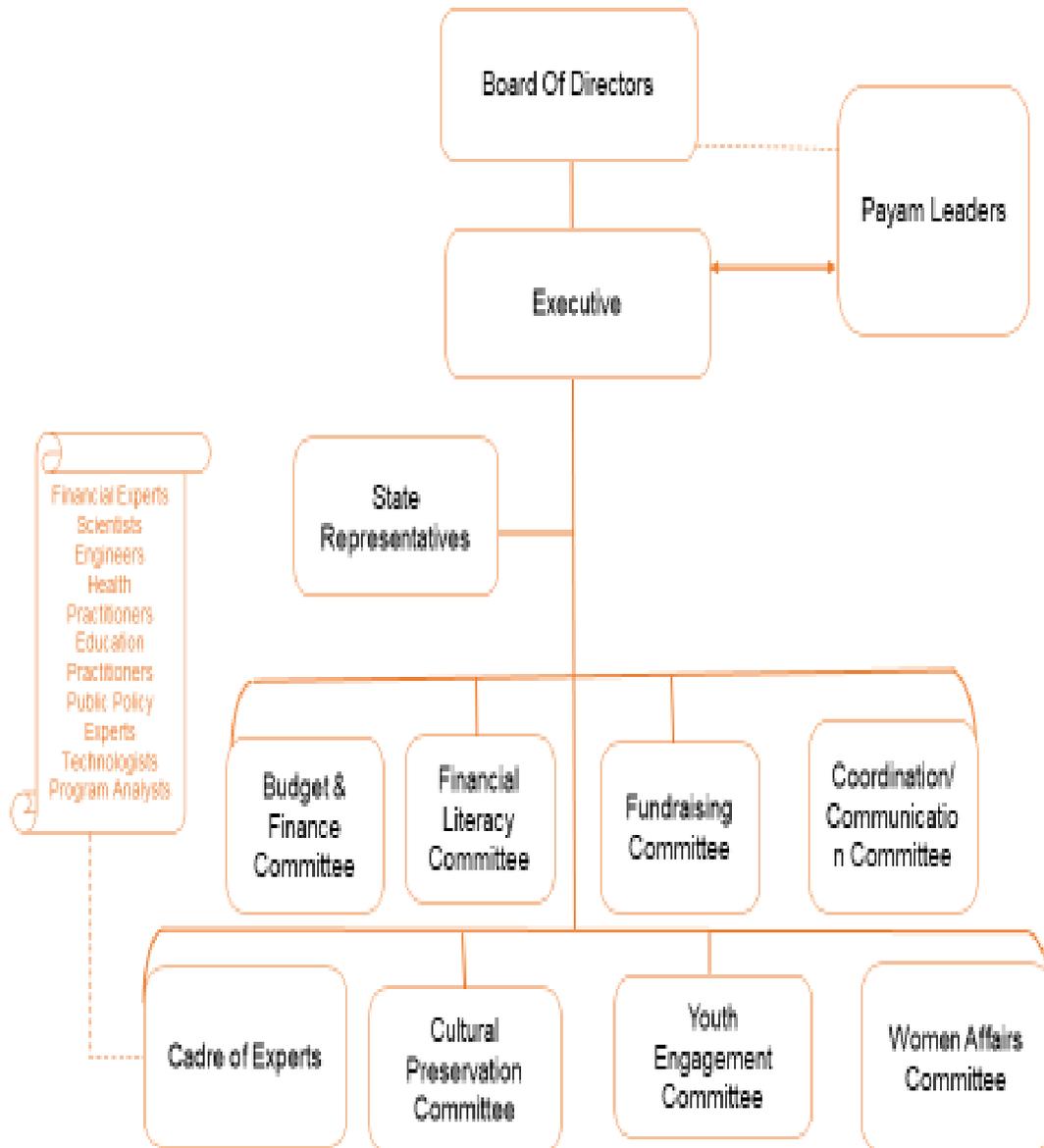
- Elders (Both Elderly Male and Female ) –Ad hoc
- Twic Global Table ( Australia and Canada)

