STAWISHA DADA- STADA KENYA ANNUAL REPORT – 2024

ABBREVIATIONS AND ACCRONYMS:

Comm.	Communication
CUC	Court Users' Committee
GBV	Gender-Based Violence
H&H	Health and Hygiene
ICT	Information and Communication Technology
IDP	Internally Displaced Persons'
KEBS	Kenya Bureau of Standards
LWC	Life Water Canada
MoH	Ministry of Health
M&E	Monitoring and Evaluation
MH	Menstrual Health
MHM	Menstrual Health Management
RH	Reproductive Health
SGBV	Sexual Gender-Based Violence
SRH	Sexual and Reproductive Health
SRHR	Sexual and Reproductive Health Rights
STADA	Stawisha Dada
TARL	Teaching at the Right Level
WASH	Water Sanitation and Hygiene
WKSP	Western Kenya Sanitation Project

INTRODUCTION

Founded in 2020, Stawisha dada (STADA) loosely translated as 'thrive sister' is a feminist human rights organization based in Kisumu County. STADA works to advance the rights of women and girls, and the health of all people.

STADA's programs and projects are designed to influence change of community members' attitudes and behavior around issues of gender equality and equity, gender-based violence, and health and well-being. STADA therefore uses transformational community-based methodologies in addressing gender inequalities, disparities, power relations and other social factors which perpetuate women's and children's rights violations.

OVERVIEW OF THE PROGRAM:

VISION:

"A community where girls and women have access to all basic human rights"

MISSION:

"To promote Community health, Gender equality, Education and human rights among girls and women through Evidence-based advocacy, Community empowerment, Capacity building, Social protection and Collaboration"

CORE VALUES

- ❖ **Feminism:** We believe everyone should have access to equal opportunity
- ❖ **Inclusion:** We involve and engage everyone in all our undertaking without leaving anyone behind.
- ❖ **Excellence:** We do our work with professionalism to sustain standards effectively and efficiently
- ❖ **Dignity:** We treat everyone with care and respect in all our undertaking
- ❖ **Accountability:** We take ownership of our work, stay on track with our goals and achieve success across the organization.

AREAS OF WORK

- ❖ Universal access to healthcare
- ❖ Feminist Movement Building
- ❖ Gender-based violence
- ❖ Water Sanitation and Hygiene
- ❖ Sanitary towels production
- ❖ Keeping girls in school
- ❖ Humanitarian services

STADA DEPARTMENTS

- ❖ Gender department
- ❖ Health department
- ❖ Education department

- ❖ Communication and Advocacy department
- ❖ Water Sanitation and Hygiene department
- ❖ Information Communication and Technology Department
- ❖ Monitoring and Evaluation department
- ❖ Humanitarian services department
- ❖ Finance department
- ❖ Governance and Leadership

DEPARTMENTAL REPORTS

MENTAL HEALTH DEPARTMENT

Department Overview

Mission:

To achieve SDG number 3, good health, and well-being:

To provide comprehensive mental health and social services in the community

Specific Objectives:

- ❖ Improve mental health services and provide support to the vulnerable populations in the community
- ❖ Foster partnerships and collaborations with the Mental Health Department at KCRH and other mental health stakeholders
- ❖ To equip community counselors with the basic skills in counseling to enable them to offer psychosocial services.

Key Personnel:

- Janel Okul- Department Head
- Brandy Awuor- Intern

Roles and Responsibilities:

1. **Mental Health Department Head**
- ❖ Coordination of Mental Health Activities between STADA and other stakeholders and building partnerships within STADA and other areas of expertise.
- ❖ Advocating for and supporting the expansion of mental health services, creating awareness of mental health issues, and reducing stigma.
- ❖ Organizing and leading mental health activities.
- ❖ Developing monthly, quarterly, and annual work plans, budgets, and reports.
- ❖ Participating in STADA mental health resource mobilization through grant writing.
- ❖ Communicating with other departments within STADA to support the harmonization of mental health systems, and sharing capacity and experience.
- ❖ Advocating for and supporting the expansion of mental health services, creating awareness of mental health issues, and reducing stigma.

- ❖ Participating in ongoing training sessions and professional development to stay informed about best practices in mental health care.
- ❖ Conducting mental health screening, counseling, and referral services for teen mothers and the general community.

2. **Intern**
- ❖ Carry out psychosocial support activities with teen mothers and survivors
- ❖ Conducting mental health screenings
- ❖ Participate in community outreaches
- ❖ Counseling services
- ❖ Communicate effectively with team members and supervisors
- ❖ Provide regular updates on progress and any issues encountered
- ❖ Follow all organizational policies and procedures
- ❖ Actively participate in team meetings and discussions
- ❖ Take initiative in identifying and addressing tasks and challenges
- ❖ Participate in other activities that may involve STADA and other stakeholders as needed.

Key Achievements

- ❖ Successfully mentored psychology students during their internships, providing guidance and support to help them develop their skills and knowledge.
- ❖ Served as the onsite supervisor for interns, ensuring they received practical experience and valuable insights into the field of counseling psychology.
- ❖ Managed the generation of the Rota and the allocation of duties, ensuring efficient and effective operation of the department.
- ❖ Oversaw the running of the department, ensuring smooth day-to-day operations.
- ❖ Acted as a liaison between the hospital, STADA, and other stakeholders, facilitating communication and collaboration.
- ❖ Collaborated with interns to ensure mental health screenings were conducted at the outpatient department (OPD).
- ❖ Counseling support services to patients, providing essential mental health support.
- ❖ Participated in and facilitated global awareness days, raising awareness about mental health issues.
- ❖ Quality data collection for both screenings and counseling services, maintaining accurate records.
- ❖ Gathering data for research purposes, contributing to the advancement of knowledge and skills.
- ❖ Participating in grant applications and preparing research papers for the upcoming year.
- ❖ Raising awareness about health and mental health issues, within the community.

Challenges and Solutions

Obstacles:

- ❖ Insufficient data collection tools, leading to lost or improperly recorded data and lack of follow-up after screenings in some cases
- ❖ Language barrier which impeded communication between healthcare providers patients and community members, as well as satisfaction with services
- ❖ Negative attitude and stigma towards mental health due to misconceptions and lack of awareness and understanding
- ❖ Lack of follow-up of patients after outreach activities
- ❖ Lack of adequate and proper counseling rooms
- ❖ Lack of screening tools and training on tools
- ❖ There is a lack of skilled personnel to provide quality mental health education/ counseling services.
- ❖ Safe House Shortage: We currently do not have a safe house for some patients who have nowhere to go, which limits our capacity to provide comprehensive care and support.

- ❖ A significant challenge we also faced was the frequent mechanical breakdowns of the vehicle used for repatriation. These issues severely hindered our activities related to patient tracing and repatriation, impacting our ability to provide timely and effective support.

We requested the hospital administration to cover the fuel costs and facilitate the use of an ambulance. However, it took a considerable amount of time to receive feedback and response, which impacted our ability to carry out patient tracing and repatriation activities promptly.

There is a lack of adequate resources for mental health, which hinders our ability to support more activities and expand our services.

