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**EAST AFRICA
ANNUAL REPORT**

This annual report provides an overview of World Vision's work in the East Africa Region from October 2022 to September 2023.

World Vision International is a Christian relief, development and advocacy organisation dedicated to working with children, families and communities worldwide to reach their full potential by tackling the causes of poverty and injustice. We are dedicated to working with the world's most vulnerable people. World Vision International serves all people regardless of religion, race, ethnicity or gender.

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Cover photo: Girls and boys enjoying their time at school in Uganda.

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Foreword

Lilian Dodzo Regional Leader, East Africa

It has been another dynamic year in East Africa, and I am pleased to share our 2023 impact and results towards building brighter futures for vulnerable children in the region. This is our second regional annual report and it highlights development and humanitarian emergency response efforts in nine countries – Burundi, Ethiopia, Kenya, Rwanda, Somalia, South Sudan, Sudan, Tanzania and Uganda.

As we reflect on the year that was, these results also encourage us to look forward as we continue to partner with communities in some of the most hard-to-reach areas and fragile contexts. 2023 brought with it new challenges, such as the devastating conflict in Sudan, alongside the ongoing effects of the climate crisis, including drought and flooding in several countries. We have all felt the impact of global economic instability, the resulting increased cost of living and witnessed how this has impacted the lives of children and their families in the region. We have also witnessed unprecedented numbers of internally displaced persons and refugees across East Africa and beyond, with alarmingly increasing numbers of children on the move, seeking safety amidst multiple crises across the region.

As a Christian organisation, we are also confident that whilst we are experiencing increasing fragility and humanitarian emergencies, we know well God's provision and our hope remains in Him. Our funding in the region continues to increase, reaching an all-time high of US \$944 million, which was well above our target for the financial year. This has enabled us to reach more girls and boys through our response efforts, development programming and resilience building interventions. Our work continues to partner with and empower communities to become self-sufficient and bring real, lasting change. Much as our FY23 funding has been high, it is still far from being sufficient to resource the scale up of our activities, and meet the immediate needs of the most vulnerable, while integrating vital resilience and durable solutions initiatives for the long term. We therefore will move into FY24 with bolder and more ambitious resource acquisition plans. We must work with our partners to find ways to ensure that predictable, multi-year nexus funding can complement life-saving assistance, reinforce social cohesion and build resilience to future shocks for the most vulnerable people of East Africa.

In my role I often speak to three I's under our FY23 regional theme and ten-point plan of "Going Further Together for Impact, Income and Influence." When you read more about our impact and results, you'll see that we are doing well. But each year we intentionally set bolder targets because we are also acutely aware that humanitarian needs continue to grow. Children's futures are at stake if we do not challenge ourselves year on year to go further as a region and in each of our nine field offices. As believers we trust and pray that God will help us to do so. There are also three C's that I see as critical to delivery on the three I's: Collaboration, Communication and Coordination. These serve as reminders that whilst we each have our own lane, we run the race together and cannot achieve results for children without unity and a focus on our common purpose.

With this in mind we celebrate the individual and collective innovations in field programming, the good stewardship of finances and the resulting lives changed in our region. In our report you will read about Child Sponsorship and its far-reaching transformative power, which remains central to our work and fundraising efforts, complemented by growth in our grants portfolio and local resource development efforts. Together, these funding streams bring tangible benefits to millions of children and their communities. All of this is only ever possible together with our amazing staff, volunteers and other partners, including child sponsors, major donors, faith leaders, governments, UN agencies and other NGOs. I could not be more grateful for their support and collaboration as we press on towards a common goal. I am also deeply thankful for the leadership of our National Directors, and the oversight of our governing Boards and Advisory Councils.

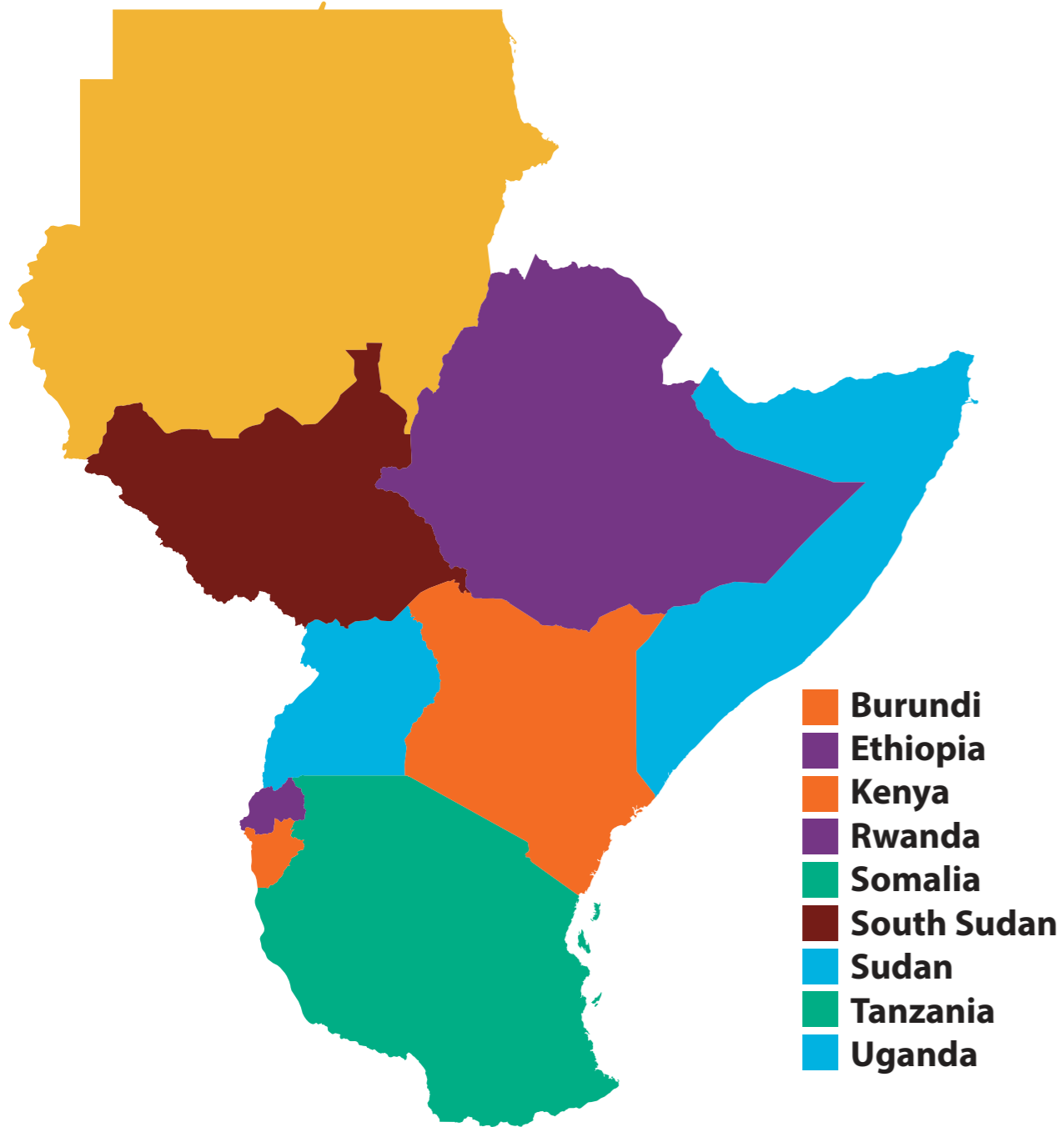
As we move into 2024, my prayer is that we remain Christ-centred, with strength and courage in all that we do, firmly focused on doing all that we can to enable a world where every child has fullness of life, and where each Sustainable Development Goal is achieved. May we all continue to listen to children's voices in East Africa as we create space, platforms and environments for them to thrive. I invite you to read and reflect on this FY23 annual report, and I pray that it informs you as much as it inspires you to join us on this journey.



Our Promise. Going Further Together

Our global strategy is a promise to the world's most vulnerable boys and girls. We are heading in the right direction with Our Promise – now we need to go deeper to reach the most vulnerable children and communities.

We will continue to deepen our commitment to the most vulnerable children in the toughest parts of the world, acknowledging that Christ is, and always will be, at the centre of everything we do. Only with Him can we go further than we could ever ask or imagine.



World Vision is a global Christian humanitarian, development and advocacy organisation dedicated to working with children, families and communities to overcome poverty and injustice. We serve all people, regardless of religion, race, ethnicity, or gender.

For more than 40 years, World Vision has partnered with communities in East Africa, from rural agricultural villages, urban, to disaster, conflict and fragile contexts. Our decades of experience have taught us that the most effective way to transform lives is through a holistic approach. Our ultimate goal is to ensure all children are cared for, protected, educated and feel loved.

Our vision for every child, life in all its fullness, Our prayer for every heart, the will to make it so.

Our strategy is a promise to build brighter futures for vulnerable children in East Africa. World Vision integrates the global Sustainable Development Goals into its own development and humanitarian emergency response programming.



Children's Voices



The dignity kit made me feel more like myself again after suffering for long time. It has given me the required items to take care of my personal hygiene and dignity. The kit has made my life a little bit easier and better now. I can move, go to school and to the market, see friends, and play freely without fear.

Celina (15) South Sudan

*face/identity blurred for protection purposes



I am grateful to World Vision for the improved seeds provided. We used to sow seeds bought at local market with low productivity but this season, our harvest has increased a lot compared to other seasons.

Ange Eldine (15) Burundi

Joyce was among the 4,000 girls and teenage women, including survivors of sexual and gender-based violence and other vulnerable groups, in Tambura and Juba who received culturally-appropriate dignity kits as part of the Joining Forces for Child Protection in Emergencies project. The kit has made my life a little bit easier.



I hope the war will end soon so that I can join my classmates and friends in Khartoum again.

