

ANNUAL REPORT 2024

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The 2024 Annual Report covers the period from January 1st, 2024, to December 31st, 2024. While every effort has been made to ensure accuracy, the potential for errors or unintended omissions remains. Please attribute information from this report to ActionAid International Kenya.

Editorial Team: Ezra Kiriago





Our Vision

A world without poverty and injustice in which every person enjoys their right to a life of dignity.



Our Mission

To work with people living in poverty and exclusion to eradicate poverty and injustice.

Our values



Mutual Respect



Humility



Equity and Justice



Solidarity with the poor



Courage of Conviction



Honesty and Transparency



Independence

ABBREVIATIONS AND ACRONYMS

AA	ActionAid
AAI	ActionAid International
AAIK	ActionAid International Kenya
ALM	Africa Led Movement
ASALs	Arid and Semi-Arid Lands
CBO	Community Based Organization
CIDP	County Integrated Development Plan
CLCP	Community Led Change Plans
COG	Council of Governors
COM B	Capabilities, Opportunity, Motivation Behavior
COP	Conference of Parties
CS	Child Sponsorship
DAC	Day of the African Child
ECD	Early Childhood Development
EE	Economic Empowerment
EL	Education for Life
EFAST	Emergency Fast
FGM/C	Female Genital Mutilation / Cut
GA	General Assembly
GBP	Great Britain Pound
GBV	Gender Based Violence
GMOs	Genetically Modified Organisms
GP	Global Platform
TVET	Technical and Vocational Education and Training
HRBA	Human Rights Based Approach
HROD	Human Resource and Organization Development

IEBC	Independent Electoral and Boundaries Commission
IHART	International Humanitarian Action and Resilience Team
IPD	Institutional Partnerships Development
IWD	International Women’s Day
GRPS	Gender Responsive Public Services
LACCSOF	Laikipia County Civil Society Forum
LIPE	Living in Poverty and Exclusion.
LRP	Local Rights Program
MCAs	Member of County Assemblies
MEL	Monitoring, Evaluation and Learning
MoE	Ministry of Education
MS-TCDC	MS Training Centre for Development Cooperation
NLC	National Land Commission
OOS	Out of School
PRRP	Participatory Review and Reflection Process
SMS	Short Message Service
SPA S	strategic Partnership Agreement
SRHR	Sexual and Reproductive Health and Rights
TGG	The Girl Generation
UNICEF	United Nations Children’s Fund
VAWG	Violence Against Women and Girls
VSLA	Voluntary Savings and Loaning Associations
VSO	Voluntary Service Overseas
VTC	Vocational Training Centers
YSOs	Youth Serving Organizations

Content

06.	Foreword
08.	Introduction
11.	Country's Context
13.	Programme Priorities
13.	Strategic Objective 1
16.	Strategic Objective 2
19.	Strategic Objective 3
22.	Strategic Objective 4
26.	Finance
30.	Directorate- HROD, Communications & Audit
37.	Fundraising
38.	Challenges and Lessons Learnt
39.	Case Studies
45.	Governance

Outline

Board Chairperson's and ED's Foreword:

The 2024 Annual Report is an interesting read for our partners, communities, and global citizens alike. The Year brings the Youth Question and the Country's response to young people. It speaks of the desire for the renewal of the country, against a backdrop of debt, taxation, and governance issues. The Year also brings to the fore the issue of shrinking civic space, with the rise in cases of abductions and extrajudicial executions across the country. ActionAid Kenya completed the review and launch of the Country Strategy, and the issue of shrinking civic and democratic space, which then featured strongly in the review, necessitating the Organization to put together an objective to address the same.

In this report, we speak to you about the resilience of communities. We bring you stories of women, faced a challenging flood and were able to overcome every challenge and rise above and beyond the climate-related shock. We speak to you about women in the frontline, going through conflict and addressing women's peace and security issues, and being able to participate in global conversations on the same. We further speak about resilience building and how communities have been able to come together, pool resources, and begin economic empowerment initiatives that free them from violence. We, however, also speak to you, sadly so,

about the increased cases of femicide, and what we all ought to do as a country to address the same. In this report, we tell you about our efforts to support communities living in poverty and exclusion to challenge rights violations and engage with duty bearers to claim their space in the country. We speak to you regarding the policy work and the different policy spaces championed by ActionAid Kenya to further its commitment to women and young people around economic empowerment, political leadership, climate justice, economic justice, Violence Against Women and Girls (VAWG), and education. ActionAid Kenya has remained a premier Women's Rights Organization, championing the interests of women and young people living in poverty and exclusion. The Organization has remained true to its Mission of working with poor and excluded people to eradicate poverty and injustice.

We engage in community dialogues to tackle FGM and Child Marriage, and reflect on male engagement as we jointly work together to tackle these vices. We also speak through policy advocacy and influencing, our work around climate justice, and the campaign to support communities' ability to adapt to climate change by strengthening national plans and processes. We take you through our advocacy efforts towards protection and support to people facing climate-induced losses, and people who are forced to migrate due to climate change. In this report, we spotlight the work of the young people, engaging in climate justice advocacy, public participation

processes, holding duty bearers accountable through governance-led initiatives, and demanding their voices to be inclusively heard in different spaces across the country. We also examine the discussions on debt, the economy, and the rising inflation that has led to a sharp rise in the cost of living in the country. This 2024 annual report takes you through the journey of ActionAid Kenya; successes, challenges, lessons learnt, and a snapshot of the promise we give to the women, children, and young people in Kenya for the year 2025, now ahead of us, with its opportunities and challenges. The task ahead is not easy, but the Organization has had a 52-year tradition of excellence and commits to continuing this as we serve women and young people across the country. We thank all our partners, communities, beneficiaries, donors, County authorities, funding agencies, and the National Government for walking with us and look forward to engaging you again. Interact with this report, and journey with us as we begin another Decade of Action against poverty and injustices.



Peter Abande
Board Chair



Samson Orao
Interim Executive Director

Introduction

ActionAid International Kenya (AAIK) began its operations in Kenya in 1972 as a non-profit, non-religious, non-partisan development organization to end poverty and injustice, particularly for people living in poverty and exclusion. AAIK is registered in Kenya as a local organization with a National Board and is an affiliate of the ActionAid International Federation. The Organization is committed to ending poverty and injustice in solidarity with communities living in poverty and exclusion, mobilizing women, young women and men living in poverty and exclusion, and their groups to shift power to them and facilitate their leadership of their development issues by holding duty bearers accountable to Protect, Respect and Fulfil their rights in line with the Constitution of Kenya (2010).

ActionAid International Kenya works in twenty-two counties with local organizations as Partners. We have a two-tier governance structure of the General Assembly and a Board elected from this Assembly. The Executive Director, together with the Senior Management Team, runs the day-to-day operations and makes up the AAIK's decision-making structure. The Organizational Strategy, Our Rights for Justice, has four broad Strategic Objectives:







Strategic Objective

1 - Women and Girls living in poverty and exclusion and their communities attain economic security, leadership, and are free from all forms of violence.

Strategic Objective 2 – Young People and Communities living in poverty and exclusion realize their economic rights and access to Gender Responsive Public Services through democratic just governance.

Strategic Objective 3 – Women living in poverty and Exclusion and their communities have secure land tenure, sustainable and resilient livelihoods in fragile contexts, and in the face of humanitarian and climate crises.

