

2022

NAVIGATING A YEAR OF SURVIVAL

ANNUAL REPORT



Horn
Of Africa
Development
Initiative





Letter from the Executive Director

Greetings!

We are glad to present our annual report for the year 2022 on behalf of the Board of Directors and the entire HODI community. As we reflect on the last year's successes, we are grateful for your unwavering support and dedication, as well as that of our renowned partners.

HODI completed a number of significant milestones during the last year. Our efforts against female genital mutilation (FGM), work towards gender equality, and peacebuilding have profoundly influenced the communities we serve. We share the successes and milestones we have reached together with gratitude. The fight against FGM has been one of our top priorities, and we are thrilled to report significant strides in eradicating this harmful practice. Through our awareness campaigns, educational projects, and community engagement, we have witnessed a growing wave of change and a reduction in the prevalence of FGM. This success is a testament to our collective commitment and the tireless efforts of our team and partners.

Our dedication to advancing gender equality has been unwavering. We have empowered women and girls with education, skills, and opportunities that enable them to break through barriers and achieve their full potential. The stories of resilience and triumph from these initiatives inspire us, and we steadfastly pursue a more equitable society. Our organisation has facilitated discussion, reconciliation, and stability in conflict-affected areas. We have seen firsthand the transformative effect of bringing communities together via our mediation and peacebuilding initiatives. Our contribution to long-term peace and understanding among varied populations humbled us.

We were also able to respond to the drought emergency that our communities faced in 2022. This drought was the worst in 40 years by some estimates due to the five consecutive failed rainy seasons. We delivered water, food and cash transfers to some of the most affected communities.

None of these achievements would have been possible without the generous support of partners like you. Your unwavering commitment to our cause has allowed us to make a tangible difference in the lives of countless individuals and communities—your financial, in-kind or other type of support have propelled our work. We are excited about the opportunities and challenges as we look to the future. We remain committed to our mission and vision, constantly seeking innovative ways to address emerging issues and broaden our impact. With your continued support, we are confident that we can create a better, more inclusive world for future generations.

On behalf of everyone connected with HODI, we extend our heartfelt gratitude to you, our valued partners, for standing with us and believing in our mission. We are privileged to have you as an integral part of our journey, and we look forward to your continued partnership in the years ahead. Thank you for your unwavering support.

Noor Abdulqadir





Table Of Contents

Introduction	8
Financial Summary	9
Our Programs	11
Shoot to Score	12
Qussano Savings Scheme	14
Building Resilient Households	16
Educating Girls in Kenya	18
Sport on the Cutting Edge	20
Integrating Peacebuilding, Development and Humanitarian Efforts on The Kenya And Ethiopia Cross Border(IPDHE)	22
Looking Ahead	23
Appreciation	29
Our funders and supporters	31
Organisational Overview	33
Conclusion	39
Appendices	41

Introduction

The Horn Of Africa Development Initiative (HODI) is a relentless force dedicated to championing justice and driving transformative development in the lives of those most in need. In a region marked by inequality, marginalisation, and limited opportunities, HODI emerges as a steadfast advocate, determined to break down barriers and empower communities with the tools they need to thrive. HODI's commitment extends far beyond mere words; it is embodied in her actions, and her tireless efforts to uplift and transform the lives of individuals and families throughout northern Kenya.

HODI works hand in hand with communities, forging strong partnerships, and fostering ownership, ensuring that the solutions they implement are locally driven and sustainable. Through collaboration and innovation, HODI paves the way for a future where justice and development are not just lofty aspirations, but tangible realities for all.

Mission

To champion justice and development in northern Kenya through advocacy, education, peace and livelihood support programs.

Vision

A democratic and peaceful society engaging in sustainable development.

Core values

- Promote inclusion and participation
- Transparency and accountability
- Commitment to excellence in all endeavours
- Integrity
- Fairness and equity
- Environmental stewardship

1

FINANCIAL SUMMARY





Ksh 761,000
used in scholarships to
educate 128 girls



Ksh 60,000
used for Volunteer Support

Ksh 685,000
used in beneficiary
cash transfer during
the drought period



Ksh 941,000
used to buy 3000L water
tanks for 30 households



Ksh 45,031
used in the making
and distribution of 405
reusable sanitary pads for
adoloscent girls



Ksh 56,460
used in skill
development for
10 members of
staff



Ksh 327,727
donated in-kind sports
bras for girls

Ksh 600,000
loans given out in
the Qussano Project



2

OUR PROGRAMS



Shoot to score

The Shoot to Score project started on Marsabit's barren and dusty fields more than 10 years ago. Believing childhood should be a time filled with play, joy, growth, and hope, Shoot to Score started with a small group of children from the neighbourhood. They did not have a safe playground. And due to ethnic differences, they did not have many opportunities to play together. HODI, with organization support from the FIFA Foundation Community Programme, saw an opportunity to not only provide the children with a safe place to play but also a chance to provide them with life skills. With a vision to provide a safe space for over 500 children every month, this initiative is revolutionising the lives of young individuals and communities alike.

Central to the project is teaching the children the importance of fair play, tolerance, and peaceful coexistence. Through drills, participants learn the importance of resolving conflicts peacefully on and off the field through our Shoot to Score, Not to Kill Intervention. Through this training, they become our ambassadors of peace, spreading harmony in their families and communities, thereby contributing to a more peaceful society.

