

HOPE FOUNDATION FOR AFRICAN WOMEN ANNUAL REPORT 2022



Transforming Communities
through Anti-FGM Advocacy,
Finance Literacy Training and
Mentorship and Economic
Empowerment Using Popular
Education and Social change
communication



www.hopefaw.org



@HFAW



@HFAW2015

FOREWORD

To our Esteemed friends, supporters, and stakeholders,

It is a privilege that we get every year to speak with you through our work. None of it would have been possible without your enormous contribution in one way or another. You participated as a beneficiary, gave your resources as a donor, collaborated with us, shared your ideas or advise or simply were our cheerleader.

HFAW continues to show resilience after the Covid 19. It will be a lie to say that things ever went back to normal. This year, we continued with our anti-FGM advocacy, life skills, prevention of early pregnancies, capacity building of our valued community health volunteers, engaging men in our anti-fgm advocacy all in Nyamira County. We used our popular education methods and amplified our voices through the media, both traditional and social media. We also solidified our group lending process in Nyamira with two women groups which seem to be making real progress after the pandemic. In addition, we focused on women living with disabilities with mentorship projects, loaning to them as well as introduced table banking all in Kajiado County. Looking at our impact numbers especially because these are hard to reach regions, this is not a mean achievement.

Looking into 2023, we are highly hopeful because we plan on a completing a strategic plan which will involve recruiting a grant writer and continued building of staff and board capacity. The team building activities that happened towards the end of this year closed our year with enthusiasm and hope for a better future.

Our new year 2023 will focus on hard-to-reach places in Nyamira for antiGBV and antifgm advocacy as well as target poor villages with income generating activities since poverty is generating jiggers infested villages. We will continue to support our vulnerable groups in Kajiado, the WWDS. Their table banking project and finance literacy mentorship are particularly important. We will continue supporting our health and rights promoters in ways of building their capacity.

We know that times are hard and challenges are enormous but we also know that we are not alone. With your continued support we will press forward. We remain grateful because we see how critical your support has been and thank you in advance for investing in us in 2023. Your participation, generosity, encouragement, feedback, advice, guidance and motivating words are all welcome and important to us. This work is very hard. Together we can do more in 2023. Thank you again.

Sheila Jane Mutuma (PhD), Board
Chairperson



Mary Nasibi (PhD) Board , Treasurer



Grace B Mose Okong'o , Secretary



WHO WE ARE

Vision

A society free of gender inequalities

Mission

HFAW is an International not-for-profit, non-partisan organization registered in 2013 and works with rural communities to reduce gender inequalities through economic empowerment, gender advocacy with FGM as a priority, promoting sexual, reproductive health and advancing human rights in Kenya through Popular Education Model.

Values

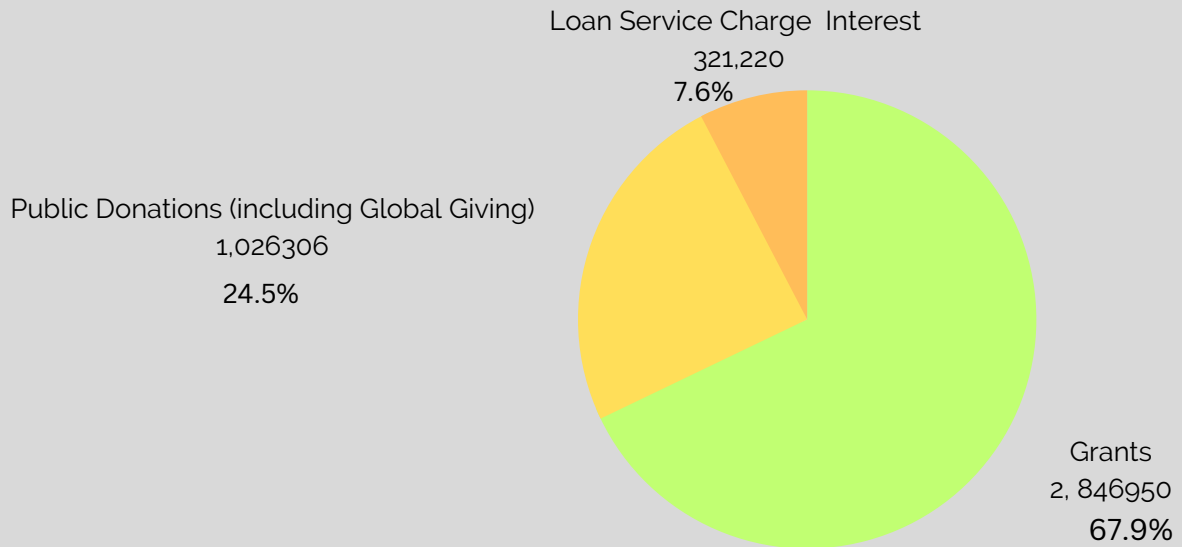
- Honesty to ensure HFAW staff and volunteers are trusted and credible in the eyes of all stakeholders
- Openness to feedback, ideas to ensure we are creative and innovative
- Passion to address the myriad of needs related to gender in the communities. HFAW staff will often have to go out of their way.
- Excellence in everything we do. We strive to have done our very best by the time we finish tasks