Strategic Objective 4

– People-Led Movements and organizations, communities and their collectives defend, reclaim, and expand civic space in Kenya

Country's Context

In 2024, Kenya's development context was shaped by intersecting economic, social, and environmental challenges that directly impacted the lives of vulnerable communities and informed ActionAid Kenya's strategic priorities. The country experienced severe climate-related disruptions, including intense flooding carried over from the last quarter of 2023, all through to May, which displaced thousands, leaving property destroyed and over 269 lives lost and exposing significant gaps in disaster preparedness, early warning systems, and sustainable recovery efforts. At the same time, inflationary pressures, high food costs, and limited employment opportunities, especially for young people and women, fueled a deepening cost-of-living crisis. These conditions exacerbated existing inequalities and placed additional strain on community livelihoods and social protection

systems. This further brought to the fore the Youth question, with young people who form the majority of the population, pouring out on the streets to express their dissatisfaction with the cost of living and the proposed taxation as a result of the Finance Bill 2024. Out of pressure, the President withdrew the contentious Bill, but only after several lives had been lost in the country, mostly at the hands of the police and hooded armed groups. Throughout the year, civic space remained under threat, with increasing cases of police brutality, enforced disappearances, and harassment of civil society actors and youth leaders. These developments posed significant risks to democratic participation and human rights across the region, with Ugandan Opposition leader Kizza Besigye court martialled after being renditioned from Kenya in November 2024. The impeachment of Kenya's Deputy



President led to further strained political and ethnic relations, which threatened to deepen the crisis. Further, the cases of Violence Against Women and Girls (VAWG) increased with the daily increase in femicide, with over 160 women murdered in 2024 alone. These issues caused concern for stakeholders and development practitioners alike.

Despite these challenges, 2024 also offered openings for progress. There was increased interest and commitment from government and development partners in advancing gender-responsive planning, local climate adaptation strategies, and inclusive governance processes that center on women and young people. ActionAid International Kenya launched the revised Country Strategic Plan, which now has four Objective Areas, in response to emerging issues in the country.





Programme Priorities



Strategic Objective 1: 500,000 empowered women and girls living in poverty and exclusion challenge violence and secure political participation.

AAIK facilitated access to legal, medical, psychosocial support, and access to justice for 1,247 survivors of gender-based violence. We also targeted 161 people with disabilities who were survivors of violence with various interventions, demonstrating a strong commitment to inclusivity across all rights holders. Community-level mobilization on violence against women was deepened, with religious and cultural leaders playing a leading role in advocacy and negative social norm change. The organization intensified efforts through community forums and dialogues, public declarations, and policy development, including the formulation of county-specific anti-FGM/C and gender mainstreaming policies. Throughout the year, AAIK also led the #EndFemicideKE campaign in collaboration with stakeholders and duty bearers, leveraging key calendar days of recognition to amplify unified advocacy actions to secure stronger commitments to ending GBV.

During the year, efforts were made to strengthen institutional safeguards, with all Local Rights Programme partners reviewing and updating child protection, safeguarding, and HR policies. Despite notable progress, challenges such as ineffective justice systems, rising cases of femicide, increased economic dependency, and persistent negative social norms continue to hinder progress towards a society free of violence. Nonetheless, sustained community-level partnerships and advocacy initiatives remain critical in building safer, more equitable spaces for women and girls.



During this period, AAIK made significant milestones toward enhancing women's leadership and influence in gendered decision-making, particularly for women and girls living in poverty and exclusion. A total of 86 women leaders received training to build their confidence and leadership capacity, with ongoing plans within the Local Rights Programme to identify and mentor emerging women leaders, including female students and young women, in preparation for the 2027 elections. AAIK supported the launch of the G7 Agenda at both county and national levels, a pivotal initiative bringing together the seven elected female Governors to champion transformative leadership, with women from Nyokai, Makima, Meru, and Nakuru participating in these milestone events. The organization also engaged in the Two Thirds Gender Technical Working Group to push for the bill's implementation, while acknowledging that the absence of a substantive Gender Cabinet Secretary continues to hamper progress and the commitment by the state to actualize the gender Agenda on women's leadership. At the global stage, AAIK showcased its work at the Commission on the Status of Women in New York, launching key resources such as the Girls Centred Approach and Safe Space toolkit, and advocating for a feminist financial model. While these efforts signal progress, the conversation around women's leadership remains marginalized amid broader socio-political challenges, highlighting

the need for sustained advocacy, mentorship, and tracking of gendered decisions and their community-level impacts.

Significant progress was made toward improving economic security and decent work for women survivors of violence and those in the informal sector, with 2,886 women and young women empowered through access to vocational training, entrepreneurship skills, funding linkages, and community support systems. Three safe spaces were established to foster advocacy and support survivors, while GBV prevention and response was strengthened through training champions and improving referral mechanisms. Notably women in the tea and miraa crop - value chains challenged workplace violation of rights, resulting in policy dialogues and commitments from key stakeholders to enhance labor rights and conditions. Through the survivor centered approach and gender transformative approach, survivor networks gained visibility and voice through legal, medical, and psychosocial support, while school-based forums and public campaigns fostered youth and young women agency and gender equality. The interventions have fostered increased confidence, reporting, and collective action among women and communities across 22 counties ActionAid work.



2. Strategic Objective 2: Facilitate young people and communities living in poverty and exclusion to realize their rights to a just and democratic governance for access to GRPS and advancement of economic opportunities.

The push for democratic accountability and inclusion among young people reached remarkable heights in 2024. AAIK made progress in improving economic security and decent work for young people living in poverty and exclusion. A total of 691 youth accessed decent economic opportunities through support from government structures and AAIK's targeted interventions towards young people, i.e. creation of youth hubs and social movement building.

Strategic partnerships, such as with the Okoa Uchumi Coalition and the Global Platform's Digi-Hub Centre, provided young people with platforms for digital advocacy, storytelling, and meaningful participation in economic justice campaigns. Additionally, 11 youth groups received financial support amounting to KES 1.1 million to boost their economic resilience. AAIK also utilized feminist research to inform national youth policy discussions and empowered young people with social accountability tools that led to community-driven petitions and tangible improvements in public services.

At the global space, AAIK participated in the AU's GIMAC meetings and presented a report advocating for feminist economic alternatives and increased investment in education. Collectively, these efforts strengthened youth leadership, digital empowerment, and accountability in the delivery of Gender Responsive Public Services. During this period, AAIK advanced access to Gender Responsive Public Services through research, advocacy, legal action, and grassroots mobilization. AAIK also conducted evidence-based research on the status of

basic education in Kenya, identifying systemic barriers to accessibility and equity. These findings informed efforts towards advocating for improved public financing for education and contributed to the development of a Citizens Education Report.

AAIK also supported a national education coalition, amplifying civil society's voices in global campaigns for funding education. Significantly, AAIK played a leading role in challenging Kenya's new higher education funding model. Through the Tackling Barriers to Quality Free Public Education in Kenya project, AAIK supported legal action that led to the High Court declaring the model unconstitutional for violating equality and participation rights. This was a major victory for students and defenders of public education. AAIK also empowered communities in Kilifi, Embu, Nairobi, and Mombasa to demand transparency and accountability in the use of public funds. In Kilifi, sustained advocacy led to tangible public service investments, including roads, water systems, and educational and health facilities. Communities increasingly participated in public consultative forums, influencing planning and budgeting processes. 669 young people were equipped with advocacy tools to champion GRPS. Youth groups were supported to access county funding, and partnerships with county departments enabled registration and resource allocation to their groups. AAIK emphasized the use of digital platforms to enhance youth participation in public service advocacy. Through the Global Platform, youth movements such as Activista, Ecovista, and Young Urban Women spearheaded national campaigns to increase investment in GRPS, particularly



education, health, and water, to address unpaid care work. These efforts culminated in the development of a Charter of Demand, presented to key government institutions, reinforcing accountability and policy dialogue. These initiatives have strengthened community agencies, held governments accountable, and improved delivery and access to essential gender-responsive services for communities living in poverty and exclusion.