In 2022, 1645 children participated in the project. 15 coaches were equipped with the skills needed to lead sessions focused on life skills and football. These coaches, proficiently trained, were entrusted with delivering sessions to 10 primary schools, where a dedicated safe space was allocated on the school field ground after regular classes. Supported by school patrons, these coaches administered a variety of drills focusing on peaceful coexistence and unity, resolving conflict, rights, gender roles and equality, hygiene, menstruation, and financial literacy.

To promote gender equality, we conducted weekly football sessions that incorporated inclusivity and balanced participation. With an unwavering commitment to challenging traditional norms, these sessions fostered an environment where an equal number of boys and girls actively engaged in football. Through this deliberate approach, we aimed to dismantle gender stereotypes and create a space where everyone had an opportunity to participate. These sessions instilled valuable sportsmanship skills and served as a tangible manifestation of gender equality in action. Through football,

mutual respect, and shared experiences, the project resonated as a powerful testament to the potential of equality to flourish across all aspects of life. In the midst of our sessions, a pivotal focus on breast health was provided for young adolescent girls. Through an innovative initiative named Force for Boobs, 40 girls were offered sports bras to make playing more comfortable. This project recognized the significance of breast health and empowerment, addressing physical comfort and cultivating a sense of understanding and self-care. By merging sports with education, Force for Boobs championed a holistic approach that empowered young girls with knowledge and a tangible tool for their overall wellbeing.

Through a blend of soccer, life skills, and insightful projects, creating a dynamic and supportive environment that nurtured athletic prowess, essential life skills, and self-confidence among the participating children and coaches alike.

Shoot to Score has received international acclaim, being featured in the Soldiers of Peace documentary in 2008. The project helped HODI to win the NGO of the Year Award in 2017 by Peace and Sports, and the FIFA Diversity Award in 2018.



Breast health workshop at SKM Primary School

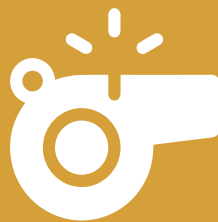
THE IMPACT



1,645 children trained in football and equipped with life skills



40 girls received sports bras



15 coaches trained



10 schools participated in the project



Sports bra distribution at Saku Primary School



We Are One team session at SKM Primary School

Qussano Savings Scheme

“Qusanno” carries the powerful and profound meaning of **saving together**. This simple yet resonant phrase encapsulates the very essence of our mission. As a community-driven organisation, we embrace the spirit of togetherness, recognising that we can achieve remarkable things when we unite our efforts.

Under this project, women are encouraged to form small groups where each contributes a minimum of KSh10 daily. Out of this, KSh3 is set aside towards an education fund for their children; another KSh3 is set aside to be used in case of a medical emergency in the family, while the rest of the money remains a revolving fund that the members can borrow from to set up small businesses. With the loans they have received, these women have been able to set up small businesses to support themselves and their families. In a community where women’s economic empowerment has been frowned upon, these women have become beacons of hope and inspired many others to set up similar groups.

In 2022, the Qussano Savings Scheme achieved remarkable progress, fostering financial empowerment and community development. With a membership totalling 93 individuals, the scheme facilitated a collective savings effort that culminated in an impressive Ksh 350,000 accumulated in savings.

This achievement reflected the commitment of its members to secure their financial futures and enhance their economic stability. Beyond savings, the Qussano Savings Scheme extended its support to the members by disbursing loans amounting to Ksh 680,000. These loans were strategically channelled to bolster members’ entrepreneurial endeavours, enabling them to establish and grow their businesses. Additionally, the funds were directed towards investing in their children’s education, underscoring the scheme’s multifaceted approach to community development.

Through its dual emphasis on savings and targeted loans, the Qussano Savings Scheme played a pivotal role in uplifting its members’ economic prospects and fostering a positive cycle of progress within the community.



Qussano Monthly Meeting: Roban Galle Group

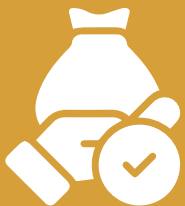
THE IMPACT



93 women supported



A total of Ksh 350,000 saved



Ksh 600,000 loans disbursed



Qussano Monthly Meeting: Robert Galle Group

Building Resilient Households

Northern Kenya is currently grappling with a complex and distressing situation driven by the dual challenges of prolonged drought and inter-community conflict. The region's arid landscape has been marred by recurrent droughts, resulting in acute water scarcity, and depleted pasture. This dire environmental condition has directly impacted communities' livelihoods, whose pillars are livestock rearing and agriculture. The shortage of resources has intensified competition for the limited available water and grazing land, intensifying historical tensions between different ethnic groups. This inter-community conflict has further escalated the turmoil, leading to displacement, the loss of lives, and a disrupted social fabric.

With the support of GlobalGiving in our response to the worst drought in 40 years, we distributed thirty 3000-litre tanks to increase household water storage capacity. In addition, eight villages and schools received 13,000 litres of water each. Simultaneously, we extended support to vulnerable households by facilitating cash transfers to 85 families, providing each with Ksh 7500—this financial aid aimed to alleviate immediate financial strain and empower families to meet essential needs autonomously. Moreover, recognizing some households' persistent challenges, we extended assistance further by delivering food care packages to four particularly underserved homes. This holistic approach tangibly improved living conditions and engendered resilience within these communities.