### **1.3 Cadre of Experts**

TOV proposes to establish team of experts that will be formally known Cadre of Experts(COE) that will consist of experience TCA-USA professionals who are known in their fields (Financial Experts, Health Practitioners, Educators, Scientists, Engineers, Technologists, Doctors, Public policy experts, economist, and etcetera. In addition, the cadres will conduct independent research and facilitates research and training to inform public policy and practice, to create opportunities for amicable dialogue and policy debate, as well as improving analytical capacity for TCA-USA



## 1.4 Proposed Organizational Chart



**Figure 3: Proposed leadership Structure**



## **PART 2: Community Empowerment Initiatives in the United States**

In the United States, there are three (3) different types of challenges that immigrants communities face when settling and building lives in the United States. One set of the challenges is caused primarily by socioeconomic status, which affects generally low-income families both (Migrants or Native-born), the second set of challenges is unique to immigrant, and may transcend socioeconomic factors, is the issue of understanding and using mainstream financial services and the third set of challenge is associated with having limited English proficiency which is education. Research indicates communities that make education, financial literacy, youth engagement, professional mentorship and networking parcel part of their mission are more effective when it addressing the particular barriers low-income or immigrants' communities faces. The TOV believes TCA members need to be motivated, in order to be confident in their ability to act effectively, in addition, must have the necessary knowledge and skills to make informed decisions.

### **2.1 Education**

To overcome the abovementioned challenges, The TOV believes access to education is key to eradicating extreme poverty, imparting critical thinking skills, social accountability, and financial independence. It is a fact education plays a crucial role in fostering the effective integration of migrants in the economy and culture the new country. Research shows first generation immigrants needs to adapt or supplement their human capital with education, if credentials and skills acquired in the country where they are born are inadequate or not recognized in the new country environment where they newly settled. Many migrants also need to become proficient in the language of the new country, in order to improve their chances on the labor market. Moreover, as regards to the second generation—the children of migrant parents who are born in the receiving country face challenges.

Research shows that there are prevalent gaps in education outcomes compared to the children of native parent, and the normally impede economic progression and social integration. Such



challenges and gaps are not only related to parental background or disadvantages in language proficiency. They can also result from lack of access educational systems of the new country. For adults, these challenges are more impactful, because they require adaptability of skills to new technological labor market. In addition, access to sufficient general education can aid migrants coping with changes.

Because of the aforesaid reasons, people with immigrant background in the United States, continue to be place in disadvantaged socioeconomic positions because of lack of access education. They are obtain hampered by lack specific skills and knowledge, which is more often link with unfamiliarity or lack of access to educational systems. Because of these barriers, migrants achieve lower levels of educational achievement than those of non-immigrant background, and consequently, tend to show lower labor market activity rates and income levels compared with people without immigrant background. They tend to be exposed to higher risks of unemployment. These stylized facts indicate that a community-based organization such as TCA-USA should work to imparting and providing information that enhance members' ability to access education. It should also make it its mission to work with local jurisdictions to influence provision of proper education for themselves and their children thereby aid in building a more inclusive community in United States.

The TOV believes access to educational system will help enhance our members' competitiveness in United States knowledge-based economy. We will promote policies designed to strengthen skills and capacities and support our member to participate fully in employment and social life. Key policy areas include Precollege Outreach program to promote access to education, Young Professional Mentorship to aid with job-search assistance and rehabilitation through connection to with the local jurisdictions and members of community with connections and network to assist our community.



## 2.2 Youth Engagement

Healthy communities are those that, in part view young people as partners than clients, and involve them in position where their contribution make a difference. Effective youth engagement leads to positive outcomes for young people at many levels: youth benefit when they actively contribute to their communities. Not only do young people gain a stronger sense of agency, self-efficacy, which possibly translate into better school performance, and confidence, but they also garner a strong sense of belonging and connection to their community, which essentially engrossed to positive peer and adult relationships, social network and social responsibilities. Moreover, young people develop personal and civic competencies, leadership, and problem solving professional skills when they are involved.

