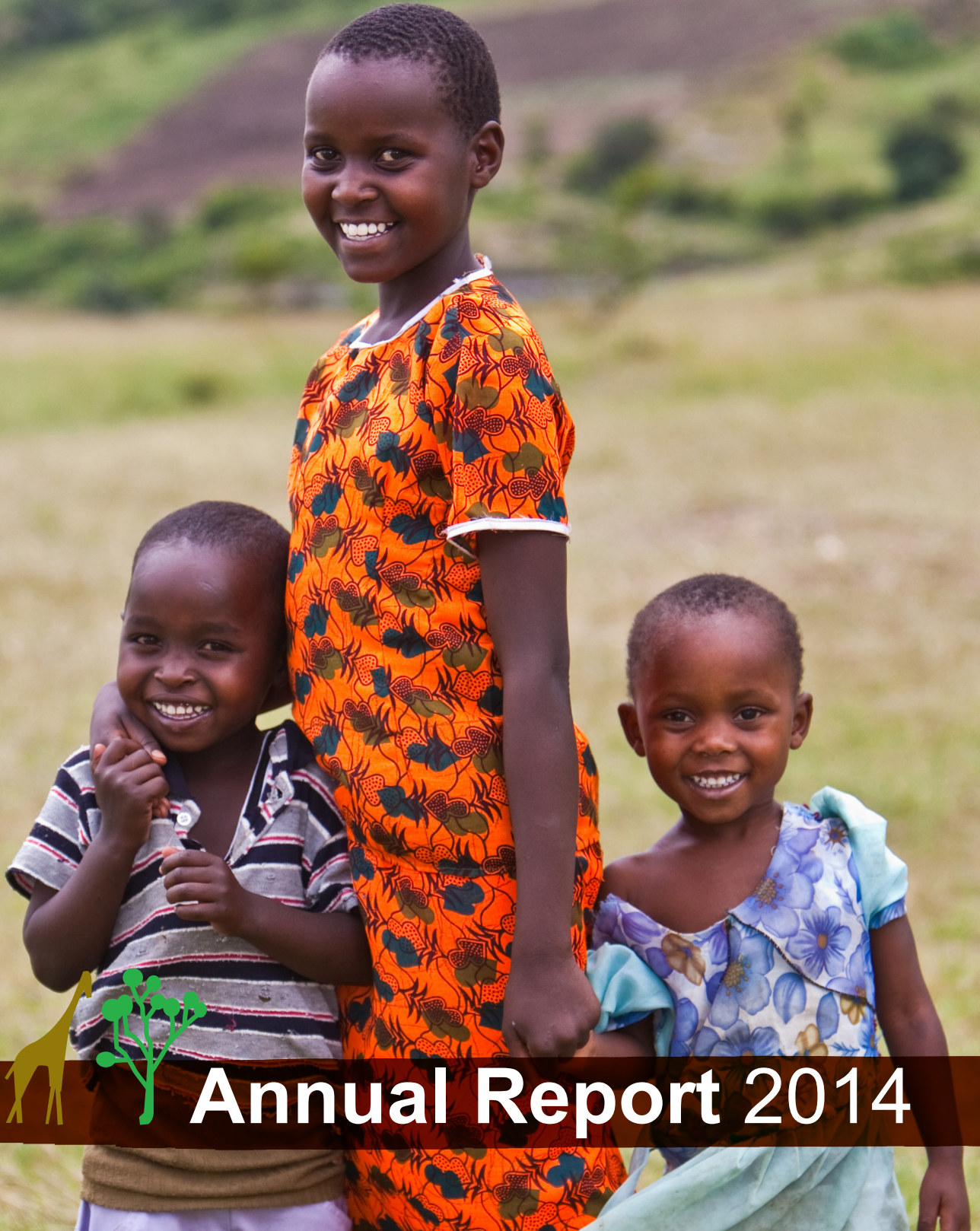




FRIENDS OF LONDIANI
MARAFIKI WA LONDIANI



CREATING BETTER FUTURES



Annual Report 2014

www.friendsoflondiani.com

Front Page photo – Strong sibling bonds start early in Kenya as everyone in the family has a role to play in supporting each other.

Table of Contents

Message from the Chairperson	3
Friends of Londiani	5
Creating Better Futures	6
Better Education	7
Improved Healthcare	10
Clean Water	13
Thriving Economy	14
Partnerships	15
Volunteer Teams 2014	17
Schools and Community engagement	18
Fundraising in Ireland	20
Compliance and Transparency	21
Advocacy	22
Funding	23
Financial Report 2014	24
Structure, Governance & Management	25
Organisation	28
Contact Details	28



Message from the Chairperson

In 2014 we began delivering our new strategic plan (2014-2017). Our strategy focuses on three main areas of work:

- **Creating an enabling environment for communities to realise change** through creating connections; transferring knowledge and experience; focusing on innovative responses to opportunity and needs.
- **Continuing in a partnership based approach, to deliver relevant programmes to meet the needs of communities and individuals;** recognising the importance of a gender perspective as an important dimension of realising change; facilitating economic development; promote global solidarity and understanding.
- **Transitioning to a Kenyan led organisation in partnership with an expanded and strengthened Friends of Londiani network** by building the capacity and capability of governance and programme delivery in Kenya; reshaping the role of Friends of Londiani Ireland as the key partner to Friends of Londiani Kenya ; establishing and strengthening other Friends of Londiani focused entities to achieve these strategic directions; focusing on financial sustainability to meet Friends of Londiani's commitment in supporting the aspirations of the community.

Friends of Londiani's new operational plan "**Creating better futures**" started in 2014, and to date many programmes have been implemented under the key areas of better education, improved healthcare, clean water and thriving economy. Throughout this Annual Report you can read about the various programmes and what they have achieved.

The environment in which organisations like Friends of Londiani operate is changing in many ways.

- **Climate change** impacts all of us. Scientific evidence shows that the earth systems are being pushed to their biophysical limits. Friends of Londiani is mindful of environmental considerations across all our programmes.
- The **demographics** of the world are changing. The global population could reach 9.6 billion by 2050. More pressure will be put on finite resources and contribute to environmental change.
- There is and will continue to be an increase in **urban** dwellers across the globe. By 2050 62% of Africans will live in urban areas.
- Between 2000 and 2013 the price of energy rose by 260%; Food prices increased by 120% and these trends are set to continue. Such trends lead to turbulence across communities, and we as an international NGO must remain effective throughout this challenge.
- **Overseas development aid** is under pressure and new donors are reshaping how aid is delivered. It is not delivered by NGOS alone, but entities like social enterprises also strive to bring sustainable change. These are just some of the changes in the environment we are working in.