Part of our mission is to boost a community's ability to mitigate the impact of climate change in the long run. With our award-winning model, we build up the community's skills and resources, by constructing sturdy structures and implementing effective systems. These efforts aim to reduce vulnerability and increase resilience, making the community more robust and prepared to face whatever comes their way.



Filling up the water tank at Kamboe water point



Distribution of water tanks

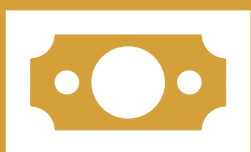
THE IMPACT



Thirty 3000L water tanks were distributed to 30 households



4 homes received food care packages



85 households received a one time MPesa transfer of Ksh7500 each to help provide food and other basic necessities



11 villages and 4 schools received 13000 Litres of water each during the drought period



Distributing water to one of the 11 villages affected by the drought



Distribution of 13,000L of water to Manyatta Jillo Primary School

Educating Girls in Kenya

In a transformative initiative listed on GlobalGiving, we strive to make a meaningful impact in the lives of vulnerable girls. By harnessing the power of small donations, we extend a helping hand to these girls with sanitary pads, ensuring they have everything they need to focus on learning. We further support a select group of girls pursuing their dreams by covering their high school tuition fees.

In 2022, the Educating Girls in Kenya project achieved a significant milestone by awarding scholarships to 128 deserving girls, effectively breaking down barriers that hindered their educational pursuits. This initiative went beyond the realms of conventional financial aid, as its primary goal was to empower these young minds with a holistic set of life skills that would serve them well beyond the classroom. In a comprehensive and forward-thinking approach to education, the project recognized and addressed a crucial yet often overlooked aspect of adolescent girls' well-being: menstrual health. Through thoughtfully designed workshops and engaging educational sessions, the project ensured that these girls gained a deeper understanding of their bodies and menstrual cycles and the confidence to discuss and manage this natural process without shame or discomfort.

Moreover, the initiative took a commendably sustainable and environmentally friendly step by providing reusable sanitary pads. This dual-purpose approach not only ensured the girls' physical comfort and hygiene but also contributed to reducing waste and promoting eco-conscious practices. By embracing this innovative solution, the project not only tackled a practical issue but also instilled values of environmental responsibility in the young beneficiaries.

By seamlessly integrating scholarship opportunities with essential life skills and health education, the project demonstrated its commitment to nurturing well-rounded individuals. Beyond the tangible benefits of education, the initiative aimed to foster a sense of empowerment, self-assuredness, and self-belief among Kenyan girls. By providing them with the tools to navigate challenges both within and outside the classroom, the Educating Kenyan Girls

program has undoubtedly sown the seeds for a brighter, more equitable future where these girls can rise above adversity and contribute positively to their communities and society.



A student applying for a scholarship

THE IMPACT



128 girls received scholarships



405 reusable pads were made and distributed



Production of reusable sanitary pads



Menstrual Health session at SKM Primary School

Sport on the Cutting Edge

Our Sport on the Cutting Edge project under Breaking the Silence program, stands as a beacon of hope and change in Marsabit, a region in northern Kenya plagued by the deeply ingrained practice of female genital mutilation (FGM), with staggering prevalence rates reaching as high as 98% in certain areas.

The physical and psychological toll of FGM on girls and women is harrowing, encompassing a range of severe health issues such as infections, excruciating urination and menstruation, keloid formations, sexual health complications, traumatic childbirth experiences, the risk of fistula, perinatal risks, and enduring mental health struggles. In 2022, our initiative took significant strides towards combating this harmful tradition by targeting the heart of the issue – the young girls themselves.

Our innovative approach entailed offering adolescent girls an ingenious amalgamation of weekly football sessions intertwined with invaluable life skills training. These meticulously curated sessions provided a safe haven for these girls to revel in the sport they cherished and a nurturing platform to cultivate critical life skills. This duality of physical activity and cognitive empowerment worked harmoniously to bolster their self-esteem, enabling them to confidently make informed decisions about their health and futures.

Yet, our endeavour extended far beyond the football field. We confronted the issue head-on by engaging with traditional circumcisers to reshape their perspectives on FGM. The transformation was profound – seven girls were directly rescued from the clutches of FGM due to the change of heart of former circumcisers who became fervent allies in our cause. The ripples of change propagated further as 27 former circumcisers transitioned into powerful advocates against FGM, using their influence to spread the message of transformation within their communities.

Meanwhile, our financial literacy courses materialized as a catalyst for change, aiding 20 former circumcisers in forging new paths by establishing their own businesses. This multi-pronged approach exemplified our unwavering commitment to holistic empowerment. By dismantling barriers, challenging entrenched norms, and offering tangible pathways to autonomy, our initiative illuminated a hopeful trajectory for these young girls and their communities, proving that the fusion of sports, education, and advocacy has the power to reshape destinies and foster lasting change.



A session with a former circumciser

THE IMPACT



7 girls were directly rescued
by former circumcisors



27 former circumcisors
were converted to anti-FGM
advocates



20 former circumcisors
established their own
businesses as an alternative
livelihood



Life skills sessions at SKM Primary School

Integrating Peacebuilding Development and Humanitarian Efforts On The Kenya and Ethiopia Cross Border (IPDHE)

Ethnic conflicts have persisted for years among communities living on the Kenya-Ethiopia border, constraining any meaningful cross-border socio-economic activities.