The TOV will work to link TCA-USA youth with community. Our team believe community-based organizations that engage young people in service and service-learning can substantially make headways. It can bear challenges and sustain opportunity to enlarge its mission and potentially reach without substantially increasing by engaging competent cadres to motivated young people. In addition, new energy, ideas, and enthusiasm as well as specialized skills that young people can bring to the organization, increased public support and visibility in the community as young people become ambassadors for our community in their schools and other networks.

### 2.3.1 Pre-College Outreach Program

The TOV will prioritize precollege mentoring could be a valuable tool to increase college access and success for our young people. Even though our community members lives in various cities and states across the United States, there is need for TCA-USA central office to establish a committee that will focus on the engaging and encouraging TCA youth to pursue higher education. Engaging our perspective college students and linking them able mentors within the community can increase our success as a community. Attending college is seen by both students and parents a key to a good future in communities of people with emigrant background. Mentorship is paramount, because a mentor can provide critical assistance including extra encouragement,



academic help, and most importantly for students who may not have access to an adult who has been through college application process. Precollege mentoring can bridge this gap.

Mentors can also serve as a vital link to resources which students and their families may otherwise be unaware of, including help in applying for financial aid for college. Mentoring programs are one of the best means of bringing a person who can represent the concern and support of the larger community into the lives of youth. In many ways, mentoring also represents a return to tradition, calling upon the community to provide our youth with care and guidance, and to nurture and challenge them. While mentoring programs cannot remove all of the obstacles facing youth, they can have a large, positive impact on young lives. If elected, the TOV team will diligently to work standup precollege outreach program for our TCA-USA youth members.

## **2.4 Professional Mentorship and Networking**

The biggest challenge professionals finishing college or vocational training face is lack of perspective and exclusive view of the labor market and cooperate America. Most often college graduates without connection and network struggle with cooperate expectations and demand for prior experience, thus these expectations become barriers, and they mostly affect immigrants with no real connection to cooperate America. Mentorship is essential in providing an overview of how graduates can navigate to overcome these barriers.

The TOV will establish a career preparation Mentoring Program for TCA graduates. This initiative is often combined with preparation for college programs, mentors in these programs will try to help graduates prepare for entry into the work force by aid them understand the expectations employers, as well as career preparedness. Mentorship will also help TCA-USA youth to see the link between their current interests and hobbies and a future career or professional field. Activities in our program will include bringing the youth to the mentor's place of work, teaching a career-related skill, or helping the youth to secure a summer job or internship.

## **2.5 Advancing Socio-Economic Status through Financial Literacy**



There are challenges immigrants communities such as members of TCA-USA faces in advancing socioeconomic status. Generally, immigrants face unique challenges such as navigating the immigration process, potentially learning a new language, and assimilating to new system. Many immigrants face specific challenges when it comes to accessing, understanding, and thriving in the consumer financial services marketplace. These challenges vary from person to person, depending on other factors. These issues also get easier with time. Although, TCA-USA members are among the most educated immigrants in America, they still need to overcome challenges of building financial well-being to support their financial independence, which is directly link to promoting socioeconomic status.

In addition, socioeconomic status can be just as important as the experience of being an immigrant when it comes to financial capability. Knowledge and understanding of the financial system, trust in financial institutions, and experience with financial products is highly correlated with socioeconomic status. Many low- and moderate-income immigrants encounter the same challenges to building financial well-being that households comprised of low and moderate-income native-born persons face.

The TOV campaign will make financial literacy an essential part of TCA-USA's mission primarily to empower members to take control over their financial lives. TCA-USA will work to improve the financial literacy of its members in United States, to ensure access to tools, information, and opportunities for skill-building that they will need to manage their finance well-beings.