Mazin (9) Sudan



Before my family was enrolled in the UPG programme, we lived in extreme poverty because we had no productive assets like animals, after the enrolment of my family in UPG program, I am very grateful because the goats empowerment and the goats have multiplied.

Rehoboth (15) Rwanda

Children are bearing the brunt of the fighting in Sudan. According to UNICEF¹, Sudan is now the largest child displacement crisis in the world, with 3 million children fleeing widespread violence in search of safety, food, shelter and health care. World Vision is responding to the growing humanitarian needs in a multi-country response in five countries.

¹UNICEF Statement: Over 200 days of war leaves a generation of children in Sudan on the brink. (n.d).

Children's Voices



We were not allowed to go outside and play with each other; instead, we were confined to our homes. We now play together in such a secure atmosphere after World Vision has brought us together with our families and led a discussion about our rights.

Bonsa (12) Ethiopia



I am glad that I don't have to wake early to go fetch water or even leave school early so that I can go fetch water.

Tracy (14) Kenya

Tracy in front fetching clean water with her classmates from Tunoiwo Primary School. The water point was constructed by World Vision Kenya.



I've seen many different animals that have died due to the drought and that gave me a bad feeling in my heart. One of our camels died. I saw it wasn't moving. I was shocked and I called my family, and they tried their best to help the camel stand up, but they couldn't. In the end, it died... That was a bad memory.

Ishmael (15) Somalia

Ismael lives in a community in Somaliland, that for many years has suffered the devastating effects of climate change, such as drought. Farmer Managed Natural Regeneration (FMNR) practices, pioneered by World Vision, is equipping farmers with knowledge on sustainable practices to restore their degraded land and manage their natural resources. FMNR has helped cushion Ismael, his family and community from the severest effects of drought.



I used to go at school without school uniform. After my mother opened the shop, I now enjoy going to school because she bought me school uniform. My mother says she opened the shop after attending a financial training from world vision.

Upendo (8) Tanzania

We had lost hope but after World vision engaged us at CDPCs we learnt skills of making craft bags. We are able to sell and get money to cater for our basic needs.

Mellan (14) Uganda



Our vision for every child
is life in all its fullness.
Our prayer for every heart is
the will to make it so



Portrait of Vanessa's 4-year-old little sister Jean at the water point World Vision installed near their home. (Rwanda)

Our Footprint

16 Million Children reached



26 Million People reached



More than **1.1 million** children benefited directly through World Vision child protection activities, to reduce violence against children. At least **460,000** children were supported to have access to child reporting and referral mechanisms.

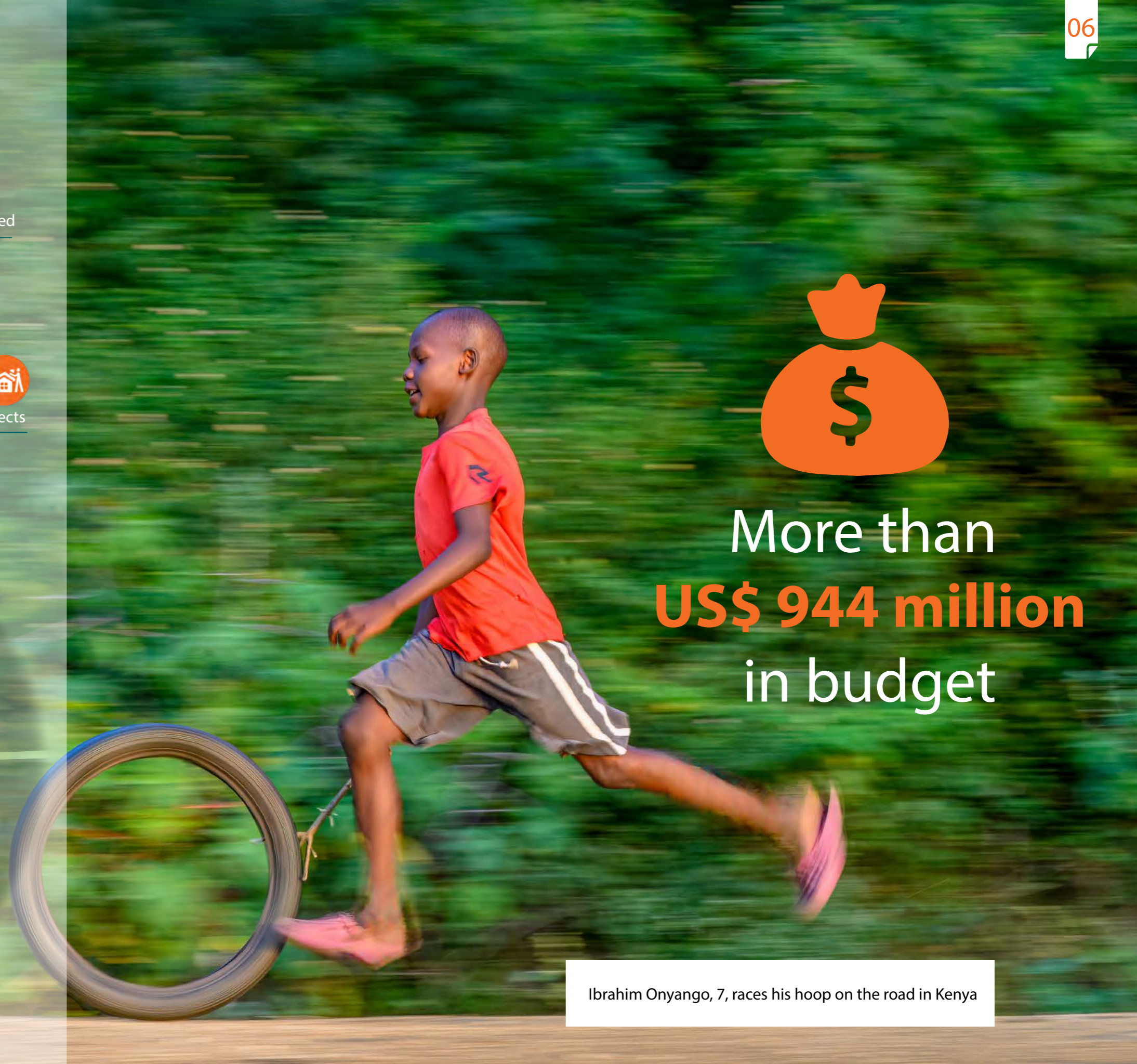
6,500 staff members



900 projects



More than **US\$ 944 million** in budget



Ibrahim Onyango, 7, races his hoop on the road in Kenya

Disaster Management

East Africa remained vulnerable to man-made and natural hazards. The man-made hazards are predominantly driven by armed conflicts, rapid population growth and unsustainable use of natural resources. The vulnerability to natural hazards is mainly underscored by high poverty levels and weak coping capacities, poor resource use and inability to adapt to climate change and inadequate state of preparedness. Populations across East Africa struggled with a confluence of recurring climatic shocks, widespread food insecurity, and reduced access to livelihoods. These ongoing challenges, exacerbated by persistent conflict and resultant displacement, contributed to sustained humanitarian needs and ongoing complex emergencies.

Each country is simultaneously grappling with a variety of issues that compound or are compounded by the current drought, eroding families' ability to cope with repeated shocks. Conflict, global economic inflation, the reduced availability of goods as a result of global crises, previous droughts and hazards, floods, and lasting COVID-19 effects have all aggravated the situation of the populations across East Africa.

In East Africa in FY23 we continued to respond to 12 emergencies: East Africa Hunger Emergency Response, Sudan Crisis and Migration Emergency Response, Sustained Humanitarian Responses in Ethiopia, Somalia, South Sudan, Uganda (Refugee Response) and Sudan, Northern Ethiopia Crisis Response, Uganda Ebola Virus Disease Response 2022, Rwanda Flood Emergency Response 2023, Refugee Response in Rwanda.



World Vision staff visit at a WFP funded malnutrition treatment clinic (Sudan).

Emergency Humanitarian Responses Reach

 **12.5 Million**
people reached

 **6.6 Million**
children reached

 **5.9 Million**
adults reached

**East Africa Hunger
Emergency Response**

7.2 million
people reached

4.3 million
children

**Northern Ethiopia Crisis
Response**

2.9 million
people reached

1.6 million
children

**Sudan Crisis and
Migration Emergency
Response**

More than 385,000
people reached

Almost 154,000
children



Drought Displaced Persons in Dollow, Somalia



A mother and her baby, a recently displaced IDP family, in Beco camp, Baidoa, Somalia.

Triple NEXUS Programming Approach in conflict contexts: An example from Ethiopia

In 2023, WV piloted a triple nexus programming approach in conflict/fragile contexts in Ethiopia. WV's Northern Ethiopia Crisis Response (NECR) has been responding to the changing environment and needs of children and communities affected by conflict. The pilot has fostered key learnings in building internal capacity and responding to align different funding streams – in this case, development resources with emergency grants. The triple nexus approach refers to the interlinkages between humanitarian, development and peace interventions to address sustainable development challenges in an integrated manner. It is people-centric and works beyond silos to address root causes of conflict and vulnerability, contributing to long-term transformative change.

WV has previously implemented fragmented context planning and adaptation by repurposing certain portions of its core budget that were dedicated to sponsorship in its Area Programmes. NECR launched a specific nexus project, in Tigray, Afar, and Amhara regions. The project addresses gaps in peace building, development, and emergency programming.

NECR has used and integrated existing resources and systems of development. It has also maximized opportunities to be responsive, practicing agility and deploying a mix of response approaches. These include direct implementation, strategic flexibility, trusted partnership and cash, and in kind aid.

World Vision Ethiopia's triple nexus initiatives include:

- Integrating peace building, MHPSS and protection in all sector programme approaches.
- Shifting to deliver tailored humanitarian response interventions for conflict-affected Internally Displaced Persons (IDPs) to conflict-affected returnees and host communities.
- Scaling up an integrated nexus approach to all life-saving humanitarian responses.
- Providing basic rehabilitation and equipping of primary health and education facilities.