- **Technological innovation** can impact the ability of people to meet their needs. Technology has enabled the village to become more “global”, and barriers between North and South are being removed. We continue to innovate and explore new technologies that will enable us to achieve our mission and vision.
- **Inequality** across the world is increasing. Today, the 85 richest individuals have the same wealth as the bottom half of the world’s population. Friends of Londiani must continue to advocate for the communities in which it works, and strive to bridge the gaps caused by unequal growth.

Friends of Londiani is adapting to this new environment and will continue to do so throughout 2015. Friends of Londiani is striving to ensure it remains relevant and continues to make an impact.

Next year is a crucial year for all of us as global citizens. The Millennium Development Goals will come to an end, and a new set of Sustainable Goals will be ratified. These will impact all our lives; Friends of Londiani will strive to contribute to these goals in a meaningful way.

During 2014 3 of our board members retired. I would like to thank John Spillane, Dr Meabh Ni Bhuinneain and Eva O’Mahony for their commitment to Friends of Londiani and the communities we work with. I would also like to welcome our new board members to the board. Thank you for taking up the challenge! I look forward to working with you in the coming years.

Friends of Londiani will continue to strive to work with communities to create better futures. We invite you to travel this journey with us; to learn; to explore and continue to bring lasting change to our world.

I would like to thank Friends of Londiani’s volunteers, supporters, family and friends for your continued support during the year. I would also like to thank the Board of Directors in Ireland and in Kenya, The Executive Committee, The Chief Executive Officer, and the staff for your passion, support and hard work during 2014.

Looking forward to the journey ahead in 2015,

Maria Kidney

Yours sincerely,

Maria Kidney

Chairperson



Maria Kidney pictured with Nora Sirma & Caroline Chelangat on their visit to Ireland May 2014



Friends of Londiani

Mission

The mission of Friends of Londiani is to work with the people of Londiani and its surrounding villages to develop and complete sustainable community projects, to enable and empower the people to achieve an improved quality of life based on their values and become the authors of their own development.

Vision

Our vision is for the communities with whom we work with to have an improved quality of life based on Kenyan values. This development will occur through participation in community projects. The projects will be implemented through partnerships based on the local communities self-identified needs in the areas of health, education, water provision and sanitation.

Friends of Londiani *Ireland* works in partnership with Friends of Londiani *Kenya*, a registered Non-Governmental Organisation in Kenya.

Londiani

Friends of Londiani is based in the town of Londiani which is 220km northwest of Nairobi, in Londiani sub-county, Kericho County. We work across the sub-counties of Kipkelion and Londiani with a total population of approximately 228,000 people of which 50% are women and 58% are under 25 years of age.



- 46% of the people in this region live below the poverty line.
- 70% of the population rely on subsistence farming to survive.
- 65% have no electricity.
- 50% have no running water.
- 2% of this region have VIP Pit Latrine Coverage (improved type of pit toilet)
- Maternal mortality rate is 45 per 1000.
- Child mortality is around 500 per 100,000 live births
- Health conditions in the area include Malaria, HIV/AIDS, Typhoid, Respiratory illnesses and water borne diseases.



Creating Better Futures

In 2014, we began our new 3 year operational plan “**Creating better futures**” focusing on the following key areas –

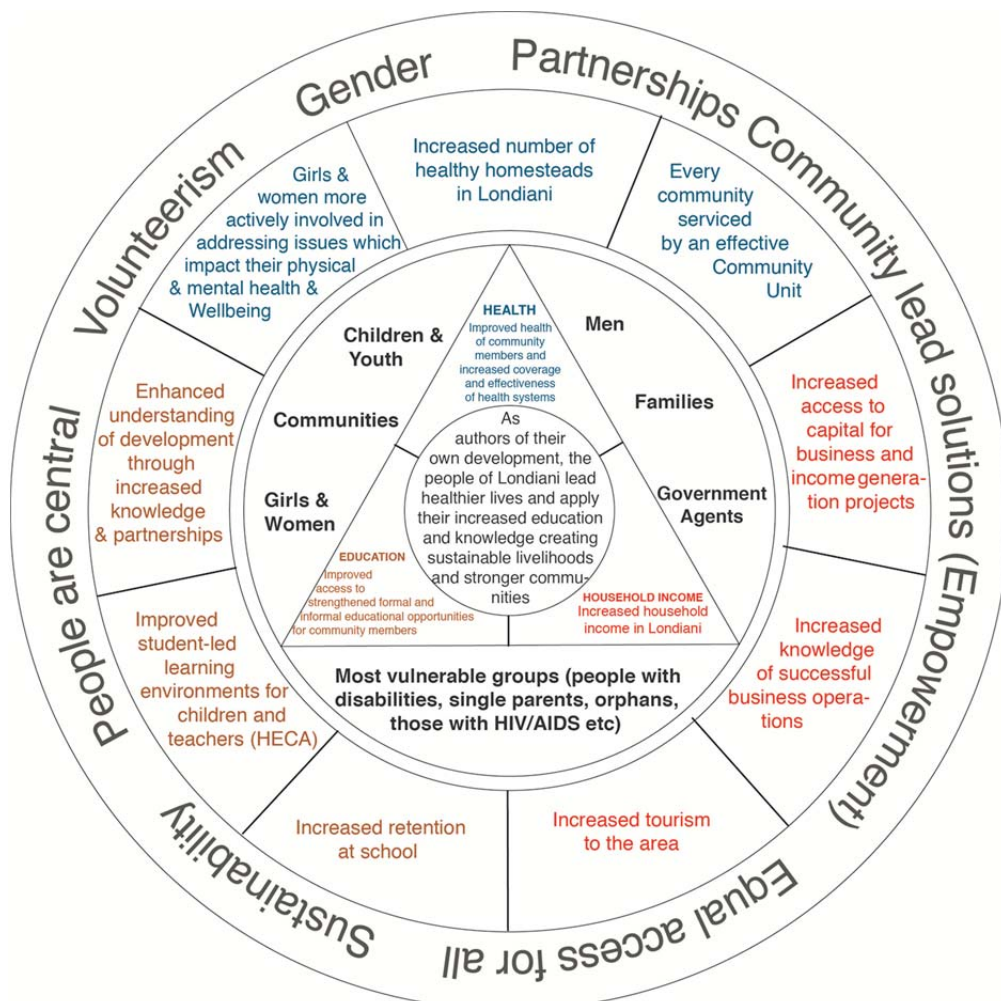
- **Better education**
- **Improved healthcare**
- **Clean water**
- **Thriving economy**

Our programmes are based on helping to achieve the Millennium Development Goals and are in line with the Government of Kenya Kipkelion District Plan & the Kenyan Ministry of Health Community Health Strategy.