Young people utilized innovative digital tools, including TikTok, X, and AI-driven applications, to raise awareness and mobilize peers around critical governance issues. These platforms became essential for expanding outreach and sustaining momentum to push duty bearers to account. Complementing the digital efforts, youth movements engaged communities directly through grassroots organizing. These actions not only ensured inclusivity but also maintained the vitality of

the Gen-Z-led protest, a youth-led campaign against the proposed finance bill. The protest demonstrated young people's capacity to take collective action. A significant milestone was the participation of Activista Kenya in the Joint Parliamentary Committee Hearing, acting as a representative voice for young people. These achievements highlight the power of youth and women-led advocacy in shaping governance and public policy.

Youth efforts contributed to increased accountability and policy influencing through the GenZ protest that led to the rejection of the proposed finance bill and saw the government making major changes in its administration. Global Platform played a key role in strengthening social movements and informal groups, including providing space for their convening and responding to security issues for the HRDs





Strategic Objective 3: To advance for women and communities living in poverty and exclusion to secure sustainable and resilient livelihoods to disasters and climate change.

AAIK contributed to advancing efforts to secure land and natural resource rights for women and marginalized communities in 2024. Land rights resolutions rose from 60% in 2023 to 70%, driven by AAIK's interventions targeting disinheritance, displacement, and land grabbing. In Taita Taveta county, eight community lands, including Mbulia, Oza, and Ndara B, were successfully registered and gazetted, while the Kasigau Community Land Management Committee was registered and is awaiting gazette. A projection in the response by communities on women's land rights has been seen as positive, with community members becoming more engaged in land governance processes. Heightened awareness among community members targeting women has led to families initiating land succession processes as well as being supported in land subdivision. Across the areas of implementation (22 counties), more women are accessing land rights, with AAIK playing a key role in facilitating access to justice. In Yala Swamp, for example, the community is actively pursuing legal redress for historical land injustices. The initiative produced a shared vision for sustainable land use and proposed a legal pathway starting with mediation and potentially advancing to public interest litigation.

AAIK's capacity-building efforts have empowered communities to claim and defend their land and natural resource rights. In Kilifi, partner organizations successfully demanded injunction in a lawsuit against corporations accused of land invasion and environmental degradation, marking a significant move toward corporate accountability. AAIK also supported the formation of a CSO platform to oversee the implementation of the Financing Locally Led Climate Action (FLLoCA) program.

In efforts towards advancing climate resilience and sustainable livelihoods for women, youth, and other marginalized groups in 2024, a major milestone was the launch of the National Agroecology Strategy for Food Systems Transformation (2024–2033), which is a government-led framework promoting agroecological practices and sustainable food systems.

AAIK played a core technical role and provided financial support, reinforcing its commitment to shifting away from industrial agriculture toward resilient, community-led alternatives. AAIK has also continued to champion climate justice advocacy with their participation in COP29 this year, joining six side events and co-organizing one. The organization amplified messages through media, calling for ambitious, equitable, and gender-responsive climate finance. This effort was part of the global "Fund Our Future" campaign, which also included convening national assembly committees to challenge harmful bilateral investment treaties (BITs), successfully influencing the termination of the Kenya–Netherlands BIT. Community resilience efforts have reached over 3,500 households, who are now implementing climate adaptation strategies.

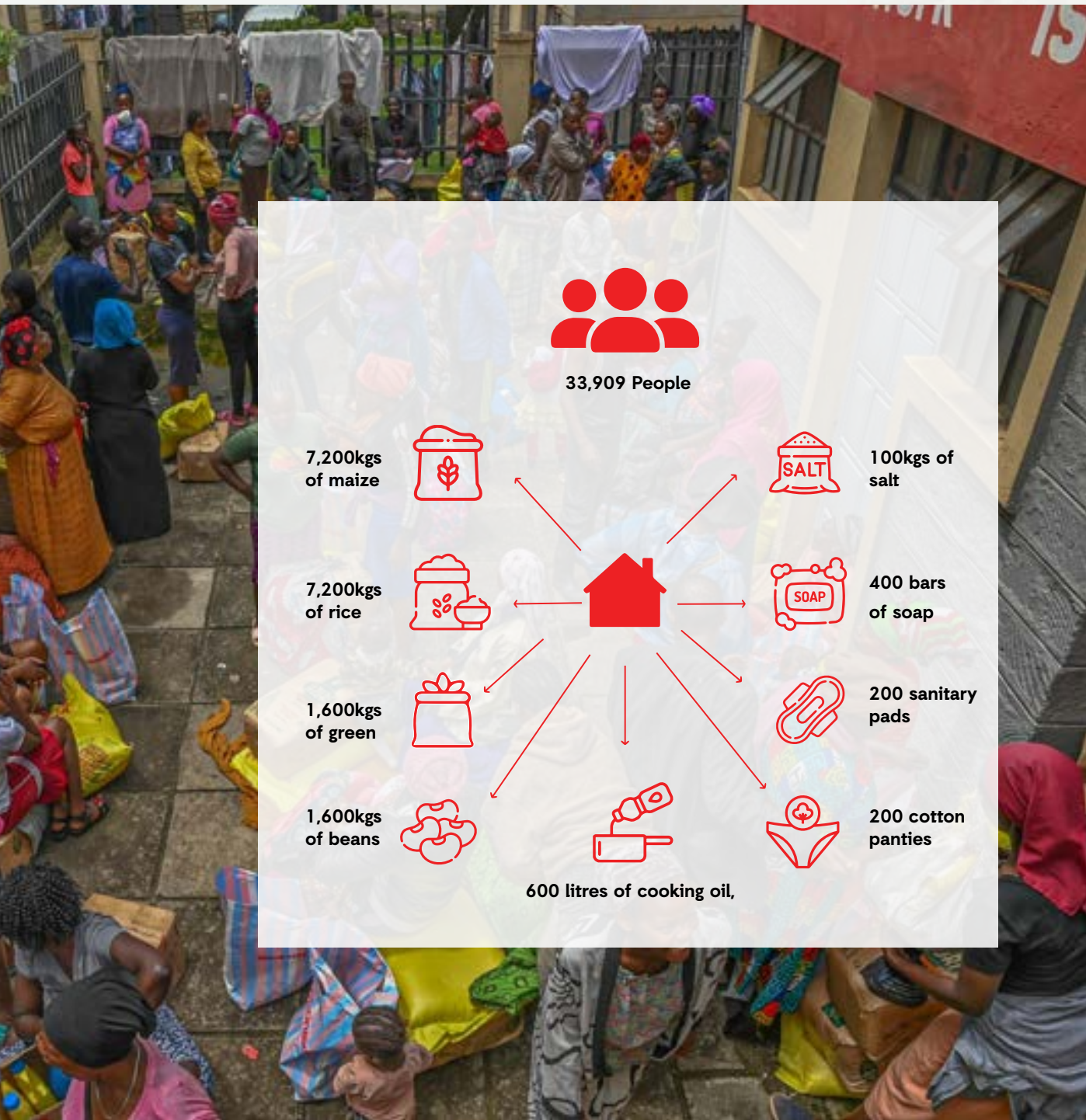
Communities have adopted sustainable ventures such as permaculture, honey value-addition, and agroecological farming, strengthening income streams amid climate uncertainties. Peer exchanges and women-led forums facilitated learning, accountability, and community-driven climate action. Concrete actions by state and non-state actors, such as increased agricultural budgeting, review of the Climate Change Act, and five new ward-level climate

policies this year, indicate a growing commitment to climate finance accountability. While challenges remain, including the systemic exclusion of persons with disabilities from policy processes, AAIK continues to work toward inclusive resilience by expanding access to knowledge, resources, and advocacy spaces.