Key learnings from the Ethiopia triple nexus approach:

- Educational Opportunities for Children: By focusing on education and ensuring that children have access to schooling, the project contributes to the long-term development of the community.
- Green Legacy and Food Security: The distribution of improved seeds and fruit seedlings to targeted households aligns with a green legacy plan. This initiative serves a dual purpose by not only improving food security but also contributing to environmental preservation.
- Ongoing Action Research on Play-based Literacy and Mental Health and Psychosocial Support (MHPSS) for conflict-affected out-of-school children in targeted conflict affected areas has enhanced inclusive education.

NECR also facilitated a the triple nexus programming reflection workshop, where several general conclusions were captured, including:

- The importance of understanding and addressing unique challenges within specific contexts, to ensure successful project implementation and customisation of activities.
- Strengthened systems and capacity building highlights the resilience and adaptability of the project team.
- Success in building trust with communities is a reminder that reputation and positive interactions are valuable assets.
- Effective communication and coordination are key elements for successful implementation.
- Documenting sustainability and impact within a short timeframe indicates a need for realistic and flexible project timelines and expectations.
- Interest from government departments in integrating long-term development within a humanitarian setting signifies potential opportunities for sustaining peace.
- Strengthening monitoring, evaluation, accountability, and learning (MEAL) systems to align with non-linear nexus programming enhances adaptability and effectiveness.
- Creating a system that promotes continuous learning and adaptation is crucial.
- Leveraging the strengths of peer organisations and internal WV experts would enhance efficiency and effectiveness.
- The influence of funding structures on implementation emphasises the necessity of donor support and flexibility in implementing a successful nexus approach.

WV will continue to learn from this pilot and adapt it to other contexts in the region.

Advocacy and External Engagement

One of the strategic imperatives in World Vision's Our Promise, Going Further is to collaborate and advocate for broader impact for the most vulnerable children. Across the nine countries, WV influences and collaborates with Government, the African Union, Inter-Governmental Authority on Development (IGAD) and East African Community (EAC). Key partners include the African Child Policy Forum (ACPF) and Joining Forces East and Southern Africa.

We do these by focusing on three regional outcomes:

1. We advocate for governments to increase resources and implement laws and policies to improve the lives of the most vulnerable children.
2. We engage with external partners to end violence against children.
3. We ensure the rights of children are prioritized in humanitarian crises in Eastern Africa.

Impact and Influence in FY2023



Children representing WV Kenya, Ethiopia, Burundi, Tanzania, Zambia, Malawi, Sierra Leone, Central Africa Republic and Ghana joined over 100 children during the Children Climate Summit held in Nairobi, Kenya between the 2-3 September 2023. Together we influenced state actors and other stakeholders to engage children in climate change discourse and dialogue.

The children were also supported to develop the Nairobi Declaration which was read and presented to the Heads of States and Government and AU Decision Makers ahead of COP28. Some African member states also pledged to include the declaration in the COP28 outcome. Thematic areas discussed by the children included: Food and Nutrition Security; Climate Change and Conflict; Child Protection; Children on the Move; Child Participation in the Climate Discourse; and Social Protection (child-sensitive social protection and resilience building for children on the front-lines of the climate crisis).



Children representing World Vision Rwanda, Ethiopia, Lesotho, Democratic Republic of Congo and Eswatini participated and presented on Children's Rights in the Digital World during 40th Session of the African Committee of Experts on the Rights and Welfare of the Child in November 2022. They amplified the voice of millions of children WV serves across East, West and Southern Africa. Children called upon African governments to develop and enforce laws against all forms of online violence, abuse and exploitation, including criminalising online offences against children. They also requested children's access to information technology and provide training to help them minimise and manage online risks. WV East Africa Region, Kenya, Somalia, South Sudan, Sudan and Uganda influenced the Implementation of the East African Community (EAC) and Inter-Governmental Authority on Development (IGAD) Roadmap on Strengthening National Child Protection Systems in December 2022.

In collaboration with UNICEF, UN International Office of Migration, Save the Children, IGAD and EAC WV shared national experience on



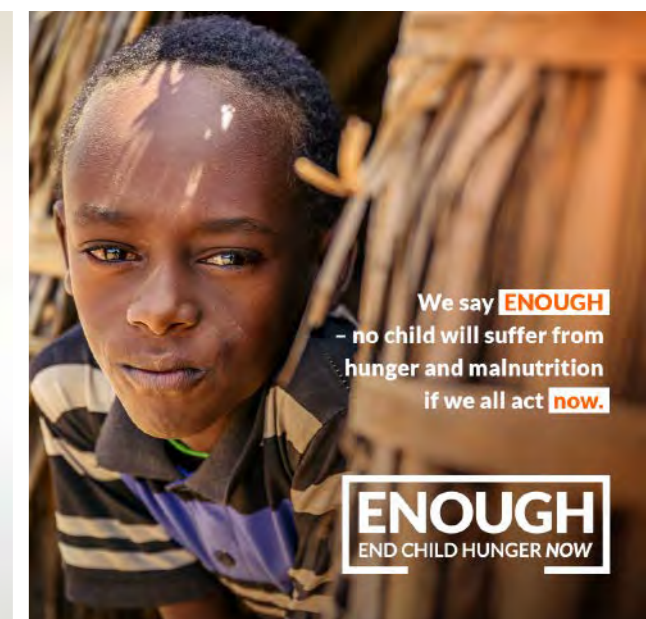
cross border child protection for migrant and refugee children. WV EAR's opening statement called on governments to consider including refugees, returnees, asylum seekers, Internally Displaced Persons (IDPs), and undocumented migrants in service provision such as public health, social protection and education.

During this financial year, we opened a WV AU liaison office that will spearhead WVs engagement with the AU by supporting the implementation of various AU protocols, conventions and strategies. The engagement with the AU will also provide spaces, opportunities and voices to children and young people to meaningfully participate in decision making processes. WV EAR Regional Leader on behalf of her peer Regional Leaders from SARO and WARO, signed the MOU between the African Union and WV with H. E. Ambassador Minata Cessouma, Commissioner for Health, Humanitarian Affairs and Social Development on 23 February 2023. WV Ethiopia's National Director participated in this auspicious event. World Vision collaboration and partnership with the AU has impacted the lives of the most vulnerable children, their families and



communities. This MOU enables us keep Our Promise and ignite a continental movement in the way the world treats children. WV is committed to partner with the African Union Commission in the objectives set out in the MOU which focus on health, humanitarian and emergency response, social development, child protection, peace and security. The objectives will increase knowledge and skills, capacity development and technical support, joint research and studies, develop innovative programmes, partnership forums and AU interfaith dialogues. A joint work plan will be developed and implemented by both organisations.

World Vision has pledged global USD 3.4 billion of existing funds to tackle rising child hunger and malnutrition as part of its new global campaign called 'ENOUGH'
WV will invest the funds over three years into work that will reduce hunger and improve the nutritional status of 125 million children in 67 countries where they are suffering most.



We say **ENOUGH**
 - no child will suffer from
 hunger and malnutrition
 if we all act **now**.

ENOUGH
 END CHILD HUNGER NOW

Safeguarding and Child Protection

Child protection, participation and safeguarding (children and adults that we work with) is central to all that we do at WV. Our absolute priority is protecting children, vulnerable communities and our own staff. We have a zero tolerance of incidents of violence or abuse against children and other people in the communities we serve, either committed by our staff or others connected to our work. Continuous improvement of safeguarding efforts, which emphasises prevention of sexual exploitation and abuse and other forms of violence or harm, is at the top of our agenda.

WV employs a system approach in promoting child wellbeing and addressing child violence. We work with children and those in the ecology of the child including parents and caregivers. Through our work with informal and formal child protection actors, WV builds the capacity of local networks to identify and address root causes of predominant child violence concerns in their community. In collaboration with national governments, WV supports strengthening of reporting and referral pathways through training for child protection frontline actors on reporting and referral protocols, including child protection volunteers.

In WV programmes, we have mechanisms to enable communities, and staff to report potential cases of abuse. For more than ten years, we have provided a confidential Integrity and Protection (Whistleblower) Hotline. During the year, safeguarding incidents that were reported were investigated and survivors provided support through a survivor-centered approach and best interest principle where survivors were children. Safeguarding is integrated across departments, programmes and operations and updates are reported to Boards and senior leadership regularly.

At national and international levels, WV in collaboration with like-minded agencies advocates for policy development and implementation that promotes protection of children. For example, in FY23, WV was involved in the development of a draft IGAD Child Policy (IGAD is the Intergovernmental Authority on Development, an eight-country trade bloc in Africa).

Almost 1.5 million children directly benefited through WV child protection activities in FY23 and more than 210,000 affected by various forms of child violence have been supported to access child protection reporting and referral mechanisms in addressing concerns affecting them across the East Africa Region.

WV views children and young people as key partners in promoting child wellbeing and addressing protection concerns. We facilitate engagements between policy and decision makers and children both internally within the organization and externally. Across the nine WV Offices in East Africa, children have been engaged by Senior Leadership Teams to provide feedback into WV operations in their country, informing management actions and operational planning. WV also seeks to amplify child voices through various platforms including; school-based clubs, sports clubs, life skills related clubs, children journalists' clubs and children's councils/parliament and sector events. For example, during the Africa Climate Summit held in Nairobi, Kenya in September 2023, children from across East Africa shared their aspirations and demanded action and accountability from leaders.

In FY23, WV continued to enhance our duty of care to all children and communities who we work with through our comprehensive safeguarding mechanisms. Capacity building for staff and other affiliates including visitors and board members were implemented to ensure understanding of the shared responsibility towards safeguarding of children and communities whom we work with. WV piloted safeguarding behaviour protocol illustrations in Rwanda in FY23, which outline expected and non-acceptable behaviours from WV staff and affiliates. Children and parents provided feedback into behaviour protocol illustrations, including ways of reporting concerns and breaches of our safeguarding protocols in a bid to keep children and communities safe and strengthen accountability to children and communities we serve.

