
KIBABII UNIVERSITY CHRISTIAN UNION



PARTNERSHIP POLICY.

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PREAMBLE

Partnership and collaboration has increasingly become integral to the way organizations pursue their goals and objectives as they are important in enhancing the capacity of any organization. KIBUCU is committed to partnerships informed by the conviction that successful partnerships are necessary for the attainment of its strategic goals and objectives, a fact that is demonstrated by the enshrining of Partnerships as one of the Strategic Priority Areas (SPAs) in the 2016- 2020 Strategic Plan. Partnerships are key not only in the overall attainment of the overall vision and mission of KIBUCU but also in the meeting of the KIBUCU operating budget.

A partnership is a mutually beneficial relationship between two organizations or entities with clearly stipulated responsibilities. KIBUCU will enter into partnerships arrangements with one or more institutions/organizations with the aim of working together to achieve shared objectives. The possible partnering agencies include; Churches, Campus based ministries and Para-church organizations amongst others. KIBUCU will only get into partnerships that are deemed to be instrumental to the attainment of the KIBUCU mission.

A partnership will be considered effective if it ultimately contributes to the development of an adequate and sustainable resource base (both financial and otherwise) for the KIBUCU Fellowship to realize its goals and objectives. Partnership working should support the delivery of one or more of the core aims of KIBUCU Fellowship namely; Evangelism, Discipleship, Missions and Leadership Development.

2.0 PURPOSE OF THE POLICY GUIDELINES

The purpose of these policy guidelines is to spell out the approaches, procedures and processes of entering into Partnerships to ensure that they are aligned to the aims and objectives of KIBUCU. They also seek to ensure that there is synergy and harmony between the various partnerships entered into by KIBUCU as well as ensure alignment with the Strategic Plan. The guidelines further sets out the principles and processes which will guide the approach KIBUCU takes in handling both emerging and well established partnerships.

3.0 SECTION ONE: GENERAL GUIDELINES FOR DEVELOPING PARTNERSHIPS

3.1. Basis for Partnerships

3.1.1 Partnership working requires a culture of shared ownership and common working arrangements between the partnering organizations. KIBUCU seeks to develop such a culture in order to maximize the effectiveness of the partnerships it is involved with. It is important that partnerships be built on a foundation of trust and shared vision for it to deliver on the goals and objectives of KIBUCU. This recognizes that partnering organizations come into a partnership from different positions and so it is important to define clearly the common ground right from the onset.

3.1.2 KIBUCU will develop partnering relationships through Memorandum of Understandings (MoUs) and other agreements with institutions such as Churches, Para-church Organizations, Corporate bodies and relevant Government agencies informed by shared responsibilities and outcomes.

3.1.3 KIBUCU shall only enter into partnerships with organizations whose objectives and values are not in conflict with those of KIBUCU.

3.2. Models of partnership between KIBUCU and other institutions.

There are of two kinds of partnerships that KIBUCU can engage in:

I. Partnerships that are initiated by the KIBUCU-where the KIBUCU seeks out a group for partnership on an event or programme either within or outside the Campus;

II. Partnerships that are initiated by a group seeking partnership with the KIBUCU on a programme they run either inside or outside the campus.

3.3. Principles for partnerships between the KIBUCU and other Organizations.

The following principles should underpin partnership building between KIBUCU and any group:

I. The Christian Union should **ONLY** enter into partnerships with organisations/groups whose objectives, values and doctrinal basis (if the group is Christian) are not in conflict with those of the Union.

II. The partnership should **add value** to what KIBUCU is already doing or bring in new value to something the Union is not doing but is important. It should not duplicate, compete with or replace what is already going on in the Union.

III. The partnership should be **mutually beneficial** and on be founded on the principle of equality. The Union shall not be seen as a junior partner and it shall not be skewed to the disadvantage of the Union.

IV. The partnership should be without **strings attached**-The conditions and terms of partnership should be free from ulterior motives and the interest (both immediate and long-term) of both parties should be put on the table at the onset of the partnership.

3.4 Procedure for entering into Partnerships

I. The decision to enter into a partnership with any group must be discussed and approved by the Christian Union's Executive Committee. No individual KIBUCU leader, Committee, Subcommittee in the KIBUCU shall enter into any partnership arrangement with any group without the knowledge of and permission of the Executive Committee. The decision must be minuted in a duly constituted Executive Committee meeting.

II. Any partnership arrangement which will exceed the term of the current Union's Executive Committee must be endorsed by the Christian Union's dully convened Annual General Meeting (AGM).

III. The Christian Union's Executive Committee should do a thorough background check and develop a document containing the profile of the group-its doctrinal basis, leadership, activities, and affiliations, among others.

IV. A meeting should be convened between the group and the Union's Executive leadership to help the group understand how the Union works and to explore the various aspects of the partnership to ascertain with confidence that the partnership is viable and good for the Christian Union. The aim of such a meeting should be to gain clarity on the nature, level and future of the proposed partnership with the group, and specifically on how the Christian Union stands to benefit from that engagement.