To enhance access to lifesaving humanitarian assistance, AAIK supported a total of 33,909 rights holders with essential aid and information before and after climatic disasters this year. AAIK rolled out a 45-day comprehensive response plan across six most affected counties while collaborating with county governments and partners to come up with detailed vulnerability-based selection criteria to target the most affected and marginalized households in the community. The households received a range of relief items, including 7,200kgs of maize flour, 7,200kgs of rice, 1,600kgs of green grams, 1,600kgs of beans, 600 litres of cooking oil, 100kgs of salt, 400 bars of soap, 200 sanitary pads, and 200 cotton panties. AAIK also conducted disaster preparedness and response capacity-building sessions in the same six counties, equipping local populations with the knowledge and tools to better withstand future emergencies.

During this period, AAIK also introduced the innovative 'Wujihacast' climate information tool—a Telegram-based chatbot that delivers impact-based seasonal forecasts to support decision-making related to water and vegetation. Communities were trained on how to use this tool for improved social adaptation and planning in the face of climate variability. In addition, AAIK contributed to knowledge sharing and regional collaboration by participating in a feedback session in Somaliland, where three AAIK staff joined a diverse team of 14 institutions from 8 countries working to enhance climate services across the Horn of Africa drylands.





33,909 People

7,200kgs
of maize



7,200kgs
of rice



1,600kgs
of green



1,600kgs
of beans



600 litres of cooking oil,



100kgs of
salt



400 bars
of soap



200 sanitary
pads



200 cotton
panties



Strategic Objective 4: Shrinking Civic and Democratic Space

In 2024, Kenya witnessed a surge in youth-led activism, particularly by Gen-Zs, using digital platforms to demand economic justice, government accountability, and social reforms. Economic hardship driven by high taxation, inflation, and unemployment fueled public discontent. These protests marked a generational shift in civic engagement but were often met with state resistance, including abductions, arbitrary arrests, and attacks on human rights defenders. A number of donors faced state criticism for allegedly supporting movements, further straining civic space. Human rights concerns escalated with increased reports of enforced disappearances, extrajudicial killings, and crackdowns on freedom of expression and assembly. The sexual minority communities faced heightened violence and stigma, requiring targeted outreach and stronger protection mechanisms.

AAIK continued to foster civic engagement and collective action, with communities and youth-led movements actively challenging state excesses and advocating for human rights. During the reporting period, 8 petitions and memoranda were submitted on critical governance and policy issues, including the Gender Rule, land allocation, the Finance Bill 2024, the Youth Bill, GRPS, and the education funding model. These actions demonstrate increasing civic awareness and organized efforts to influence public policy.

In a significant mobilization around the Finance Bill 2024, the Global Platform, AAIK's training wing, convened Activista national chapters and the Youth Serving Organizations Consortium for a three-day analysis session. The insights informed a detailed

memorandum submitted to the National Assembly, followed by oral submissions during public hearings. Although protests were unfortunately infiltrated and politicized, AAIK has developed a long-term strategy to support movement building as a more sustainable and strategic response.

In 2023, the government introduced a new university funding model, promising equity but delivering financial exclusion. It categorized students into income brackets, assigning varied levels of scholarships, loans, and family contributions. It became evident that the model was, yet another neoliberal policy designed to prioritize cost-sharing over access, hence deepening existing inequalities rather than providing solutions. Kenyan students refused to be silent. In September 2024, under the rallying cry of #FeesMustFall, thousands took to the streets, demanding the model's abolition. AAIK, in close collaboration with a coalition of education rights defenders, civil society organizations, and the Students Caucus, came together to challenge the policy in court. In December 2024, the High Court ruled in favour of students, declaring the funding model unconstitutional. This victory, propelled by the #FeesMustFall campaign, highlighted the power of student activism and strategic litigation in reshaping public policy and pushing for a fully publicly funded higher education system in Kenya.

For years, Gender-Based Violence (GBV) and femicide have plagued communities across Kenya, leaving survivors and families in despair while justice remained elusive. However, in a defining moment on January 10, 2025, President William Ruto established the first-ever GBV and Femicide Task Force, a crucial step



towards combating this crisis. This landmark decision was not merely a government initiative - it was the result of tireless advocacy, grassroots mobilization, and unwavering determination by activists, organizations, and community leaders who refused to let these injustices go unaddressed. This move marked a pivotal shift in government action, demonstrating a newfound commitment to addressing GBV and femicide at an institutional level.

To advance justice and accountability, AAIK joined the Coalition Against Sexual Violence (CASV) in a public

interest litigation opposing the election of a perpetrator of sexual violence to the Board of a tea factory in the Rift Valley. The Coalition engaged in advocacy work with stakeholders to ensure that sufficient awareness creation was conducted on the matter, including high-level meetings with senior government officials. As a result of the Campaign, the courts suspended the swearing-in of directors until the matter is resolved, reflecting increased pressure to uphold ethical standards in public leadership. The Ministry further issued guidance on the election and eligibility of the candidate, putting an end to the matter, a win for the survivors.



In the last quarter of the year, through the Global Platform, AAIK hosted the Inaugural National Youth Convention in collaboration with Youth Serving Organizations and the Kenya School of Government. This being a transformative gathering of young leaders and social justice activists from across Kenya, it was Kenya's largest and most diverse forum that brought together government, private sector, and other stakeholders to craft responses to the country's bulging youth population. At the heart of the deliberations was the focus on uniting and consolidating young people's voices in transforming Kenya's socio-economic

and political landscape to be responsive and inclusive. It underscored the need for inclusive governance, youth empowerment, and gender justice. The adoption of the National Youth Convention Declaration 2024 marked a commitment to driving systemic change across various sectors, with youth taking center stage in the transformation of Kenya's political and social landscapes. The convening culminated with Activistas presenting charters of demands to the CS Ministry of Education, CS Finance, and PS State Department of Youth Affairs and Creative Economy. We continue to experience notable wins from their collective solidarity actions.