Solutions:

- ❖ Expansion of training programs to include more staff and interns to build capacity and improve service delivery.
- ❖ Address language barriers through the development and distribution of screening and educational materials in the Luo language to improve communication and engagement with the community.
- ❖ Reducing Stigma will entail awareness campaigns and continuous engagements in communities and at the hospital to reduce stigma and misconceptions about mental health within the hospital and the community.
- ❖ Proposal for Work Training Programs:
  - o To enhance the skills and capabilities of our team, I propose that our organization implement comprehensive work training programs. These programs will provide employees with the necessary knowledge and tools to excel in their roles, stay updated with industry trends, and contribute more effectively to our mission. By investing in continuous learning and development, we can ensure that our team

remains competent, motivated, and prepared to meet the evolving needs of our community.

Goals for Next Year

- ❖ Continue and scale up mental health screening initiatives to reach more individuals in the community.
- ❖ Ensure the smooth running of support groups for teen mums, providing them with the necessary resources and guidance.
- ❖ Introduce economic empowerment programs to help teen mums gain financial independence and stability.
- ❖ Enhance communication among department members to ensure effective collaboration and coordination.
- ❖ Regular mental health clubs in schools to promote awareness and support among students.
- ❖ Benchmark with other organizations to adopt best practices and improve our services.
- ❖ Set up conducive counseling rooms to provide a comfortable and supportive environment for clients.
- ❖ Implement robust data collection and analysis methods to ensure accurate and reliable information for decision-making and program improvement.
- ❖ Participate in research projects, research writing, grant writing, and proposal development to secure funding and advance our initiatives.

Conclusion

There is an immense amount to learn each day in the field of mental health. Engaging with new people and sharing information has highlighted the power of meaningful social and professional connections. Given that my field is inherently about relating to people, these connections are crucial for both personal and professional growth and the growth of my organization.

Impact

- ❖ Increased Awareness: More people in our community are now informed about mental health, leading to a significant reduction in stigma.
- ❖ Improved Access: More individuals now have access to the medical resources they need, enhancing their overall well-being.
- ❖ Fostering Partnerships: Our efforts have fostered more partnerships, strengthening our network and collaborative efforts.
- ❖ Continuous Learning: There has been an increase in the learning of new concepts and ideas, contributing to the growth and development of our community.

❖ Community Connection: We have become more connected to the community, and the community is more involved and accepting of the services our organization offers.

GENDER DEPARTMENT

Executive Summary

Key activities:

i. **Gender-Based Violence**

❖ Community dialogue

❖ Community sensitization

❖ Grassroots advocacy

❖ Adolescents girls' talk

❖ Survivor forums

❖ School outreaches

❖ Podcast

❖ Group therapy session

❖ Case documentation and follow up

❖ Public Participation

❖ School outreaches

ii. **Teen Moms Empowerment**

❖ Psychosocial support

❖ Screening sessions

❖ Sexual and reproductive health and rights: family planning sessions, breast feeding, child care(development)

❖ Mentorship sessions

❖ Support group sessions: open sharing circles

❖ Arts initiatives such as skits, spoken words, poems

❖ Storytelling sessions

❖ Mental health sensitization sessions

❖ Group therapy sessions

❖ Financial literacy

iii. **Feminist Movement Building**

❖ Socio-economic empowerment

❖ Capacity building

- ❖ Business engagement
- ❖ Podcast
- ❖ Documentation
- ❖ Impact assessments of the feminist projects
- ❖ Training opportunities

iv.   Grants and proposals

- ❖ Grant writing
- ❖ Monthly updates
- ❖ Keeping schedule of all grants
- ❖ Submission of grants monthly reports

Mention any major successes or breakthroughs achieved by the department.

- ❖ Documentation of the impacts of the feminist movement groups
- ❖ Launching the Inspire and Lead: A Student Mentorship program
- ❖ Engaging the teen moms on psychosocial support with the Mental Health Department
- ❖ Teen moms empowerment program have various activities such as the Vocational Training Center, Psychosocial Support, Day care services and the art and storytelling sessions.
- ❖ Documentation and follow up of 19 SGBV cases for the year
- ❖ Conducting various community outreaches such as the community dialogues, grassroots advocacy and community sensitization with several communities.
- ❖ Developing assessment tools for Gender Department together with M & E to track the progress or impact either qualitatively and quantitatively.

Summarize the key challenges encountered during the year.

- ❖ While conducting community outreaches in various places like Alara and Ogenya, the floods made it difficult to access the places.
- ❖ Community expectations to be given a token in terms of reimbursement especially when given attendance list to sign.
- ❖ Parental negligence, where parents of the survivors fail to take responsibilities of their children and some even blame their children for being defiled.
- ❖ Most of the parents to the survivors expect financial support hence at times it becomes difficult for them to release their children when we have a forum with them
- ❖ Teen moms have poor attendance rates which fluctuates at a times.
- ❖ Some of our feminist groups in Ogenya and Alara were displaced due to backflow of water from their nearby rivers, which affected most of their livelihoods.

Gender Department Goals of 2025

- ❖ Case documentation and follow-up: increased cooperation with the gatekeepers in the community to make sure those SGBV incidents of rape and defilement are mapped out and that the survivors

receive justice and psychosocial treatment as well as to guarantee that once these cases are detected, the survivor receives the required aid and resources.

- ❖ Promoting male engagement and inclusion: to determine if men may be viewed as contributors or solutions to gender issues impacting women and girls in society.
- ❖ Foster more community engagement done through dialogues and sensitizations to ensure that we reach out to communities and address issues that affect their lives on both at the household and community level.
- ❖ Teen moms' empowerment: to ensure that teen mothers are socially and economically empowered with the resources and skills to sustain their own and their children's lives.
- ❖ To ensure the feminist groups are linked with more training opportunities and the remaining groups attain a registration certificate

Department Overview

Department mission

STADA's Gender Department aims to achieve Sustainable Development Goal 5 by promoting gender equality, empowering women and girls, and ending discrimination, violence, and harmful practices, incorporating gender considerations in development planning. The organization aims to promote gender-inclusive development planning, challenge historical gender-based oppressions, and promote the fair political and socioeconomic advancement of women and girls.

Specific objectives

1. Achieve gender equality and empower all women and girls.

Key personnel

- ❖ Perez Obondo-Gender Lead
- ❖ Agnes Adhiambo- GBV Project Officer
- ❖ Lilian Akinyi- Teen moms' Project officer, Kobura
- ❖ Mary Kisara- Teen moms' Project officer, Nyabondo
- ❖ Magdalene Adhiambo- Teen moms' Project officer, Ogenya

Roles and Responsibilities

Teen Moms' Project officers

- ❖ Coordinate teen mothers program
- ❖ Convene weekly teenage mother meeting
- ❖ Ensure everyone sign daily register
- ❖ Keep all weekly minutes
- ❖ Submit monthly, quarterly and annual report, budgets and work plans
- ❖ Keep database of all teen mothers
- ❖ Document all teen mothers stories with the help of communication department
- ❖ Submit success stories to the communication department monthly
- ❖ Submit joint reports

GBV Project Officer

- ❖ Submit weekly GBV reports
- ❖ Document reported cases
- ❖ Carry out GBV case management including but not limited to police station visits, hospitals and court attendance
- ❖ Submit all the monthly reports to M&E
- ❖ Prepare monthly, quarterly and annual reports work plan and budgets
- ❖ Coordinate paralegals and youth advocates in the field
- ❖ Partner with likeminded partners in GBV programming
- ❖ Perform other duties as assigned
- ❖ Participate in all relevant grant writing activities