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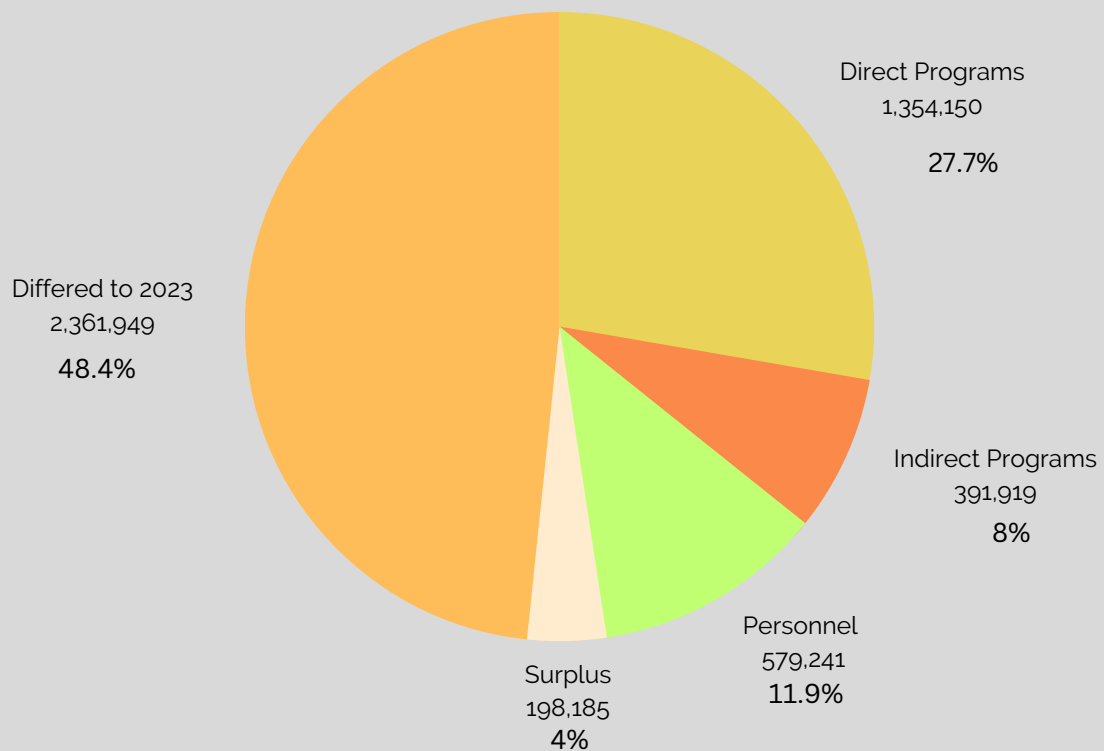
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OUR FINANCES

Income (Kshs)



Expenditure (Kshs)



Disclaimer: One grant was received two days to the end of HFAW financial year which explains the substantial differed funds.