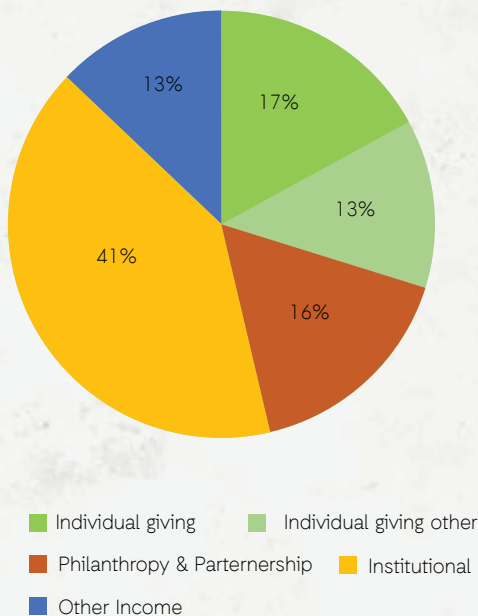


Finance

Incomes

AAIK realized an income of KES733M during the reporting year. This was a 2% (or KES17 million) decrease from the prior year's income. The decrease in income was attributed to reduced income from projects, owing to projects that had come to an end, and a shrinking donor market. Figure 1 below illustrates income split by product or category. The 2024 income was earned as follows: 30% from child sponsorship (individual giving 17% and individual giver-other 13%), 41% from Institutional funders, 16% from philanthropists and partnerships, and 13% from other incomes (including locally generated income).

Figure1: 2024 AAIK income categories (Source: AAIK 2024 Data)



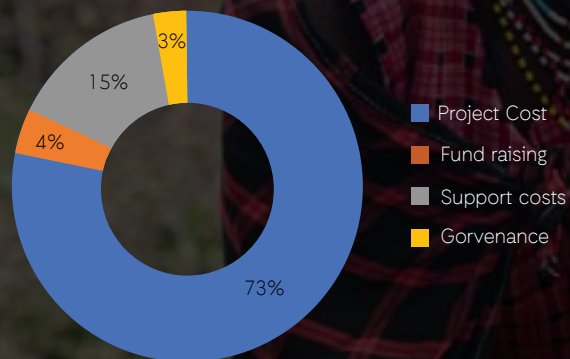
The continued shrinkage of donor space has attracted stiff competition amongst industry actors, leading to very low earnings from secured donor projects. While AAIK's target is to increase its funding stream budget by 30% annually to GBP1.6 million by 2025 and GBP3.6 million by 2028 as per the CSP, we continue to monitor and consider the latest developments, including withdrawal and reduction of several of funds by most donors following impact of the new US government. We will also continue to leverage and diversify local income, which has been relatively stable over the last two years due to increase in fixed deposit interest earnings and improved cost recovery efforts.

Expenditure

During the reporting period, total expenditure was KES788 million. This was an 8.7% (or KES75 million) decrease from the prior year's expenditure. The reduced expenditure was due to a proportional decrease in the ended projects, as well as austerity measures employed by management to mitigate declining national level income. The 2024 expenditure was within the compliance thresholds of the Federation Resource Allocation Framework (RAF). Expenditure per category was as follows: 78% program activities, 4% fundraising, 3% governance related costs, and 15% support costs.

Figure 2 illustrates expenditure by RAF performance

Figure 2: Expenditure by Resource allocation Framework (Source: AAIK 2024 Data)



Reserves

Fund balance for 2024 decreased to KES171 million, down from KES221 million in 2023. This was due to the KES 54.6 million deficit recorded in 2024. Of the KES54.6 million deficit, KES45 million is related to foreign exchange losses.

The table below gives a snapshot of the financial statements for the year.

ActionAid International Kenya			
Statement Of Comprehensive Income - Year Ended 31 December 2024			
		2024	2023
INCOME		KES	KES
Institutional Donors		638,861,922	644,090,092
Other Income		94,351,620	106,534,027
Total Income		733,213,542	750,624,119
EXPENDITURE			
Direct Expenditure			
Project / Programme Costs		398,330,342	462,205,255
Staff Costs		208,310,797	213,148,089
General and Administration Costs		181,174,642	187,872,031
Total Expenditure		787,815,781	863,225,375
Deficit for the Year		(54,602,239)	(112,601,256)

ActionAid International Kenya

Statement Of Cash Flows - Year Ended 31 December 2024

	2024	2023
	KES	KES
Cash Flows from Operating Activities		
Deficit for the Year	(54,602,239)	(112,601,256)
Adjustment for		
Depreciation	7,302,203	9,116,754
Net on Disposal	8,417,561	(2,261,794)
Effects of Foreign Exchange	0	(47,720,849)
Adjustment on Leasehold Improvements	0	0
Adjustments for Assets Donations	4,680,000	0
Changes in Working Capital		
Decrease in Accounts Receivable	11,791,279	102,494,333
(Decrease) / Increase in Deferred Income	(87,354,658)	95,720,047
(Increase) / Decrease in Related Parties	(2,472,762)	87,407,793
Increase / (Decrease) in Accounts Payable	(42,126,066)	(21,185,627)
Increase / (Decrease) in Partners Accounts	8,915,027	(17,001,074)
Net Cash Used In Operating Activities	(145,449,655)	93,968,327
Investing Activities		
Payment of Lease Liability	(10,977,580)	0
Restoration Provision Write Off	(794,547)	3,577,987
Purchase of Fixed Assets	(10,075,923)	(4,211,750)
Net Cash Used in Investing Activities	(21,848,050)	(633,763)
Net Decrease / (Increase) in Cash and Cash Equivalents	(167,297,705)	93,334,564
Movement in Cash and Cash Equivalents		
Cash and Cash Equivalents - 01 January	415,423,122	274,367,709
Effects of Foreign Exchange	0	47,720,849
Net Decrease / (Increase) in Cash and Cash Equivalents	(167,297,705)	93,334,564
Cash and Cash Equivalents - 31 December	248,125,417	415,423,122

Directorate – HROD, Communications & Audit:

Review of the Country Strategic Plan:

In 2017, during the development of the current strategy “Our Rights for Justice” in the spirit of dual citizenship, AAIK committed to align with the global strategy requirements to develop a longer strategy to replace the previous 5-year ones. The federation and countries adopted a longer 10-year strategy (2018 – 2028) with periodic reviews to ensure that the strategy responds to the constantly changing context. The strategic plan is committed to five (5) strategic objectives. AAIK reprioritized three (3) key strategic objectives for the period 2018-2023: These includes:

Strategic Objective 1: Empower women and girls living in poverty and exclusion to challenge violence and secure political participation.

Strategic Objective 2: Facilitate young people and communities living in poverty and exclusion to realize their rights to a just and democratic governance for access to GRPS and advancement of economic opportunities.

Strategic Objective 3: To advance for women and communities, LIPE to secure sustainable and resilient livelihoods to disaster and climate change.

The year 2023 defines the midterm of the 10-year strategy, and as such, AAIK commissioned Howard & Associates Strategic Consulting Limited to conduct a

midline assessment of the 2018- 2028 CSP. The broad purpose of the review exercise was to enable AAIK to review its CSP in a manner that enables its delivery with impact and propose appropriate institutional support mechanisms for its resourcing and delivery. The learnings from the review process shall inform strategic priorities, strategies, and approaches for any revisions of the ten-year AAIK strategy, “Our Rights for Justice,” and inform internal reorganization.

The evaluation involved a detailed desk review, Key Informant Interviews, as well as focused group discussions. The review team consulted a wide range of stakeholders who jointly agreed on between AAIK and the review team using approved standard data collection tools. A total of 261 respondents, made up of AAIK staff, government officials, implementing partners, peer organizations, funding partners, beneficiaries, and other external stakeholders, were consulted. A total of 9 LRPs were also physically visited as part of the review process.