We continually monitor and update our safeguarding policies in order to be accountable and improve.

John* starts his day by taking his daughter Faith* 3 to school and then proceeds to work (South Sudan)

* name has been changed to protect identity

Gender, Equity and Social Inclusion

At the heart of World Vision's mission is to serve children, and to partner with the families and communities, supporting them to thrive. A key component of this includes reaching marginalised and under-served populations with equal and inclusive programming - reaching women, minority groups, people with disabilities, Internally Displaced Persons (IDPs) and refugees.

Gender and Social Inclusion (GESI) are prioritised across World Vision and as a strategic objective under a global Strategic Plan (Our Promise 2030).

World Vision has established focal points who champion integration of gender and social inclusion at each of its nine field offices in East Africa. These roles provide technical guidance and support to integrated programmes and advocacy efforts. As an organisation, we also draw on expertise from GESI Advisors within our headquarters and other offices.

Some promising practices of our work delivering inclusive activities for women, youth, minorities and other marginalised groups include:

Transforming household gender dynamics and relations through economic empowerment opportunities for women. For example, the Transforming Household resilience in Vulnerable Environments (THRIVE) initiative, engages smallholder farmers (with a focus on supporting women) in Rwanda and Tanzania (as well Honduras, Malawi and Zambia). The project uses a faith-based approach aimed at empowering individuals and communities to address the root causes of poverty and other social and economic changes by transforming their mindsets, beliefs and behaviours. In Tanzania, an evaluation showed that families participating in the project saw an increase in their productive assets.

Integrating GESI into public health systems to serve poor and marginalised members of the community. For example, through a Health Pooled Fund Project in South Sudan, WV helped strengthen the health system and referral mechanisms to be more useful for community members, particularly for women and persons with disabilities. One successful practice was providing them with decision-making power (through leadership opportunities) in important health decisions. This led to improvements in access to health facilities and equitable health services. The project also included an intentional male engagement approach, recognising that developing effective responses also requires engagement of men and boys.

The inclusion of marginalised populations in situations of conflict and crisis. For example, in Uganda – the Omugo Disability Inclusive WASH, Livelihood and Protection project, has supported more than 8,600

people with disabilities living in refugee camps and host communities in the past three years. The project works with organisations of persons with disabilities (OPDs) to find households who may need support. WV also constructed latrines and water points with ramps and hand-rails to assist with access to water within 200 metres of homes.

WV also places special emphasis on reaching displaced people (IDPs and refugees) through humanitarian response programming. This includes provision of essential food and non-food commodities, as well as psycho-social support.

East Africa uses the social accountability model, Citizen, Voice and Action (CVA), to engage women and other excluded groups in local advocacy and actions that tackle the barriers to equality from local and national systems.

WV also uses global and national advocacy efforts to promote gender and social inclusion more broadly. WV works in collaboration with relevant government ministries to advocate for issues including an increase in training on gender-based violence (GBV) for law enforcement, and for improved judicial processes for people who have experienced GBV.

WV intentionally seeks to partner with organisations that prioritise gender and social inclusion. For example, in Rwanda through a USAID Homes and Communities project where we are partnering with Humanity and Inclusion International and local partner Imbutu Foundation to ensure we reach children with disabilities in community education activities.

Another example is our work leading the SomRep consortium in Somalia which draws on experience from eight NGO members, to build the capacity of pastoralists, agro-pastoralists, fisherfolk, peri-urban host and IDP communities. WV works with faith leaders from both Christian and other faiths to shift gender and social norms in their communities and take GESI-related actions to address inequality.

WV in East Africa has promoted the role of women and other vulnerable groups in water management committees and other leadership roles, ensuring that decisions made on water are meeting their specific and diverse needs.

We have also constructed water points and latrines that are accessible for persons with disabilities and ensured that girls have access to girl friendly latrines and menstrual pads to support keeping them in school.



Mitchel playing with her friends in a playing field in Kenya.

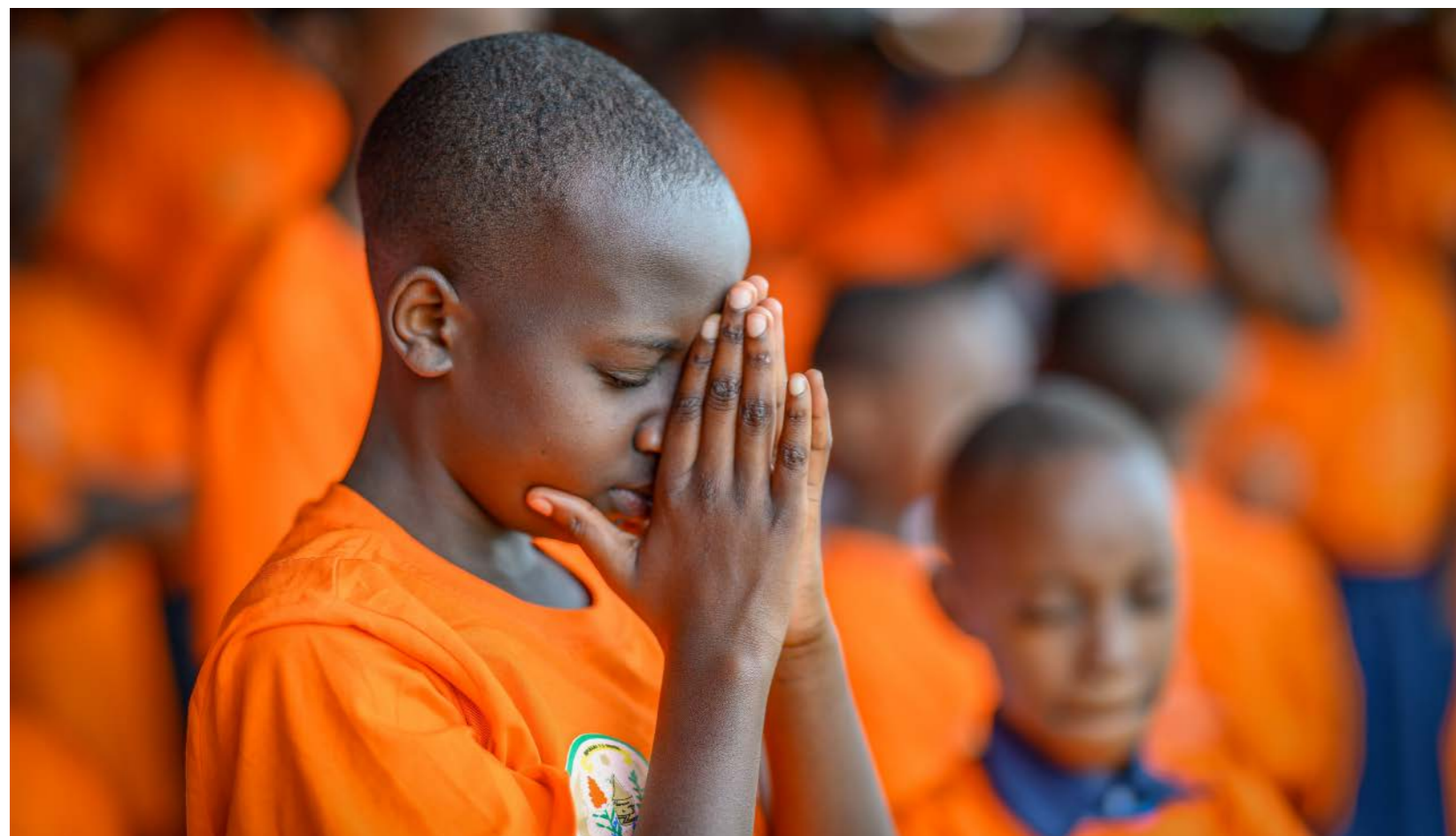
Faith and Development

Our Faith plays a critical role in the promotion of the well-being of the most vulnerable children. Some of the key highlights for FY23 include:

- Our Promise first Strategic Imperative focuses on “Putting Christ at The Centre”. This is helpful in building a strong Christ-centred culture as well as the equipping our staff to live out their faith with boldness and humility. Through the Mission Immersion Programme (MIP), a total of 1,553 new staff were trained in FY23 bringing the total number of those trained to 3,309, across the 9 Field Offices and the Regional Office. Our staff are able to live out their faith with boldness and humility as well as drive our faith foot print with partners and across sectors.
- More than 1.4 million lives of children were impacted directly and indirectly through the spiritual nurture of children programming initiatives (including the special projects). This

has enabled them to experience both love, care and protection throughout the period and participate effectively in their own transformation

- The Church and other faith actors remain our primary partners in driving the well-being of children. In FY23, we engaged and reached over 903,655 faith leaders from the various F&D models including the spiritual nurturing of children, empowered world view, advocacy as well as peace building and interfaith work. They are impacting children and their families across the region.
- Growing strong partnerships with churches and faith actors is key to realising our goals. In FY23, 23 new partnership agreements were signed, bringing the total number to 97 while an additional, 3000 faith -based organisations are collaborating with WV programmes in the implementation of technical programmes including sponsorship.



Children praying during a World Vision water celebration in Rwanda.

Education



World Vision constructs a dedicated school block, provides teaching materials, and raises awareness for children with hearing difficulties, bringing joy and newfound hope to Muna, who expresses her elation and the transformative impact on her life and community. (Ethiopia)

Despite increasing multi-stakeholder engagement on education, Sub-Saharan Africa soars with the highest number of illiterate adults and youth in the world, with the region contributing to over 33% of illiterate adults and 47% of youth (UNICEF 2020). This is noted to influence and contribute to the vicious cycle of poverty, across all development levels, evidenced in our theories of change. It is for this reason that World Vision, in all her 9 Field Offices, has centred education in her development agenda with an objective of advancing access to quality and affordable education.