These conflicts have stemmed from many problems – scarcity of pasture and water, cattle rustling, politics of ethnicity, and political/administrative boundary disputes. These conflicts have displaced thousands of impoverished people who face the challenges of climate change, which has wreaked havoc on an already fragile ecosystem.

To respond to some of these challenges, we began Integrating Peacebuilding, Development and Humanitarian Efforts on The Kenya And Ethiopia Cross Border(IPDHE) in late 2022, which uses a triple nexus approach of peace building, development and humanitarian assistance. We are implementing the project in partnership with Voluntary Service Overseas (VSO) as the lead partner, Center for Development and Capacity Building(CDCB), and with the generous support of the Austrian Development Cooperation. This project aims to reach 157,000 individuals dwelling on the Kenya-Ethiopia border (Moyale, Miyo and Sololo).

Our main objective is to Improve peace and cooperation between cross-border communities at the Ethiopia-Kenya border. We are achieving this by strengthening human capabilities and social assets to reduce vulnerabilities caused by conflict and weak social cohesion.

Although a new project, we see the potential for transformation ahead. This endeavour's innovative ideas and strategies have sparked excitement and anticipation. We envision a brighter future filled with positive changes and remarkable achievements. This project can revolutionise how we do things, bringing significant advancements and improvements.



A community representative speaking during the launch of IPDHE

3

LOOKING AHEAD



As we look forward to shaping a brighter tomorrow, HODI stands firm in its commitment to catalysing positive change in the Horn of Africa. With boundless hope and determination, we are excited to share our plans and goals, each one meticulously designed to address the pressing challenges that lie ahead.

FOOTBALL FOR SOCIAL CHANGE

School children and youth have enjoyed the inclusive experience of playing football together, embracing both boys and girls in the sport. Leveraging its impact on the social fabric, this endeavour aims to extend its reach and influence to a broader population, fostering positive transformation in the mindset of youth and communities alike. HODI remains at the forefront of representing the community's interests, especially advocating for the welfare of the girl-child. Amplifying the voices of children is essential to diminishing their vulnerability. Ultimately, peaceful coexistence among community members is the fundamental pillar of sustainable development.

Our Goals

- To develop and strengthen football programmes and infrastructure as a vehicle to advocate for peace, child rights and social change in Marsabit and the neighbouring counties in the Horn of Africa.
- To advocate for protecting the rights and responsibilities of children, women, and vulnerable community members through capacity development on rights and responsibilities.

Upcoming Events

- Intercommunity football tournaments.
- Football league development and tournaments organisation
- Infrastructure and stadia development for football development
- Establishment of HODI Sports Academy.



QUALITY EDUCATION FOR LIFE

HODI's efforts are cultivating a generation of young individuals who prioritise education, achieving higher enrollment, attendance, and completion rates in schools, particularly for girls and vulnerable students.

Our Goals

- To increase the enrollment of children in schools and adult learners classes in HODI's areas of operation.
- To improve the pupils' performance in primary school assessments (examinations and extracurricular activities) in the Horn of Africa region.

Upcoming Events

- Sponsorship of school children in vulnerable households
- Psychosocial support to victims of early marriage and teenage pregnancies.
- Provision of essential educational materials for school children



Peaceful Communities

At its core, HODI is built on promoting reconciliation and fostering peaceful coexistence. Our dedication to peace advocacy involves instilling a positive attitude, facilitating mindset changes, promoting conflict resolution, and actively engaging in peace-building initiatives. Through a thorough assessment of our previous strategic plan, we have identified areas that require improvement, ensuring greater benefits for our community.

Our Goals

- To Contribute to the peaceful coexistence and participation of women, youth and elders in decision-making amongst the community in the Horn of Africa
- To ensure women play an active role in conflict resolution and peacebuilding in the Horn of Africa.

Upcoming Events

- Inter-community dialogue.
- Setting up peace clubs in schools
- Inter-community exchange visits by youths
- Peace events in schools
- Formation and strengthening multiethnic women savings groups and environmental groups.



Environmental Stewardship for sustainable livelihoods

The Horn of Africa region is situated within arid and semi-arid lands, where deforestation and overstocking have led to landscape degradation, resulting in food access challenges for households. To reverse this trend and bolster the conservation of natural resources, HODI is committed to supporting communities in enhancing cohesion and building resilience against the impacts of climate change. Our focus on climate change resilience entails implementing programmes and projects that uplift community livelihoods, serving as a stepping stone to our ongoing Livelihood Support initiatives.

Our Goals

- To reduce environmental degradation in the Horn of Africa.
- To work with communities to mitigate and adapt to innovative climate change interventions.
- To reduce vulnerability and enhance the asset base of female-headed households and the youth in the Horn of Africa.

Upcoming Events

- Introduction and strengthening of environmental clubs in schools and other institutions of learning
- Provide business startup grants to 40 women groups (for firewood vendors/ charcoal burners)
- Rehabilitation of existing water sources.
- Provision and training of communities on dry land farming technology to dry land farmers



Organizational Development and Institutional Strengthening

HODI collaborates tirelessly with diverse community groups and educational institutions, aiming to strengthen grassroots cohesion and foster a harmonious environment for learning from each other's experiences and cultures. Our ultimate goal is to cultivate exceptional leaders with forward-thinking mindsets, acting as catalysts for positive change and driving transformation across the Horn of Africa. With a nurturing and inclusive approach, we believe in propelling the region towards prosperity and sustainable development, empowered by diverse voices united for a brighter future. Together, we make a lasting impact for a more equitable and prosperous Horn of Africa.