Gender Lead and Grants Officer

- ❖ Coordination and weekly updates of the feminist groups
- ❖ Submission of monthly reports
- ❖ Coordination of the gender department programs
- ❖ Grant writing and submission of monthly grant writing reports
- ❖ Develop and submit work plans, budgets and reports on monthly basis
- ❖ Keeping schedule of all grants
- ❖ Participate in resource mobilization strategy
- ❖ Participate in public participation and podcasts
- ❖ Conduct community and school outreaches

Key Achievements

- ❖ Partnership and collaboration with stakeholders such as the Nurse in charge and counselor in implementing the Gender programs.
- ❖ Launching the Inspire and Lead: A Student Mentorship program that have reached nearly 400 students in Rweya and Lela Comprehensive schools.
- ❖ Feminist movement groups.
  - ▪ Documentation of the impacts of the feminist movement groups: Nyabondo, Ogenya and Kobura widows.
  - ▪ Engaged on various training sessions such as the resource mobilization (basic concepts of proposal writing), certificate of participation (the modules of group components), project investment strategy.
  - ▪ Documentation of life as a widow and a day in the life of a widow mainly to highlight the challenges widows facing in the community.
  - ▪ Engagements in various projects such as the table banking, catering services, liquid soap making, selling maize, poultry and VSL.
  - ▪ Shooting of life as a widow (Nyabondo) highlighting some of the injustices they face in the communities, aftermath of floods (Alara widows) and a day in life of a widow (Kobura).
  - ▪ Kobura group has a group registration certificate.
- ❖ Teen moms' engagements on psychosocial support, support groups (open sharing circles) arts initiatives, mentorship programs, SRHR (family engagements and breast feeding), parenting classes on child development, storytelling sessions, life skills sessions and financial literacy.

- ❖ Teen moms empowerment program have various activities such as the Vocational Training Center, Psychosocial Support, Day care services and community sensitization on social behavior change practices inclusive of storytelling sessions and arts.
- ❖ Documentation and follow up of 21 SGBV cases for the year
- ❖ Held survivors' forum and group therapy sessions with SGBV survivors mainly to offer a supportive and empowering space.
- ❖ Conducted various community outreaches such as the community dialogues, grassroots advocacy and community sensitization with several communities mainly to create awareness and empower the communities to take action in addressing issues on GBV.
- ❖ Developed assessment tools for Gender Department together with M & E to track the progress or impact either qualitatively and quantitatively
- ❖ Grant and proposal writing:
    - ▪ The Common Wealth: Year of the Youth 2024
    - ▪ The Amplify Change Strengthening grant on SRHR
    - ▪ The Audacious Project about Innovative ideas addressing global issues.
    - ▪ The IHE Delft's Water and Development Partnership Programme
    - ▪ Grant Cycle for Youth-led Organizations working on Climate Change, loss and damage
    - ▪ Better World Books Literacy Grant.
    - ▪ Humanitarian Innovation Call for Project (APIH)
    - ▪ Japan Water Forum Fund 2024 (JWF)
    - ▪ Melania Foundation (funding income generating projects)
- ❖ Conducted school outreaches and the adolescents' sessions.
- ❖ Public participation on the CGK Gender Mainstreaming and Equality Bill, ADP, CBROP and Finance Bill.
- ❖ Podcast on Women in Leadership, International Widows Day and IDG.

Challenges and Solutions

- ❖ Some of our feminist groups in Ogenya and Alara were impacted by the consequences of backflow, resulting in disruptions to their livelihoods, well-being, and group attendance. They also stated that this have greatly impacted their economic stability.
- ❖ Issues of GBV are still on the rise despite the many efforts put in place to combat such incidences within the community.
- ❖ While conducting community outreaches in various places like Alara and Ogenya, the floods made it difficult to access the places.
- ❖ Community expectations to be given a token in terms of reimbursement especially when given attendance list to sign.
- ❖ Parental negligence, where parents of the survivors fail to take responsibilities of their children and some even blame their children for being defiled.
- ❖ Most of the parents to the survivors expect financial support hence at times it becomes difficult for them to release their children when we have a forum with them
- ❖ The widows groups have challenges on land inheritance issues, chronic diseases, wife inheritance.
- ❖ Teen moms have poor attendance rates which fluctuates at a times.

Mitigation measures

- ❖ Awareness creation is key; parents should understand their roles and responsibilities and also the consequences that come with negligence.
- ❖ The parents should be made understand that it is not only about the financial support that can help their children but the also the psychosocial support which we give them is very key in the lives of the survivors.
- ❖ Work closely with the humanitarian department and other stakeholders in ensuring we assist these women in addressing impacts of climate change.
- ❖ Need to forge more community outreach programs to reach a larger community to ensure they are empowered to take action in addressing issues on GBV.
- ❖ Empower widows on issues do with land succession rights, psychological support, legal aid and human rights.
- ❖ Support the feminist with training opportunities such as the business management, financial literacy, and strategy for project investments.

Goals for Next Year

- ❖ Foster more community engagement, ensure more participation of men in addressing gender issues and more resource mobilization to ensure gender department have adequate funds to carry out projects' implementation.
- ❖ To ensure all the 3 feminist groups acquire group certificate of registration as well as have training sessions in socio-economic empowerment
- ❖ To ensure that all the cases documented and followed up, all the survivors are assisted with the necessary resources.