In FY23, World Vision collaborated with national and local governments, and stakeholders including UNICEF in providing children with opportunity to learn basic literacy, numeracy and life skills, impacting over 1.9 million children (6-18 years). In pursuit to addressing impact of poor education and related practices in children in their early life, World Vision supported Early Childhood Development programmes, using our Unlock Literacy model, impacting over 513,000 children within the region.

More so, collaborations and innovative engagements with school-going children, parents, schools, teachers and line-ministries using various approaches including provision of sanitary towels; parents' engagements in livelihoods activities; parents' involvement in their child performances; and addressing negative cultural practices and discrimination amongst others have alleviated school dropouts, improved student performance, and increased student transition rates to secondary schools.

World Vision engaged with communities and community structures through our Citizen Voice and Action (CVA) model to advance and demand for the access to quality and affordable education in schools from governments (national and local). Our approach to develop, engage and build capacities of School Management Committee (SMC) has since contributed to the sustainability of education results and achievements.

Water, Sanitation and Hygiene (WASH)



Merci and her best friend Sada chat as Merci fills her jerry can with clean water at the World Vision community water taps, just a few minutes walk from her home in Kageyo, Rwanda.



A child drinking clean water from a tap in Ethiopia.

World Vision WASH work in East Africa cuts across all spheres which includes fragile contexts, WASH in emergency and peri-urban settings. Our WASH programs are aligned to contribute to SDG 6 which focuses on ensuring the availability and sustainable management of water and sanitation for all. The importance of WASH in improving child well-being cannot be over-emphasised as it is foundational to World Vision's mission that all children and their communities experience life in all its fullness.

Our programme intervention in institutions such as schools and health care facilities:

	Access to clean Water	Access to basic sanitation	Access to basic hygiene
	Over 380	Over 275	Over 690
	Over 160	80	180

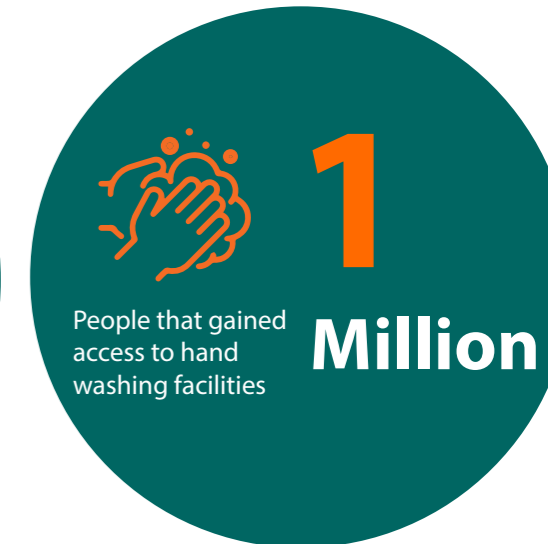
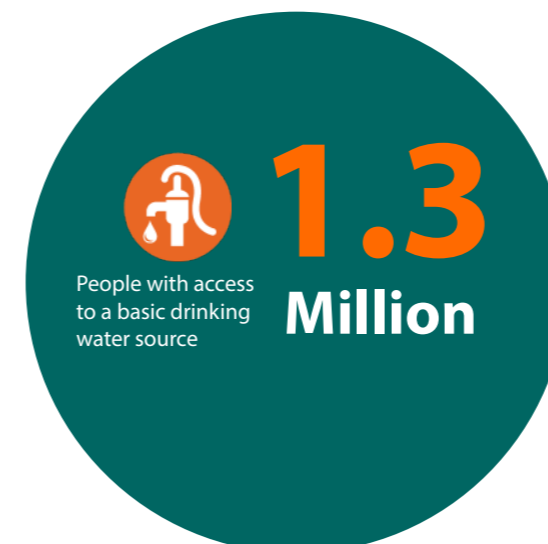
To reach the people with access to safe water supplies we tailored our interventions to provide access to safe water supplies where we constructed a total of 487 piped water systems of varying sizes in collaboration with our partners which include governments. The co-financing model with our government partners ensured that sustainability was built to foster maintenance and operations.

As a leading WASH implementing agency, we have also advanced our investments in innovation to strengthen our WASH programming and ensure accountability and demonstrate

impact. We have implemented the following initiatives:

- Roll out of mWater Portal a Mobile to Web WASH infrastructure data management tool which has enhanced real-time reporting as well as addressing issues of functionality and accountability;
- Established WASH Business Centres to enhance availability of WASH products and improve supply chain for construction as well as operation and maintenance;
- Partnered with Drexel University and Desert Research Institution to build the capacity of our staff to create a critical mass of skilled workforce to implement our ambitious WASH program; and
- Strengthened research and publication to tell our impact stories at regional and international platforms such as Water-net Symposium, University of North Carolina, AFRICA Sanitation Conference, All Systems Connect.

During 2023, World Vision, in collaboration with the Rwandan government, achieved a significant milestone by providing over one million people with access to clean water within five years, commemorated with high-profile celebrations. This remarkable feat, supported by a partnership where World Vision covered 60% and the Government contributed 40% of the budget, highlights a positive impact on communities, particularly children. The approximately US \$5.1 million investment from World Vision and approximately US \$3.4 million from the Rwandan Government facilitated the construction and rehabilitation of water supply systems, marking a transformative success in improving the lives of individuals and communities.



Health and Nutrition

Deteriorating livelihoods and food insecurity, peaceful unrests in some countries in the region and increasing economic challenges among others has caused scarce of quality and nutritious foods and worsened health in communities, and especially for children. In Eastern Africa for instance, there is 28.1% (2020-22) prevalence of moderate or severe food insecurity in the total population, 30.6 (2022) prevalence of stunting in children, and 5% (2022) prevalence of wasting (Food and Agriculture Organization of the United States, 2023).

In FY23, WV in East Africa partnered with local administration and organizations and/or community structures (including Community Health Workers) to improve the health status for children, women and their families with over 1 million children benefiting from nutrition programmes, and 2.2 million children benefiting from health programmes. In advancing nutrition, World Vision advocated for exclusive breastfeeding for children of ages 0-6months with increasing numbers of lactating mothers exclusively breastfeeding.

Livelihoods and Resilience

Climate change has exacerbated already deteriorating human livelihoods and food insecurity in the region, with 57% of persons in 30 African countries reported to be going without enough food at least once, and 18% experiencing shortages of food “many times” or “always” (Afrobarometer, April 2023). The unpredictable climate, with East Africa adversely impacted by draught affecting over 40 million people and 13 million children, has contributed to low agricultural yields and loss of over 9.2 million heads of livestock.

World Vision, in her context analyses including in the Political and Economic Analysis conducted in 2020, underscored agriculture, specifically small-scale farming, as core to ensuring economic resilience of communities in the region. It is for this reason that World Vision has advanced family and community empowerment to break the cycle of poverty by strengthening enterprise skills utilizing our Savings for Transformation model and increasing access to capital and markets, while transforming forms of farming by advocating for smart-farming.

World Vision during this reporting period impacted over 3 million children in households where a parent or caregiver benefited from WV-supported livelihoods programmes with more parents increasingly or caregivers able to provide well for their children. In addition, World Vision, has engaged with farmers in a Farmer Managed Natural Regeneration (FMNR) approach seeking to protect and restore their natural resources to revitalise and regenerate fragile and degraded ecosystems. Over 1 million children have directly been impacted by the initiative, with over 2 billion trees grown or regenerated, a fete expected to be sustained by the community structures with the support and management of the local administration and related line-ministries.



VisionFund

Microfinance is one of World Vision's core project models. World Vision enacts its microfinance services through VisionFund International ("VisionFund"). The Livelihoods Sector Approach fully encompasses the work of VisionFund through the range of microfinance services that support Livelihoods and other sector interventions (Health, Education, WASH, and Child Protection). Working together as part of World Vision, VisionFund provides financial inclusion services to vulnerable households and communities through access to credit, savings, insurance products, and financial literacy training to enable them to increase their incomes, access clean water, education and healthcare, benefit from improvements to nutrition, and provide the foundations for local economies to flourish and children to achieve life in all its fullness.

VisionFund has a presence in four countries in the East African Region (EAR)- Kenya, Uganda, Tanzania, Rwanda and also working with one implementing partner in Ethiopia. In terms of outreach, VisionFund EAR had over US\$ 189 million gross loan portfolio by the end of FY23, with 367,935 active clients, 56% of them female. 3, 520, 155 million children and 276,821 jobs were impacted. Moreover, VisionFund EAR served 2,920 Savings for Transformation Groups (FAST), with 62,148 members accessing FAST loans, 72% of them women, while 1,064,101 vulnerable people were covered through insurance in FY23. In FY23, 94% of clients supporting children in East Africa reported improved child well-being in at least one child well-being outcome. It is particularly encouraging that the most frequently cited outcomes of VisionFund's impact in FY23 relate to education and

sufficient and varied nutritious food, contributing to SDGs 2, 3 and 4 and overall children's well-being in the region. VisionFund's strategic aspiration is to transform the lives of 15 million children in Africa by 2030, five of which are in East Africa . The top three reported improved child well-being outcomes were children under 18 years old were able to stay in school or training because the fees were paid (81%), sufficient and varied nutritious food (50%), and sufficient clothing, shoes and school supplies (49%).



A Savings for Transformation group during a World Vision facilitated training in financial literacy and enterprise development in Uganda.

Our Clients' Voices.

I am grateful to the Vision Fund for enabling me to pay for my children's school fees. Now my daughter has graduated from university and my son is in university

Female, 68, Rwanda.

Were it not for VisionFund, my children would not be in school right now.

Female, 36 years, Kenya.

Before taking a loan I wanted to sell my house and property to get money, but when I joined VisionFund my house was spared and now I can take care of my children

Male, 33 years, Uganda.