Our Goals

- To enable HODI become a reputable and sustainable organization capable of attaining its mandate in an effective, efficient and sustainable manner by 2026
- To enhance the capacities of staff and stakeholders to deliver of the organization's mandate.

Upcoming Events

- Establishing income generating activities for sustaining the organization's activities.
- Mapping out potential development partners for the planned programmes and projects



4

APPRECIATION





At HODI, we believe in the power of gratitude and recognise the invaluable contributions of our donors, volunteers, staff, and stakeholders. Without their unwavering support, our mission to foster positive change and empower communities would not be possible. Reflecting on the past year, we want to extend our heartfelt appreciation to everyone who has dedicated their time, resources, and energy to furthering our cause.

To our esteemed donors, you are the bedrock of our organisation. Your generosity has enabled us to implement impactful programmes, reach more vulnerable individuals, and create lasting change. We are grateful for your financial support, which speaks to our shared vision of empowering and supporting vulnerable communities. Your support has been a great source of motivation and inspiration.

To our dedicated volunteers, you are the heart and soul of our work. Your selflessness and commitment have made a tangible difference in the lives of those we serve. Whether through mentorship, community engagement, or skills training, your passion for making a positive impact is commendable.

To our exceptional staff, you are the driving force behind our achievements. Your expertise, dedication, and tireless efforts have propelled our organisation forward. Your unwavering commitment to our mission has paved the way for transformative initiatives and created a nurturing environment for those we serve.

To our valued stakeholders, including community leaders, partner organisations, and government agencies, your collaboration and support have been instrumental in our success. We have forged meaningful partnerships and created sustainable change within our communities through you.

We recognise and appreciate every one of you with immense gratitude. Your unwavering commitment, generosity, and collaboration have made a significant difference in the lives of countless individuals and communities. We are building a brighter future filled with hope, empowerment, and social harmony.

Thank you for being the driving force behind HODI's journey towards positive transformation. Your contributions are deeply valued, and we look forward to continued collaboration as we strive to create a more equitable and inclusive world.

5

OUR DONORS AND SUPPORTERS





6

ORGANISATIONAL OVERVIEW



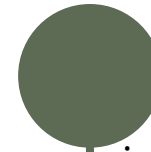


OUR JOURNEY



- Founded as a community-based organisation by Fatuma A. Adan
- 36 Paralegals trained helped in resolving 120 cases
- 50 women Peace Builders in the community
- Hosted Kenya football national team coach
- Hosted US ambassador to Kenya in Marsabit
- Registered as an NGO

2008-12



- First 8 graduates from the tailoring life skills centre
- First grants disbursed to Qusanno village saving scheme
- 152 villages impacted through the Community Conversations project
- Shoot to score and breaking the silence expanded to cover the entire county
- Beyond Sports Award
- NGO of the Year Award at Peace and Sport

2003-07

- Shoot to score, not to kill was born
- Initiated 10 village saving schemes
- 100 waters tanks for rainwater harvesting
- Three greenhouses and 25 Shamba HODIs
- Featured in Soldiers of Peace Film
- Unsung Hero Award
- Breaking the silence commenced by the first girls' football team
- Stuttgart Peace Award

