

Annual REPORT 2024

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Nashipai, 14, is the oldest of eight siblings in her family. Two years ago, her father faced financial hardship and could no longer afford to continue her education. He made the same arrangements many men do in this traditional Maasai community in Kajiado County; he arranged for Nashipai to be married off so he could procure a dowry. "I am the firstborn in our family. It was because my father didn't have any money. If he had money, he would have kept me in school," says Nashipai. She escaped the attempt to marry her off and today she attends a school/rescue centre supported by ChildFund through its local partner, Mount Kilimanjaro Child Development Programme. ChildFund supports the school by facilitating the Child Rights Club, providing supplementary food for students, and running tree-planting and kitchen garden programs.

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ABBREVIATIONS

ASALs	Arid and Semi-Arid Lands
BCC	Behaviour Change Communication
CBT	Community-Based Trainers
CBC	Competency-Based Curriculum
СНА	Community Health Assistant
CHV	Community Health Volunteer
CPiE	Child Protection in Emergencies
СР	Child Protection
CPIMS	Child Protection Management Information System
CPIMS DCS	-
	System
DCS	System Department of Children Services
DCS ECD	System Department of Children Services Early Childhood Development
DCS ECD ECED	System Department of Children Services Early Childhood Development Early Childhood Education and Care

IGAs	Income-Generating Activities
IYC	Infants and Young Children
NGO	Non-Governmental Organization
LIP	Local Implementing Partner
МОН	Ministry of Health
MUAC	Mid-Upper Arm Circumference
OCSEA	Online Child Sexual Exploitation and Abuse
OFSP	Orange-Fleshed Sweet Potatoes
PLWDs	People Living with Disabilities
PLW	Pregnant and Lactating Women
RPP	Responsive and Protective Parenting
SDGs	Sustainable Development Goals
SRH	Sexual and Reproductive Health
TWG	Technical Working Group
VSLA	Village Savings and Loan Association
WASH	Water, Sanitation, and Hygiene

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FROM THE COUNTRY DIRECTOR

his financial year 2024 (FY24) had its delightful highs and tough lows. Celebrating the 85th anniversary of ChildFund's existence was a beautiful way to honor our impact, growth, and the amazing children and communities that we serve. Thanks to our team's diligent stewardship, we maximized our available resources for impact. We are resilient, and we have a mission! Our children deserve our optimism and dedication for a better future.

We have served children and communities in Kenya since 1960 and are committed to improving the well-being of children in some of the most vulnerable environments. In FY24, we reached some **3.1 million children and their family members** through our work and provided **USD 10,141,280** in programs and services for children, including better access to nutrition, health care, and education.

Together with our local partners, we focused on providing access to clean water and nutritious foods, particularly for families with children under 5, who are affected by waterborne diseases like diarrhea and typhoid. Throughout the country, more than 7,600 children under 5 years received nurturing care in secure and enabling environments supported by responsive caregivers. Some 13,254 children also received quality teaching by teachers trained on the current education curriculum, Competency-Based Curriculum (CBC).



For school-aged children, we emphasized child protection, children's rights, and school retention for girls, who are at risk of dropping out when they reach puberty. Aflatoun clubs, through its age-appropriate financial education, gave girls and boys the opportunity to gain financial literacy, learn leadership skills and raise issues that affect them, often speaking directly to adults. We also facilitated the operations of child rights clubs in over 30 primary schools enabling children to participate in their own protection and to speak up fearlessly against the harms they face.

It gives me such joy to see that school dormitories we constructed over 3 years ago continue to be safe havens for girls running away from the pressures and dangers of the surrounding community such as Female Genital Mutilation (FGM) and early marriages.

For youth, we continued to focus on leadership and livelihood skills, youth empowerment, and reproductive health. More than 5,000 youth were trained in entrepreneurship and employability skills and supported to engage in livelihood initiatives. They also learned practical skills like horticultural crop production and dairy farming. Other young people received startup funding and financial management skills. Our interventions on water, sanitation, and hygiene (WASH) reached more than 100,000 individuals with safe water access, and more than 40 schools and hospitals supported to build improved toilets facilities. WASH reinforces our mission by greatly improving communities' health, livelihoods, and resilience. We also focused on the inclusion of children and youth with disabilities, making sure they receive occupational therapy and other necessary care, as well as being fully integrated into community life.

Notably, our Safe Community Linkages for Internet Child Safety (Safe CLICS) project strengthened the capacity of the various area advisory councils' ability to detect and respond to cases of online sexual exploitation and abuse of children in Nairobi, Kiambu and Kilifi counties. We also collaborated with the Ministry of Education to develop a *Be Safe Online* Dialogue book which will be used to guide peer to peer discussions among learners. The guide is awaiting accreditation from the Kenya Institute of Curriculum Development (KICD) before roll-out.

With a revised five-year strategy focused on climate action, expansion, and spreading skills digitally, 2024-2025 looks promising! The work we do, and other efforts will make a tangible difference in the lives of children, families, and communities.

Thank you for your continued support and your belief in our work. Together, we can help change the trajectory of millions of children in Kenya. I am hoping we can count on you!

In FY24, we reached 3.1 million children and their family members with program and services to connect children with what they need to grow up healthy, educated, skilled, and safe.

Sincerely,

ALICE KAMAU.

ABOUT CHILDFUND

hildFund is an international child-focused development organization, a member of ChildFund Alliance; a global network of 11 organizations that assists over 36 million children in 70 countries. ChildFund has a presence in 9 countries in Africa: – Kenya, Uganda, Ethiopia, Zambia, Senegal, Sierra Leone, The Gambia, Guinea, and Mozambique.

In its program countries, ChildFund provides capacitystrengthening support, and sub-grants to local NGOs partners (Local Partners) so they can implement widespread, quality, and sustainable child protection, health, education, early childhood development, emergency, economic strengthening, and social development programs. These programs are consistent with the country's priorities and strategies.

CHILDFUND KENYA

hildFund Kenya works with 13 local partner organizations and over 40 technical partners across 28 counties to reach approximately 3.1 million children, families, and community members. The 28 counties are: Nairobi, Kiambu, Murang'a, Kisumu, Siaya, Busia, Machakos, Kitui, Makueni, Kajiado, Narok, Tharaka Nithi, Embu, Nyeri, Laikipia, Meru, Isiolo, Marsabit, Samburu, Turkana, Baringo, Elgeyo Marakwet, Nakuru, Homa Bay, Migori, Kisii, Mombasa and Kilifi. In FY 24, we invested over USD 10,141,280 in programs aiming to realize long-term, sustainable change for children, youth, and their families.