Impact evaluations in FY23 also indicated that:

- 👨👩👧

94% clients with children
- 💰

48 % clients with 'very much improved' income
- 👨👩

100% clients reporting at least one improved child wellbeing
- 👨👩💖

92% clients reporting improved quality of life
- 🎯

30% clients that fully achieved their goals with the loan from VF

Wise Stewardship-Do What Is Right

In pursuit of our unwavering dedication to supporting the delivery of relief, development, and advocacy, we acknowledge the efforts and hard work of the Supply Chain Management team across the region who have consistently adhered to best practices in procurement planning, strategic sourcing, contract management, supplier performance management, logistics, and governance throughout the East Africa Region.

During Fiscal Year 2023, we meticulously managed an expenditure exceeding USD 323 million in the East Africa Region, constituting 95% of the year's total expenditures. This accomplishment signifies a commendable advancement in fulfilling our mandate, ensuring compliance with risk management, policies, procedures, and ethical practices. Notably, this reflected a remarkable 4% growth compared to the previous fiscal year (FY22), translating to an additional USD 71 million available to serve the most vulnerable members of the community and the children that we serve.

Our primary goal is to foster collaboration both internally, across organisational departments, and externally, through comprehensive procurement processes that extend beyond sourcing to encompass supplier and contract management. In FY23, we oversaw more than 3000 contract partnerships with vendors in the East Africa Region, emphasising our commitment to supporting all units in achieving the organisation's mission.

As a people-centric function, we prioritise building personal connections and trust through stakeholder management relationships. Our commitment to stakeholder engagement was demonstrated through 24 training sessions conducted across the region, reaching 922 supply chain staff. Collaborative initiatives were also undertaken, such as implementing category management with the Water, Sanitation, and Hygiene (WASH) function and collaborative engagements with the Finance teams in the various field offices to better enhance our metrics performance.

Our adaptability and agility were exemplified in our response to challenges, such as the Sudan crisis in FY23. Through collaborative efforts with different functions, we successfully supported the evacuation of international staff and facilitated the establishment of the World Vision Sudan Office and staff in Nairobi.

Embracing technological advances, we transformed into a data-driven function, utilizing data analytics and metrics to align with supply chain and organizational goals. This strategic shift promotes a culture of continuous improvement, enhancing our ability to serve the most vulnerable in the community.

While we have refined and simplified our procurement processes, our commitment to encouraging feedback remains steadfast. We value input from all our partners and eagerly anticipate continued collaboration as we strive to serve for the greater glory of our Lord Jesus Christ.



Children enjoy having clean springs nearby to wash, play and splash water all over in Ethiopia.

Safety and Security



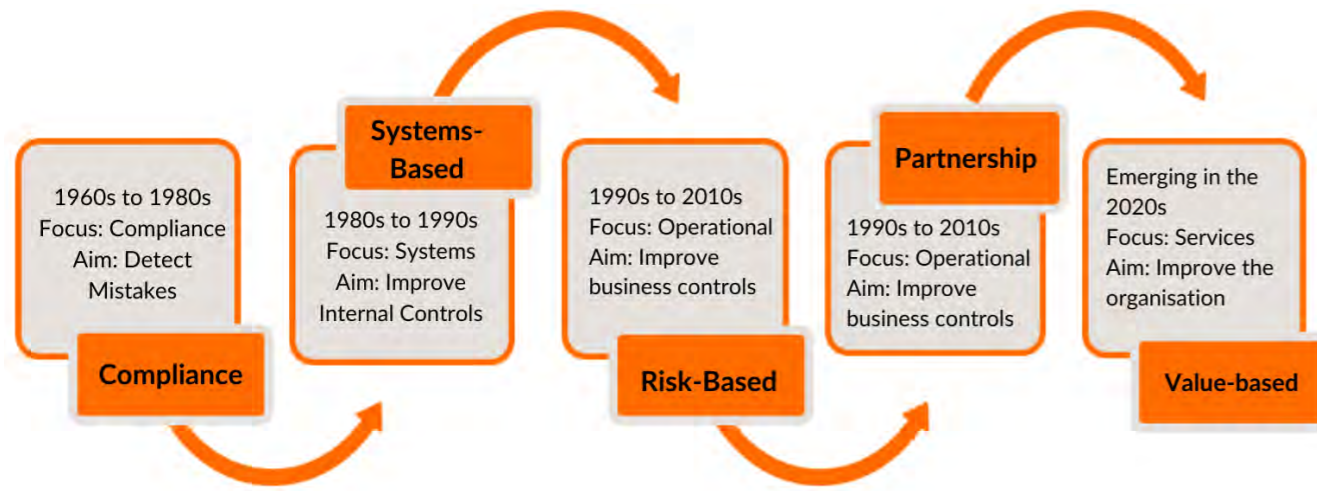
Smavion Kendy Otieno, 7, smiling in Kenya.

In World Vision, the safety and security of our staff and the communities in our programmes and response areas is our number one priority. We work in some of the most difficult and challenging security contexts in East Africa, and we believe we can only serve the most vulnerable children when we know their contexts well. We take a holistic strategic, risk-based approach to security, safety and resilience. Our local, and regional security teams find safe ways to reach vulnerable children, by advising, training, responding and setting and following high industry standards for our work.

In FY23, East Africa recommenced the delivery of Hostile Emergency Awareness Training (HEAT) in Kenya, and embarked on preparedness measures that included refresher training of Fleet (WV vehicle drivers). Staff in several countries in the region also had the opportunity to complete Security Awareness In National Theatres (SAINT) – a locally contextualised version of HEAT. The team continues to monitor the region and update relevant risk registers, guiding leadership and crisis teams.

Global Assurance and Advisory

In FY23 'Global Internal Audit' (GIA) rebranded to 'Global Assurance & Advisory' (GAA). The need and rationale for rebranding and the evolution of internal audit is outlined below:



Global Assurance and Advisory in EAR performed well by delivering 100% of the FY23 audit plan where we implemented 13 risk based audits, 4 advisories and 1 thematic audit as well as KPMG (external) testing for all nine field offices. Our Global Internal Investigations Unit (GIU) which is also part of GAA, also investigated reported fraud incidences within standard timelines. This considerably reduced the number of open fraud incidences. East Africa has been consistent in the implementation of open overdue audit recommendations and Process Improvement Memos (PIMs) arising from investigations. The average implementation rate of audit recommendations and PIMs for FY23 was 100% and 99% respectively.

Government Relations

Government Relations in the East Africa Region has several mandates, including maintaining strong relationships with government officials and developing a comprehensive understanding of the political landscape and stakeholders' positions relevant to World Vision's operations in transforming the lives of the most vulnerable children. In FY23, the Government Relations Team focused on four key priorities:

- Ensuring compliance with existing and emerging government regulations.
- Shaping favourable policies that support organizational goals.
- Fostering partnerships with relevant government ministries to amplify advocacy efforts.
- Shape positive public perception about World Vision and build trust.

Key FY23 Highlights:

Government Relations in Emergencies (Sudan)
In mid-April 2023, the conflict in Sudan compounded the need for children in all regions of the

country, resulting in most government agencies, including the Federal Humanitarian Aid Commission, moving their operations to Port Sudan. World Vision continued with its activities and programmes in accordance with National Legislation governing humanitarian work.

High level partnerships (Kenya and Rwanda)
World Vision Kenya was represented in the Africa Climate Change Summit where more than 100 children from within Africa together developed the Nairobi Declaration. World Vision also partnered with the First Lady's office to launch the First Lady Mazingira Awards. These aim to inspire and motivate children to become proactive agents of change, equipping them with the knowledge, attitude, and skills needed to combat the pressing climate crisis.

World Vision Rwanda in partnership with the government hosted Global forums including the Gender Equality and Social Inclusion (GESI) Forum, Women Deliver conference as well as GAM&HEA

forum which created a great space for showcasing different experiences and learning. Fostering partnerships with Government (Rwanda)
WV Rwanda hosted the World Vision US President Mr. Edgar Sandoval to celebrate with Rwanda communities the milestone of reaching one million people with access to clean water – a commitment made to the Government of Rwanda in 2018. This was the first of its kind because it paved way for a long term and everlasting partnership between WV and the Government, who agreed to co-finance the Universal WASH Coverage by 60% and 40% respectively. This made "Finish the Job in Rwanda" very possible.

Strategic collaborations (Rwanda and Burundi)
Implementation of Memorandums of Understanding in partnership with the government resulted in strong strategic collaborations. Support to most vulnerable children and communities included with the construction and equipping of a Maternity Ward, integrated early childhood development and provision of a water supply system.



Katito school children race each other on their way home after class in Kenya.

Providing IT Solutions in the Field



An interactive class session at Rukoma Area in Tanzania courtesy of E-learning initiative by World Vision.

Global Technology and Digital Solutions (GTD) plays a crucial role in using technology to safeguard our commitment to vulnerable children and communities in East Africa Region. By harnessing digital tools and E-learning, GTD enhanced connectivity in the field, boosting digital literacy and helped facilitate chosen events. In addition, GTD has been instrumental in aligning IT with World Vision's Our Promise strategic imperatives, ensuring broader collaboration and advocacy for greater impact. In FY23 GTD enhanced:

NRD Automation Support in Kenya: GTD supported the automation of a National Resource Development (NRD) programme that enabled the field office to raise funds locally.

Creating Impact in Rwanda: GTD facilitated 45 Chosen (child sponsorship) events bringing smiles to over 3,500 registered children. Through digital software, the children's information was transferred in real time and without any compromise or data breaches.

Enhancing Connectivity in Uganda & South Sudan: GTD improved connectivity for 80% and 100% of WV Uganda and South Sudan offices respectively, improving the situation for approximately 116,800 registered children and more than 107,500 sponsored children combined.