2013-17



2018-'20

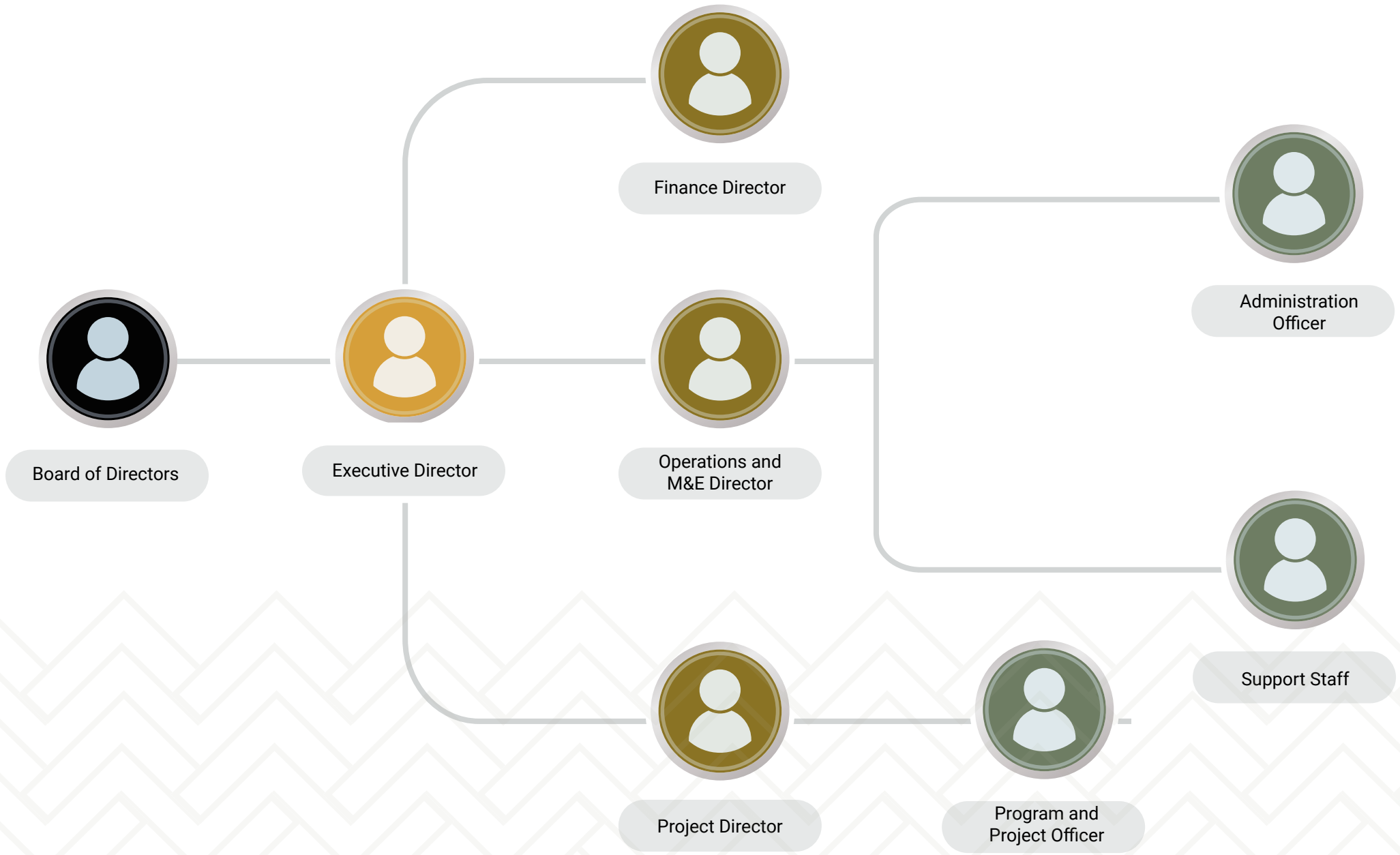
- 128 girls were awarded scholarships
- 30 communities impacted by the Sport on the Cutting Edge programme
- 1,645 children participated in Shoot to Score
- 7 girls directly rescued by former circumcisers
- 89 households were supported with cash transfers and food during the drought.
- The start of the Integrating Peacebuilding, Development and Humanitarian Efforts on The Kenya and Ethiopia Cross Border (IPDHE)

2021-2022

- FIFA Diversity Award
- Two new football pitches delivered for primary schools in Marsabit
- Commonwealth Points of Light Award
- Featured in BBC Documentary on the use of football for social change

Founded as a community based organisation in 2003, HODI is a non-profit organisation that champions justice and development in northern Kenya through advocacy, education, peace and livelihood support programmes. With a passionate and dedicated community, we are committed to making a positive impact and building a peaceful and prosperous future for all.

Organisational Structure



GOVERNANCE AND ACCOUNTABILITY

HODI Board

The following persons served in the HODI Board of directors in 2022 Douglas Ouma (Chairperson), Said Jillo (Vice Chairperson), Halima Shurie (Treasurer), Noor Abdulqadir (Secretary), Catherine Gicheru, Chachu Tadicha, Hilda Mawanda, Fatuma Adan and John Kisimir.

The board provides strategic leadership, policy development, resource mobilisation, and oversight.

Governance Policies

At HODI, we prioritise good governance practises as integral to our organisational ethos. We firmly believe in transparency, accountability, and ethical decision-making. We have implemented several policies that guide our operations and interactions with stakeholders.

Anti Fraud Policy

We are committed to upholding the highest standards of integrity, transparency, and accountability in all our activities and operations. We recognise that fraud and other forms of financial misconduct can severely undermine the trust and confidence placed in our organisation by donors, beneficiaries, partners, and the public. Therefore, we have established this Anti-Fraud Policy to prevent, detect, and respond to any fraudulent activities promptly and effectively.

Conflict of Interest Policy

To safeguard the integrity of our organisation, we have

established a Conflict of Interest Policy. This policy requires all board members, staff, and volunteers to disclose any potential conflicts of interest in their roles. Identifying and managing conflicts ensures fairness, objectivity, and impartiality in our decision-making processes.

Safeguarding Policy:

We prioritise the safety and well-being of all individuals we serve and engage with. Our Safeguarding Policy reflects our zero-tolerance stance on abuse and exploitation and outlines measures to protect vulnerable populations. We maintain accessible and confidential reporting mechanisms, respond promptly to concerns, and conduct impartial investigations. Our thorough screening processes for staff and volunteers, comprehensive training, and support services for victims ensure a safe environment. Continuous learning and collaboration with partners underpin our commitment to safeguarding principles, as we strive to create a compassionate world where everyone can thrive with dignity and without fear of harm.

Code of Conduct:

Our Code of Conduct outlines the expected behaviours and ethical standards for all individuals associated with HODI, including board members, staff, volunteers, and partners. The code sets clear guidelines for professional conduct, respect for diversity, non-discrimination, and compliance with legal and regulatory requirements. Adhering to this code fosters a culture of integrity, professionalism, and mutual respect within our organisation.