Friends of Londiani’ theory of change

Our programmes contribute to bringing about the change the people of Londiani want to see.

“As authors of their own development, the people of Londiani and Kipkelion Districts lead healthier lives and apply their increased education and knowledge creating sustainable livelihoods and stronger communities.”





Better Education

Better education – the goal is to improve access to strengthened formal and informal educational opportunities for community members. The education programme includes both formal and non-formal education and includes support for the Kenyan education system and community education.

Lifeskills Programme

Friends of Londiani have run Lifeskills courses with the community since our inception in 2002. The participants come from the villages we work with and often this is their first opportunity to engage in peer-learning and their first point of contact with Friends of Londiani. During 2014 14 courses were held reaching 572 participants. The modules in the course include relationships, sexuality, HIV/AIDS, maternal health, caring for the sick, communications and stage of development. A review of the course began in 2013 and was completed during 2014 with the addition of 3 new modules on nutrition, mental health and drugs & alcohol addiction. These new modules reflect the changing needs and challenges of the communities across the region.



Lifeskills course facilitators with Irish volunteers work on finalising the new modules to the course – July 2014

Alternative Rite of Passage (ARP)

The Alternative Rite of Passage is a programme developed and led by the women and men in the communities that educates the people about the issue of female circumcision. The programme provides an option for families to follow instead of female genital cutting. Girls at risk of circumcision take part in five days of lifeskills and cultural training given by local women and men. Traditionally, December is the time when girls are most at risk as the school years ends and they come home for the holidays. In 2014, 17 ARP courses were held in December and 726 girls attended.

That brings to 4,567 the number of girls who have graduated from ARP since its inception in 2009.

Healthy Schools Programme (HECA)

The Healthy Schools Programme is about creating a clean and safe environment where children are at school. It is based on the WHO Healthy Environment for Children's Alliance (HECA) and it includes improving



Girls in Kimologit march through their community to promote the Alternative Rites programme. December 2014

sanitation and access to water in the school and education about health and hygiene. The children in the school form a HECA committee who identify the areas in their school that pose risks to their health. Then they work with Friends of Londiani, the principal, teachers and parents committee to reduce these risks.

In 2014, 30 new schools were added to the Healthy Schools Programme. This brings to 137 the total number of schools in the programme – both primary & secondary.

The physical infrastructure improvements focused on 6 schools in 2014 and included 5 latrine blocks for boys; 2 latrine blocks for girls; 6 washroom blocks for girls (these include latrines as well as washroom); 1 washroom block for boys; 1 latrine block for pre-schools; 7 water tanks and 1 ferro-cement tank. The water tanks store between 2,000ltr and 10,000ltr of water depending on size of the school and the ferro-cement tanks store 32,000ltr.



Children at Kipsirichet Primary school constructing a Tippy Tappy

Girls for Girls Programme (G4G)

The Girls for Girls programme is about enabling girls to stay in school throughout the month and that they won't miss days of schools during their menstrual period. The problem is lack of access to affordable sanitary products; poor quality sanitation in the schools and absence of information and knowledge about menstrual health management. We have been working with schools and partners since 2010 to develop this programme.



Girl Friendly Latrines & Washroom – July 2014

In March 2014, a cross sector partnership event run by Out of the Box was held in Londiani and participants looked at the sustainability challenge of Girls for Girls. Many ideas from this event fed into a training workshop for teachers from the Girls for Girls schools held later that month.

The workshop focused on starting income generation projects in the schools with the support of teachers, parents, school administration and local community. At the end of 2014 there were 22 schools across Londiani and Kipkelion participating in the programme. This includes 13 secondary schools and 9 primary schools with a total of 1207 girls benefiting from the programme.



Girls, teachers & parents with income generating project to support G4G in Baraka Secondary School – April 2014

Development Education

Development Education is a theme that runs through the work that Friends of Londiani are engaged in both in Ireland and in Kenya. Development education is about challenging mind-sets, opening people's eyes to the realities of inequality, raising awareness of issues facing people living in the developing world, creating a space to encourage critical thinking that may inspire action. Our strategic plan focuses on creating real and lasting change for people by making connections that will support communities, transfer knowledge and be creative and innovative in responding to the needs of the community. The programmes we deliver focus on improving health, providing access to education, bringing clean water to families and enabling people to pursue economic empowerment. The programmes challenge issues of gender, re-inforce issues of justice and human rights, inspire solidarity and understanding between people.

The thoughts, opinions and beliefs of all of whom we work with are actively challenged – the communities in Londiani and Kipkelion, our network of supporters, donors and volunteers – all are challenged to examine their own beliefs, change their way of thinking, explore issues and gain a deeper understanding of poverty and global development. Most importantly – we challenge you to take action.

The avenues we use to keep development education running through our work are – the Friends of Londiani volunteer training programme; using our social media and blogs around Internationally recognised days in the calendar such as World Health Day, International Women's day and more; the Friends of Londiani Schools Network; lobbying for



advocacy campaigns such as Act Now on 2015.

Irish Teachers Evelyn & Aisling from Mountrath & Claremorris on visit to Kenya - Feb 2014



Kenyan visitors to Ireland pictured with staff and board members - May 2014



Members of Soroptomists International Cork Branch and Bangor advocate for Girls for Girls programme. Pictured here are members of Cork branch meeting Kenyan staff members - May 2014



Improved Healthcare

Improved Healthcare – the goal is that the people in the communities in which FOL works will have access to a more effective healthcare system; and lead healthier lives. The health programme includes **Water & Sanitation** as well as public and clinical health. We work closely with the Ministry of Health to ensure consistency between our programmes and theirs.

Londiani District Hospital

During 2014 the Maternal Health Shelter was completed. This is located within the hospital grounds and the aim of it is to provide a place where expectant mothers can come and stay in the days leading up to their due date. During this time, they have access to health education through the hospital staff. They can ask questions, discuss any issues they may have and prepare for the birth. When the time comes they deliver at the hospital in a safe, skilled environment with reduced risk to their lives and the life of their baby.



Mayo General and Londiani District Hospital link Dr. Kigin; Dr. Meabh Ni Bhuinneain, Matron, Dr. Betty Langat - May 2014

There continues to be increased use of the hospital and the two Irish Aid funded operating theatres by the community.