Conclusion

- ❖ **Key Learning & Growth:** This year has been marked by significant growth and learning within our department. Workings closely with other departments have successfully ensured support on the various Gender Department projects such GBV, Teen moms and Feminist Movement Building, Community and School outreaches, and this has strengthened our ability to collaborate across teams.
- ❖ **Impact of the year:** Involving key stakeholders have ensured we reach a number of community members, SGBV awareness creation, involving teen moms in various initiatives as the storytelling, psychosocial sessions, and impact of the feminist groups.
- ❖ **Our gratitude as Gender Department** goes to all the departments for their continuous support either at the field or at the office**:** We want to extend our heartfelt thanks to any department who has supported us this year.
- ❖ **Aspirations for the year:** To ensure we achieve objectives set for Gender Department and we are committed to fostering a culture of continuous improvement and will focus on further developing our team to ensure we can meet the evolving needs of our organization.
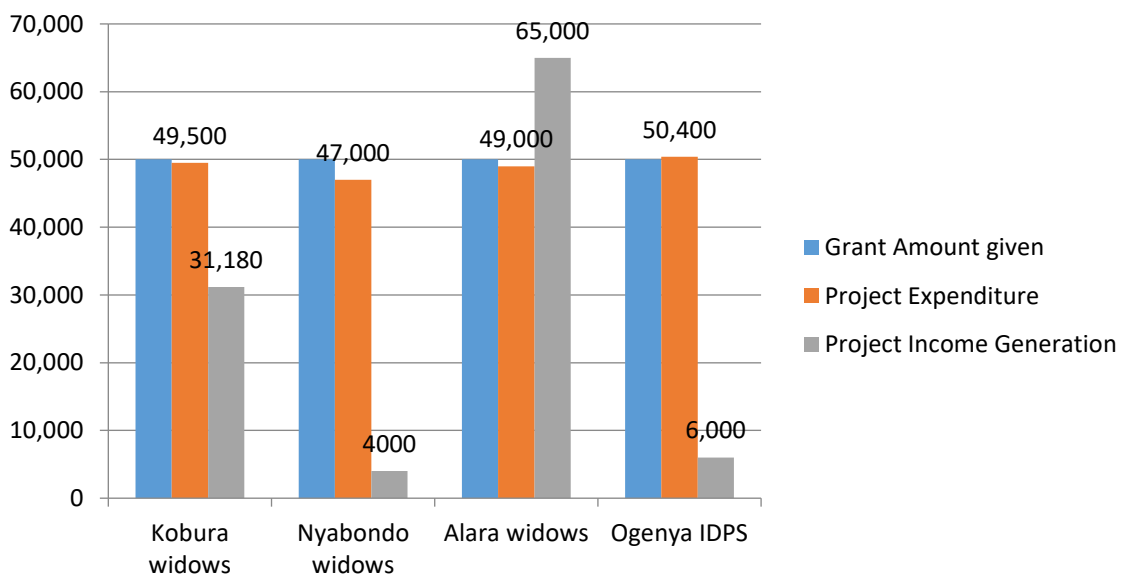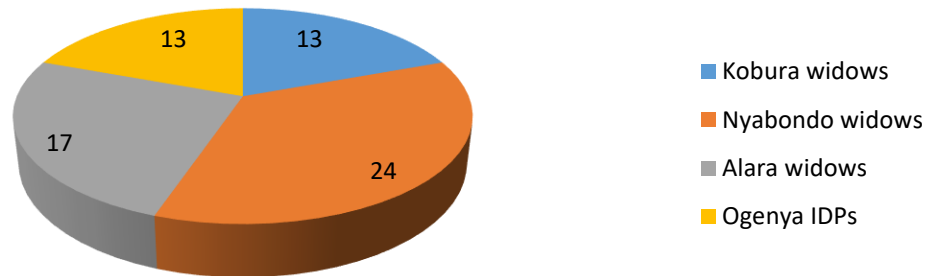
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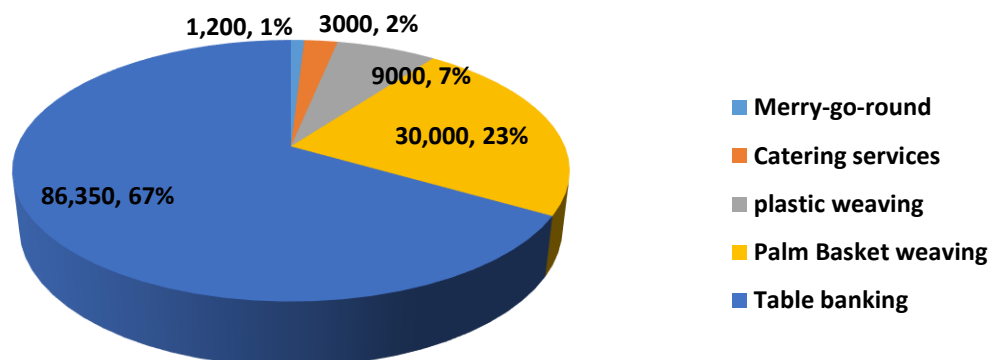
FEMINIST MOVEMENT BUILDING GROUPS PROJECT ASSESSMENT TABLE

Group name	Number of members	Project titles	Initial project amount	Expenditure amount	Income generated by the projects	Project progress	Start date
Kobura widows	13	Business on maize	50,000	49,500	31,180	Ongoing	December
		Table banking and VSL			7,800	Ongoing	November
		Weekly merry-go-round	100 per person		1,000		
Nyabondo widows	24	Palm Basket weaving (92)	8,000	8,000	30,000	Completed	October
		Plastic basket weaving(37)	6,000	6,000	9000	Ongoing	November
		Hiring of chairs (Catering)	50,000	49,200	4000	Ongoing	December
		Table banking			86,350 (Returned shares 30,000)	Ongoing	February
		Weekly contributions(Merry-go-round shares)	240		3000	Ongoing	September
Alara widows	17	Business on maize	50,000	49,000	65,000	Ongoing	January
		Liquid Soap	700	700	5,120	Ongoing	June
		VSL	50 per member		12,160	Ongoing	September
Ogenya IDPs	13	Poultry farming	50,000	50,400	6,000	Ongoing	January
		Table banking	6000			Ongoing	October

Total active beneficiaries: 67

Number of members

Kobura widows	13
Nyabondo widows	24
Alara widows	17
Ogenya IDPs	13

Legend:
- Grant Amount given
- Project Expenditure
- Project Income Generation

Kobura widows: 49,500 / 31,180
Nyabondo widows: 47,000 / 4000
Alara widows: 49,000 / 65,000
Ogenya IDPS: 50,400 / 6,000

Nyabondo Widows Income generated

- Merry-go-round — 1,200, 1%
- Catering services — 3000, 2%
- plastic weaving — 9000, 7%
- Palm Basket weaving — 30,000, 23%
- Table banking — 86,350, 67%

Alara Widows Income Generated

- 5120, 6%
- 12,160, 15%
- 65,000, 79%

Legend:
- Maize Business
- Liquid Soap
- Village Savings and Loaning

Kobura Widows Income Generated Projects

- 1,000, 2%
- 7,800, 20%
- 31,180, 78%

Legend:
- Maize Business
- Table Banking
- weekl Merry-go-round
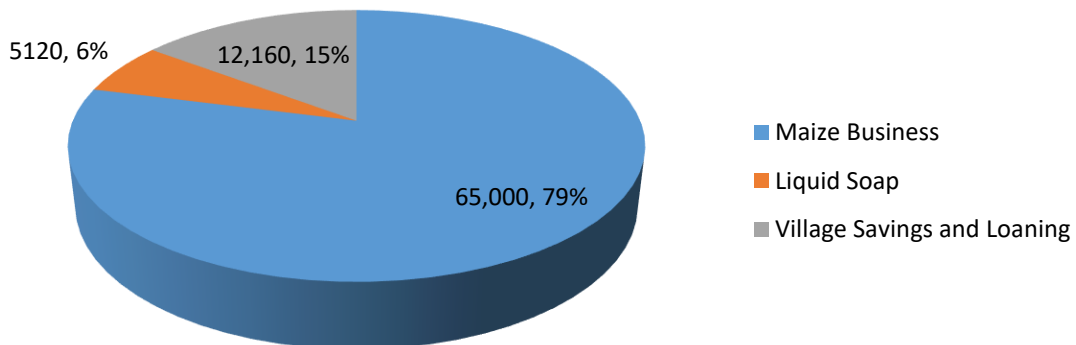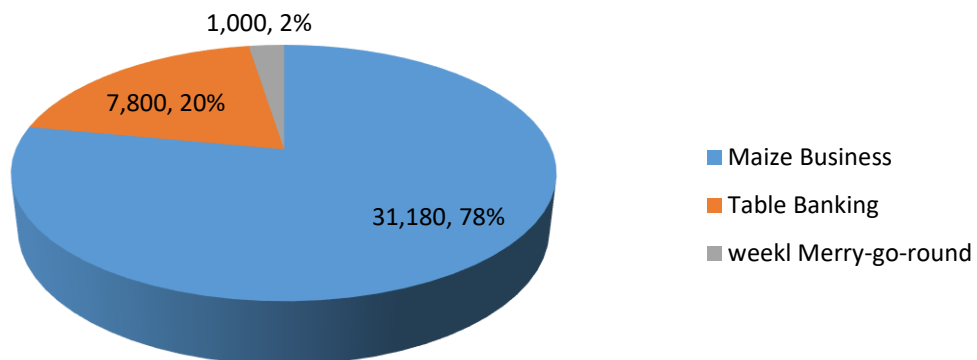
Ogenya IDPs Income Generated Projects