Through our sponsorship programming and external grant funding, we have long-standing relationships with partner Civil Society Organizations (CSO) and the government at the County and National level through units working directly in and around the well-being of children, youth, and women.





FY24 HIGHLIGHTS





To promote children's optimal development at every age, we tailor interventions to meet their unique needs as they grow from infants to young adults. ChildFund focuses on three life stages:



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Charity (20, R) and her daughter Mary (2), receive medication from Nurse Sankoi Kipaya at a health outreach clinic. ChildFund, through its local partner Mount Kilimanjaro Child Development Programme, conducts a monthly health outreach clinic in rural and hard-to-reach areas of Kajiado County. Communities served by these outreaches do not have a local healthcare facility, and families must walk for hours to reach a facility under normal circumstances. Public transportation does not reach the most rural areas of Kajiado County. Vehicles that can make the journey require a 4-wheel drive and must traverse shallow rivers and steep hills.

1. WATER, SANITATION AND HYGIENE (WASH)

ASH is fundamental to improving health, enhancing economic opportunities, supporting education, ensuring dignity, and building resilience. By investing in WASH infrastructure and services in communities we have created a foundation for sustainable development and a better quality of life for communities. Last FY, over 100,000 individuals and 40 schools gained access to safe water and proper sanitation facilities through our WASH interventions.



Project Spotlight

Increasing Equitable Access to Safe, Clean, Adequate, and Quality Water for Domestic Use through Construction of an Ultra-Filtration Treatment Plant in Rusinga Island, Homa-Bay County

Partners:

DuPont Water Solutions, Davis & Shirtliff (D&S) and Lake Region Community Development Program (LRDP)

Budget: USD 70,000 Reach: 8,080 people

Rusinga Island had long relied on water from Lake Victoria, which was highly contaminated and unsafe for human consumption, posing dangers and infections related to waterborne diseases. Children were constantly exposed to pathogens capable of stunting their lifelong development due to the consumption of unsafe water. Access to clean, safe water reduced the time wasted by women and girls fetching water from the lake, which also exposed them to dange rs such as attacks by crocodiles and hippopotamuses. This project contributed to women and girls' empowerment, supported increased equitable access to safe, clean water, and helped the larger community build a better future.

The burden of diseases and constraints on health facilities in Rusinga Island could be traced to the state of the environment, vulnerabilities of communities, and livelihood strategies. Predominant health issues on the island were linked to unsafe water contaminated by microbial and chemical pollutants, poor disposal of human waste, and food insecurity. Some health problems in the region were exacerbated by climatic conditions, whose extremes overwhelmed the community's coping capability. Increasing pollution and eutrophication had resulted in the deterioration of water quality and an increase in waterborne diseases. The recent infestation of water hyacinth (Eichhornia crassipes) had added to the challenges faced by the communities.

Implemented through funding and technical support from DuPont Water Solutions, ChildFund, D&S, LRDP, the construction of the Nyagina Ultra-



Filtration Treatment Plant, in Rusinga Island sought to increase equitable access to safe, clean, and quality water and avert waterborne diseases. Despite being surrounded by the fresh waters of Lake Victoria the second-largest freshwater lake in the world, Rusinga Island faced chronic water shortages due to pollution affecting water quality and living conditions. The lake was polluted by sewage, unpurified wastewater, industrial waste, over-fertilization, and alien plant and fish species, making it a major breeding ground for waterborne diseases. The County Government of Homa Bay had classified the area as a cholera hotspot due to frequent outbreaks.

Local communities relied on Lake Victoria's water for domestic use and consumption, leading to a high burden of waterborne diseases and frequent hospitalizations. According to the beach management office at Homa Bay County, approximately 3,200 people, including men, women, and children, used the lake water daily. By treating the unsafe waters from Lake Victoria, 8,080 residents gained access to reliable, safe, and clean water for drinking and other domestic uses.

2. ACCESS TO QUALITY HEALTHCARE

ncreasing access to quality healthcare is a fundamental goal for improving public health and enhancing the well-being of individuals and communities. Increasing access to quality healthcare is vital for improving health outcomes, promoting economic stability, and fostering equity. Access to proper nutrition and sustainable livelihoods are also crucial components for the well-being and development of individuals and communities.



Reaching the Remotest Communities with Free Healthcare

hildFund, through its local partner Mount Kilimanjaro Child Development Programme (MKCDP), conducts monthly health outreach clinics in rural and hard-to-reach areas of Kajiado County. Communities served by these outreaches do not have a local healthcare facility, and families must walk for hours to reach a facility under normal circumstances. Public transportation does not reach the most rural areas of Kajiado County. Vehicles that can make the journey require a 4-wheel drive and must traverse shallow rivers and steep hills.

During the clinics, men and women receive a general health examination while children are screened for malnutrition and other common ailments. Children also receive vitamin supplements and routine vaccinations for diseases like Measles, Mumps and Rubella (MMR), polio and rotavirus. A pharmacy stocked with medication donated by the Kajiado County Government is also on hand, from which all patients receive deworming medication and other medicines prescribed by professional health workers during the outreach.

While MKCDP does not employ any healthcare staff, the organization facilitates and provides transportation for the clinical officers and community health volunteers who help run the clinic. In cases where staff and volunteers encounter severe healthcare problems, MKCDP provides funds for transportation and treatment for patients at an appropriate healthcare facility in the county. Typically, anywhere between 100 and 250 patients receive care at each one of these outreaches.

It's good to have such services coming nearer to us because people do not always have money to go to the nearest town, and once these doctors are nearby, they get treatment at no cost, People here have malaria, joint pains, muscle aches, stomach problems. This is now the third time ChildFund has had a health outreach here this year. Very many people have benefited through it, and very serious cases have been treated.

Simeon Risie - Village elder.



ChildFund has come to help the community in various ways. Like having these outreaches. Also helping in schools for needy children. In paying their fees and all the other staff that are required for the education. So, thank you, and my prayer is this, ChildFund: With the support we receive from you, the humble request is that we continue receiving more of this. It's very helpful to the community.

Like today, the community, you can see their faces, they're very happy because the services have been brought to their doorstep. Having regular outreaches in these remote areas or these hard-to-reach places, for those who cannot access the facilities, we can reach them. Maybe we can get an earlier diagnosis of some conditions for those who cannot access the facility. And then some may be living with disabilities. It is a challenge for them to access the health facility. So having outreaches like this will help them also get the services that they need.