The hospital link to Mayo General Hospital in Castlebar continues and in May 2014 a team of two staff members from Londiani District Hospital and Dr. Betty Langat, the District Medical Services Officer in Kipkelion District, visited Ireland where they spent 10 days with Mayo General Hospital meeting many staff, volunteers, supporters and the Friends of Londiani staff and directors.

Maternal Health

The risk to the health of mother and baby during pregnancy and delivery is very high across the region where we work. Only 16% of women deliver with the assistance of a skilled birth attendant. We work to lower this risk through improving the facilities at Londiani District Hospital and through working with Clinical Staff and Community Health Workers to increase their level of expertise, knowledge, experience and confidence.

During 2014 2 courses in Essential Obstetrics and Neonatal Care were run for 60 participants in total. This course follows a syllabus from the Royal College of Obstetricians and Gynaecologists and the participants would be clinical practitioners from the region.

Volunteers from the community train as Community Health Workers as part of the Ministry of Health's Community Health Strategy. During 2014, 4 maternal health courses were held for 168 participants to learn about supporting women during pregnancy, how and when to refer

them to the hospital for further care and what to do in the event of a woman in their community going into labour.

As part of the aim to improve maternal health care, we work with volunteers from the community who are part of a Maternal Health Shelter Service. These volunteers worked with 3 villages in 2014 building awareness among community members on the importance of delivering in health facilities. They also promote the Maternal Health Shelter at Londiani District Hospital making mothers aware of the service it offers and how it can reduce risk to health of mother and baby.

Community Health

The community volunteers who train as Community Health Workers form **Community Units** which include a committee of volunteers who oversee the programme of work being carried out. These Community Units form the back bone of the Ministry of Health's Community Health Strategy. It's a bottom up approach to identifying the health needs of a community and finding ways to address them. We support the setting up of these Community Units through training of the volunteers to carry out the work they identify needs to happen.



Volunteers from Out of the Box with Friends of Londiani staff learning about making "Tippy Tappys" for handwashing

In 2014 we worked to develop 4 new Community Units in partnership with the Ministry of Health – the Community Health Workers receive 11 days training to prepare them for their role. In addition to the health workers, the unit includes volunteers who form Community Health Committees to oversee the work of the unit and they receive 7 days training.

The Community Unit enables communities to access health information and health care. There is a greater understanding of health issues in these communities which leads to prevention of illness and referral to health facilities where necessary. There is a focus on individuals making their homes into 'healthy homesteads' which in the long run leads to healthier individuals and a stronger, healthier community.

A healthy homestead has several **key elements** which include – space & ventilation; smoke free cooking; safe water supply; clean compound; good sanitation; incoming generating activities; a nutritious kitchen garden; rubbish disposal and access to improved mother & newborn healthcare.

Smokeless Stoves are a core part of a healthy homestead. In partnership with the Public Health Office, we have developed a stove which reduces smoke and uses up to two thirds less fuel than the traditional 3 stone open fires. They have significant positive health, social, environmental and financial impact on households. 48 stoves were constructed during 2014 and 2 stove



Rose Koech and her daughter with their smokeless stove – July 2014

construction trainings were held with 12 Community Health Workers being trained as official stove installers. These installers are trained to a specific standard and then they continue to install smokeless stoves across the homesteads in their community unit.

Once a Community Health Worker is trained and the Community Unit is up and running, each health worker is assigned up to 25 households in the area to monitor and keep in contact with. Based on the experiences of these Community Health Workers, they identified a need for skills to deal with cases of injury or illness that they come across in the households they visit. This is a remote area where transport is a big challenge and access to health facilities is restricted. We began to develop a Remote Emergency Care (REC) course in 2011 and in 2014 a further 4 courses were run with 96 participants. These courses were delivered by 4 Kenyan trainers working with a team of volunteers from Ireland.



Homestead typical of those in the Community Units – July 2014



Community Health Worker installing a smokeless – July 2014

The community units also help with organising **Field Days** which continue to be an effective method of reaching large numbers of people. A Field Day is an event where different stations are set up providing information on various different health related topics. They take place in different areas of the community so that health messages and information get out to as many people as possible. Stations include de-worming, Vitamin A, Maternal & Child Health, Hygiene/Water/Sanitation, Alternative Rite of Passage, HIV/AIDS including Voluntary Counselling and Testing (VCT) and malaria prevention are available at each event. Field Days are also really effective to highlight any specific health issues in the area such as outbreaks of polio, measles, and cholera. 26 Field Days were supported in the region in 2014 and 16,652 people attended.

Some parts of the district are difficult to access by road and are far from existing health facilities. To provide community health care for the people living in those areas **Outreach Clinics** are held in partnership with the Ministry of Health. Health workers and clinical health practitioners attend and provide vaccinations, public health education and general health care for those who attend. Anti-natal care is offered along with immunisations for newborns and referrals are also made where needed. In 2014, 76 Outreach Clinics were held with 7,000 people attending.

Clean Water has been a key part of what we support since we began working with the people of Londiani in 2002. This hasn't changed and access to clean water remains one of the main priorities for the communities. Only 15% of the population in this region have access to an improved water source.

In 2014, the Ndubusat Water Committee extended their project to a new village called Mtaragon with a population of 5,000 approx. This project is a gravity fed water scheme which takes water from a natural spring in the hills above the village and it is piped down the hill. On route, various off shoots have been developed to reach more villages adjacent to its route.

Water tanks which harvest rain water continue to be an excellent means of accessing clean water. In 2014, one 32,000 litre ferro-cement tank was installed to provide water to a school. A further seven 2,000 litre tanks were installed in 5 schools throughout the district. The rain water is harvested from the roofs of newly constructed latrine blocks and its primary purpose is to provide water for washing hands after using the latrine. This is the number one barrier to preventing disease infection.

Another gravity water project is being developed in partnership with the District Water Office and the community of Kimologit. During 2014, surveying was completed to bring 10km of pipelines to the local communities.



Photos of the Nduro Water Project construction during 2014

Friends of Londiani have been working with the committee of Nduro water project since 2011. This project is located in Kunyak division with a population of approx. 17,000 people. It is an upland remote area with many challenges mainly related to isolation and poor access to services. The people in the area have engaged with many of Friends of Londiani's programmes including Lifeskills, Healthy schools, Alternative Rite of Passage and set up of a Community Unit.

The water committee are hardworking, local people seriously committed to providing clean water to their community. They are driving the project which will take water by a gravity fed scheme from several upland springs that have been identified and tested.