The TOV leadership will seek out well-informed members (financial experts) to educate members on how to navigate financial system and make longer-term investments such as homeownership (understanding mortgage), 529 plan for education and/ or retirement savings. To expand on the 529 plan, we also need to educate our community members to start early investing using their children tax credits that are receive from Tax returns in their children future college education funds accounts instead of filing them and sending most of this money to their nephews, and nieces in South Sudan.

The experts will detailer their educational materials to address issues of credit or poor credit history- because without access to information about consumer's credit behavior, credit reporting



companies or reporting agencies cannot compile a credit history, resulting in inadequate credit file or now file at all.

For these reasons, TCA-USA members must be educated on the danger of damaged credit. There are consequences for not understanding the features of the products or navigating without information about managing credit and debt that could hamper finances, and potentially lead to devastating effects. Because understanding the cost and impact of missed payments and the importance of credit scores in obtaining credit, jobs and rental applications, and other circumstances could be disastrous and may ruin or impede economic progression.

### 2.5.1 Building Financial Wellbeing

As stated in the above paragraphs, TCA community members are not financially stable and well positioned to continue to financially support the long-term vision and the objectives of the TCA-USA in the U.S. and aboard. This is normal for the majority of immigrants in the United States, as many are face with tasks of having to support families here as well as loves one in South Sudan or neighboring countries. These challenges will continue to affect our members' financial household well-being, and so The TOV will endeavor to educate the importance of financial planning and financial literacy.

Financial literacy is a process through which an individual (or a family) gains a basic understanding of banking, savings, and the importance of good credit. It increases the likelihood that low- or moderate-income individuals or families will be able to buy a home or start a small business — and encourages economic stability in a given community. It is, therefore, essential that the TCA-USA members are educated with these types of financial instruments that are available to be financially stable. If elected, then, The TOV team will assemble a team of financial professionals within the TCA community and financial guests' speakers to help in educating our members in areas of, and not limited to the followings:

- The Importance of savings as a budgeting priority;



- Understand suitable how bank services can contribute to our members' financial wellbeing;
- To understand the concept of electronic banking especially as it relates to fundraising and membership dues;
- To help members in understanding U.S. Tax System;
- To avoid predatory lending and;
- To understand the responsible use of credit card
- Provide webcam or workshop to our youth
- During counties or Twic meetings

## 2.6 Culture Perversation

Research shows cultural identity is essential for peaceful cooperation of community. If people have a strong sense of self-identity through culture, they are more likely to interact peacefully with other cultures, with respect for the diversity of value systems and religious beliefs as well as the tangible aspects of culture. As different cultures become more intertwined, these cultural identities may change.

The tangible cultural heritage includes places and monuments, while intangible cultural heritage comprises of our history, rituals, songs, language, poetry, craftsmanship, and other social ceremonies. The ubiquitous Dinka dance we are seeing the in United States and Australia is an intangible heritage, and it is vital. However, there is a risk of it fading or disappearing without help, but the question is how can we safeguard and diligently manage a heritage that is constantly changing without freezing or trivializing it? Safeguarding it is about transferring of knowledge, skills and meaning. In other words, safeguarding focuses on the processes involved in transmitting or communication intangible cultural heritage from generation to generation, rather than on the production of its concrete manifestation, such as a dance performance, a song, music instruments or craft.

Since we are settled in the west, the most logical way to preserve both tangible and intangible cultural heritage is through writing. The TOV team will work to promote literature, because literature can survives the test of time and is always apprehended. The main the stakeholder in the



preservation of culture is the community. We can maintain and preserve our heritage through literature, The TCA-USA leadership under TOV team will promote our recognized writers. Because Books are the windows of the past therefore if we are to pass on the customs, traditions and values of the Dinka, particularly Twic cultural heritage, it must be in written words. It is common knowledge that a writer lives for several generations; a great example is Plato and Socrates, as well as William Shakespeare, an English poet and playwright, widely regarded as the greatest writer in the English language and the world's pre-eminent dramatist. We are already ahead of the curve in these, as we are blessed with Young authors such as Kuir Garang and others, who have already showcased our cultural heritage through authorship.