School Advocacy

ACCOMPLISHMENTS

School Name	Female Pupils	Male Pupils	Total Pupils	Female Teachers	Male Teachers	Total Teachers
Mochenwa primary	272	275	547	7	7	14
Eronge Primary	103	112	215	5	9	14
Nyabogoye Secondary School	111	89	200	6	6	12
Riabagaka primary school	90	107	197	5	7	12
Kiamogiti primary school	88	103	191	9	4	13
Geteni Primary school	133	150	283	8	6	14
Miriri Primary School	190	172	362	8	9	17
Nyangorora Primary School	98	83	181	7	8	15
Sengereria Primary School	148	167	315	10	4	14
Nyabigege Secondary School	159	163	322	7	5	12
Remnant Primary School	94	106	200	5	8	13
Nyamakairo Primary School	185	150	335	9	7	16
Nyamusi Primary School	165	162	327	10	7	17
Subtotal	1836	1839	3675	96	87	183

OTHER ACHIEVEMENTS

- Through the church outreach trainings at St. Catherine's church, we managed to reach over 250 parents both male and female with the anti-FGM message
- Reached 23 men living with FGM survivors.
- Reached over 700,000 thousand Kenyans through a media outreach at Minto FM and Egesa Fm radio stations within Nairobi County.
- Participated in the Pan-African Youth Summit that brought youths from 17 countries to discuss matters related to FGM.
- Reached over 250 parents, and various CBOs and CSOs with self-advocacy skills.
- 30 Women With Disabilities benefitted from the Leadership, Business and Financial Literacy Training in Kajiado county.
- Disbursed loans to 2 farmers groups in Nyamira county through the Hope Fund Kitty.
- Disbursed loans to 10 Women With Disabilities (WWDS) through the Hope Fund Kitty.

OUR PROJECTS

ECONOMIC EMPOWERMENT PROJECTS:

Hope Kitty Fund

Strategic development goals number 1, 5 and 8 are linked to the eradication of poverty, provision of economic empowerment for all and promotion of gender equality. It is almost impossible to achieve women empowerment and gender equality when poverty continues to be feminized. Majority of marginalized women in Kenya have a hard time accessing affordable loans and credits for their own entrepreneurship. To mitigate this challenge HFAW women and girls continues to access small interest loans through our Hope Kit Fund. HFAW continues to give to groups to avoid losses incurred when disaster such as Covid 19 strikes. This year HFAW Kitty supplied 700,000 to Mongoni women group and 200,000 to Nyanchonori women group both in Nyamira County. In addition, 11 women living with disabilities in Kajiado County were supported with small loans of 10,000 each with over 80% return rate. Seven of these women have developed personal businesses after taking lessons on how to manage their finance and develop their business. WWDS continue to manage their group business as well.

To shelter women from being alone in their economic development struggle HFAW worked with WWDS to launch a table banking strategy. Women are able to put their fund on the table and borrow back and return it with interest and borrow again. This is proving to be a successful process of self empowerment, much better than the merry go round. HFAW staff continue to support these self driven agenda for economic growth.



Nyanchonoria community unity-discussing table banking system with HFAW support



Table banking-Nyanchonoria community Unit

Leadership, Financial Literacy and Business management Training for (WWDs) in Kajiado County

Women and girls and WWDs are victims of significant violence along multiple vectors and chronic gender discrimination. Compounded by poverty and lack of understanding of their full rights with rampant gender inequalities at household, community and national levels, WWDs are higher perpetual victims of GBV. The economic environment both at local and national levels, do not give any special attention to persons with disability.

Thanks to African Women Development Fund (AWDF), HFAW was able to prioritize WWDs economic empowerment project. WWDs had not known a better way to organize any kind of mobilization to champion for change. WWDs often face higher levels of poverty and limited employment opportunities, forcing them to depend on men in their lives some who are violent. Community weak social service system, exposes WWD to increased vulnerability to gender-based violence. This necessitated our decision to embark on an aggressive economic empowerment project with the WWDs in Kajiado county to provide financial and business literacy training combined with support to for them to start up group and individual businesses, use of social media and traditional media to advocate against economic injustices and the abuse of their rights.