It is a project on a huge scale and one which is being developed as funding is available. Friends of Londiani, supported by Friends of Kipkleion, are working closely with the Nduro committee and the District Water Officer to advance the project.

In 2014, further funding for this project was approved by the County Government to bring water to the Kapwen Trading Centre. The Kapwen area has 1475 households, approximately 6,000 people. The area suffered from Cholera outbreaks in 2007 and again in 2009 which resulted in the deaths of 58 people. It is a steep and remote area which was also badly affected during the post-election violence in 2008 and 2009. The Ministry of Health are active in the area and we support 2 of the 3 outreach clinics held here each month.



Thriving Economy

Thriving Economy – The goal is that the people in the communities in which Friends of Londiani works will have sustainable livelihoods and be economically empowered.

The Economic Empowerment Programme looks at the sourcing of funding for Community Groups, capacity building in terms of accessing this funding and business and income generation training



Business training

As part of our economic empowerment programme, we ran 2 **Business Courses** in 2014 where 45 people attended. We partnered with Kipkelion Table Banking and Kenyan Commercial Bank for these courses.

Sustainable Tourism Project

Several pilot treks were held throughout 2014 in the area of the **Sustainable Tourism Project**. The purpose of the pilot treks included enabling participating villages to be familiar with the entire trekking route and learn about the features of each community and to encourage interaction between village and within villages and to gain an insight into what visitors like and want so preparations can be made.



Friends of Londiani partnered with the Irish Foundation for Cooperative Development to develop a campsite in 2014. Work on the campsite is ongoing and will enable trekkers to stay overnight along the proposed trekking route.

The Campsite under construction for the trekking route in Ndubusat – September 2014

Education Bursary Programme

One of the biggest draw backs to economic empowerment is lack of access to opportunities for education. During 2014 we supported 165 students with bursaries to cover their schools fees and enable them to stay at school and finish their education. The children in receipt of these bursaries are especially at risk of dropping out of school due to lack of school fees. They are from one-parent families or they have been orphaned.



Partnerships

Partnership & Capacity Development

It is through a spirit of partnership that we engage with communities and work with them. From our first meetings through to signing of Memorandum of Understanding we meet regularly to discuss progress and take feedback. We held several partner meetings in 2014, the purpose of these is to keep updated with all partner activities and enable partners to feedback on the various programmes they are involved with.

Capacity development amongst the youth continues to be a focus of our work across the district. In 2014 several capacity development courses were organised for young people including business training for young drivers and graduates, remote emergency care courses and alternative rite of passage.

Friends of Kipkelion Project visit

Friends of Kipkelion is UK registered charitable trust who aim to support basic healthcare and education projects in the Kipkelion district. They work in collaboration with Friends of Londiani and we are very grateful for their partnership and endless support. Michael Deriaz, Chairman of Friends of Kipkelion, travelled to Kenya in on the 30th September with a fellow Trustee – Nicholas and they visited projects that they have supported and upcoming projects – namely Sacred Hills Girls, Testai Primary, Ndubusat Primary, Nduro Water Project and new projects in Nyairobi Primary, Kipsirichet Primary, Kamarus Secondary.

Esther Alliance

The ESTHER Alliance is a European initiative that involves twinning hospitals in the European union with hospitals in developing countries. Under Ireland's ESTHER Programme the HSE will facilitate Irish hospitals and other health institutions to engage in partnerships with similar institutions in less developed countries. The Mayo General Hospital and Londiani District Hospital have held a formal partnership since 2009 and in September 2014, the Mayo-Londiani partnership applied to join ESTHER and further formalise their partnership.



Michael and Nicolas pictured with community and staff - October 2014





Friends of Londiani Schools Network Programme



2014 was an exciting year for the Friends of Londiani Schools Network programme. The network is part funded by the Irish Aid WorldWide Global Schools who provide a range of supports for development education initiatives at secondary school level.

Friends of Londiani have 5 Irish and 5 Kenyan secondary schools in the network. Links between the first schools began in 2009 and have been developing since then. The theme taken on for 2014 was Human Rights, Human Responsibilities.

Each school chose different Human Rights to focus on. They created displays in their schools to create awareness of the issues. They gathered together for a peer led student workshop in April where they ran workshops on the Human Rights they had focused on.

The highlight of the year was the teacher exchange visits. In February 6 Irish teachers from 3 of the network schools travelled to Kenya to visit their respective link schools. They met the students & teachers and visited their schools; they got a picture of life as a Kenyan School teacher and an insight into their culture and identity.

In May, 10 of the Kenyan teachers from the 5 network schools in Kenya came to visit Ireland. They were hosted by each of the Irish network schools and immersed in Irish culture as well as visiting the Irish schools and meeting the students.

All of the teachers involved gained unique insights into the lives of their counter parts. They all said that the visits helped further establish their commitment to the network and the school links.

In between visits, students continued to exchange letters and book reviews and correspond by email and skype.





Volunteer Teams 2014

During 2014 there were several groups of volunteers who travelled to Kenya to work with the communities there. These included –

- **March** – volunteers from Lebanon, USA, Ireland and Kenya travelled to work with the teachers from the Girls for Girls schools on the economic empowerment element of the programme with an emphasis on sustainability.
- **April** – a youth team of 22 students and teachers from Moate Community School and Killinarden Community School in Ireland. They worked on building stoves and surveying households. They had the privilege of spending Easter in Londiani and managed to take in 54 baptisms & confirmations; 20 first communions and 5 marriages on Easter Sunday!
- **July** – a team of 8 volunteers from Ireland spent 3 weeks in Londiani. Their work focused on stove building; reviewing & surveying households pre & post stove installation; facilitating Lifeskills courses including finalising the 3 new modules to the course with the Kenyan facilitators; attending field days & outreach clinics; facilitating on the Healthy Schools programme and they also took in the sustainable tourism project with a pilot trek over a weekend.
- **November** – a team of 3 volunteers from Ireland spent 2 weeks in Londiani focusing on building stoves; surveying households; facilitating remote emergency care courses; attending outreach clinics and field days and also fitting in the trekking route.





Schools and Community engagement

Throughout 2014, we engaged with various schools and community groups who are interested in learning more about Friends of Londiani and supporting the communities we work with.