- 6,000, 43%
- 8,000, 57%

Legend:
- Poultry
- Table banking
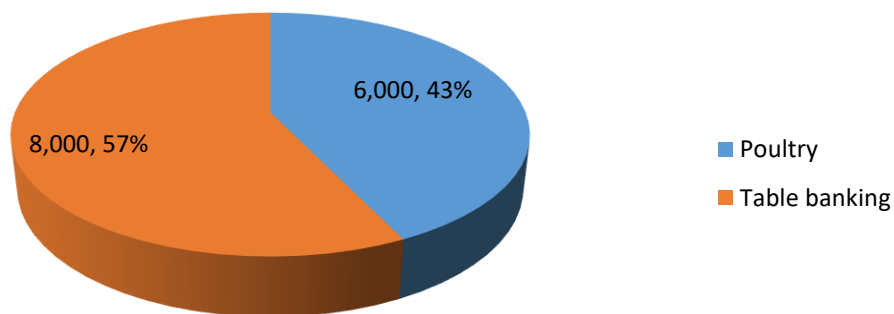
EDUCATION DEPARTMENT

Executive Summary

STADA aims at achieving Sustainable Development Goals (SDG) number 4, Quality Education, by ensuring that children going to school are comprehensively learning and achieving foundational literacy and numeracy as early as grade 3. Our vision is for each child to develop a curiosity about learning, discover their interests, and grow in their love of learning. STADA desires to develop a strong reading culture, an environment where reading is championed, valued, respected, and encouraged. This is achieved by fastening the abilities of those lagging behind in their ability to read. We desire to have all-around children, talented, disciplined, and confident in facing life challenges, as we prepare them for future leadership.

The library engages learners from 4 to 16 years, and focuses on Early Childhood Development, Pre-Primary Education, Primary Education, and Junior Secondary through to High School levels. Currently, the STADA Community library is non funded, but depends on well-wishers who donate learning materials to the students, and volunteers taking the learners through their lessons.

Mission

To improve educational and social literacy amongst students in the implementation community

Objectives

- ❖ To promote a culture of reading among the children in the community

- ❖ To equip learners with extra information from the class.

- ❖ To bring information close to the learners who might not under ordinary circumstances access such information.

- ❖ To promote self-expression, self-discipline, and self-reliance among the learners

- ❖ To create an atmosphere for them to discover, develop, deploy, and express their skills

- ❖ To improve reading fluency by allowing the learners to take turns reading aloud, listening to group members read, and following along as others read
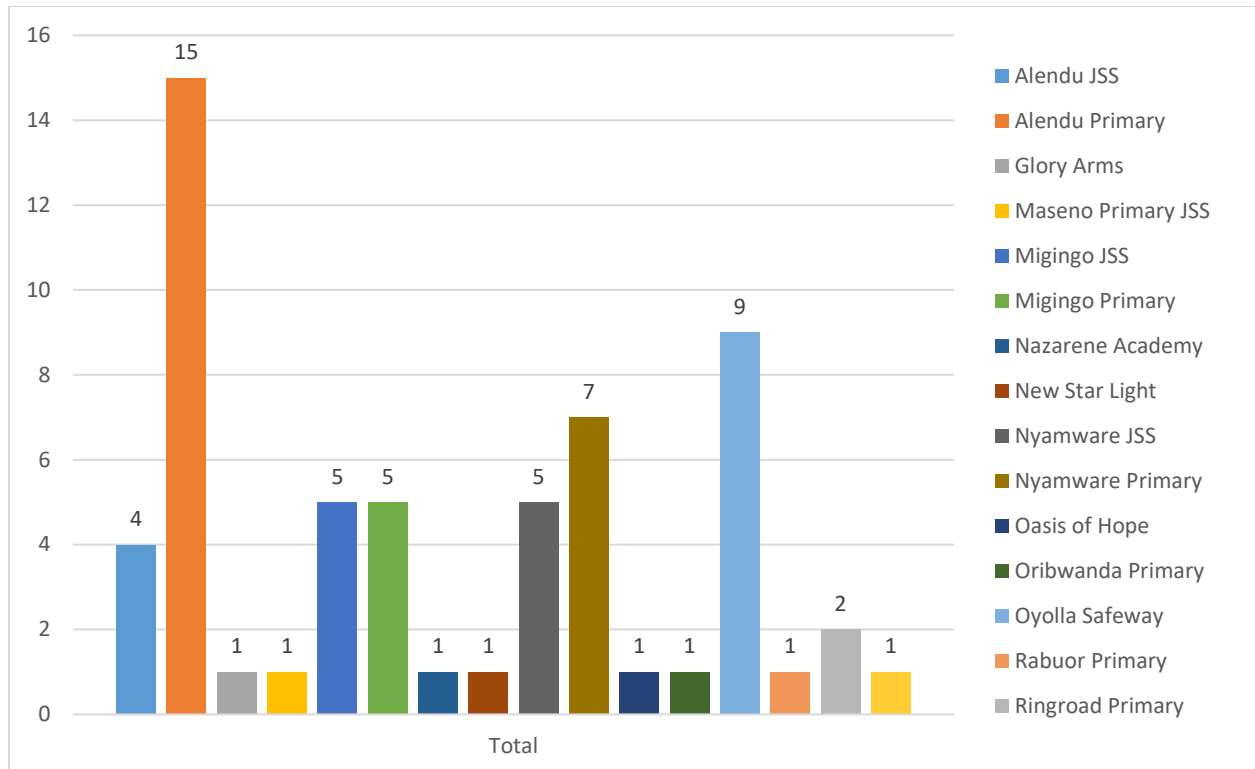
Key activities

The activities conducted in the library include but are not limited to:

- ❖ Accelerated Learning Program (ALP) that ensures an increase in the access to high quality educational services.
- ❖ Teaching at the Right Level (TARL) that ensures that learners have foundational skills in reading and arithmetic.
- ❖ Education scholarship to secure educational platforms to students from low- income families

❖ Creative hub, that maximizes on the talents and skills acquired by the learners, and their subsequent use
❖ Community library that engages students during the weekdays, weekends and public holidays.