These governance policies provide a strong foundation for our operations, ensuring that HODI upholds the highest accountability, transparency, and ethical conduct. We continuously review and update these policies to reflect evolving best practices and remain responsive to our stakeholders' needs and expectations. Through effective governance, we strive to build trust, maintain credibility, and maximise our positive impact in the communities we serve.

Monitoring and Evaluation

At HODI, we are committed to ensuring accountability and measuring the impact of our programmes and initiatives. To achieve this, we have established robust monitoring and evaluation mechanisms that provide valuable insights and help us make informed decisions. Here is an overview of our monitoring and evaluation practices:

Data Collection and Analysis

We collect relevant data throughout the project lifecycle using quantitative and qualitative methods. This includes surveys, interviews, focus group discussions, and participant observations. Our monitoring and evaluation team ensures that data is collected systematically and accurately.

Performance Indicators

We define clear performance indicators aligned with our programme objectives and outcomes. These indicators help us measure progress and assess the effectiveness of our interventions. By tracking these indicators, we can identify areas of success and areas that require improvement, enabling us to make data-driven decisions.

Impact Assessments

We conduct periodic impact assessments to understand the long-term effects of our programmes. These assessments measure the changes and benefits experienced by the individuals and communities we serve. By examining key indicators, such as improved livelihoods, increased social cohesion, and enhanced well-being, we gain insights into the lasting impact of our work.

Reporting and Communication

We produce comprehensive monitoring and evaluation reports highlighting our achievements, challenges, and lessons learned. These reports are shared with our stakeholders, including donors, partners, and community members. We also ensure that our findings are communicated in an accessible and transparent manner, allowing for constructive feedback and collaboration.

Learning and Adaptation:

We view monitoring and evaluation as a learning process. Through continuous reflection and analysis of our data, we identify best practices and areas for improvement. This enables us to adapt our strategies and interventions, ensuring we are responsive to the evolving needs of our communities.

By implementing these monitoring and evaluation mechanisms, HODI strives to enhance accountability, demonstrate the impact of our programmes, and improve our overall effectiveness. We are committed to learning from our experiences, refining our approaches, and maximising the positive change we can bring to individuals and communities.

7

CONCLUSION





In conclusion, this report highlights the key messages and achievements of HODI's work in fostering positive change and empowering communities. It is a testament to our commitment to our mission and the unwavering dedication of our team, partners, and supporters. Throughout this report, we have showcased the impact of our programmes, the resilience of the individuals we serve, and the transformative power of community engagement. From promoting gender equality and social inclusion to addressing conflict and building peace, HODI's initiatives have made a tangible difference in the lives of many. We reiterate our commitment to upholding the highest transparency, accountability, and ethical conduct standards. We remain steadfast in our dedication to good governance practices, as exemplified by our adherence to relevant policies and continuous monitoring and evaluation of our programs. None of our achievements would have been possible without the support of our donors, volunteers, staff, and stakeholders. We express our deepest gratitude to everyone who has contributed to our cause. Your belief in our mission, generosity, and collaboration has been instrumental in our success. As we look to the future, the progress we have made and the challenges that lie ahead inspire us. We remain committed to working hand in hand with communities, fostering innovation, and adapting our approaches to create sustainable change. We aim to build a more equitable, inclusive, and peaceful world. We sincerely thank you for your continued support and partnership on this transformative journey. With your help, we can amplify our impact and make lasting positive changes in the lives of individuals and communities in need.

8

APPENDICES



AUDITED FINANCIAL REPORT

REPORT ON THE FINANCIAL STATEMENTS BY FHC CONSULTING LLP

Opinion

We have audited the organisation's financial statements of Horn of Africa Development Initiative set out on pages 9 to 20 which comprise the statement of comprehensive income, statement of financial position as at 31st December 2022, the statement of changes in equity, and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes.

In our opinion the organisation financial statements give a true and fair view of the state of financial affairs of the NGO as at 31st December 2022 and of its financial performance and cash flows for the year then ended in accordance with the IFRS.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the financial statements section of our report. We are independent of the Centre in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), together with the ethical requirements that are relevant to our audit of the financial statements in Kenya. We have fulfilled our other ethical responsibilities in accordance with these requirements. The IESBA Code is consistent with the International Ethics Standards Board for Accountants' Board of Ethics for Professional Accountants (parts A and B). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Statement of Comprehensive Income

	Note	2022 (KSH)	2021 (KSH)
INCOME			
Grants Income	1(a)	9,599,331	7,596,019
Other Income	1(b)	866,537	129,708
Gross Income		10,465,869	7,725,727
EXPENDITURE			
Project Cost	2	4,629,058	3,470,304
Administrative Costs	3	2,132,568	2,073,901
Employment Costs	4	2,975,669	6,001,715
Bank Charges		101,835	103,181
Total Expenditure		9,838,130	11,649,101
Exchange gain(/loss)		-	238,203
Surplus (/deficit) for the year		627,738	(3,685,171)