V. The Discussions and consultations with the group should lead to the development of partnership agreement or Memorandum of Understanding which should ideally include:

- a. The Preamble.
- b. The objectives of the partnership.
- c. The specific activities, tasks or programs for engagement.
- d. The obligations of each partner in the partnership.
- e. The duration of the partnership.
- f. The exit clause.
- g. Reporting, Evaluation and termination of the partnership.
- h. Signing by the partners and guarantors

VI. Appreciating the transitory nature of CU leadership, the partnership agreement should be guaranteed by the CMF on behalf of the FOCUS Office and the CU Patron on behalf of the CU Advisory Committee (where there is). As such, throughout the entire process of: finding out about the group, the consultations on the kind of partnership up to the signing of the partnership agreement, the Executive Committee should consult regularly with the FOCUS Staff based in their institution and the CU Patron for advice before making any commitment. The meeting in which the partnership is discussed should have, in attendance, the FOCUS staff and the CU patron where possible. A copy of the partnership agreement or the Memorandum of Understanding shall be submitted to the FOCUS Office and kept in the custody of the Students Ministry Director or any other Officer assigned by the FOCUS Office.

4.1 General Guidelines

- I. It is wise to have short term partnerships with possibility of extension after review and evaluations rather than have long term or open ended partnerships.
- II. Because of the interdenominational nature of Union, special care must be taken when entering into partnership with Churches so that the Christian Union is not seen to be leaning on any one Church/denomination.
- III. Where ill motives are discovered once the partnership has begun, the partnerships must be discontinued immediately. There WILL be a clause in the partnership agreement or MOU that frees the Union to discontinue any partnership if it becomes necessary to do so.
- IV. Because of the transitory nature of the Union leaders, documentation of partnerships is critical for leaders who come after to make reference. There SHALL be a file (both soft and hard) of all the partnership agreements the Union has entered into.

5. 0 TEMPLATE FOR PARTNERSHIP AGREEMENTS BETWEEN CHRISTIAN UNIONS AND OTHER GROUPS

5.1 Preamble

This partnership agreement captures the outcome of discussions between Christian Union and Concerning possible partnership in the area of These discussions were initiated by (name the party which initiated the discussions).

..... Christian Union is a fellowship of Christian students in (institution) brought together by their common faith in Jesus Christ, subscribing to a common statement of faith as defined in the Christian Union constitution (attached), and who come together for the purpose of fulfilling the following aims/objectives:

(State the CU aims/objectives as captured in the CU constitution)

On its part, (Name of the organization) is a (self-definition of the organization or group, capturing its objectives and making reference to the constitutive documents tabled)

5.2 The Interests of the Partners

In coming into this partnership, and in an attitude of mutual respect and openness, each of the two partners state their interests as follows:

Christian Union

1.
2.
3.
4.

(The other potential partner)

1.
2.
3.
4.

5.3 The Objectives of the Partnership

Recognizing their unique individual interests, the two partners agree that the overall objectives of the partnership shall be to:

1.
2.
3.
4.

5.4 The Specific Activities or Programs for Engagement

In seeking to achieve the above stated objectives, the two partners shall engage together in (name the specific CU program or activity/activities through which the partnership shall be explored).

5.5 The Obligations of Each Partner

To make this partnership possible and mutually beneficial, the Christian Union shall:

1.
2.
3.
4.

On its part, (organization/group) shall:

1.
2.
3.
4.
5. Commit not to initiate groups, programs or activities that shall rival those of the Christian Union

5.6 The Duration of the Partnership

This partnership shall, upon the signing of this agreement by all concerned parties, be viable for a period not exceeding (state length of time). At the expiry of this period, the two partners shall meet and, if deemed fit, renew this partnership with the signing of a new partnership agreement. In case no new agreement is signed at the end of the period, the partnership shall be deemed to have naturally expired, and each partner will be free from their partnership obligations.

5.7 The Exit Clause

In case either partner finds it necessary to terminate this partnership, the same shall be done through written communication from the individuals/offices that have initially signed the agreement, and duly signed by the guarantors. Upon receipt of the written communication by the other party, the partnership shall be deemed to have been terminated. Any appeal of such a decision will be subjected to the processes of coming up with a new partnership agreement.

5.8 Reporting and Evaluation of the Partnership

A joint evaluation of this partnership shall be conducted by the two parties after every (state time interval), and also upon expiry or termination.

5.9 Signing By the Partners

Name:

Signature:

Position: Christian Union Chairperson

Name:

Signature:

Responsibility: Christian Union Secretary

Name:

Signature:

Responsibility: (in the other body/organization)

Name:

Signature:

Responsibility: (in the other body/organization)

5.10 Guarantors of the Partnership

Name:

Signature:

Responsibility: Christian Union Patron

Name:

Signature:

Responsibility: FOCUS Campus Ministry Facilitator

NB: Signed in 4 copies, each for the CU office, the partnering body, the CU patron and the FOCUS office.