## **PART 3: Developmental Initiatives**

There is a dire need of essential services in our home country; the worsening humanitarian situation and the suffering of our people have reached unimaginable proportions. Various reports, Humanitarian Aid, and Civil Protection Factsheet indicates our home country faces great challenges. As many as 5.3 million people, (about half the population) faces severe food insecurity in 2019. Recently, there has been a severe outbreak of treatable diseases. Moreover, with the mid-year rainy season approaching, which will make aid delivery impossible due to lack of roads; this will further exacerbate the situation and make those at risk inaccessible. There has been a widespread closure of many health facilities due to lack of funding. Our people will not receive critically and badly needed drugs, which will lead to more death.

With aforementioned challenges, we have asked ourselves series of questions on these issues in order to device programs that will address them, and how these programs relate to the overall mission of the organization. Who else in the community is working to address these needs, and what is it about the new or revised program that sets it apart or makes it compelling in the community that it will serve?

In the climate of constrained resources, nimbleness and equanimity are paramount; our team proposed to work in partnership with leaders of Twic East Community Organizations from Canada, Australia, and European countries. We are going to work together to manage our resources better, so that we can focus on sensible developmental programs to overcome the abovementioned challenges. We will focus on the following projects

### **3.1 Security**

Albeit, insecurity is a grander issue that affect all South Sudanese and TCA as a CBO may not be suited to resolve this, however, supporting communal peace and reconciliation are critical in providing meaningful and tangible development. Security uncertainty is ubiquitous in Jonglei State, Twic Counties have been the epicenter of the infighting and frequent attacks from groups



with grievances with the government of South Sudan. The TOV proposes to work with Payam leaders in the United States, and Twic members across the Global on issues of insecurity. The TOV will establish a team of experts to analysis and provide recommendations on how insecurity can be mitigated. The team of experts will analysis the following areas in Twic East Counties:

- ✓ The border between Twic East county and Bor South, specifically between Pakeer Payam and Jalle Payam of Bor county
- ✓ The gap between Pakeer and Ajuong Payam
- ✓ The area between Ajuong and Nyuak Payam (Padiing)
- ✓ The eastern side of the country of i.e. .Bapiing, Patoor, Garalei. Werlir or Werkak,rialbek and Akooy
- ✓ Lith Payam and Duk county

### 3.2 Road

Road infrastructure is essential and probably the most challenging issue of after the epidemic lawlessness. Roads are the bedrock of the modern societies. They facilitate the trade and specialization of tasks that is fundamental to economic growth since the industrial revolution. Devising transportation policy to balance the economic benefits of roads against their economic and environmental cost is a significant and formidable challenge.

The proper development of the road transport network not only reduces the cost of transportation, both concerning money and time, but also helps in the integration of various regions within the country and the better understanding of neighboring countries at the international level. Under the TOV leadership, TCA-USA will support the Twic proposal for road construction.



### 3.3 Education

On education, most Payams have schools that were built either by the government or community organizations in the diaspora. We are not proposing to build more schools while the majority of our county's population live outside of the county either in displaced camps within the country or in refugee camps in East Africa. We will work with the county commissioners and community organizations in the diaspora in providing necessary materials such as writing materials, Uniforms, Sports or Athletic Equipment, Basketball, volleyball and football. We will support other proposed initiative such as the STEM initiative Ayual Mayom is leading at Dr.John Garang Secondary school in Kongor County, Jonglei State, South Sudan.

### 3.4 Agriculture

On Agriculture, the TOV will establish a COE to conduct case studies to identify best practices and provide recommendation on policies and strategies that emphasize the importance of Agricultural development in Twic. In addition, under the TOV leadership, the TCA-USA will raise fund to provide tools and other pertinent essentials to encourage farming as mean to end the pervasive acute shortage of food. The TCA-USA will collaborate with other Twic community organizations to support the county governments in providing seeds and insecticides or pesticide. The team will support other initiatives such as the Jonglei Food initiative currently supported by Dau Wer from Australia.