- In March we spent a day with the Transition Years at St. Aloysius School in Carrigtwohill doing workshops about the Girls for Girls Programme.
- We made a presentation to staff of the Cork University Maternity Hospital in March to talk about our work especially around maternal health care in Londiani and encourage staff to volunteer on our Harambee projects.
- May was a big month for engaging with volunteers and supporters when we hosted teachers as part of the WorldWide Global Schools network along with Friends of Londiani staff and Londiani District Hospital staff in Ireland. With these visitors was Dr. Betty Langat - the District Medical Services Officer in Kipkelion District and Country Director and Chairperson of the Board of Management of Friends of Londiani in Kenya. Several events were hosted around the country through the schools network, Mayo General Hospital and the office in Midleton to welcome and meet the visitors.



Dr. Betty Langat, Dr. Kigin, Norah Sirma & Matron of Londiani District Hospital on Clare Island - May 2014



Volunteers who have been to Kenya meet the visitors at an open night in the office - May 2014

- We spoke at the Guiding Ulster Leaders Conference and at the Irish Girls Guides South West Region conference about the Girls for Girls programme which resonates strongly with their members.
- We worked with the LVCP and Transition Year classes at St. Colman's Community college with presentations about community development in Londiani.
- We had stands at volunteer fairs during the year such as University College Cork and the Irish Aid Volunteer Fair in Dublin.
- Midleton Library hosted us for book reading of 'Mama Panya's Pancakes' to local primary school classes – this is a book about village life in Kenya and the children learned about what Friends of Londiani do to support village life in Londiani.
- We visited the 5 Irish schools in the Friends of Londiani network doing workshops with the students on Human Rights with support from WorldWide Global Schools.

- Our office in Midleton had open days during the year to welcome our Kenyan visitors in May, to promote our Harambee volunteer projects during the year and to showcase crafts for sale made in Kenya around Christmas time.
- We met with the Devils Bit Macra na Feirme group from Roscrea and Templemore who fundraised to support the projects in Kenya.



Members of Devils Bit Macra Na Feirme supporting volunteer Margaret Stanley's fundraising for Harambee - June 2014

- Although we couldn't visit in person, we did engage with the students of Wycheproof P12 College in Victoria, Australia who chose Friends of Londiani to base their community learning project on and in the process fundraised for rain water tanks for the schools in the Healthy Schools Programme.
- One of the July Harambee team, Ned Dwyer, received the Global Citizenship Award on his return from Kenya. This Award was championed by EIL Intercultural Learning and Friends of Londiani helped to pilot the award. During his time in Kenya, Ned wrote blogs about his experience which are on our website. He also recorded a video blog about the Lifeskills programme and on his return home he made a presentation about Friends of Londiani to the staff at the Coastal & Marine Research Centre where he was working.



Teacher Ann-marie Harney from Killinarden Community School with Norah & Caroline from Friends of Londiani Kenya - May 2014



Teachers, students, volunteers & board members from Friends of Londiani meet Taoiseach Enda Kenny in Castlebar - May



Fundraising in Ireland

We continued to fundraise throughout 2014 with the support and generosity of many volunteers, donors and members of the public. Fundraising is of huge importance to us so that in addition to the grants we receive we have enough funds to support the operations of the Charity in Ireland as well as the projects we support through the NGO Friends of Londiani, Kenya. Among the 2014 fundraising activities were -

- A **Golf Classic** organised by volunteers in June attended by supporters and volunteers from around the country and hosted by the Roscrea Golf Club.
- A **Mountain Challenge** in August where the challenge was to climb one of the highest mountains in Ireland on a specific day – we had four teams of supporters, one on each of the highest mountains in the four provinces.
- Debenhams in Cork held a **Cosmetics evening** with make-up demonstrations, spot prizes and discounts across the store and ticket sales to support Friends of Londiani.
- Our **online shop** with handmade bags, hand carved salad spoons from Kenya, vouchers supporting various programmes and other items, attracted customers throughout the year.
- The **online shop at Christmas** expanded its range of craft items from the previous year and beautiful handmade nativity sets, angels, bags and santa's were among the popular items for sale.
- Volunteers manned **stalls at Christmas markets** around the country and at the Farmers Market in Midleton selling the hand crafted items from Kenya.
- We also had Christmas related fundraising activities including **cash collections, sales of Christmas cards and our annual calendar.**
- Friends of Londiani's **Wedding Favours** continue to be supported - name place cards based on the theme of the big six safari animals in Kenya - elephant, lion, giraffe, buffalo, rhinoceros and leopard.
- We continue to have **coin collection boxes** in retail outlets around the country.
- All volunteers who travelled with Friends of Londiani in 2014, held various events in their communities such as Table Quizzes, Coffee mornings, sponsored walks, cake sales, car boot sales etc.



Carrauntouhill Summit Mountain Challenge August 2014



Crafts made in Kenya proved very popular again in 2014



Compliance and Transparency

Friends of Londiani has a strong volunteer base and values the support and commitment of our volunteers throughout Ireland and beyond to other parts of the world. We are signatories to the **Comhlámh Code of Conduct for volunteer sending organisations** and complete the Comhlámh Code of Good Practice Self-audit on an annual basis. This ensures that we continue to comply with Best Practice standards in looking after our volunteers. In 2014 we were conferred with the Core Indicators Award to officially recognise that as signatories we have put the core indicators outlined in the self-audit in place.



Throughout 2014, we attended many events organised by Comhlámh such as peer support meetings; training on Child Safeguarding; seminar about online volunteering and we appreciate the support and networking opportunities that keep us informed and help us to maintain our high standards of volunteer care.



Friends of Londiani is a member of Dochas – the Irish Association of Non-Governmental Development Organisations and subscribes to the principles contained in the **Irish Development NGOs Code of Corporate Governance**. This code aims to strengthen the impact and quality of Development NGO work and enhance confidence in

Friends of Londiani and in the Development NGO sector.

We confirm that our organisation complies with **The Governance Code for the Community, Voluntary and Charitable Sector** in Ireland.



We are also a signatory of the **Dóchas Code of Conduct on Images and Messages** (“the Code”) and commit to applying the Code’s principles for all our communications. We strive to support the Code’s implementation and to promote it across all members of staff, as well as partners, contractors and the wider NGO sector. By signing the Code, we commit to a set of principles, ensuring that we will avoid stereotypical or sensational images, respect the dignity and equality of all people portrayed and promote fairness, solidarity and justice through all our communications. We also agree a number of commitments to ensure the Code’s principles are implemented throughout all activities of the organisation. In 2014 we were notified by Dochas that we have fulfilled all nine minimum criteria for the Code.



All feedback and comments on our compliance with the Code can be sent to our Code Champion Rose Hennessy: rosehennessy@friendsoflondiani.com.