In 2022 we continued with phase two of this same project while reaching to more WWDs thus achieving our target of 30 women. During this journey we discovered that WWD need additional hands-on-training on finance and this is the foundation for this second phase of the project.

Expert Led Finance Literacy and Business Mentorship

Our foundational activity of a two day finance and business literacy was conducted combined with a grasp of people with disability rights and human rights. WWDs mentorship project continued through out the year facilitated by a business expert, David Mureithi together with HFAW staff.



Group photo

Testimonials

We had various testimonials from the different individual projects and mentorship activities.

Antonita shared: *“From the profits I made after starting record keeping I was able to start another business. Besides that I was able to track theft in my business because of record keeping. I recorded growth in my business through applying different skills I have learned.”*

Lucia:

“Using the knowledge gained, I was able to have new kitenge clients in my tailoring business.”

Mali: *"I have realized that location for business is very important and setting prices leaving a room for customers to bargain is very important in business."*

Advocacy with a Government agency: A visit with Saitoti Health Centre

lessons to work for them. WWDs had a chance to visit their local healthcare Centre, Saitoti. The 10 WWDs who represented their group of 30 held a meeting with health Centre staff and articulated their concerns as women who have special needs. They raised issues of discrimination and lack of disability appropriate facilities and maltreatment from staff.

Halima: *"We do not have adequate facilities that can accommodate the disabled, there also needs to be understanding of the physically challenged. Some come with their problems and go back with more problems. Let us be treated equally with normal people. Let us not feel discriminated against. At least consider us. Let us have a person who will stand for our rights."*

WWDs raised issue after issue and shared their lived experiences at the facility while the representatives listened very well.

There was a positive response from the health facility representatives encouraged them to report directly to his office when any kind of abuse was witnessed.



WWDs visit to a local health facility to raise their concerns



Group photo at Health facility

Leadership and mentorship for WWDs is key to sustainability. This project was to initiate change for the WWDs in ways that they know that they have all the power to mobilize, organize, work and advocate for a better life for not only them but future generations. To achieve our success we employed the strategy of stakeholder engagement. Before rolling out the second phase of the project, we engaged with stakeholders such as media, religious leaders, and local leaders to inform them of the existence and vision of the project for WWDs in the area. This increased unity and effectiveness in implementation. In addition, we Planned through the Women of Hope Abled Differently (WHAD) leaders. Unlike the first phase where HFAW took charge of most activities, in the second phase, WHAD leaders were in charge of coordinating the activities. This was very empowering to them.

Yes WWDs have unique challenges. However given opportunity they have the power to articulate themselves better than anyone can speak for them.

GENDER EQUALITY THROUGH THE ERADICATION OF FGM

Funded by the Associated Country Women of the World, this particular project aims to implement an anti-female genital mutilation (FGM) strategy amongst the Abagusii people of Nyamira County in Kenya. Most activities under this grant are reflected in 2021 Annual report indicating that there are some areas of Nyamira County which are hard to reach and have persistent practice of FGM. During this annual year, three main activities are showcased.

HFAW trained 50 women and girls for two days on the effects of FGM, the root causes, and self-advocacy skills, in addition to an additional three women who joined the group without being invited. We provide 50 women and girls with self-advocacy and anti-FGM trainings and achieved our goal. Therefore 90% of the target 50 women and girls have sufficient knowledge of FGM and anti-FGM self-advocacy skills.



Use of posters makes learning easier

Before the training women could not define FGM correctly. Many of the women didn't think FGM practitioners broke the law. They said. *"FGM is our culture and therefore people do not break the law when they practice it"*

After the training many women were up in arms wanting to end the practice.

"We will ensure that church leaders have this photo of FGM and are aware about the health effects of FGM." There was such a distinctive reaction from the women before and after the training.