### 3.5 Health

(Supporting county Clinics/Hospital) - Also on health, we are not proposing to build brand new facilities. We are aiming to mobilize people with technical skill when it is necessary after we identified what need to be done and provide in the area, e.g. hospital equipment or apparatus to supplement the existing facilities.



## PART 4: Candidate Profiles

### 4.1 Executive Chairman



David Lual Bul Manyok Duot also known David Bul was born in Pongborong Village, a suburb of Wangulei, Nyuak Payam in Twic East County, Jonglei State, South Sudan. Lual Bul is a seasoned community organizer, result driven, and hands-on leader who love to mobilize his peers for a good cause.

Lual Bul is a dedicated man of the highest character and an active member of Ayal Community Development Association (ACDA), which he has served as its fourth President from 2011 to 2015. Because of Lual Bul loves and devotion for ACDA, he continues to serve as the ACDA State Representative of Utah. In addition, Lual Bul previously served as a Secretary of Information for the Lost Boys and Girls Association of Utah and as a Minister of Foreign Affairs in the Office of SPLM Chapter of Utah from 2004 to 2006.

In addition to community leadership roles, Lual Bul has over 10 years of professional experience (in varies roles) with the Utah Transit Authority. He holds a Bachelor of Science in Criminal Justice from Weber State University in Utah and currently enrolled in a master's of Criminal Justice Management at the same institution.

Lual Bul is married to Kunjok Garang Atem from Abek clan. Lual and Kunjok are blessed with children: Bul, Manyok and Alek.



## 4.2 Vice Chairman



Lual Deng Awan was born in Maar Payam, Twic East County, Jonglei State, South Sudan.

He attended Michigan State University and graduated with Bachelor of Arts in economics with several endorsements: minor in geography, specialization in International development, and business cognate in 2010.

From 2011 to 2016, Lual Deng served as a general secretary for Pakeer Community Association under the chairmanship of Alier Reng. He has also worked as a vice chairperson of Twic Community Association of Michigan from 2008 to 2014. In addition, in 2016, Lual Deng completed his master's degree in economic geography with emphasis on economic development from the same university.

Lual Deng is a Cofounder, Vice-President, and a Treasurer of South Sudan Health Care Organization, (SSHCO) from 2008 to present. SSHCO is a non-profit organization that has raised over \$100,000 and partnered with Pakeer Community to a built a healthcare clinic in Maar, Jonglei State. Lual Deng is married Nyandeng Atem Wal from Abek.



### 4.3 Secretary General



John Garang Ajak Deng Barach also known as John Ajak has a wide-range of experiences in building, and leading larger projects. His leadership experience lies in building high-achieving teams and guiding implementation of the larger projects. John has served in many leadership positions, previously as a Senior Petroleum Engineer for the United States Department of Interior, Bureau of Land Management. In this capacity, John was responsible for oil and gas operation on land for the entire country, focusing on issues specific to program strategy, policy, technical standards, and procedures affecting industry's use of United States federal lands. These responsibilities consist of preparing instruction memorandums and technical reports to the United States Congress, representing United States government at international conferences concerning oil and gas development. John also served as a technical expert for Obama's Administration Hydraulic Fracturing Rule.

John currently serves as a Senior General Engineer for the United States Department of Interior, Bureau of Safety and Environmental Enforcement in the Office of Offshore Regulatory Program, which develops standards and regulations to enhance operational safety and environmental protection for the exploration and development of the United States offshore oil and natural gas resources. John participates in standard development and provides expert analysis and recommendations of domestic and international standards for use, as part of United States Department of Interior, Bureau of Safety and Environmental Enforcement regulatory program.

John pertinent education experience includes holding a B.S degree in Petroleum Engineering from Penn State University and an M.S in engineering and management from The George Washington



University. John is married to Tabitha Awur Agany Duot from Ayual Clan. John and Tabitha are blessed with three children, Deng, Ajak and Ayak.



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