Friends of Londiani remains committed to maintaining the standards outlined in the **Statement of Guiding Principles for Fundraising** supplied by ICTR, the organisation representing the interests of Irish charities. The statement aims to improve the



way charities in Ireland raise their funds; promote accountability and transparency among charities; provide clarity and assurances to donors about the organisations they support. We commit to doing this by maintaining good fundraising practice; providing high levels of accountability and transparency to our donors and prospective donors from the public and providing clarity and assurances to you about how we spend your money. Our Accounts comply with the **Statement of Recommended Practice (SORP)** standard in general and with the Dochas/Irish Aid guidelines on financial reporting. We publish our Annual Accounts on line every year and these can be downloaded from our website.

The **People in Aid Code of Good Practice** is an internationally recognised management tool that helps humanitarian aid and development agencies enhance the quality of their human resources management. Friends of Londiani is a member of the People in Aid code and is striving to implement the code throughout the organisation.

Membership

PEOPLE IN AID



Advocacy

During 2014 Friends of Londiani made use of its social media platforms of Facebook, Twitter and it's Blog to highlight various issues and bring focus to other organisations working to put the spot light on development – some examples are –

- The Act Now 2015 Campaign
- The EU Aid Budget
- The Irish Aid Budget
- The Irish Aid 'One World, One Future' Policy on International Development
- The World We Want Campaign
- Dochas World's Best News Campaign
- Menstrual Hygiene Management

**Act Now
on 2015**
Deliver Ireland's Aid Promise



Various UN designated International days were acknowledged e.g. Day of the Girl; World Aids Day, World Water Day, International Volunteer Day, International Women's Day.

Better Together Video

We entered the Better Together Video Competition in 2014. Between September and November, members of the public were encouraged to get involved by voting for their favourite causes' videos. Friends of Londiani submitted a short video focusing on the role of women in the community and how we support them. Thank you to all of you who voted for FOL in the competition. Your support is hugely appreciated!



Make a Difference to YOUR community



Funding

Friends of Londiani depends on national fundraising events, private donations, local fundraising by volunteers, business donations and grants. We are grateful to all those who have fundraised on Friends of Londiani’s behalf and on behalf of the communities in Kenya.

Irish Aid is the Government of Ireland’s programme of assistance to developing countries. Friends of Londiani received funding from the Department of Foreign Affairs through Irish Aid in 2014.



This grant was specifically for Water, HIV/AIDS and Health projects and will be used to part-fund these projects. We gratefully acknowledge their support.



The Friends of Londiani School Network was funded by Irish Aid through the WorldWide Global Schools programme.

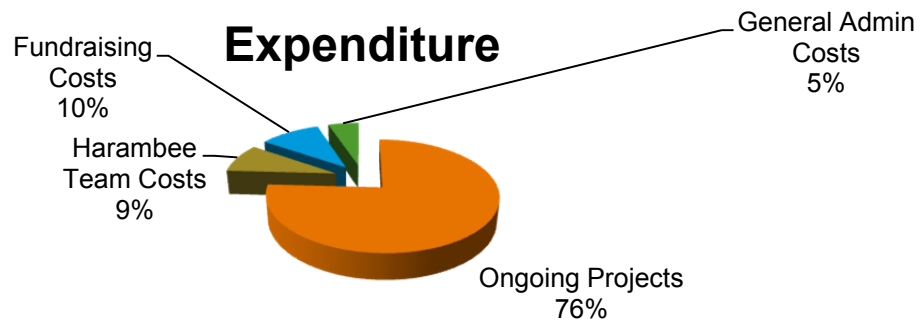
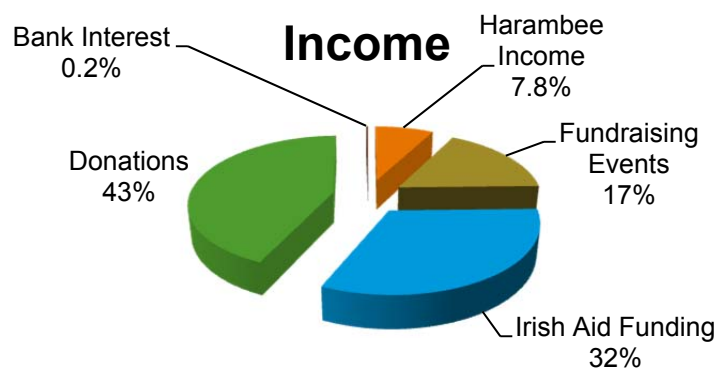
Friends of Londiani would like to thank Musgrave Retail Partners Ireland and Soroptimists International Cork and Bangor for their support of the Girls for Girls programme in Kenya in 2014. Their support enabled girls to remain in school throughout the District.



Friends of Londiani would like to thank the Irish Foundation for Co-operative Development for their support of its sustainable tourism project in 2014.



2014 Summary





Financial Report 2014

Statement of Financial Activities for the Year Ended 31 December 2014

	<u>2014</u> <u>Restricted</u>	<u>2014</u> <u>Unrestricted</u>	<u>2013 Total</u>	<u>2013</u>
INCOME				€
Harambee Income	34,385		34,385	44,084
Fundraising Events		75,562	75,562	80,752
Irish Aid Funding	143,080		143,080	172,714
Donations	79,020	113,206	192,226	62,475
	256,485	188,768	445,253	360,025
INTEREST RECEIVABLE				
Bank Interest receivable		1,068	1,068	1,488
GROSS INCOME	<u>256,485</u>	<u>189,836</u>	<u>446,321</u>	<u>361,513</u>
EXPENDITURE				
Ongoing Projects	222,115	78,178	300,293	280,433
Harambee Costs	34,370		34,370	47,125
Fundraising Costs		40,673	40,673	42,168
General Admin Costs		20,492	20,492	18,342
	256,485	139,343	395,828	388,068
Surplus/(Deficit) for the Year	0	50,493	50,493	-26,555
	<u>0</u>	<u>50493</u>	<u>50493</u>	<u>-26555</u>

Balance Sheet As at 31 December 2014

	<u>2014</u> €	<u>2013</u> €
CURRENT ASSETS		
Debtors and prepayments	508	497
Cash at bank and in hand	263,601	197,374
	264,109	197,871
CREDITORS	-84,895	-69,150
NET CURRENT ASSETS	<u>179,214</u>	<u>128,721</u>
FUNDS		
Unrestricted Funds	154,214	103,721
Restricted Funds	25,000	25,000
	<u>179,214</u>	<u>128,721</u>



Structure, Governance & Management

Board of Directors and Executive Committee

Friends of Londiani Ireland Limited is governed by the Board of Directors. The Board is composed of ten Non-Executive Directors plus the Chief Executive Officer. The Board meet 6 times a year and has ultimate responsibility for directing the affairs of Friends of Londiani, ensuring it is solvent, well-run and delivering the outcomes for which it has been set up. The Board is responsible for the strategic direction of Friends of Londiani, safeguards the ethos of Friends of Londiani, and is responsible for the audit and finance of Friends of Londiani including money, insurance and legalities. The Directors have responsibility for, and are aware of the risks associated with the operating activities of Friends of Londiani. Adequate systems of internal control are in place which aim to ensure compliance with laws and policies, ensure efficient and effective use of resources, safeguard assets and maintain the integrity of financial information produced. Financial information is subject to detailed review at Board level.