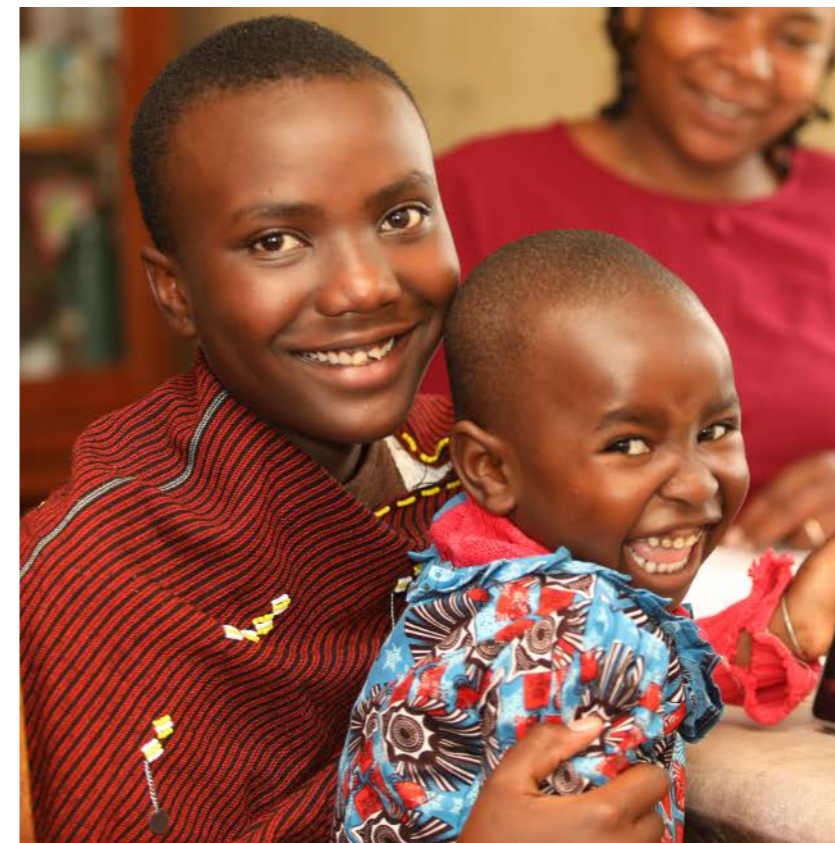
GTD negotiated for better bulk data packages, which resulted in cost savings, fostering reliable connectivity, effective collaboration, and productivity for WV staff.

IT in Emergencies (Sudan): As part of IT disaster preparedness, GTD was instrumental in ensuring that World Vision data had been hosted on cloud platform and hence no data was lost after the conflict broke out.

E-Learning Program in Tanzania: Launched in Rukoma Area Programme, the E-Learning program now serves more than 1,400 students across multiple schools facilitated by 20 teachers. It utilises Wi-Fi-connected devices, powered by solar or electricity, to provide 72-hour connectivity. Teachers upload various educational materials enhancing knowledge transfer impacting children. The system aids in knowledge transfer via Unlock literacy and community stories. Children get to learn life, spirituality and other useful skills. Tablets are used in teaching and as per learning schedules. The program has positively impacted digital literacy, particularly among underprivileged children, complementing ICT applications in schools.

Overall, GTD continues to be an **invaluable contributor** to World Vision's success in the East Africa Region, positively transforming the lives of vulnerable children, their families and communities through innovative and impactful technology-driven initiatives.

Risk Management



To effectively manage the volatile, uncertain, complex and ambiguous landscape, World Vision East Africa's risk management framework played a critical role throughout the year. An updated risk appetite internal statement was adapted by the nine countries of operation in the region. It helped define the total risk that the organization is willing to take. Each of the nine offices of operation proactively identified, assessed, and mitigated risks.

External factors, such as climate change-induced natural disasters, political instability, and global economic turmoil, posed significant potential risks to the organisation's ability to reach and support the most vulnerable children and communities. These factors threatened to worsen existing humanitarian needs, disrupt access to our programme areas and impede operational effectiveness. Despite these challenges, the organisation proactively managed these risks and responded with agility when any materialize. For example, in response to the Rwanda floods, the organisation swiftly declared an emergency category, enabling rapid mobilisation of resources and support for affected communities. Amidst political unrest, particularly in Sudan, World Vision prioritised staff safety and operational continuity, while adapting its programmes and operating areas to address the surge in humanitarian needs.

World Vision in East Africa proactively strengthened its safeguard-

ing guidelines, and reporting mechanisms to effectively protect children and adults from any form of abuse and exploitation. Recognizing the inherent risks of fraud and corruption, the region continued to oversee the effective implementation of a robust anti-corruption framework across all nine operating countries, carried out strategic internal audits, and encouraged a culture of transparency and accountability. Part of the organization accountability mechanism is a whistle-blower mechanism accessible to staff, external stakeholders, communities, beneficiaries, and other affiliates. Reported cases are managed under a stringent internal case management protocol and investigation processes and systems.

In light of heightened cyber threats during the post-COVID-19 era, World Vision strengthened its cybersecurity measures in the region, to protect sensitive data and prevent cyberattacks. The organisation's resilience and adaptability were further evident in its ability to proactively navigate rising costs of operating and fuel shortages. By implementing cost-saving measures and optimising resource allocation, World Vision East Africa ensured that its essential services remained uninterrupted, even in the face of these challenges.



Growing Our Resources

With the donor landscape in a state of constant flux, it's imperative that we stay ahead of the curve and continue to meet the ever-growing needs of the vulnerable communities we serve. WV in East Africa continues to accelerate resource development from government (bilateral), multilateral, private non-sponsorship and local income (national resource development) funding. Food Assistance stands as the biggest grant investment, closely followed by emergency responses with \$478 million and \$78 million respectively. WV is the largest NGO partner of WFP, spending an average of \$210 million per year in East Africa alone. The Regional Resource Development Unit has been working with Support and National Offices to help strengthen their donor engagement strategies and align priorities. We aspire to speak with one voice, internally and externally, on how World Vision improves the lives of children, promotes their well-being and amplifies their voices. We partner with donors, regional

bodies, UN agencies, inter-agency working groups, national governments, local organisations, faith leaders, academia and communities to influence child wellbeing and promote children's rights. Our engagement priorities are captured in Our Promise, National Office Strategies, and donor specific engagement plans.

We have achieved positive results by focusing on deepening our National Resource Development (NRD) for sustainable funding, building the capacity of our staff at all levels in resource acquisition and management, including marketing techniques, and strengthening donor and partner engagement through consistent cultivation plans. We will continue to prioritise these areas to achieve better outcomes. We thank you for your continued contribution as we serve the most vulnerable. We strive to grow more grants for children.

The East Africa Regional office:

surpassed the FY23 target by

130%

Achieved: **944** US \$ Million

FY23 target: **577**

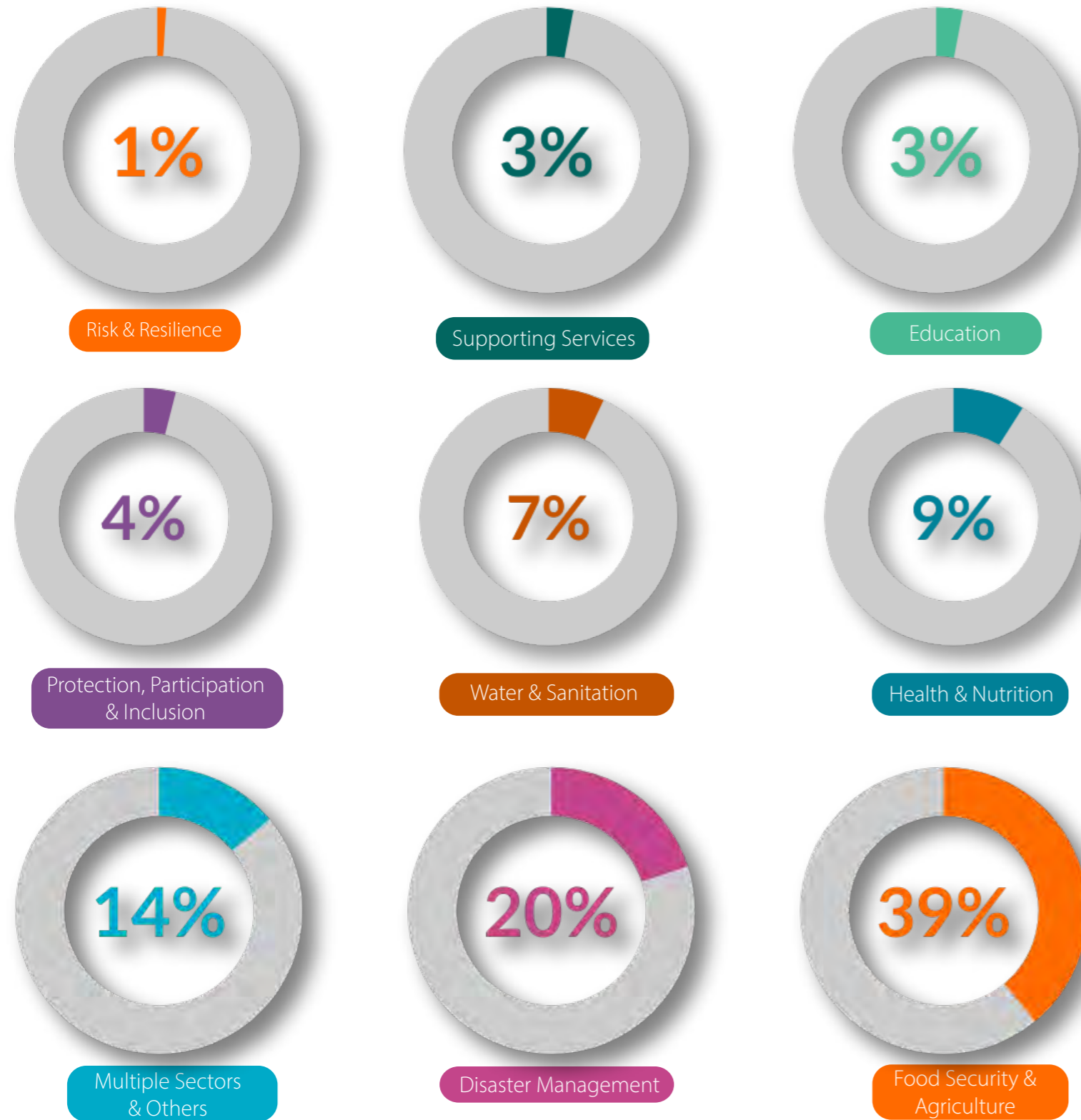
is currently the leading region globally in terms of new awards sourced in FY23.