Key achievements in 2024

In 2024, the average attendance of learners in the community library was 60 (42 females and 18 males) with their distribution per school as follows:

The learner's distribution per grades was also as outlined below:
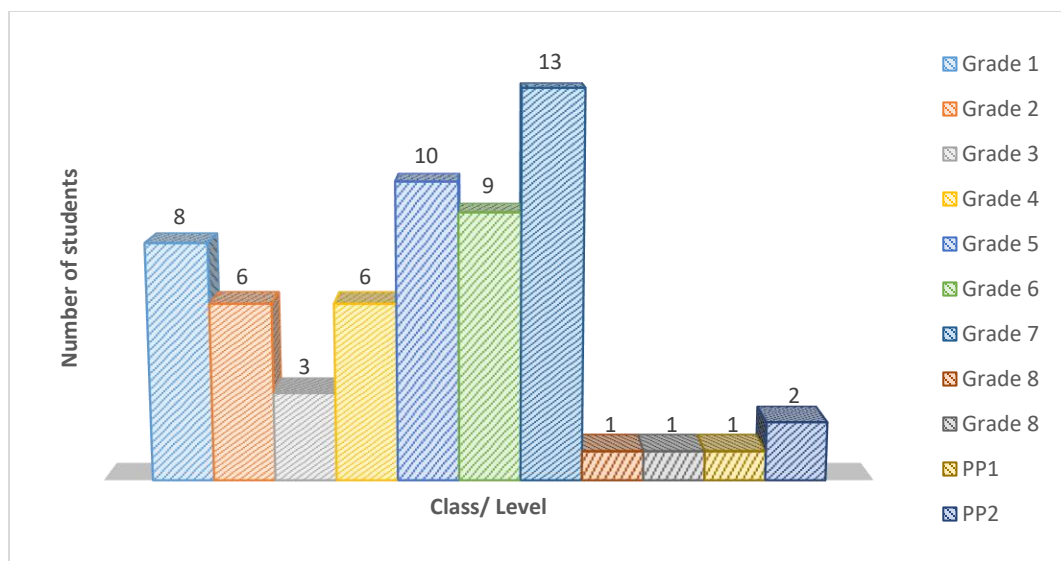
Similarly, additional activities that were conducted were as follows:

- ❖ Learning activities: Teachers actively engaged students in areas where they showed weakness.
- ❖ Book reading sessions: Reading improves students' vocabulary and develop their communication skills.
- ❖ Assessment of grades 1 to 8 on literacy: Assessment helps in identifying areas of educational need that can be targeted for improvement.

- ❖ Conducted co-curricular activities as follows: music, dance, drawing and painting, clay modeling, arts and craft.
- ❖ Grant writing on Early Childhood Literacy alongside the grants department.

Challenges and solutions

- ❖ Low turnout during weekends and the solution is to engage more parents and work with community volunteers to reach out to more learners.
- ❖ Lack of writing materials e.g. Maker pens, red pens, the organization should provide enough writing materials.
- ❖ Low population during floods
- ❖ Inadequate books for learners in PP1 and PP2.

Goals for 2025

- ❖ Introduction of inter-classes subjects' competition among learners in the following areas: Mathematics, Sciences and Languages.
- ❖ Incorporation of curriculum learning sessions including Skits and Drama.

HUMANITARIAN DEPARTMENT

Department Overview

The department focus on giving back to the society by ensuring an improvement in their livelihoods

Mission

- ❖ To improve the livelihood of communities served in the implementation area

Objectives

- ❖ To ensure widows and orphans have access to basic needs including food, shelter, clothing and health.
- ❖ To promote justice, fairness, and equity to widows amidst the cultural norms such as inheritance, and land succession

Roles & Responsibilities

- ❖ Moureen Odemba- Overall, Team Lead
- ❖ Vera Atieno- Assistant

Key achievements

Commemoration of International Days including:

- World Water Day at Rongo Comprehensive School with the theme " Leveraging Water for Peace"
- International Widow's Day at Rae, Kisumu County
- World menstrual Hygiene Day in Nyakach
- International Widow's Day at Kibarwa Evacuation Centre, Kabonyo Kanyagwal
- International Mother's Day, in partnership with Compassionate Centre for Families, Kisumu
- Celebration of the Mr. and Mrs. STADA Library that aimed at promoting talents amongst children
- Household renovation of one of the widows we support.
- Payment of school fees for four beneficiaries at Alendu Primary and Comprehensive School
- Celebration of the "Love Behind Bars" peagant at Kodiaga Women's Prison
- Celebration of the STADA at 4 anniversaries.

Challenges and solution

- ❖ High turnout of beneficiaries, thus we need to adjust on the donations we give

Goals for next year

- ❖ Conducting more activities for the Humanitarian department

Conclusion

The department looks forward to engaging more communities and personnel in the upcoming year.

COMMUNICATION DEPARTMENT

Department Overview

Department's mission:

To convey information-and the understanding of the information from the organization to our audience, stakeholders or beneficiaries.

Specific objectives:

- ❖ To document activities.
- ❖ To create awareness
- ❖ To Educate.

Key personnel:

- ❖ Moureen Salim – Department Lead
- ❖ Toephil Onyango

Roles & Responsibilities

Moureen Salim

- ❖ Coordinating all the departmental activities.
- ❖ Hosting podcast and interviews.
- ❖ Directing the shooting of documentaries.
- ❖ Preparing work plans, budget and reports.
- ❖ Highlighting and doing success stories.
- ❖ Coordinating with other departments in their activities.
- ❖ Doing any other activity directed by the management.
- ❖ Assisting in Photography, Videography and editing.

Toephil Onyango.

- ❖ Photography
- ❖ Videography
- ❖ Podcasting
- ❖ Video and photo editing

Key Achievements

- ❖ Being able to document the majority of the activities
- ❖ Documentation success stories and impact stories.
- ❖ Smoothly coordinating activities with other departments.
- ❖ Documentary production *1st and 2nd Quarter
- ❖ Improvement in photo editing and video editing.

- ❖ The organization consistently produces documentaries that align with its mission and vision.

Challenges and Solutions

- ❖ We have had an issue with our equipment and they require regular maintenance and repairs.
- ❖ Using cracked editing software that crush from time to time we are looking forward to request the purchase of professional editing software.
- ❖ We posed our documentaries shooting due to lack of a service. We have already sourced a service provider who's open for discussion and agreeing on the terms and conditions. *(@Mwadavi photography on Instagram)*

Goals for Next Year

- ❖ Resume documentaries production.
- ❖ Create more content on the 2024 Impact stories.
- ❖ Continuation of Podcast shooting and production.
- ❖ Documentation of all organizational activities.

Conclusion

The department has experienced a tremendous growth in terms of performance and creativity and the following are some of the areas of improvement.

- ❖ Photography
- ❖ Podcasting
- ❖ Video Editing techniques
- ❖ Presentation of stories.

ICT DEPARTMENT

Department Overview

The ICT department manages the organization's technological systems, and maintains their functions and underlying infrastructures. The personnel also ensure that the hardware and software are fully managed for their subsequent operations. The department also provides administrative, technical, and program support to the organization regarding system performance.

Objectives

- ❖ **Improving communication**: ICT helps the organization communicate more efficiently with employees and suppliers. This can be done through tools like email, video conferencing, and instant messaging.
- ❖ **Streamlining work processes**: ICT helps the organization streamline work processes, which can save employees time and make operations more efficient.

- ❖ **Achieving operational excellence**: ICT helps the organization achieve operational excellence.
- ❖ **Recommending new software**: ICT helps organization creates/recommends new tools and software.
- ❖ **Improving decision-making**: ICT can help organizations improve decision-making.