Charles Mchori - Clinical Officer

3. EMERGENCY RESPONSE AND PREPAREDNESS

Promoting emergency response and preparedness is crucial for minimizing the impact of disasters and ensuring that communities can recover quickly and effectively. Preparedness plans help communities recover more quickly from emergencies by providing a structured approach to restoring services and rebuilding infrastructure. Over the years, we have realized that prepared communities are better equipped to handle and adapt to the stresses of emergencies such as the prolonged drought in the ASALs, and flooding in Kisumu and Busia which enhances overall community resilience and reduces future vulnerabilities.





Ksh. 28, 201,880 Total cash transfer sent to families affected by emergencies



6,304 Households received emergency relief food

baskets

16,654

Children had nutritious

meals with school

feeding program



2,003 Pastoralist households received animal feed and livestock vaccination services



60,528

Individuals received emergency cash transfer assistance



Schools were supported to provide feeding programs.



Households supported with animal restocking and drought resistant breeds

Total number of people supported through emergency response interventions

117,678

Project Spotlight

Safeguarding the well-being of children, families, and communities affected by drought in Kajiado and Makueni counties

Partner:

Emali Dedicated Children's Agency (EDCA)

Budget:	Duration:
USD 153,028	April 2023- February 2024

his project provided immediate life-saving humanitarian assistance to 2,500 drought-affected households in the arid and semi-arid lands (ASAL) counties of Makueni and Kajiado to empower the communities' capacity and resilience to withstand shocks and save lives related to and threatened by drought, climate-induced conflicts, and food insecurity.

We provided 37 primary schools with nutritious food in two batches of food distribution with a total reach of 16,654 children. We distributed maize, beans, cooking oil, and corn-soy blend Unimix to the schools. Emali Dedicated Children's Agency partnered with two other local CSOs Ewangan Children Development Program working in Kajiado West, North and Central and Mt. Kilimanjaro Children Development Program working in Kajiado South to ensure greater reach and identification of children in need of support. The project also engaged zonal coordination committees from the community governance units and public health officers to ensure food testing before distribution.

We also conducted growth monitoring to identify children at a high risk of malnutrition, reaching 1,282 children with the support of the Department of Health-County Nutrition and Dietetics unit and community health promoters. The screening process involved the following:

- Anthropometric Measurements each pupil's height and weight were taken to calculate their Body Mass Index (BMI) and assess their growth patterns. Their arm's circumferences were also taken using Mid-Upper Arm Circumference (MUAC) tape to supplement the aforementioned.
- Clinical Examination a visual assessment of physical signs of malnutrition, such as hair texture and skin condition were conducted by the nutritionist.



After screening, children diagnosed with severe malnutrition were referred for treatment and enrolled in the feeding program. The growth monitoring exercise enabled timely intervention before malnutrition adversely affected most children. All cases showed improvement under professional health oversight.

During the reporting period, 332 pregnant and new mothers,700 households, and 58 persons with disabilities were reached. Households were supported with cooking oil, Unimix, moringa, maize, and beans. The inclusion of moringa powder in the package increased breast milk supply as moringa leaves are a natural galactagogue substance. Food delivery to 300 pregnant and new mothers, 500 vulnerable households and 50 People Living with Disabilities (PLWDs) was done in two batches. An additional 32 pregnant and nursing mothers, 200 vulnerable households and 8 PWDs were identified and supported once with the food baskets. The families supported had experienced loss of livelihoods through crop failure and livestock deaths.

The project reached 300 caregivers with children under 5 years who were sensitized on safe motherhood and responsive parenting. They learned how children grow, communicate and play, and responsive caregiving, safe pregnancy and delivery, complementary feeding and dietary diversity, safe home environment and WASH.

Some 200 students from drought- affected families were supported to access primary education in schools spread across the region through fee subsidies. Each child was supported with a total of Ksh. 9,400 (USD 70). Through this support, children remained in school, supporting their education and allowing them to access school feeding programs, and reducing the burden on families during this difficult time.

A total of 2,347 persons, and over 8,000 livestock had access to water from two rehabilitated boreholes (OI Koilanga and Entumoto) in Kajiado County. The abundance of water in these boreholes resulted in shorter return distances to water points, enabling communities to access life-saving clean water, and significantly improving health and sanitation outcomes and the economic well-being of locals.

The zonal coordination committees with the assistance of the Department of Children Services and gender officers, carried out 4 cascaded trainings that reached 581 community members sensitized on child protection, child labour, child marriage, sexual and gender-based violence risks. Additionally, 1,204 children in 4 primary schools were also sensitized through the support of community-based child protection champions.

More than 200 students received Ksh. 9,400 (USD 70) each. Through this support, children remained in school, supporting their education and allowing them to access school feeding programs, and reducing the burden on families during this difficult time.

2,347 persons had access to safe and clean water.

581 community members sensitized on child protection, child labor, child marriage, sexual and genderbased violence risks.

200



students from droughtaffected families supported to access post- primary education

300

caregivers with children under 5 years sensitized on safe motherhood and responsive parenting.

4. EARLY CHILDHOOD DEVELOPMENT

arly childhood development (ECD) in Kenya has seen significant progress and reforms over recent years. The focus has been on providing a holistic approach to ensure children get a strong start in life, addressing their physical, cognitive, social, and emotional needs. Kenya has implemented various policies to support early childhood development. The National Early Childhood Development Policy aims to provide a framework for coordinating and delivering ECD services. This policy focuses on ensuring equitable access to quality ECD programs and services, improving the health and nutrition of young children, and promoting their overall development.



134,175

Infants and young children linked to essential health and nutrition services



10,290

Caregivers with enhanced knowledge, attitudes, and practices on nurturing care (responsive caregiving, good health, nutrition, safety and security, early learning)



Children under 5 years attending schools with teachers trained on Competency Based Curriculum



Caregivers in 16 counties actively participated in nutritional care groups

7,658

Children under 5 years received nurturing care in secure and enabling environments supported by responsive caregivers

Total number of children and caregivers who participated in ECD programs.

224,139

Our ECD programs aim to:

- i. To increase access to parenting education and support networks for primary caregivers of children 0-5 years.
- ii. To improve the health outcomes of children under 5 years through equitable access and utilization of essential health and nutrition services.
- iii. To improve the provision of nurturing care services by advocating for increased budgetary allocation for ECD services and harmonizing ECD policies and guidelines.