The evaluation was based on the OECD criteria, focusing on the review of Strategy design, the relevance, effectiveness, efficiency, impact, and sustainability. The assessment also focused on the key learnings that emerged over the first five years of the strategy period. From the evaluation, ActionAid Kenya has embarked on the following four Strategic Objectives to guide its programs over the next three years:



1. **Strategic Objective 1:** Women living in poverty and exclusion and their communities attain economic security, political leadership, and are free from all forms of violence
2. **Strategic Objective 2:** Young People and communities living in poverty and exclusion realize their economic rights and access to GRPS through democratic, just governance.
3. **Strategic Objective 3:** WLIPE and their Communities have secure land tenure, sustainable and resilient livelihoods in a fragile context, in the face of humanitarian and climate crises
4. **Strategic Objective 4:** People-led movements, communities and their collectives defend, reclaim, and expand civic space in Kenya.

Communications

In 2024, the Communications Unit made remarkable progress in enhancing the visibility and impact of ActionAid Kenya's work. Through a strategic blend of storytelling, media outreach, digital engagement, and stakeholder communication, we significantly expanded our audience reach and deepened public understanding of our mission to advance social justice, gender equality, and poverty eradication.

Digital & Outreach Growth



Newsletter Outreach: We published 12 monthly newsletters, consistently engaging stakeholders and promoting our vision.



Stories (Features, case studies, and news stories) published on the website-73

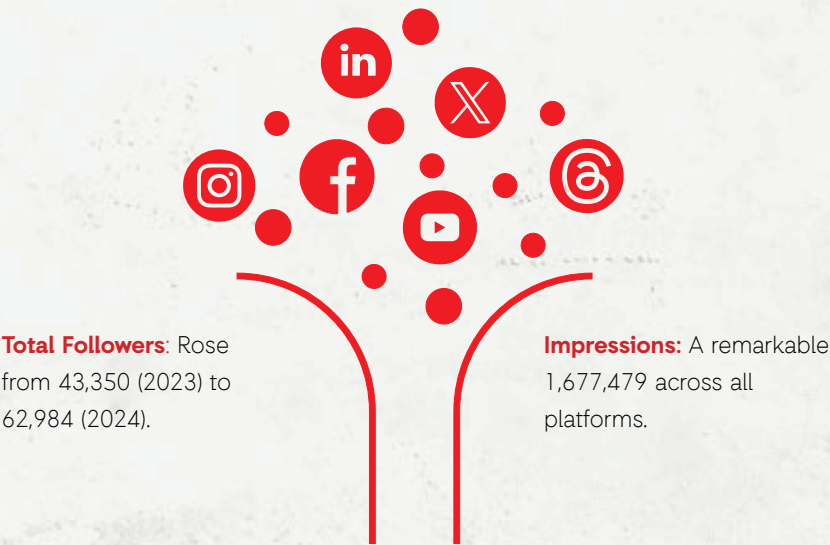


Users: 98,600 (up from 69,600 in 2023) New Visitors: 29,000 Event Interactions: Over 179,000



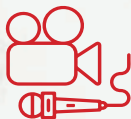
Website Engagement: Our website experienced a remarkable surge in user engagement.

Social Media Growth: Our strengthened digital strategy led to significant increases across platforms (X, Facebook, Instagram, LinkedIn, YouTube, Threads).



Media & Public Visibility

ActionAid Kenya effectively utilized media to spark national conversations and influence policies.



Media Coverage: Secured 61 stories in top-tier national media, including live TV interviews and op-eds, focusing on gender justice, climate action, and economic empowerment.



Human Resources and Organizational Development

AAIK continues to align its focus on the Feminist Leadership Principles to make the work environment employee-friendly and continues to demystify power use within the organization. The Organizational Development processes continue to be reinforced in order to integrate systems and practices that foster improved performance and culture attitudes to align to rapid changes in the industry. The Organization ensured that staff received the necessary support to enable them to be all-rounded persons ready to deliver their mandate and roles in the service of the community. AAIK further embraced technology using HRIS systems to enhance efficiency and reduce turnaround times.

Staff turnover

Our annual staff turnover remained constant from 18% in 2023 to 18% in 2024, as most staff exits were voluntary resignations where staff were pursuing other opportunities external to AAIK.

Performance and Talent Management

AAIK continued to support employees in middle and senior-level management through ensuring 360-degree performance management. AAIK worked with the relevant stakeholders to bring in this much-needed capacity to ensure that feedback was granular and that performance objectives were agreed upon in advance across all levels. This was especially useful for line managers and led to overall employee retention and increased communication and feedback mechanisms.

Major Challenges

The shifting donor priorities has led to a challenge in resource mobilization that would ensure the Organization's ability to attract and retain high level niche employees and have the ability to offer market average benefits. It remains a challenge aligning the compensation structure aligns with that of similar organizations in the market, making us more effective in retaining talented staff.

Risk Management and Internal Control System

The management continues to be committed to delivering on its strategic, operational and compliance objectives. To achieve this, the Board and management identifies, monitors and manages risks and uncertainties that have the potential of hindering the attainment of objectives. Having a strong internal control system positions AAIK to respond through mitigation actions, to risks that could impact future organizational performance. The management continues to strengthen the internal control system by having in place strong commitment to integrity and ethical values, established governance mechanisms, policies, procedures, quality standards, strong relationships, monitoring and feedback mechanisms.

The key risks to our objectives and mitigation strategies:

Risk description	Risk rating	Mitigations
Funding risks: The organization mission continues to be relevant, and funds must be mobilized and finances managed well. The funding streams and financial stability continue to be impacted by shrinking donor budgets, shifting donor priorities, increased competition for donor funds, shrinking child sponsorship funding, level of donor diversification, donor management, slow economic recovery, adverse changes in macroeconomic indicators such as inflation, currency fluctuations, cost of living index, and the political environment.	High	AAIK continues to engage and build stronger funding relationships with donor institutions, trusts, foundations and corporates. With declining income, the funding strategy aims at growing and diversifying funding relationships with non-traditional institutional and bilateral donors and also increasing the level of unrestricted income. To strengthen financial position, the organization has reorganized its cost structures, implemented cost cutting measures, stringent spending and budget cuts. The Board and management continue to closely monitor performance through periodic management reports and assurance reports
Programmatic risks: Programs work is carried out in changing contexts (political, cultural, social, environmental), and in collaboration with different stakeholders and duty bearers. This impacts the successful and safe delivery of requirements and intended benefits or outcomes in accordance with time, cost and quality objectives.	Medium	Management continues to monitor AAIK's ability to respond to the needs of a changing environment and alignment of strategies to current global priorities, programming needs, and changing macro and political environment. Strengthening program quality to deepen impact and compliance. Management continuously reviews operational policies to align with the changing environment and also strengthens the modes of delivery of program work.
Regulatory compliance risk: The year was marked by significant legislative and regulatory changes that have had an impact on AAIK. The key regulations with an impact to the organization included the Finance Bill, Social Health Authority Regulations, Public Benefits Organizations Act and the Income Tax (Charitable Organizations and Donations Exemption) Rules, 2024.	High	AAIK continues to monitor the regulatory environment and analyze the impact of new regulations. The PBO Act and the new tax exemption rules have necessitated the organization to start a review its Constitution in order to align to the new requirements.