Roles and responsibilies

- ❖ Oversee maintenance and repair of all electronics including computers, printers, projectors e.t.c
- ❖ Maintain and update the website. Report on weekly, monthly and annual updates
- ❖ Backup all organization data including reports, photos, work plans, research, findings and data
- ❖ Compile and share all wash reports with the donor
- ❖ Conduct routine community mobilization for WASH Projects together with M&E department and relevant WASH officer
- ❖ Undertake digitization of maps for WASH projects together with the M&E department
- ❖ Perform any other assigned tasks

Achievements

As a department we have managed just but a few achievements as follows:

- ❖ Timely submission of reports
- ❖ Basic training of ICT related tools in the organization
- ❖ Successful Updates of software on organizations laptops and computers
- ❖ Timely performance in other assigned duties by the organization to the fullest
- ❖ Backups of data successfully achieved internally on external drive
- ❖ The website has stood test of time since the renewal of the license since updates are done on timely basis.
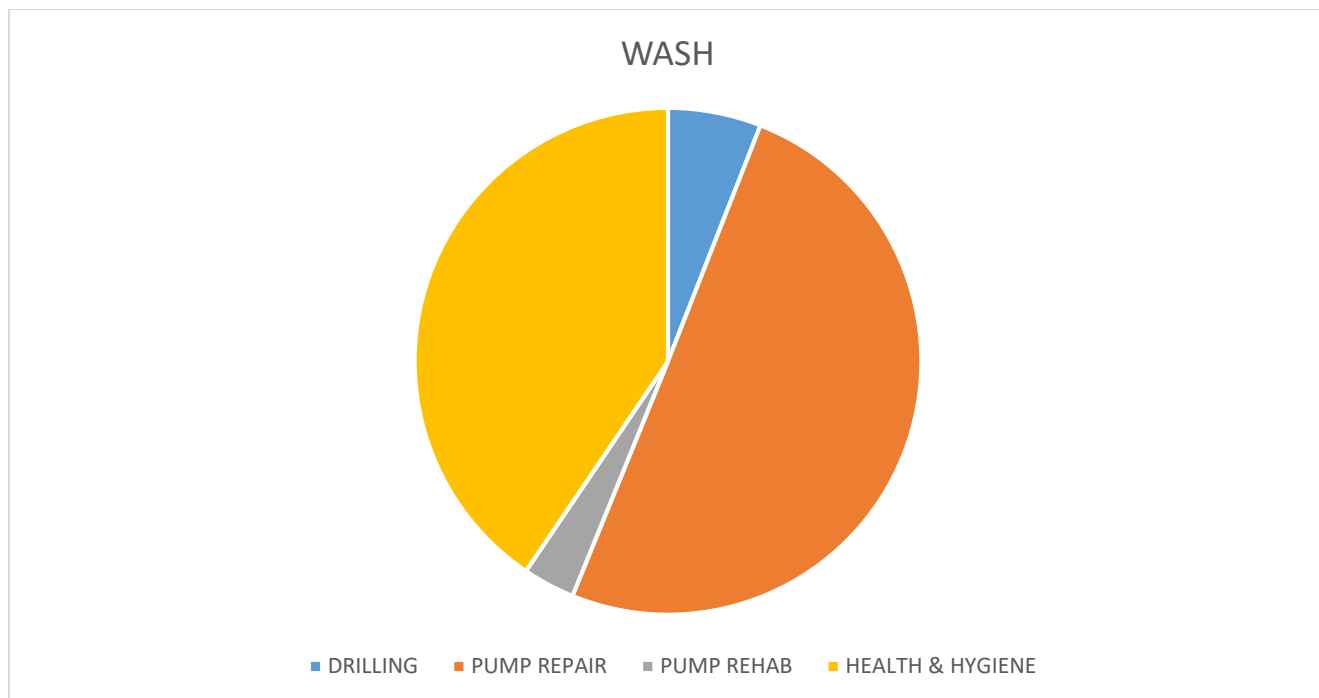
Key Achievements:

1. Wash report compilation

In the Year 2024 as a department we managed to compile and submit WASH reports as follows:

- ❖ Drilling - 86
- ❖ Pump repair - 726
- ❖ Pump Rehabilitation - 48
- ❖ Health and Hygiene - 586

The above reports were compiled as represented in the pie chart below:

WASH

Legend: DRILLING · PUMP REPAIR · PUMP REHAB · HEALTH & HYGIENE

2. Laptop purchases and repairs

This year the office has managed to purchase 4 new HP laptops. The laptops were submitted to the following department:

- ❖ Communication department
- ❖ Gender department
- ❖ Health and hygiene Department
- ❖ Mental Health Department

Similarly the office has also revived 3 laptops that were dead. The repaired laptops belonged to the following departments:

a) M&E Department
b) Pump repair Department
c) Communication department

LAPTOP PURCHASE AND REPAIR
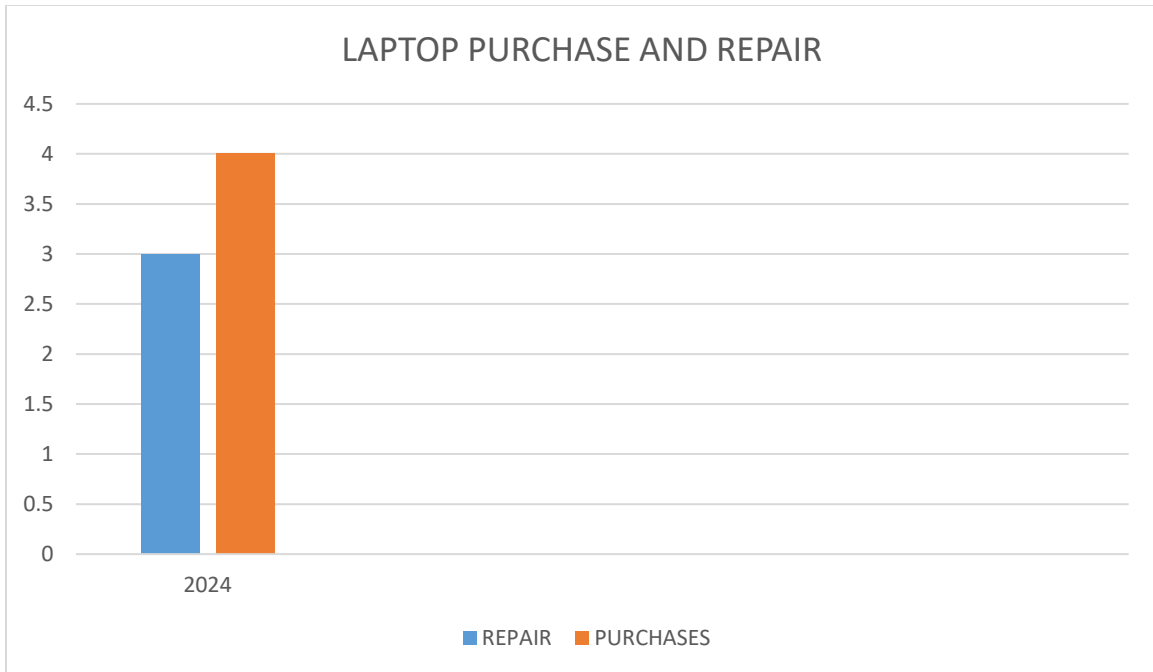
3. Network flow of the month

In this year 2024 the diagnosis t reports of the internet flow were as below: we experience good internet flow except for the month of August where the internet flow was very frustrating to the work of the organization, this was later resolved and from mid-September the flow was back to order.