Center-Based Interventions

Over 80,000 children enrolled in 1,270 ECD centers are supported with various interventions including the provision of teaching and learning materials and age-appropriate furniture (chairs and tables) to improve the quality of learning and enhance safe and stimulating learning environments; as well as infrastructure development including construction and renovation of classrooms and ventilation improved pit (VIP) latrines; health and nutrition interventions mostly through community health outreaches to undertake growth monitoring, vitamin A supplementation, and de-worming; WASH interventions include improved access to safe drinking water through the drilling of boreholes and water piping network extension, provision of safe water vessels and water treatment chemicals, provision and installation of water storage tanks among others.

External Engagements and Representation

ChildFund is an active member of various ECD-related professional networks and Technical Working Groups (TWG) including:

- 1. The ECD Network for Kenya where ChildFund is the Vice-Chair of the Board of Directors.
- The African Union (AU) Early Childhood Education and Development (ECED) where, on behalf of ChildFund Africa Region, ChildFund is the Co-convenor of Access to Quality ECED Services TWG. The Cluster was established and officially launched in September 2018 to support the implementation of the Continental Education Strategy for Africa (CESA) 16-25 objectives related to the early years.
- 3. The National Nurturing Care TWG convened by the Ministry of Health Division of Newborn and Child Health. The TWG is an alliance of state and non-state stakeholders working in the ECD subsector with a focus on nurturing care policy and practice in Kenya.
- 4. Collaborative Action for Childcare (CAC) this coalition brings together an ever-expanding number of partners who, together, respond to the challenges affecting the provision of quality childcare services.
- 5. East Africa Regional Early Childhood Education and Care (ECED) Conference Dar es Salaam, Tanzania March 10 -14 2024.
- 6. The Comparative and International Education Society Conference held in Miami, Florida March 10-14, 2024.
- 7. ECD Kenya Conference held in Turkana County from July 17 -19 2023.



A meal a day keeps children in school

Isaac (4) eats breakfast with his classmates at an ECD center constructed by ChildFund in Makueni County. ChildFund provides the vitamin and nutrient-rich millet porridge breakfast that children eat each morning; as well as a moringa-enriched maize and beans dish that they eat for lunch, known as githeri.

"Now, there is increased enrolment in the school," says ECD teacher Victoria Muindi. "And those that had weak bodies have gained weight. Their skin has also changed. The food is very nutritious, and it is of great help. So far, we have seen an improvement in our school through the feeding program," she continues. "Without food, children cannot learn. They have to eat first for them to have energy."

There is also an increased need for enrolment of more children in the school because of the feeding program.

Project Spotlight

Strengthening Partnerships for Improved Nurturing Care

his project was funded by the Conrad N. Hilton Foundation to support the County Governments of Busia and Homa Bay in scaling up nurturing care for ECD interventions in the counties, specifically responsive caregiving and parenting education.

The project targeted 5,003 pregnant women and adolescents living in vulnerable conditions as well as 4,081 children below 5 years. It strengthened the coordination between county government, development partners and local partner Community-Based Organizations (CBOs) to expand nurturing care knowledge, attitudes, and practices for caregivers of infants and young children aged 0-36 months through responsive caregiving. The project provided foundation and refresher training to 295 participants including community health volunteers, ECD teachers and group facilitators on core concepts of ECD and parenting education.

Some 200 informal child protection actors were trained in child protection for infants and young children to strengthen community-based child protection to improve the safety and security of infants and young children.

In supporting Social Behavior Change Communication (SBCC) campaigns, IEC materials comprising of posters, jackets, and bags were distributed to the frontline workers to support SBCC. The endline evaluation showed increased knowledge of caregivers about early childhood development. Caregivers also mentioned significant changes in how they relate with their children, which has further improved bonding and relationships with their children. Children became more candid with their caregivers and felt comfortable expressing their needs without fear. Caregivers noted that the knowledge gained during the program made them communicate better with their children.

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The project reached **5,003** caregivers including pregnant women and adolescents as well as **4,081** children below 5 years.

All work and no play...





5. EDUCATION

very child deserves access to education that is not only high-quality but also safe and inclusive. A quality education provides the foundation for lifelong learning and personal development, while safety ensures that students can learn without fear. Inclusivity is crucial in allowing every child, regardless of their background or abilities, to participate fully and benefit from the educational experience. When these principles are upheld, education can truly empower all children to reach their full potential.







participating in Aflatoun **2,145**

112

16

Schools renovated and equipped with child-friendly

desks, and tables

Schools actively

classrooms, ablution blocks,

Children reached with quality learning materials to promote literacy in schools/ communities through the Longhorn Publishers

Worth of education bursaries distributed to 5.192 children.

Ksh. 42,604,069



School children and young adolescents supported with scholastic and structural learning facilities

9,086



Students utilized digital learning equipment (computers and tablets)

9,387

Girls supported to stay in school, promoting their learning, safety and life skills

Total number of children who received educational support **56,063**



Project Spotlight

Elimu Kidijitali: Transforming learning through ICT digital learning access.

Donor:

ChildFund Korea

Budget: USD 483,703 Duration: October 2023 to December 2025

Location:

The Nairobi Metropolitan Program Area (Nairobi, Kiambu and Murang'a Counties)

n today's world, digital literacy is becoming increasingly important. Digital literacy is the ability to use digital devices and technologies to access, evaluate, and share information. Digital technology provides access to online learning platforms and educational resources, allowing students to learn at their own pace and connect with educators and peers from around the world.

A key challenge faced by Kenya's Digital Literacy Programme is inadequate infrastructure. Many schools lack computers, trained teachers, or other digital devices, significantly hindering effective digital literacy education. These challenges have denied children in Kenya the ability to move along with the ever-changing technological or digital world. Teachers and learners left behind in the digital transformation are unable to benefit from the instant accessibility to information, the development of fundamental skills to prepare them for future independent learning, use of interactive games to reinforce math, spelling, phonetics, and reading skills.

The project will bridge the digital divide by transforming traditional teaching methods through leveraging digital technology and internet connectivity in the classroom for 10 primary schools in Nairobi, Murang'a and Kiambu counties. Some 26,800 students will be equipped with digital learning equipment and devices such as digital libraries, and tablets. More than 1,600 teachers will be



provided with laptops, multimedia classrooms, and projectors to display learning content. Digital learning content will be installed on both the tablets and the teacher's laptop, enhancing the overall learning experience. Internet connectivity that further enriches the learning environment through access to a vast range of online educational resources will be provided. So far, we have provided more than 280 tablets and 20 laptops.