Joyce discussing women's rights



Group photo

Giving people knowledge is not enough for them to become trainers of others. Building their confidence, linking them up to the community support system such as chiefs and sub-chiefs and elders is key to success in abandonment of FGM.

Many FGM survivors never get an opportunity to share about their trauma experiences to allow healing. In this project we gathered 27 FGM survivors to attend a safe space training to speak and share among themselves their trauma as an avenue for healing as well as acquire skills in anti-FGM self-advocacy.

At first it was hard for them to speak up about their experiences. However, through the use of our popular education process which empowers the participants women began to share and support each other especially when they realized that we have emphasis on confidentiality and have respect for each one of them.

"From today henceforth I will report any women practicing or planning to practice FGM to the police", Said Lucy. Literally all participants committed to spread antifgm messaging across the villages.



Participant sharing about death of her granddaughter during childbirth-an impact of FGM



Hearing from an expert male doctor makes the entire difference in this male dominated community

The level of trauma among the FGM survivors is beyond imagination. This was revealed through the session where women shared their experiences. The trauma was deep and women need more time and space and continuous support group in order for them to heal. A one- or two-time process like this is important but more such sessions are necessary..



Welcoming experts with other perspectives can be very empowering. Our doctor was very instrumental in leading the trauma sessions. The group nicknamed him a woman's name to remove the phobia of being trained by a man. He was very culturally sensitive.

FGM is truly harmful and the level of gynaecological issues emanating from the women in the community is beyond what the community expects. More work is needed in this aspect for more women to access healthcare. Often the women do not link their gynaecological issues with FGM and yet there is a direct effect.



Health Promoter using role plays to educate

Men in Anti-fgm advocacy

Men play a major role in decision making in this patriarchal community. However, they always view FGM as a woman’s business. HFAW has one main objective of involving men in ending FGM in Kenya. In this particular project HFAW planned to improve confidence in the men living with FGM survivors to campaign against FGM. Out of our target of 25 men, we reached 23 after the training who demonstrated knowledge, skills and commitment to end FGM in Nyamira County.

We saw virtually all participants express how they would spread the word about FGM prevention through churches, chief barazas, and even school meetings, as well as how they would safeguard and protect the rights of children. One man was particularly grateful as he said “Thank you for the training; I was about to take my daughters to FGM practices.”



Men began to speak up strongly against FGM with commitments to end it



FGM survivors sharing their stories creates a huge impact



ANTIFGM ADVOCACY IN SCHOOLS

Global Giving Partnerships

The best way to remove from society a bad practice is to nip it at the bud. Thanks to global giving donors we were able to conduct serious school advocacy. School advocacy has a key purpose of empowering young girls to resist being subjected to FGM and to encourage young boys to work by their side in this resistance. FGM is often performed without anesthesia or sufficient antiseptic conditions, with girls as young as five years old. An estimated 200 million women have undergone FGM worldwide - with 2 to 3 million new victims annually. We are certain that girls in Nyamira County do add up to that number. HFAW has been working tirelessly to educate girls and boys, their teachers and some parents to get a deeper understanding of the root causes of FGM, its effect, long term impact, children's rights and different ways to advocate for themselves including reporting to the national numbers, local leadership offices, police and to the healthcare promoters. It is critical to note that when we do anti-FGM advocacy, we combine with life skills and building of the capacity of our health and human rights promoters. With limited resources we have found that meeting various objectives in one event goes a long way to create greater impact.



Full Participation



Sharing life skills on how to care for oneself as a girl



So young but she has a story to share on FGM in the village



Popular education, people learn more when they are having fun

This year, thanks to the valued individual donor on the global giving platform, HFAW reached over 13 schools with these anti-fgm messaging, life skills and capacity building for health promoters as will be highlighted below. In school advocacy we reached various schools including Mochenwa, Eronge, Nyabogoye, Riabagaka, Kiamogiti, Geteni, Miriri, Nyangorora, Sengereri, Nyabigege, Remnant, Nyamakairo and Nyamusi primary schools. These captures major activities reaching 1836 female pupils, 1829 males totaling 3675 and 183 teachers. It is not a mean accomplishment considering that these are hard to reach schools.