The Traffic Usage of All Devices: All Devices ▼   Minutely ▼
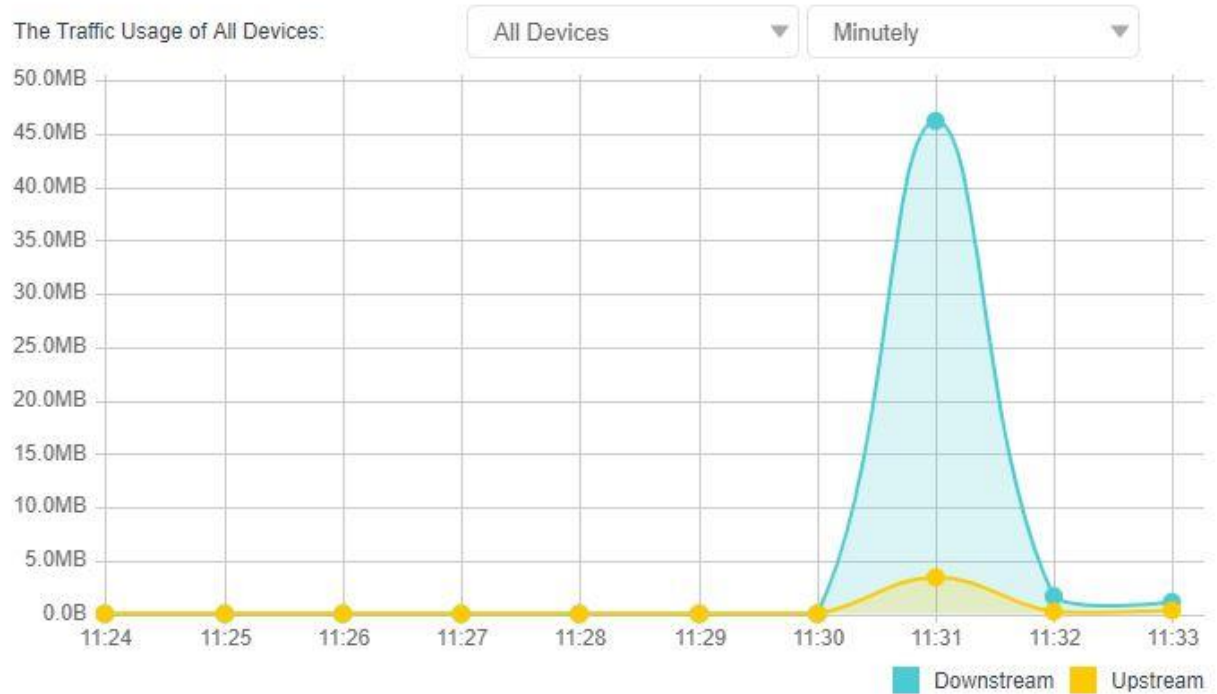
4. **Website updates**

This year we also managed to update the organization's website getting to revive our web mails, we were able to create the website barcode. We were able to back up the so far made changes on the website. Our website address still reads www.stadakenya.org. We have faced challenges with the website twice in the month.

5. Field work and consultancy

As a cross-cutting department, we managed to answer relevant ICT questions from different departments so as to better Technology communications and flow of work in.

Next year goal

- ❖ Implementation of new technologies: Successfully implementing and integrating new technologies, machine learning, or data analytics systems to improve efficiency and productivity within the organization.
- ❖ Cybersecurity initiatives: Developing and implementing comprehensive cybersecurity measures to protect the organization's digital infrastructure from cyber threats and attacks.
- ❖ Infrastructure upgrades: Upgrading the organization's network infrastructure and systems to improve speed, reliability, and overall performance.
- ❖ Digital transformation: Leading the organization through a successful digital transformation by implementing new digital tools and platforms to enhance business processes and customer experiences. Currently working on LEAVE AUTOMATED software.
- ❖ Streamlining processes: Implementing new ICT solutions that will streamline organization processes, reduce manual work, and improve overall efficiency.
- ❖ Training and development programs: Developing and implementing training programs to educate staff about new ICT tools and technologies, ensuring they can effectively use these tools to improve their work.
- ❖ High user satisfaction: Achieving high levels of user satisfaction with the ICT department's services and support which will be evident by positive feedback and user surveys.

Challenges

- ❖ **Keeping pace with ongoing digital transformation needs**

The pandemic increased the pace of digital transformation, which has left many organizations struggling to keep up with the changing needs. Everyone wants everything now, in a user-friendly format.

- ❖ **Limited IT availability/resources**

The department still have limited availability of resources. Some resources are not yet available for ender user practices.

❖ **Spending more time on maintenance/governance as opposed to innovation**

Maintenance and governance are a massive time sink for the department. The department also need to maintain the systems that are already in place. From administering software patches and updates, to generally overseeing technical projects that are already in use.

Conclusion

The organizations has been on toes to ensure structure are developed to sustain the department's daily running programs.

The department is also positive in learning new skills, information and tools needed to fulfil the vision and coming next year new structures will be in place to fulfill the mission of the organization for the department.

The department is active in learning the new trends in the ICT space such as the AI exhibition.

MONITORING & EVALUATION DEPARTMENT

Department Overview

The Monitoring and Evaluation (M&E) Department is responsible for assessing the effectiveness and the impact of the STADA Organization's programs and initiatives. The department ensures that activities are implemented according to plan, achieving desired outcomes and objectives. Through data collection, analysis and reporting, the M&E team provides valuable insights that inform decision making, improve program performance, and demonstrates accountability. The department also tracks progress against set indicators, evaluates the sustainability and scalability of intervention, and ensures the lessons learned are integrated in the future programs.

Specific Objectives for this year were:

❖ To design a monitoring and evaluation framework for the underlying projects comprising: goals, outcomes, outputs, assumptions and pathways to change.
❖ To develop systems that capture information from inception to closure of programs.
❖ To design tools for data collection, both online and offline
❖ To collect and analyze data which is in turn translated to information to influence the performance/running of projects
❖ To apply the theory of change to assess the program performance within the reporting period.
❖ To conduct continuous quality improvement mechanisms to support the projects that require improvement to achieve the targets
❖ To design an appropriate beneficiary feedback mechanism, to assess the project performance and identify areas that require improvement.

Key Achievements

- ❖ Received and complied departmental monthly reports and prepared presentation slides.
- ❖ The M&E Department successfully upgraded data management systems by implementing more efficient tools for data collection, analysis and reporting. This led to more timely and accurate reports.
- ❖ The M&E Department met with departmental heads to ensure that activities were on track and adjustments were made where possible. This helped identify and resolve challenges early leading to higher department efficiency and impact.
- ❖ Developed a draft monitoring and evaluation logical framework for the CRIF project. The logical framework provides a clear, structured framework that organizes the project's objectives activities and expected outcomes.
- ❖ Received, cleaned, analyzed and visualized disposable pads distribution data. The data provided insights on the month with more requests, most common villages and the age bracket with high frequency. This improved decision making and program adjustment.

Challenges and Solutions

The major challenge this year was low internet connectivity and we were forced to buy internet bundles because due to the inconsistent WI-FI. The low internet connectivity issue can be solved by liaising with the internet providers to fasten connectivity in the office.

Goals for Next Year

- ❖ The M&E team is planning to conduct training sessions for staff on data collection methods, use of monitoring tools and impact evaluation technique. This will strengthen the organization's ability to track and assess program performance.
- ❖ To carry out comprehensive evaluations of key programs measuring both short term outputs and long term outcomes. These evaluations will provide critical evidence of the effectiveness of the programs.

Conclusion

In conclusion, the M&E Department has made significant strides in developing accurate reports and enhancing the effectiveness of different programs through the improved data collection and analysis processes. The valuable insights from the analysis processes has led to program improvement and smooth decision making. Moving forward, the department remains focused on refining our strategies, incorporating the lessons learned throughout this year to future program designs, and to continue improving our monitoring and evaluation best practices to meet the objectives of the organization and to serve the community at large.