To fully implement a digital learning environment in class, complement what the government has in place and ensure the durability of the project in the selected school before expanding its wings to other 26 counties with children living in vulnerability. All the solutions deployed to the school shall remain with the school to enhance digital learning even after the project period elapses. The government through various relevant ministries and departments will provide the policies and guidelines in ensuring adherence to the government standards for basic education in the project implementation.

6. YOUTH ENTREPRENEURSHIP, MENTORSHIP, AND EMPLOYMENT

The promote demand-driven skills development to support youth social enterprises, skill-building, and employment. Through its ecosystem approach partnering with multiple stakeholders, this collaboration aims to provide vocational training and skill development programs for youth interested in careers within the green job sector. We support youth through career guidance programs and train entry-level workforce through government-initiated skills training centers, TVETs, and private institutes that offer awareness modules, training programs for various green skill job roles, and sectors as well as specialized courses online/ offline. With the employability skills program, we are also working on the creation of self-employment that can amplify job opportunities in rural and urban areas.





Youth trained in entrepreneurship and employability skills and supported with livelihood initiatives

5,104



Youth reached with mentorship programs

6,397

180

Youth trained on adolescent youth and sexual reproductive health and rights (AYSRHR)



Youth engaged in climate action programs

4,224

Youth and women waste management group members who received assorted work gear, tools and personal protective equipment in Nairobi County

6,217

Youth reached with peace building messages

Total number of youth who participated in skills development trainings

29,449

26

Youth in Nairobi's Informal Settlement Fight for a Sustainable Future



Last year, over 500 youth in Nairobi's Kasarani area participated in tree planting, community and river cleanup activities.

Rising temperatures, unpredictable rainfall patterns, and an increased frequency of extreme weather events such as droughts and floods are profoundly affecting the nation. These climatic changes are worsening existing vulnerabilities, particularly among children and youth, who are the most susceptible to the adverse effects of a changing climate despite being the least responsible for it.

While climate change is a key driver of poverty and inequality, it also presents an ideal opportunity for youth to engage in and support adaptation and mitigation efforts, including the creation of green jobs and enterprises. In this regard, ChildFund, in partnership with Dow, LEAP Africa and Ustadi Foundation, is working with youth to tackle climate change in Kenya. Together, we designed and delivered programs focused on climate adaptation and mitigation, to mark the Youth Day of Service. This annual week-long Pan-African youth-led social impact campaign begins on August

12 each year. Themed "Youthful and Useful," this campaign calls on African youth to drive change in their communities. This initiative harnesses the agency, creativity, and voices of youth to achieve Sustainable Development Goals (SDGs) by equipping them with the necessary resources, skills, and tools for personal and community transformation.

Last year, over 500 youth in Nairobi's Kasarani area participated in tree planting, community and river cleanup activities. They also showcased various innovations and initiatives aimed at combating climate change and promoting environmental sustainability. These included waste management and recycling projects, climate-smart agricultural practices, restoring degraded areas and creating green spaces, renewable energy solutions, climate education, green energy entrepreneurship, biogas production, and sustainable transportation initiatives such as biking.



7. FOOD SECURITY AND RESILIENT LIVELIHOODS

hildFund's food security and livelihoods programs aim to alleviate hunger and improve the economic stability of vulnerable communities in Kenya, where food insecurity has reached alarming levels. Our programs focus on addressing the root causes of food insecurity by promoting sustainable agricultural practices, improving market access, and enhancing household resilience to shocks like climate change. In addition to agricultural support, ChildFund's programs emphasize the importance of nutrition, particularly for children and pregnant women, to combat malnutrition.

We continue to provide nutritious meals to children in schools, particularly in underserved communities in Marsabit, Samburu, Kajiado, and Turkana counties to help improve school attendance and performance by addressing hunger and malnutrition. Further, our Integrated Child Health and Nutrition Program initiative focuses on maternal and child health, providing services such as growth monitoring, immunizations, and nutrition education. Food aid to populations in need, including emergency relief during crises such as droughts or conflicts.





37,944 Individuals supported to engage in livestock management and production initiatives



2,013 ECD children in various kitchen garden-based school feeding programs



59,505

VSLA group members trained on group dynamics, entrepreneurship, and business skills

Total number of individuals who participated in food security and resilient livelihoods strengthening programs

130,231



Individuals supported to acquire skills in crop management and production initiatives

21,150



4,201 Individuals participated in climate-smart agriculture initiatives

3,410



Farmers involved in orangefleshed sweet potato farming in the ASALs

Spowdi and ChildFund partner to advance smart farming among small-holder farmers

hildFund and green tech innovator Spowdi have joined forces to promote sustainable smart farming among small-holder farmers in Kenya. The two organizations signed a three-year agreement at COP28 to introduce smart farming technologies to tens of thousands of small-holder farmers to enhance food production while using minimal water resources.

This initiative will kick off with the implementation of a pilot project supporting 250 small-holder farmers in Migori and Nyeri counties in Kenya and later scaled to reach 10,000 farmers within the country, over the next three years. Through this partnership, farmers will receive equipment and onsite training on how to use smart irrigation technology, comprising of Spowdi's solar-powered, mobile, water distribution systems "Spowdi Mobile Pro Mk2", which will also be used for training in micro-irrigation techniques. Spowdi and ChildFund will also establish demonstration sites, testbeds, and training hubs for farmers, trainers, distributors, educationists, and other partners.

"Small-scale farmers are the backbone of our food production systems. Unfortunately, they, just like many other entities, have borne the brunt of climate change. This partnership could not have come at a better time when many communities are reeling from the effects of climate change, manifested by frequent droughts. By adopting Spowdi's award-winning technology, our farmers will be able to grow more food using less water. This way families will have enough for their consumption and surplus for sale, as they work to build resilient livelihoods that are not always shaken by the effects of climate change," remarked Chege Ngugi, ChildFund International Africa Regional Director.

"Early into COP28, there was very positive news coming in where food systems transformation was put on the global climate agenda. Now it's time for action. Spowdi's technology last-mile distribution has proven to generate 300% more food in up to 80% less water, resulting



Spowdi solar-powered irrigation system supports whole-year harvest of fruits and vegetables ensuring food security for households and communities.

in higher profitability and better livelihoods. The technology and last-mile distribution helps smallholder farmers to move away from fossil fuels, and reduce the time spent on the field, which can then be used for other socio-economic activities. Importantly, it also empowers communities to be food self-sufficient. At Spowdi, we believe that ChildFund's commitment and last mile reach, along with Spowdi's innovation, can enable small-holder farmers to be profitable and resilient Impact Generators," said Henrik Johansson, CEO of Spowdi.