Data protection & privacy risk: AAIK handles data from various sources including rights holders. This increases the risk of unauthorized access, use, or disclosure of sensitive information, and the potential violation of privacy laws and regulations.	Medium	AAIK obtained registration as a data processor and has put in place policies and processes that are aligned with local data privacy regulations and the general data protection regulations. Over the coming years we will continue to invest in actions that enhance compliance with data privacy laws.
Technology risks: The level at which AAIK has embraced technology impacts efficiency, interconnectedness, access, information availability, communication and decision making. Automation also increases the risk of cybersecurity incidents and breaches.	Low	AAIK has digitized most of the processes such as procurement, finance and M&E through various automation tools. AAIK will continue to make investment in improved technology to harmonize and integrate all processes.
People risk: AAIK objectives are affected by risks arising from managing human resources, mainly staff retention, where turnover rates have been high. The shrinking organizational funds, staff reorganizations, and benefits reductions create uncertainty for staff. High staff turnover affects staff morale, productivity, and consistency of results.	High	Management continues to inculcate performance and results-driven work culture, promote institutional development by proactive succession planning and nurturing talent as a retention strategy.
Reputation risks: Risks related to damage or harm to AAIK's reputation and or destruction of trust and relations.	Low	AAIK continues to have a strong brand and has put measures to monitor media, build strong relationships, and invest in corporate communication and stakeholder engagement.



Fundraising

In 2024, AAIK raised a total of GBP 4.82 million, with non-child sponsorship (Non-CS) funding contributing 58% of the total income, equivalent to GBP 2.79 million. Despite achieving a proposal success rate of 69%, the organization fell short of its ambitious annual fundraising target of GBP 7 million by GBP 2.18 million. This shortfall underscored persistent sector-wide challenges, including donor budget cuts, shifting funding priorities, and reduced child sponsorship support. To mitigate this, the Fundraising unit initiated strategic measures in targeting and maximizing opportunities within institutional donors and with corporates, trusts, foundations and philanthropies. The unit also endeavored to maintain

stability within its 8,800 links in child sponsorship and ensure high rates in messaging thus ensuring stability in child sponsorship funding despite its gradual decline over the years. Throughout the year, AAIK also enhanced its local voluntary fundraising initiatives with support from the Board, which allocated resources to activate local campaigns such as the Big Me Campaign local fundraising efforts and explore new innovative fundraising initiatives. Moving forward, AAIK remains committed to refining its funding strategy, nurturing new and existing partnerships, and ensuring a robust financing framework to support women, youth, and communities living in poverty and exclusion.



Challenges and Lessons Learnt

No.	Challenges	Mitigations
1.	Ideological misconceptions around the INC Project	Community Engagement and Training – Scaled up community events to foster inclusion and conducted SOGIE (Sexual Orientation, Gender Identity, and Expression) training for staff to create and increase awareness and/or acceptance. Enhanced capacity strengthening of different actors and stakeholders' inclusion of staff on inclusion and non-discrimination with regards to the Feminist Leadership Principles of Zero Tolerance to discrimination. There however, still needs to be more sustained national conversation around inclusion.
2.	Limited Resources for Partner Activities – Many county engagements resulted in skill-building rather than financial support, making sustainability difficult.	Resource Mobilization – Increased proposal development to attract funding for partner activities and supported sustainability plans beyond ActionAid's phase-out.
3.	Environmental and Climatic Challenges – Sugarcane farming led to environmental degradation, and frequent climatic hazards (droughts, floods) impacted the project focus.	Disaster Management and Community Support – Partnered with the National Drought Management Authority and the county's Disaster Risk Management unit to provide early warning systems and activate emergency funds for affected communities.
4.	Political context that led to challenges with shrinking civic space – The engagement with young people was a challenge due to the fear of abductions and extrajudicial executions.	Policy Advocacy and Support Systems – Strengthened rapid response systems for queer human rights defenders and continued advocacy for policy implementation through the Defenders Coalition.
7.	Gaps in rapid response in cases of HRD attacks.	Facilitate protection of HRDs through establishment of proper mechanisms, guidelines, protocols, referral pathways that will guarantee rapid, timely, and efficient response to HRDs facing safety and security risks. ActionAid collaborated with the Defenders Coalition to support HRDs who were under threat and therefore have them access safe spaces and counselling services. ActionAid held a counselling and psychosocial support bootcamp for 30 HRDs who faced various threats, and they were able to access different forms of psychosocial support.
8.	Lack of material resources and personnel (Lacking assistive devices for PWD engagements, vehicles, technological devices...)	Continued advocacy for disability mainstreaming and inclusion. One of the increasing demands is the inclusion of PWDs and the enforcement of disability protocols across the public sector, and AAIK will collaborate with likeminded organizations to realize this in 2025.
9.	Access to information especially from the County Government.	Capacity building of staff in legal frameworks and provisions relating to the constitutional right to access information. Capacity building of staff in the mechanisms and procedures available to request access and utilize information held by the state or private citizens, needed or required to safeguard, protect and advance our rights.
10.	The AAIK fleet is old and breaks down often	Resort to taxi hire, need for replacement of old vehicles.
11.	Increased operational costs making programming challenging	Budget reallocation conducted with partners and funding affiliates.
12.	Staff turnover leading to challenges of workload compared to available staff	Redistribution of workload and offloading work to partners.

Case Studies

How Kwabwai Youth Are Cultivating a Sustainable Future Through Innovation and Leadership.

In Kwabwai, Homabay County, a new generation of youth is rising to meet the challenges of climate change while striving for financial independence. Among them are Vivian Ouda and David Ochieng, standing together on a lush farm, divided into vibrant sections. The land is dotted with tall banana plants, rows of maize, patches of thriving kale, and a grand mango tree heavy with green fruit. This transformation is remarkable, considering that the

area was dry and harsh just five years ago. Today, with a cooler climate and renewed energy, these young leaders embrace innovative agricultural practices and poultry farming to build sustainable livelihoods.

The year-old mixed farming venture is run by 13 other youths and costs an initial capital of Sh 10,000.

Poultry farming project by the youth group in Kwabwai ward, Homabay County



“We use black soldier flies to feed the chickens as a sustainable way to improve nutrition and reduce waste and use Azolla algae as a cheaper and eco-friendly feed alternative,” said Vivian, a youth champion who also advocates for children’s and women’s rights.

In 2022, she received comprehensive leadership training from ActionAid Kenya, which boosted her confidence. Thereafter, she was elected as one of 30 youth representatives in her ward in a local election. Together, they engage the county government on the challenges faced by young people while seeking locally tailored solutions.



“We are advocating for access to gender-responsive public services through the youth. We use their energy, knowledge, and skills to champion accountable leadership to ensure delivery of services like education, safe and clean water, and good roads,” said ActionAid Kenya community development officer Jospher Akinyi.

Kwabwai youth use black soldier flies and Azolla algae to create sustainable, eco-friendly chicken feed, enhancing nutrition and reducing waste on the farm

It was after Vivian's training on movement building and organizing that she mobilized her fellow youth, and in 2023 they started their mixed farming business. And it has been a game-changer in tackling youth unemployment in the area. Nevertheless, she urged the county government to increase its support for young entrepreneurs engaged in various business ventures.

Besides the youth, Vivian is a financial literacy coach for a group of marginalized women that includes widows.

“As a loans and savings group, we provide financial support to our members. Our funds aim to empower businesses, facilitate education for children, and address various needs within our community,” said Irene Otieno, Secretary of the Otange Silk Group.