Changes in Equity

2022	Restricted funds (KSH)	General Funds (KSH)	Donor Restricted Funds (KSH)	Other Restricted Funds (KSH)	Accumulated Surplus (KSH)	Total (KSH)
At 01 January 2022	5,313,499	998,039	-	843,796	-	7,155,334
Transfer Donor Restricted Funds	(3,364,358)	-	3,364,358	-	-	-
Transfer Accumulated Surplus	(558,912)	(998,039)	-	-	1,556,951	-
Changes during the year	-	-	-	96,460	-	96,460
Surplus for the year	-	-	-	-	627,738	627,738
Prior Year Adjustments	(1,390,229)	-	-	-	-	1,390,229
At 31 December 2022	-	-	(3,364,358)	940,256	2,184,689	6,489,303

2021	Restricted funds (KSH)	General Funds (KSH)	Donor Restricted Funds (KSH)	Other Restricted Funds (KSH)	Accumulated Surplus (KSH)	Total (KSH)
At 01 January 2021	8,998,670	1,634,430	-	-	-	10,633,099
Changes during the year	-	-	-	843,796	-	843,796
Deficit for the year	(3,685,171)	-	-	-	-	(3,685,171)
Prior Year Adjustments	-	(636,390)	-	-	-	(636,390)
At 31 December 2021	5,313,499	998,039	-	843,796	-	7,155,334

NOTES TO THE FINANCIAL STATEMENTS

Note 1(a) : Income Breakdown

		2022 (KSH)	2021 (KSH)
	GRANT INCOME		
	VSO Kenya	3,968,442	-
	GlobalGiving	3,860,880	1,298,168
	Concern Worldwide	1,770,009	-
1(a)	FIFA Foundation	-	3,601,601
	Comic Relief	-	1,450,000
	Common Goal	-	1,246,250
		9,599,331	7,596,019
	OTHER INCOME		
	Online Donations	99,750	
1(b)	Donations in-kind (Force for Boobs Taiwan)	327,727	
	Miscellaneous Income	439,060	129,708
		866,537	129,708
	Gross Income	10,465,869	7,725,727

Note 2 : Project Expenses

	2022 (KSH)	2021 (KSH)
Materials and Equipment	1,507,695	391,098
Beneficiaries cash transfers	685,000	-
Local Travel	334,409	29,040
Sports Bra Project	327,727	-
Motor Vehicle Fuel and Maintainance	294,264	572,005
Website and other visibility costs	291,790	131,370
Scholarships	284,500	471,000
Project Audit and Related costs	185,420	-
Communication costs	139,303	266,554
Subscriptions	119,752	334,665
Repairs and maintainance	98,390	121,843
Projects reporting costs	77,666	-
Education, medical bills, food and other	62,281	77,605
Volunteer Stipends	60,000	141,000
Staff Development	56,460	70,551
Workshops	37,500	37,670
Participants Transport Reimbursements	27,000	61,100
Project Initiations Costs	19,200	-
Monitoring, Evaluation and Learning	11,500	581,275
Motor Vehicle Hire	9,200	180,000
Personal Protective Equipment	-	3,530
	4,629,058	3,470,304

Note 3 : Administrative Expenses

	2022 (KSH)	2021 (KSH)
Office Rent	780,000	720,000
Depreciation Charge	505,905	605,474
Motor Vehicle Insurance	203,820	73,458
Institutional Audit Cost	190,000	194,000
Professional & Management Fees	159,563	-
Motor Vehicle Fuel & Maintenance	52,148	6,300
Office Consumables	51,285	102,645
Stationery & Printing	44,364	102,102
Utilities Costs	42,094	44,943
Local Travel	33,239	1,200
Repairs & Maintenance	30,100	13,920
Fundraising Expenses	20,000	-
Postage & Courier	7,950	9,750
Subscriptions	2,800	176,408
Communication Costs	2,300	-
Annual NGO Board Filing	2,000	2,000
Fines & Penalties	-	14,700
Management Events	-	6,200
Motor Vehicle Hire	-	800
	2,131,568	2,073,901



Note 4 : Employment Expenses

	2022 (KSH)	2021 (KSH)
Gross Salary and Emoluments	2,865,769	581,578
Employer Welfare Fund Contribution	81,000	113,000
Employer NSSF Contribution	16,200	22,600
Casual Wages	12,700	50,333
	2,975,669	6,001,715

REPORT OF THE MANAGEMENT BOARD

The Board submits their report and the audited financial statements for the year ended 31st December 2022, which disclose the state of the organisation's affairs.

REGISTRATION

The organisation is registered in Kenya under Section 10 of the Non-Governmental Organisations Coordination Act. The organisation is a non-profit and non-political body registered as an National NonGovernmental Organisation (NGO) in Kenya as an NGO.

PRINCIPAL ACTIVITY

The principal activity of the organisation is to fundraise funds for the purpose of supporting communities in the Horn of Africa by offering access to education, child protection, legal support, family support. and peace-building.

INDEPENDENT AUDITOR

The organisation's auditor, FHC Consulting LLP, has indicated willingness to continue in office.





Discover the extraordinary opportunity to become a beacon of hope in the vast and enchanting lands of the Horn of Africa. We invite you to unite with us in a noble mission of uplifting and empowering the resilient communities that grace this region. Together, let us create a symphony of positive change that resonates far beyond the borders of nations, and reach out to touch the hearts and lives of countless individuals in need. If you are ready to be part of this unforgettable journey, don't hesitate to reach out and let the magic begin.



Off Hospital Road
P.O. BOX 349-60500,
Marsabit, Kenya

Tel: +254-115160455
Website: hodiafrica.org