"With Spowdi's smart farming app, the impact generated by each small-holder farmer can be mapped and measured, contributing to valuable data on resilient food systems. The gap lies in enabling farmers to adopt the technology, for which we urge climate finance stakeholders to play their part and provide farmers the 'kick start financing' needed to become the Impact Generators we all depend on and act on the commitments made here at COP," Johansson added.



Overall, this project aims to promote food security, economic empowerment, and environmental sustainability. In addition, this initiative will tackle the issue of malnutrition that has impeded the growth and development of many children in rural sub-Saharan Africa.

Statistics from UN 2022 The State of Food Security and Nutrition in the World, indicate that the number of people unable to afford a healthy diet around the world rose to almost 3.1 billion in 2021. The report further indicates that an estimated 45 million children under five years of age suffer from wasting, while 149 million have stunted growth and development due to a chronic lack of nutritious food in their diet. Low- and lower-middle-income economies bear the greatest burden of stunting, wasting, low birth weight, and anemia. The right to food and good nutrition for all is fundamental to achieving the Sustainable Development Goals (SDGs).

The challenge of malnutrition has ravaged many children, particularly those in rural areas, due to the unreliability of the food supply and in some cases, the complete lack of food. Spowdi and ChildFund are committed to tackling this challenge by empowering small-holder

farmers with the necessary tools and knowledge to irrigate their crops effectively, leading to increased yields and a more stable food supply for children and their families. This announcement comes following both organizations' engagements at COP28 in Dubai where the role of technology in combating climate change and how to deploy innovative solutions to combat climate change and improve livelihoods for farmers was extensively deliberated on.

While congratulating the two organizations on the signing of this agreement, ChildFund Sweden (Barnfonden) Secretary General Martina Hibell said, "This is such a great example of what we can do when joining hands and finding collaborations across sectors. We are bringing the innovation and technical solution from Spowdi together with the expertise in development work and child rights of ChildFund. We are so happy to make the connection between Swedish innovation and our ChildFund partners in Africa. This collaboration has global capacity, and we look forward to seeing it grow."

CHILD PROTECTION AND PARTICIPATION 8.

e collaborate with communities to ensure children and young people are protected and can participate, voice their opinions, and act on issues that matter to them. We also aim to reach children living in vulnerable conditions through community-based and community-empowered programs that focus on changing these environments. Protection of both boys and girls from any form of abuse, exploitation, neglect, and violence is our top priority.



Ernest, 13, a ChildFund Climate Change Ambassador and Kenyan delegate to last year's COP 28 speaks during one of the events at the conference in Dubai

How does ChildFund work to protect children?

We support families to promote their children's well-being within safe environments. This means educating caregivers about how to interact with their children in healthy ways, as well as helping bolster families' socioeconomic stability so they can consistently make choices in their children's best interests.

We educate communities about children's need for protection, supporting them to create and

sustain child protection committees that know how to respond appropriately to abuse, neglect, exploitation and other forms of violence.

We support children to understand and embrace their own right to protection, helping them find and raise their voices against violence. We advocate alongside them at the local, national and international levels for policy changes that make protecting children a priority.

16,080



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Children supported to participate in various international celebration days and conferences



3.182 Children whose births were registered by the civil registry during outreaches



Members of the Children's Advisory Council supported to participate in county and sub-county meetings

76,126

Individuals sensitized on child rights, child protection, and prevention and response to **Online Child Sexual** Exploitation and Abuse (OCSEA)

Total number of children reached with interventions on child protection and participation

96,573

Keeping Children Safe Online

An estimated 67% of children in Kenya use the internet according to the Disrupting Harm in Kenya report. This is attributed to the digital interconnectivity and affordability of data, making it easier for all groups, including children, to easily access the internet. While this connectivity is undoubtedly transformative, it also brings with it a terrifying reality: the surge in various forms of online child sexual exploitation and abuse.

Far too often, cases of online child sexual exploitation and abuse go unreported because 8 out of 10 caregivers in Kenya believe that sexual abuse must have physical contact. As internet connectivity grows, so do predators advance in using sophisticated and anonymous means to lure children to photograph, record, and share compromising images, videos, and texts of themselves.

Who is at risk?

Any child, anywhere, can be targeted for online exploitation and abuse. Many schools are increasingly integrating digital literacy into their regular learning programs as part of the Kenyan government's digital economy transformation goal, which aims to use technology to foster economic growth. Children are now increasingly using the internet to research their homework.

However, this is also a growing concern as children are now spending more time on the internet and often, unsupervised. We asked a few parents in the four project areas the Safe Community Linkages for Internet Child Safety (Safe CLICS) and a handful mentioned that it was difficult to supervise and monitor children's online activities because they hardly know how to use smartphones, let alone digital monitoring tools.

Children are at risk of online predators, who may be people wellknown to them or people they have met on digital platforms. In equal measure, when children disclose their experiences, they are more likely to confide in someone they know rather than use formal reporting mechanisms. Without proper sensitization



and awareness, this makes it extremely difficult to address and formally report incidents of online exploitation and abuse.

The Safe CLICS Project

The Safe CLICS project funded by Safe Online, and implemented in collaboration with ChildLine and Lifeskills Promoters, has been strengthening the capacity of different systems and networks to effectively identify and respond to the growing number of cases of online child sexual exploitation and abuse. Led by the Directorate of Children Services, the project supported different government agencies to come up with a training manual and standard operating procedures to train social service providers on online child sexual abuse and exploitation.

Far too often, cases of online child sexual exploitation and abuse go unreported because 8 out of 10 caregivers in Kenya believe that sexual abuse must have physical contact. Launch of the National OCSEA Manual for Social Service Providers and Standard Operating Procedures



ChildFund collaborated with the Government, through the Directorate of Children Services, in organizing consultative forums with members of the national online child protection technical working group to develop a National Online Child Sexual Exploitation and Abuse (OCSEA) manual for social service providers and the Standard Operating Procedures (SOPs) for OCSEA. The manual is of use for both state and non-state actors to enhance the capacity of social service providers to understand, prevent, and effectively respond to OCSEA concerns. The SOPs offer a comprehensive framework for government and non-government organizations to identify, report, and respond to OCSEA. Additionally, they outline the specific roles of different social service providers in addressing OCSEA.





Facilitate learners, teachers, and school leadership to identify and prevent online child sexual exploitation and abuse and refer OCSEA victims:

The SAFE CLICs project uses the Whole School Approach, focusing on strengthening children's well-being by working across the entire school community targeting the school leadership, teachers, and learners. The project is working with 61 primary and secondary schools to implement OCSEA interventions.