Outreach in one of the schools visited this year

BUILDING CAPACITY OF HFAW COMMUNITY AND HUMAN RIGHTS AND HEALTH PROMOTERS

The goal of this project is to empower more women to become health and rights promoters. We train women to join hands and visit schools and communities to also deal with issues of poverty, gender based violence, lack of reproductive services and raise awareness of women's and human rights. We also largely use media to reach more people. The targeted long impact is for the group to be the catalyst for elimination of gender disparities and a radical paradigm shift in women's issues throughout the country.

This year we reached Nyamusi secondary school and Kiabagaka. Unfortunately due to poverty HFAW promoters often have to put aside their anti-fgm agenda and deal with jigger infested population, sometimes it is the elderly or the children who live with elderly or both. Ones we tackle jiggers in some way, we are able to now address fgm and even get deeper information about the practice.



Engaging the teachers



Children's rights

LIFE SKILLS TO END TEENAGE PREGNANCIES AND FGM IN NYAMIRA

Issues affecting girls are interconnected such as FGM, lack of sanitary towels and early marriages. Thanks to global giving supporters HFAW was able to reach many girls in Nyamira with hands on life skills education. The goal is to empower the girls, their teachers and sometimes parents and the local leaders to work together to bring down the high rates of early pregnancies and increase the girls chances to advance in their education. When a girl gets early pregnancy often that marks the end of her schooling. HFAW provides mentorship to girls to help them with skills of resiliency in often difficult circumstances of male dominated society. There are times we target boys and men in our effort to end early pregnancies. This year we reached Miriri, Nyangorora and Sengereria primary schools with life skills.

MEDIA OUTREACH

Our media outreach uses both traditional and social media. Facebook, twitter and instagram have become key tools in our anti-fgm advocacy. Our advocacy program was aired on Minto FM and Egesa FM radio stations with our main objectives of the coverage being to create awareness of the emergence of medicalized FGM/C in the regions where the practice is rampant, the health effects of FGM/C on the survivors using the HFAW's unique approach of the Popular Education and Social Change Communication to end the practice. The Minto FM show attracted listeners who decided to comment and ask questions on the show pertaining to FGM. One of the listeners identified as Sara called and spoke on the show saying, "it is important to enlighten our girls on matters to do with FGM and I cannot shy away from telling my daughter to reject activities related to FGM practice." Another caller Alice, gave a testimony about what she went through after being mutilated. "Let us openly talk to our daughters and avoid outdated traditional activities that are intended to harm them," she added.

During the training of 50 women and girls', voices of participants were aired on Egesa FM radio where the participants urged other members of the society not to subject their children to the mutilation process because it is extremely harmful to the girl child. "I'm a survivor of FGM, and I've been through a lot, especially when giving birth. I strongly advise you not to have your children mutilated. That is a horrible thing to do to a girl child." Doris stated. The participants urged the community to report people who engage in FGM activities to the police or health officers or call 116 for emergency response.

The interview became very interactive and attracted over 1 million people within Kenya and beyond. During the calling session, many residents showed massive support for HFAW's anti-FGM/C campaigns and projects since they have witnessed a positive change in the community as result of the numerous training sessions performed by HFAW. Having experienced the changes and realized the negative impact FGM/C has on the community, coupled with the adverse health effects on the victims, they immensely support our activities to deter their community from lagging behind.

GLOBAL MEDIA CAMPAIGN

This project was a collaboration between HFAW and Manga Heart CBO thanks to the Global Media campaign. Manga HEART (Health Education Africa Resource Team) is a non-profit Community-Based Organization that was founded in 2006 by the initiative of HEART (Health Education Africa Resource Team) Africa. Manga HEART is registered as an NGO in the Manga Sub-county office of social development.