Vivian observed that the traditional cultural beliefs that restricted young people from speaking in the presence of elders and discouraged their participation in decision-making are changing. She is confident in the community's readiness for youthful leadership and embraces the opportunity to assume greater responsibilities.



directly hampers efforts to achieve a low-carbon future. By signing the ECT, Kenya risks compromising its existing climate commitments. At a time when we are striving to reduce emissions and mitigate climate change effects, protecting fossil fuel investments will delay phasing out these harmful energy sources,” says Okuthe.

Signing the Energy Charter Treaty (ECT): A Setback to Kenya’s Climate Commitments

Fossil fuel extraction, use, and industrial agriculture are among the largest contributors to the global climate crisis. The combustion of fossil fuels produces significant amounts of carbon dioxide (CO₂), the most abundant greenhouse gas in the atmosphere. Despite international commitments to combat climate change, transitioning from fossil fuels to green energy remains a significant challenge, especially with agreements like the Energy Charter Treaty (ECT) promoting fossil fuel investments.

Kenya’s involvement with the ECT, a pro-fossil fuel investment agreement, undermines its efforts to transition

to green energy. Former Cabinet Secretary Alfred Keter signed the treaty on behalf of Kenya in 2017, signaling Kenya’s interest in this retrogressive agreement. The ECT Secretariat has since actively expanded its influence, targeting Global South countries, including Kenya, Tanzania, and Uganda, with promises of bolstering energy portfolios.

Hope Okuthe, Project Officer for Africa Energy Access and Transition Initiative at Pan Africa Climate Justice Alliance (PACJA), warns that agreements like the ECT contradict Kenya’s climate goals.

“The ECT protects fossil fuel investments, which

She emphasizes that vulnerable communities bear the brunt of climate change through extreme weather events like floods and droughts, often leading to widespread infrastructure destruction.

Globally, while 53 countries are signatories to the ECT, at least 10 nations have withdrawn to safeguard their citizens and uphold their climate commitments.

ActionAid International Kenya's Programme and Strategy Lead, Samson Oram, highlighted the importance of adhering to the Constitution of Kenya, particularly Chapter One, which emphasizes the sovereignty of the people. Speaking with members of the Kenya Young Parliamentarians Association (KYPA) on investment agreements, Oram urged lawmakers to critically scrutinize such treaties.

“Parliament must question whose interests these treaties serve and what they mean for citizens. Public participation is vital in the ratification process, as outlined in the Treaty Ratification Act,” said Oram.

He pointed to public concerns around investments such as Adani, Kenya Airways, and Kenya Power, underscoring the need for transparency and accountability.

Alex Rienye, Executive Director of LECC Baraza, stressed the importance of equipping legislators with adequate knowledge to represent public interests effectively.

“CS Keter’s signature entered Kenya into a non-binding political document, initiating a process to accede to the legally binding ECT. This highlights the need for public participation and awareness to prevent binding agreements made without adequate knowledge,” Rienye explained.

As the world focuses on addressing climate change, ActionAid is advocating for climate justice, particularly against multinational corporations pushing fossil fuel investments in the Global South. The upcoming COP 29 in Baku, Azerbaijan, presents an opportunity for countries like Kenya to demand increased investment from major polluters toward mitigating climate impacts.

“Kenya and other Global South nations are minor contributors to global emissions yet face the most severe consequences, from prolonged droughts to devastating floods,” Oram added. “We demand sufficient funding for climate change mitigation and adaptation, with polluting nations investing significantly in localized solutions.” Parliament must hold the executive accountable and ensure all treaties and agreements aligned with public interest. Protecting Kenya’s climate commitments requires rejecting backward agreements like the ECT and prioritizing green energy investments.



Persons with Disabilities Receive Mobility Aids in Tangelbei and Kathonzweni

On August 19, 2024, during World Humanitarian Day celebrations, 50 individuals with disabilities from Tangelbei Division in Baringo County and Kathonzweni in Makueni County received much-needed mobility aids from ActionAid International Kenya (AAIK) and its supporters.

The recipients, ranging from children to elderly men and women, reside in the vast arid lands of these regions. The donation included 20 wheelchairs and 30 walking sticks/canes for visually impaired individuals, provided through AAIK's Gender Responsive Alternatives to Climate Change (GRACC) initiative.

The recipients expressed heartfelt gratitude for the support, sharing how the mobility aids will transform their daily lives. Hellen Lonene, a mother who received a wheelchair for her child, remarked,

"I am so thankful to ActionAid for donating the wheelchair to my child. This provides much-needed relief, as I no longer have to carry him everywhere. It has been physically and emotionally exhausting, with him entirely dependent on me for movement and survival."

In Kathonzweni, 73-year-old Phyllis Muendo, who suffered a stroke and was in desperate need of a wheelchair, expressed her joy:

“This wheelchair has allowed me to move around easily, go to the market, and come back home.”



Cynthia Asafi, a project coordinator at AALK, emphasized the importance of community inclusion, urging the Tangulbei community to embrace individuals with disabilities.

“In the spirit of humanitarian action, I encourage everyone to include persons with disabilities in all community activities. They have valuable contributions to make toward the well-being of our society. Let us support each other in any way we can,” Asafi stated



The deputy county commissioner for Tiaty Sub-County echoed these sentiments, calling on ActionAid and other humanitarian organizations to continue their support for people with disabilities in Tangulbei and the broader Tiaty region. He highlighted the urgent need for collaboration to address the challenges faced by individuals with disabilities in the area. This initiative marks a significant step toward enhancing inclusivity and empowerment for individuals with disabilities in Tangulbei and Kathonzweni, fostering a spirit of solidarity and hope within the community.

Governance

AAIK has a two-tier Governance system consisting of a General Assembly and a Board. The overall governance of AAIK rests with the General Assembly. The General Assembly elects the Board from among its membership. The General Assembly delegates powers of governance to the Board, which in turn is accountable to the General Assembly. The General Assembly is therefore the highest Governance authority of AAIK.

The Board, comprising of 11 Members with the Executive Director as an ex-officio member, is a key governance body that provides oversight and guidance to management. Formally, the Board delegates responsibility of management to the Executive Director, who in turn delegates specific responsibilities to senior managers and other staff. The Board is responsible for the governance of the organization. The Board members are elected as individuals and collectively act and govern in the best interest of AAIK. They do not represent a particular organization or interest. The members of the Board are elected and/or co-opted from the General Assembly and serve on a voluntary basis.

The main roles of the Board are to provide policy leadership, oversight and approve overall strategy and policies of the organisation. The Board therefore ensures that the organisation's finances are sound, that the operations are legal, that procedures work, that assets are safeguarded, and that all tasks are carried out according to the mission and objectives of the organisation. The Board holds a meeting at least once every three months, for the dispatch of business or adjourning, and otherwise regulates their meetings as they deem fit. The Board also conducts a self-assessment every year to review its performance, address any emerging issues and prepare the calendar for the new year.

The AAIK board is comprised of the following members:



Peter Abande
Chairperson



Roselyn Ngény
Vice Chairperson



Emmah Ndirangu
Treasurer



Samson Orao
Interim Executive
Director/Secretary



Kennedy Githinji
Member



Abraham Kisang
Member



Everlyne Goro
Member



Mary Mungai
Member



Dr James Oduke
Member



Dr. Jackson Wanjau
Member



Zaccheus Syengo
Member



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