We sensitized Board of Management (BOM) members on the concept of OCSEA and the schools' role in identifying, responding to, and preventing OCSEA. Through this engagement, school leadership committed to supporting project interventions.

Together with stakeholders in the education system, the project has developed a peerto-peer dialogue book for use by the peer educators during the dialogue forums.



The project is in partnership with **61** primary and secondary schools to implement OCSEA interventions.

Training Peer Educators on Online Child Safety

• Strengthen linkages for survivors to services.

Safe CLICs project and Lifeskills Promoters identified and supported 193 cases of OCSEA in the four counties of operation (Nairobi, Mombasa, Kilifi and Kiambu). The most prevalent form of OCSEA was online grooming with 160 cases followed by sexting with 21 cases, child sexual abuse materials and live streaming of child sexual abuse had 4 and 3 cases respectively. All 193 children have been linked with the child helpline service for counselling and psycho-education support and 7 of these have been linked with the DCI for investigation and prosecution. 116 cases have so far been closed.

• Educating parents and caregivers on online child safety

The trained champions conducted 472 community-based dialogue forums with 8,126 parents and caregivers from identified community groups. The dialogue forums were conducted to enhance caregivers' digital literacy skills and understand the benefits of online space and potential risks to children. Caregivers were also encouraged to hold online safety dialogues with their children to improve relationships and facilitate trusting relationships between children and their caregivers.



cases of OCSEA from four counties identifie and supported







Project Spotlight

Tujukumike Child Protection Project

Location: Tharaka Nithi County

Donor: ChildFund Korea

Budget: USD 121,000

Training on OCSEA and Gender-Based Violence Prevention and Child Protection Management Information System (CPIMS)

This project was implemented in Tharaka Nithi County from October 2023 to December 2024 conducted training for community-based resource persons on Online Child Sexual Exploitation and Abuse (OCSEA) and gender-based violence prevention to bring together actors working within the community, promoted partnership, improved coordination as well as created the linkage to the formal structures of child protection through the Sub-County Children Officers. School teachers were also trained to equip them with skills to identify any form of abuse occurring within the school environment, provide psychosocial support to the children, and report follow-up.

With the emergence of trends such as online abuse against children, training on Online Child Sexual Exploitation and Abuse and Gender-Based Violence Prevention was conducted for relevant county officials in Tharaka Nithi County.

The Child Protection Management Information System (CPIMS) a national standard on child protection data collection, analysis, and reporting for children's officers and other organizations working with children. It also aims to strengthen partnerships and linkage among child protection practitioners while enhancing the tracking of children for ease of service delivery. To foster this, members of Charitable Children Institutions (CCIs) and NGOs, Community-Based Organizations (CBO's) and Faith-Based Organizations (FBO) working in Tharaka Nithi County were trained on using the CPIMS platform.
CHILD SPONSORSHIP

ChildFund had **42,701 enrolled children**, out of which 34,562 were sponsored. Our sponsors are primarily from the USA, Australia, Sweden, New Zealand, South Korea, Taiwan, Germany, France, Denmark, and Ireland, have been instrumental in supporting these children and their communities. Through sponsorship funding, we implemented various interventions to benefit enrolled children, their families, and communities.

These interventions covered a wide range of areas, including child protection and safeguarding, household economic strengthening, education, water, sanitation, and hygiene (WASH), early childhood development, health, and nutrition. Sponsored children maintained regular communication with their sponsors, providing updates on their education, health, and family life, fostering a strong and supportive connection between them.

Highlights:

- The Magic App initiative that enables monitored online connection between the sponsors and their sponsored children was expanded to Nairobi and its environs. A total of 3,326 sponsored children in Nairobi are currently benefitting from this initiative.
- We received over **140,027** sponsorship communication letters including Child Reply letters, Thank You letters, child progress reports, and seasonal greeting cards sent to sponsors to update them on their sponsored children's progress.
- The successful completion of the digitization of over 34,900 children's files has resulted in efficiencies through faster access to children's documents through one drive when required.

Programs and sponsorship entry and exit strategies will see local partners exit some communities (wards and villages) where we have been in existence for over four decades and have achieved considerable development milestones and enter neighboring wards and villages with children living in vulnerable conditions and environments.



Sponsor Visits!



Agnes – The nurse who is saving lives in Makueni

hildFund recognized the importance of education in breaking the cycle of poverty and made significant investments in the local school. They provided school supplies, and uniforms to children from low-income families, ensuring that they could attend school regularly. Agnes was one of the beneficiaries of this support. The scholarship relieved her family of the financial burden of school fees, allowing her to focus on her studies.

Agnes was a bright and ambitious student, determined to pursue her education. However, frequent absences due to illness and the need to help her family with farming duties often interrupted her schooling. Agnes was born into a humble family in a rural village in Makueni County. Her parents were smallscale farmers who struggled to provide for their six children. The family's meager income was often insufficient to cover basic needs, including food, healthcare, and education. As a sponsored child, Agnes encouraged herself and pushed herself to become a nurse. Her frequent visits to the local hospital drew a passion in her to become a nurse and help others.

"As a general nurse, I provide essential care to a diverse range of patients, from newborns to the elderly. My duties include administering medication, monitoring patient health, and providing emotional support to patients and their families," Agnes says with pride. Her ability to connect with patients and provide high-quality care made her an invaluable member of the hospital staff.

Agnes is committed to pursue further studies and professional development to specialize in maternal and child health. She frequently takes additional courses and participates in workshops to enhance her skills and knowledge, enabling her to provide even better care for her patients.



FORGING ROBUST ALLIANCES

e continued to support efforts to achieve our Country Strategic Plan (2022-2026) objective to seek strong, fit-for-purpose, and purposedriven partners to leverage the available resources and technical skills. During the year, we formalized partnerships through the signing of eleven (11) MoUs with technical partners, including County Governments & Academia, Foundations, Private Limited Companies and Non-Governmental Organizations. These partnerships are expected to complement and facilitate quality programming, increase scale, and reach over 7.5 million children and families annually.

To advance local ownership and in turn, support the localization agenda, we continue to strengthen the leadership and governance structures of ChildFund's local partners through induction and refresher training workshops targeting the board members and senior management teams.