The two organizations worked together to reach parents in Kemera Central Academy with antiFGM messaging using media campaign. The parents outreach involved Manga Heart volunteers drawn from the community. The volunteers act as intermediaries between the organization and the community. The volunteers are mature women who command respect and have passion to convey the anti FGM message to the older members of the community. These volunteers worked with HFAW community health and human rights promoters (CHHRPs) who have been disseminating anti FGM messages in schools and the community using popular education model. A medical professional was involved and addressed the parents about FGM and its effects. Various local media houses amplified the event. These included Getembe TV and Radio, Minto FM and Kisii FM. They also used a local language, Ekegusii which was easily accessible to the audience.



speakers discussing FGM practices and why people should stop performing it with the Minto FM presenter

16 DAYS OF ACTIVISM

16th days of activism: Opportunity to mentor youth

In our effort to continually train health and human rights promoters 16 days of activism provided an opportunity for HFAW Founder, Grace Mose, who is also a lecturer at Kenyatta University to mentor the young Kenyatta University students on how to speak up against violence against women and girls. Many times students in this country graduate from institutions of higher learning without ever getting a chance to learn practical skills of advocacy. So many students have approached to volunteer at HFAW but often they do not know how to speak up against the vices in communities such as GBV, FGM early marriages, early pregnancies and child abuse. Last year's 16th days of advice provided a great opportunity for these students to learn the skills. A number of them have committed to proceed to the grassroots and agitate for change and today was the start.



Marking 16 Days of Activism Against GBV at Kenyatta University



Dr. Grace Mose (HFAW Director) with students from Kenyatta University

"At first, I was so afraid to speak up as we sang but I gained confidence as we chanted around," said Elizabeth who was one of those being mentored. I am Inspired, said Josephine. I want to do this again, said John.

These young people were so happy to discover that what they see others doing around the world is indeed possible with them as they shouted and sang messages: unite and stand up against GBV; No society without women; end GBV, silence will not help us, respect women, men have a role to play etc. to mention a few. It was an inspiring day and these students could not wait for yet another activism day. HFAW works in communities such as Nyamira and Kajiado where FGM is rampant and young girls are becoming pregnant in numbers among other vices. To you our supporters, we want you to know how grateful we are for your continued support. Thank you for investing in HFAW. As we transition these young people to agitate against GBV, FGM and early pregnancies, we bank on you. Our communities are better because of how you choose to donate to our project. Please share our reports with your friends and family and explain to them the difference you are making when you donate to HFAW. Thank you for choosing to walk with us.

CAPACITY BUILDING

Thanks to AWDF Zinariya Award, various capacity building activities were possible including a strategic plan with WWDS, team building of WWDS, staff and Board strategic discussions, and staff retreat. In addition, the grant allowed us to tackle the biter jigger menace in one village in Nyamira County. The following documents some of those activities.

Women Living with Disabilities Strategic Planning

One of the key activities that took place was when WWDS and HFAW team came together to discuss their WWDS 2023 strategic plan for 2023 and beyond. We discussed not only our challenges but how to overcome them. And we have a firm believe that when we work together as one team we will all accomplish much more and sustain our projects. This meeting allowed us to re-energize ourselves on how we will work as a team and overcome formidable challenges especially since our beneficiaries are WWDS.

“We must overcome our financial challenges and lack of access to credits from the institutional banks.” WHAD leader firmly stated to the agreement of everyone.

The meeting allowed WWDS to make a major decision to begin a table banking process immediately guided by HFAW staff Maureen who has worked previously at a big table banking organization. By the close of the year, every member of WHAD will own a business and every member will see tangible benefits from the group project. Every member will come to the meeting ones during the second Friday without fail. Failing without a credible verifiable reason will attract a fine. A decision was made for a long term goal of owning a piece of land. “Only then can we be truly free of our abusers.” Said Experiencer. These are some of the resolutions that came out of the meeting.