In between Board meetings, the day-to-day management of the organisation is delegated to the Chief Executive Officer and the Staff Team. The Executive Committee consists of the Chief Executive Officer, the Chairperson, Vice Chairperson and the Company Secretary. They meet at least once a month and deal with any urgent matters; they ensure that Board decisions are implemented; they deal with any Conflict of Interest, budgeting and authorise volunteer projects.

Board Committees

The board has a number of sub-committees including Audit, HR and Executive. Friends of Londiani board members are responsible for specific portfolios. These include Fit for Future/Strategic Planning 2017 – 2020, Governance (Organisational Strategic Planning), Governance (Compliance), Communications, Development Education, Programmes, Funding, HR, Audit and Continuous Quality Management.

Staff and Operations

Day to day operations are undertaken by the Chief Executive Officer and the Office Manager. From time to time 3rd party services are provided to Friends of Londiani and these are coordinated by the Chief Executive Officer. These include suppliers, auditors and solicitors.

Governing document

The Company was incorporated on 23 February 2005 and is a Company limited by guarantee not having a share capital. As of 31 December 2014, there were 10 members whose guarantee is limited to €1 each. This guarantee continues for one year after membership ceases.

The Board

The board has a transparent Board Renewal process in place to ensure that board has the desired blend of skills and experience at any given time. New board members are elected by the members of Friends of Londiani at the Annual General Meeting of the Charity. In August 2014 five new members were elected to the Board through the Board Renewal process.

Appointment of Directors

The Board of Friends of Londiani is comprised of 10 Directors and 1 Chief Executive Officer.

Directors' induction and training

New Directors and staff have an induction programme to ensure that collectively they have the necessary knowledge required for proper governance of the charity. In September 2014 the new board underwent an induction meeting. Continuous support is provided to board members throughout their term.

Governance Codes

Friends of Londiani has implemented the Dóchas Code on NGO Corporate governance and complies with all its principles. Friends of Londiani reviews its compliance on an annual basis.

Friends of Londiani confirms that our organisation complies with The Governance Code for the Community, Voluntary and Charitable Sector in Ireland.

Friends of Londiani has a Conflict of Interest policy in place and all potential conflicts of interest are dealt with by the Executive Committee.

Friends of Londiani has a Code of Conduct for Directors in place, and all Directors are obliged to comply with this code.

Board Performance

Friends of Londiani has a self-evaluation process in place using the Dóchas Checklist for Board Self Evaluation. This self-evaluation is undertaken once a year by the board.

Finance and Fundraising

Friends of Londiani is committed to achieving the standards outlined in the Statement of Guiding Principles for Fundraising supplied by ICTR, the organisation representing the interests of Irish charities

Friends of Londiani 's Accounts comply with the Statement of Recommended Practice (SORP) standard in general and with the Dóchas/Irish Aid guidelines on financial reporting.

Friends of Londiani publishes its Annual Accounts on line every year and these are available on our website www.friendsoflondiani.com.

Directors Expenses & Pensions

All Friends of Londiani board members are voluntary and do not receive payments to attend board meetings. All expenses incurred by board members in fulfilling their duties as board members are paid according to Friends of Londiani's Expense Policy.

Friends of Londiani does not pay any pension allowances for its employees but has a PRSA scheme in place should any employee wish to avail of this.

Risk management

The Directors are aware of the risks to which Friends of Londiani is exposed, in particular, to the financial and operational risks and are satisfied that appropriate systems are in place to mitigate exposure to the risks.

Friends of Londiani has a Risk Management matrix which is reviewed, updated and discussed at every board meeting with any necessary mitigations put in place. The Chairperson, Vice Chairperson and the Board Member holding the Continuous Quality Improvement portfolio review this matrix in advance of all board meetings.

Legal status

Friends of Londiani was founded in 2002 by a group of Irish volunteers who worked in partnership with the people of Londiani on community development projects. A Board of Directors was established in 2005 and the group was officially registered as an Irish Charity. FOL is recognised by the Revenue Commissioners as having registered charity status and the charity number is CHY16505. Friends of Londiani is a Limited Company registered with the Companies Office since February 2005 and the registered company number is 398094.

Volunteers

The Board of Directors wishes to gratefully acknowledge the work of Friends of Londiani volunteers around the world. We rely on our volunteers to participate in our development education programme and fundraising activities. Communities in Kenya depend on the spirit of volunteerism to achieve their desired project aims. We regularly run Harambee volunteer projects which enable volunteers to experience the community development projects in Kenya.



Members of the Friends of Londiani Kenyan Board and Staff.



Organisation

Board of Directors

Ms Maria Kidney, Chairperson
Ms Sally O'Neill, Vice Chairperson
Ms Anita Layden, Company Secretary
Ms Hazel Murphy
Ms Helen Concannon
Ms. Eva Creely
Mr. Charlie Daly
Ms. Siobhan Cully
Mr. Kieran Curtis
Ms. Audry Deane
Ms. Eva O Mahony (retired)
Mr John Spillane (retired)
Dr. Meabh Ní Bhuinneáin (retired)

Executive Committee

Ms. Maria Kidney
Ms Sally O Neill
Ms Anita Layden
Mr. Martin Ballantyne

Chief Executive Officer

Mr Martin Ballantyne



Contact Details

IRELAND

Address:

4 The Crescent,
Mill Road, Midleton, Co. Cork, Ireland.
Email: info@friendsoflondiani.com
Telephone: +353 21 4621478

KENYA

Address:

P.O. Box 335,
Londiani, Kenya.
Email: kenya@friendsoflondiani.com
Telephone: +254 729886153

Website: www.friendsoflondiani.com

Facebook: <http://www.facebook.com/londiani>

Follow us on Twitter: <http://twitter.com/#!/londianicharity>