Ethiopia, Somalia, South Sudan and Kenya made it to the Global top 10 Field Offices that contributed to the Global total new awards (1,634.71 million).

Financial Summary

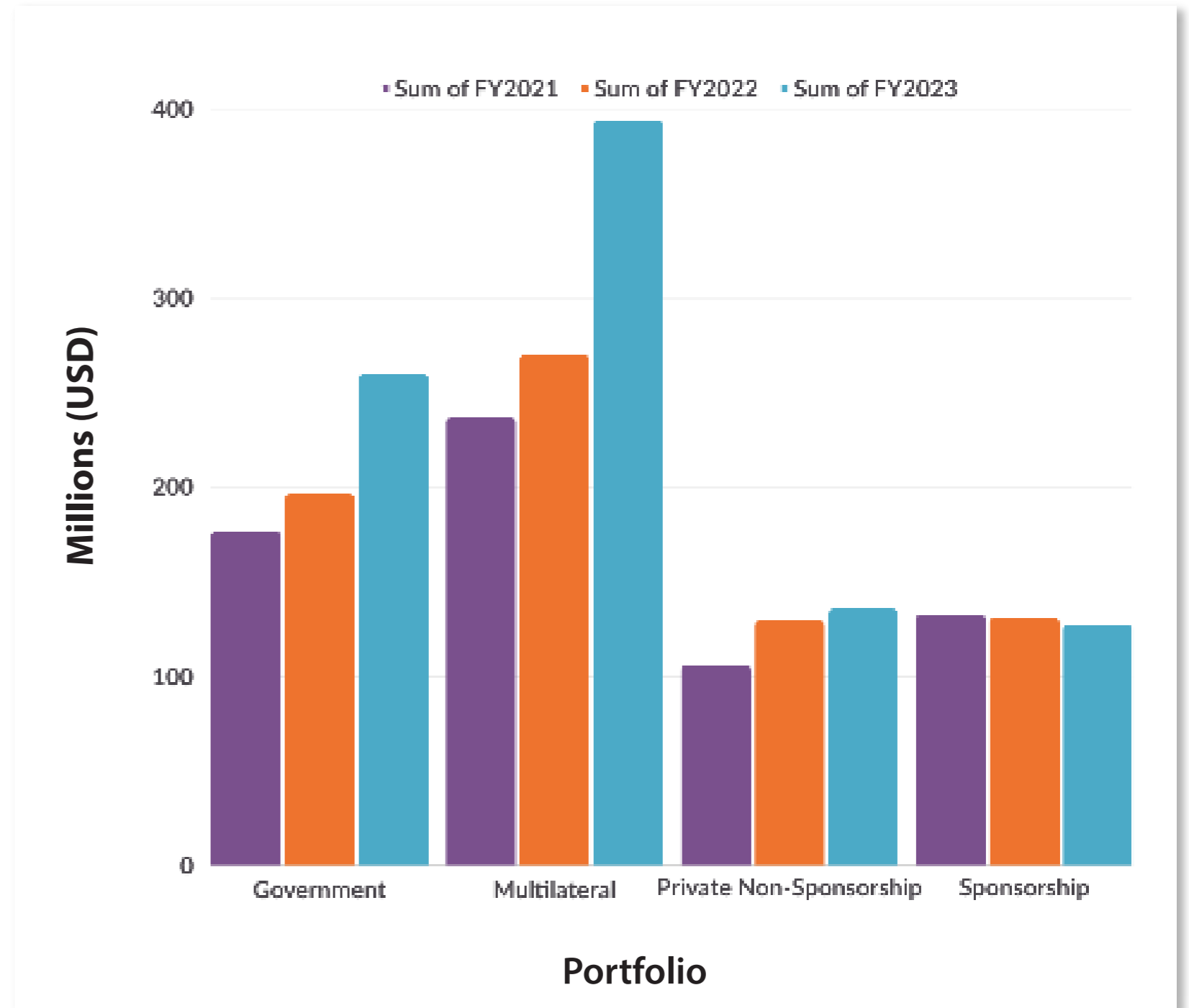
FY23 Programme Investments

The following chart provides insight to the financial investments in the East Africa Region for FY23. A sum of over **US \$944,000,000** was invested for the financial year.



Portfolio Growth

The following graph gives insight to our portfolio growth in the East Africa region from FY2021 to FY2023.



Governance

The World Vision International bylaws establish a partnership based on a federalist governance model. This is the sharing of power between the National Offices and the Global Center (World Vision International). Within this federal governance system framework, it is possible for each World Vision National Office to become a legally separate but interdependent entity within the international World Vision Partnership (where it is feasible to do so), governed by its own board of directors who represent World Vision's commitment to:

- (i) Responsible ministry within their own country;
- (ii) Genuine partnership in global ministry; and
- (iii) Mutual accountability for resources.

Currently in East Africa, we have 3 National Offices that have full Boards of Directors and are registered as separate local entities in their respective countries. 1 National Office has an Advisory Council while 5 others remain branches of World Vision International as follows:

World Vision Offices with Governing Boards and Advisory Council, are separate local entities with Full legal Authority in their country

World Vision Ethiopia
World Vision Kenya
World Vision Tanzania
World Vision Uganda

Branches of World Vision International

World Vision Burundi
World Vision Rwanda
World Vision South Sudan
World Vision Sudan
World Vision Somalia

We are grateful to our Board and Advisory Council members who have worked hard this financial year to contribute to the achievements we are celebrating in this Annual Report. They have provided overall strategic leadership and direction thus making it possible for us to achieve these wonderful results. Specifically, our boards and Advisory Council have been instrumental in the development, review and approval of relevant policies, monitoring of strategy implementation; and ensuring accountability and standards through regular review of finance and operations reports presented by the National Offices. Additionally, in the past year the boards and Advisory Council have honored the commitment to Twin Citizenship by contributing to partnership wide consultations.

Key to note is the role played by our Board and Advisory Council members in nurturing positive and productive relationships between World Vision and community-based organizations in the country, making strategic contacts for enhancing World Vision's work in each country, and supporting the projection of the Partnership's image at the national level. They have also ensured that the operations of each National Office comply with applicable legislation in each country, and provided oversight to ensure respect for standards of work and management of World Vision in the different countries in the Region.



Women coming to do laundry at lake Tanganyika, Tanzania

Our Team

East Africa Regional Office

- ◆ Lilian Dodzo *Regional Leader*
- ◆ John Makoni *Senior Director of Operations*

World Vision National Directors

- ◆ Simon Nyabwengi *Burundi*
- ◆ Karmen Till *Ethiopia*
- ◆ Gilbert Kamanga *Kenya*
- ◆ Pauline Okumu *Rwanda*
- ◆ Kevin Paul Mackey *Somalia*
- ◆ Mesfin Loha *South Sudan*
- ◆ Emmanuel Isch *Sudan*
- ◆ James Angáwa (acting ND) *Tanzania*
- ◆ Jason Evans *Uganda*

Board & Advisory Council Chairpersons

- ◆ Getu Gizaw *Ethiopia*
- ◆ Paul Lilan Koech *Kenya*
- ◆ Josina Tarimo *Tanzania*
- ◆ George William Nyeko *Uganda*

VisionFund CEOs

- ◆ Reuben Mwaura Minge *Kenya*
- ◆ Grace Dushimana *Rwanda*
- ◆ Chilala Royen Hakooma *Tanzania*
- ◆ Mercy Ainomugisha *Uganda*

VisionFund Chairpersons

- ◆ Amb. Kigo Kariuki *Kenya*
- ◆ Pauline Okumu *Rwanda*
- ◆ Athanasia Soka *Tanzania*
- ◆ Sara Yvonne Byabazaire *Uganda*



Vivian Akin Odhiambo, 17, as she walks home from school in Kenya



WE

ARE

WORLD

VISION

The People and Culture (P&C) department plays a pivotal role within our organisation, engaging closely with key stakeholders both internally and externally to strategically address and fulfill our staffing requirements. Our workforce, comprising more than 6,500 dedicated diverse professionals. Our people are considered our most valuable asset in the region.

Key Highlights in FY23 include:

- Digital Transformation: the seamless adoption of a new Human Resources Information system (Work Day) and a web-based payroll system further enhanced efficiencies across the region.
- Employee Engagement was a crucial part of our work in FY23, we held Regular town hall sessions that provided a platform for greater staff engagement and a two-way dialogue. During this period we hosted the global P&C Forum which provided a cross-learning experience and capacity building to P&C larger community across World Vision partnership.
- As part of our Commitment to Employee Well-being: we adopted a Hybrid working policy and staff care sessions were held in FY23 - including a dedicated staff care week - to provide staff with more flexibility and safe platforms to learn more about self-care and wellbeing actions. A staff retreat for regional teams was part of our commitment to a supportive an inclusive workplace.

We extend heartfelt appreciation to our valued workforce across nine field offices, for their commitment in navigating challenging contexts. The pivotal roles played by all staff, including our frontline workers, volunteers, interns, and partners are indispensable to our mission of empowering and improving the lives of children and communities. Through collaborative efforts, we are dedicated to working together towards the shared goal of building brighter futures for children in the region.



Partnerships

World Vision believes that only by working together with children, their communities, and our supporters and partners, the lives of the world's most vulnerable children can be transformed.

At every level – from a child's community to global – World Vision works with partners from across society to influence and bring our expertise and resource to transform children's lives. We value the role, expertise and resources of governments, communities, faith actors, businesses, and other organisations in addressing child well-being.



A child taking nutritious porridge in the ECD (Early Childhood Development) centre in Kageyo, Rwanda.

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World Vision

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