Local partner board and senior management team during the FY24 annual review meeting and signing of partnership renewal agreement facilitated by ChildFund in Machakos County

PARTNERSHIPS FORMALIZED IN FY24

Institution/Organization

Purpose of MoU





To support and partner in implementing the interventions around Child Protection, advocacy, and capacity building.

A tripartite Partnership between ChildFund, Central Rift Child Development Program & County Government of Baringo to promote sustainable development in Baringo County through the implementation of programs e.g Household economic strengthening (improving livelihoods), ECD & Education Water, sanitation and Hygiene (WASH) promotion in schools and in communities, health and nutrition, child protection, disaster risk reduction (DRR), and Emergency response.



Facilitate access to affordable water and clean energy, household economic empowerment, financial empowerment, Agricultural development, and livelihoods.



To collaborate in implementing interventions on children protection, safeguarding, and mainstreaming children and youth concerns in urban governance.



Joint resource mobilization and project implementation on waste management projects and youth programs.

Institution/Organization





across marginalized communities and joint resource mobilization.

The partnership will focus on our key programmatic priorities

of creating a collaboration to strengthen local economies

Purpose of MoU

To champion the socio-economic transformation of Kenya by creating and implementing social interactions aimed at mitigating the challenges experienced by communities in the country.



A tripartite partnership agreement between ChildFund, Migori County Government, and Lake Region Development Program (LRDP) to promote sustainable development and the realization of children's rights.



To support research, project implementation, and resource mobilization.



Technical support to undertake the agricultural productivity and profitability initiatives that will enhance the livelihoods in rural communities.



A tripartite partnership between ChildFund, the County Government of Tharaka Nithi and Childrise Development Program to promote sustainable development in Tharaka Nithi County through program interventions in household economic strengthening, ECD & Education, WASH, DRR, Climate Change and Child Protection.

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FINANCIAL STATEMENT

Condensed Audited Financial Information for the 12 months ending June 30, 2024.

Our total funding in the Financial Year 2024 was USD 10,141,280. This included cash, food resources, donations, gifts-in-kind (GIK), and cash transfers.

FY24 Income Sources



INCOME BY SOURCE	FY24	FY23	VARIANCE
Sponsorship	5,649,114	5,391,389	5%
ChildFund International	1,726,556	1,656,270	4%
Gifts for Children	950,971	890,334	7%
Grants	1,814,640	1,603,784	13%
Total Income	10,141,280	9,541,777	6%



HOW THE FUNDS WERE SPENT	FY24	FY23	CHANGE
Disbursed to Local Partners	4,670,173	4,568,585	2%
Gifts for Children	950,971	890,334	7%
Grants	1,814,640	1,603,784	13%
Partners Development	978,941	822,805	19%
Operations	1,726,556	1,656,270	4%
Total Expenses (US\$)	10,141,280	9,541,777	6%



Operations

Nutrition

Basic Education

Grants Highlights

	Project Name	Donor	Budget (\$)	Duration
1.	Humanitarian Assistance to vulnerable families affected by the impacts of severe Drought in Marsabit County	ChildFund Korea	75,665	January 2022 - May 2023
2.	Safeguarding the well-being of drought-affected children in Kajiado and Makueni counties	ChildFund New Zealand	153,028	April 2021 - February 2024
3.	Tunawiri kwa Taka: Thriving Through Waste in Nairobi County	The Coca-Cola Foundation	150,000	July 2022 - Dec. 2023
4.	Operationalization and Strengthened Partnership for Nurturing Care in Siaya County	Conrad Hilton Foundation	374,999	July 2022 - March 2023
5.	Increasing Equitable Access to Safe, Clean, Adequate and Quality Water for Domestic Use in Nyagina beach Rusinga Island, Homa-Bay County	DuPont	27,150	July 2022 - June 2023
6.	Strengthening Partnerships for Improved Nurturing Care Project in Homa-Bay and Busia Counties	Conrad Hilton Foundation	1,707,486	March 2023 - February 2026
7.	The Safe Community Linkages for Internet Child Safety (Safe CLICS) Project in Nairobi, Kiambu, Kilifi and Mombasa Counties.	Safe Online	1,000,000	June 2022 - May 2025
8.	Pamoja Collective Action on Climate Change Project in Makueni, Kajiado, Laikipia and Nyeri Counties.	Barnfonden	54,640	April 2023 - December 2025
9.	Youth Day of Service Project in Nairobi County	Leap Africa	5,000	November 2022 - October 2025
10.	Elimu Kidijitali Project: Transforming learning through ICT digital learning access in Murang'a, Kiambu and Nairobi Counties.	ChildFund Korea	483,703	October 2023 - December 2025
11.	Tujukumike Child Protection Project in Tharaka Nithi County	ChildFund Korea	121,000	October 2023 - December 2024
12.	Regreening Africa Project in Nairobi, Makueni and Kajiado Counties	Dow	99,803	September 2023 - April 2025

OUR TEAM

The Country Strategic Plan 2022-2026 accomplishments was made possible because of the contribution of our dedicated and committed employees. Through the unwavering commitment of our 86 employees, we made an impact on the lives of children, their families, and communities.

ChildFund Kenya offers varied and diverse learning and career enhancement opportunities to ensure that the team has the necessary skills and competencies. We launched a workplace mentorship program as one of the pragmatic approaches to advance learning and development. The mentorship program is aligned with the 70-20-10 learning model which holds that individuals obtain 70% of their knowledge from job-related experiences, 20% from interactions with others, and 10% from formal educational events.

During the year, employees participated in the Global Employee Engagement survey, an opportunity to share views, perspectives, and ideas. These views and feedback from employees help us celebrate successes, identify areas of improvement, and strengthen our culture of effectiveness and inclusion.

We complete the feedback loop to create a better workplace; the survey results have been disseminated to employees and we will facilitate discussions and develop an action plan with staff input on identified and agreed-upon priorities in the coming year.

















OUR LEADERSHIP

Senior Management Team:

- 1. Alice Kamau
- 2. Issa Kipera, PhD
- 3. Wanguhu Githiomi Finance Director
- 4. Mildred Lwangasi
- 5. James Adede

- Country Director
- Program & Sponsorship Director
- - Human Resources Director
 - Grants Acquisition & Management Manager

- Chairman

- Vice Chairperson

Board Members:

- 1. Prof. George Achoki 2. Dr. Lorna Sangale
- 3. Mrs. Hellen Orioki
 - Member
- 4. Mrs. Nyambura Musyimi Member
- 5. Dr. Geoffrey Muga
- 6. Dr. Gladys Mwiti

7. Dr. David Thuku

- Member

- Member

- Member



Christen Chr

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