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Working out together during strategy meeting



Group Photo during strategy meeting

Women Living With Disabilities Team Building Activities

The second activity day we embarked on team building activities guided by a team building expert. The WWDS had a great time discussing why failing is not an option and how their group project and their small projects must grow to sustainability this year and beyond. The activities were not only fun but taught them resiliency, how to overcome challenges, how to celebrate little successes among other things. All declared “IT IS A NEW DAWN.” They have never had anyone thinking of them in this way. See some of the photos how jubilant these ladies were and even those who sat due to physical disability, they cheered them on.



people learn more when they are having fun



WWDs competing to fill a bottle of water using a spoon-Many lessons

HFAW board meeting for Strategic planning

The meeting was held at the Smith Hotel in Ongata Rongai in Kajiado County. The main objective of the meeting was for Strategic Planning and working to ensure the visibility of HFAW at both national and international levels through its projects on the ground. The Director, Dr. Grace, sought to find ways of making HFAW more effective on the ground and attract more funding to expand its operation at the grassroots because the much work that needed to be done but hampered by a lack of adequate funding. Among the proposals suggested are (i) working with a expert proposal writers to bring more resources (2) complete HFAW 2023-2028 strategic plan (iii) Limit our funding to GBV, anti-FGM, life skills projects in Nyamira County and Kajiado and WWDS projects in Kajiado County for greater impact. We must avoid any other projects which spread thin our resources.



Staff and board discussing

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Members agreed that HFAW needs more publicity at the grassroots levels and in the city through social media and women related programs to attract more funding in the projects on the ground. As a result, the board decided that HFAW should develop and implement income generating activities to ensure sustainability. The one-day retreat allowed staff and board to discuss work related challenges, achievements for the year, and work areas they require adjustments for effective service delivery to the community. Team building activities brought a lot of fun and among the participants as a way of unwinding.



Staff and board at retreat

The Jigger menace

Our advocacy work has been hindered by the jigger menace. It is practically impossible to speak about FGM in a village where men, women and children are literary under attack from jiggers. Due to the Zinariya grant, HFAW staff were able to sanitize some heavily jigger infested persons in one village in Nyamira. Only then did they create a rapport to be able to have conversations about FGM. It is not lost on us to realize that jiggers are brought by extreme poverty. HFAW has proposals to take our income generating activities to the hard to reach villages in Nyamira who are jigger infested. They lack not only education but means to generate income.



HFAW staff were able to sanitize some heavily jigger infested persons in one village in Nyamira

CHALLENGES

Limited Resources:

For a long time HFAW has been grappling with limited financial situation. Covid 19 worsened our situation. HFAW staff often work more for less especially due to the high demand of our services. We continue to rely on small donations and volunteers. We are seeking applications with partners to improve our chances in assessing more funding so that our impact on the ground can be felt through our projects.

Staff Turnover.

Our limited resources have led staff to leave. This is a concern which must be arrested. There is need to higher staff with skills in resource mobilization as well as build capacity of staff to be able to form teams to write proposals.

Distance Between locations of our projects sometimes also hinders our progress. We plan to schedule concurrent projects in on location to reduce multiple visits which can be uneconomical.

Inactive Board- Often not all Board members contribute to the HFAW growth. Board suggested continued working to get members who make real contribution towards the vision. Two members left the Board during the year 2022.

HFAW's GRATITUDE TO OUR DONORS

HFAW is sincerely grateful to both individual and organizational donors, networks, movements, and foundations that support our advocacy and economic empowerment projects. Your contributions have enabled us to touch lives of women positively and the impact is visible among the communities. Our Projects were successful, thanks to you all our partners, supporters and cheerleaders.



AFRICAN
WOMEN'S
DEVELOPMENT
FUND



Individual Partners:

- Carol Larking
- Melanie Nelson
- Lisa Fontes
- Timothy Frasca
- Bonnie Spanier
- Christina Mills
- Cynthis Song
- Qin Zhao
- Honi Werner
- Nicola Forsyth
- Ellen Marby
- Alan S Gregerman
- Cox Farms Virginia Inc
- Linda Simkin
- Michelle Love
- Elizabeth Atherton
- Kim Rometo
- Nakamura
- Dianne Maxine Lowy
- Carol Nash
- Alison Larson
- Erin Hottenstein
- And several anonymous givers-THANK YOU VERY MUCH!

The Solution is to engage more men

