Annual report 2018
“Together we may give our children the roots to grow and the wings to fly”

Vision

A world in which every child grows up in a safe and nurturing family environment to develop to their full potential.

Mission

To empower and facilitate parents, caregivers, governments, private sector and other stakeholders in Africa to ensure they can provide children with a safe and nurturing environment.
Message from the Board of Directors

“It is important for us that every child reaches their full potential”.

Every day, our frontline champions continue to interact with communities to learn how to create better life opportunities for children in disadvantaged circumstances. In our work we seek out and address the risk factors that make children vulnerable to violence and that hinder children from achieving their full potential.

Over the years we have built a strong foundation and developed great solutions that empower children, their families and communities. Our investments in 2018 have increased the chances of 80,000 children growing up to be healthy, happy and successful. This has been made possible by our committed team, our values and our culture. As we soldier on, most of our investments will focus on taking our evidence based solutions to scale. This will ensure that even more children are supported and empowered.

To our partners, thank you for the support, courage and the financial gifts that you give. Together we continue to make the world a better place for our children.
Message from the Director

“History will judge us by the difference we make in the everyday lives of children”

Children are great. We get to interact and engage with them. That is the beauty of our work. Child wellbeing and safety remain a priority for us.

We continue to do a good job in ensuring the wellbeing and safety of our children. I could not be more proud of the team and the milestones that we have celebrated in 2018.

We have made a difference in the lives of close to 80,000 children, adolescents, and young people. We have done this through their parents, schools, community groups and by working with governments to ensure that systems and infrastructure for child safety and wellbeing are professional, responsive and sustainable. We have made great progress in making our skilful parenting, community and school based interventions more impactful and easily accessible to more beneficiaries.

We welcome you to read the highlights of our 2018 achievements, many of which we have realized in partnership with UNICEF, USG, TRECC, Jacobs Foundation, Benard van Leer Foundation, Grand Challenges Canada, Firelight Foundation, MARS Inc., Barry Callebaut, Porticus Foundation, private foundations and national governments in Kenya, Tanzania and Cote d Iviore.

With a sharper focus on taking our compelling evidence based models to scale, we are positioned to continue our growth and impact into 2019.
1. **ICS SP in a nutshell**

While the world has made unprecedented progress for children in recent decades, far too many children in Africa still live in situations of violence, poverty, gender disparity and disease. These circumstances of disadvantage endanger the future of children.

At ICS SP we choose to change these circumstances. We do this by working with parents and caregivers, by empowering communities and schools, and by strengthening and influencing governments, civil society and private sector towards better policies and practices that help transform children’s lives and those of their societies.

Our investments in Kenya, Tanzania and Cote d’Ivoire, have shaped life experiences, improved systems and offered limitless opportunities for children and young people to survive, thrive and learn. Our work continues to break intergenerational cycles of poverty, violence and disadvantage thereby increasing the chances of children reaching their potential.

Counties of operation in Kenya: Busia, Kakamega, Siaya, Kisumu and Bungoma
Regions of operation in Tanzania: Shiyanga and Simiyu
Regions of operation in Cote d’Ivoire: Nawa and Agboville

2. **Performance and Impact 2018**

Our work continues to amplify the advantages of investing in children. To accelerate impact, we continue to explore evidence, refine and implement our promising strategies and align interests and perspectives of different actors to improve the ecosystem and improve childhood for the better. Through discipline and efficiency, we have achieved results in different priority areas.

<table>
<thead>
<tr>
<th>Subject</th>
<th>Kenya</th>
<th>Tanzania</th>
<th>Ivory Coast</th>
<th>Total</th>
<th>% performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Farmers trained on Agronomy and received farm inputs</td>
<td>2268/5000</td>
<td>2965/2500</td>
<td>N/A</td>
<td>5233/7500</td>
<td>70%</td>
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<tr>
<td>Parents and caregivers trained on SP package</td>
<td>15,990/2084</td>
<td>3550/5500</td>
<td>403/532</td>
<td>19943/26916</td>
<td>74%</td>
</tr>
<tr>
<td>Teachers trained on child protection and VbE through lunch and learn program</td>
<td>336/568</td>
<td>65/60</td>
<td>401/628</td>
<td></td>
<td>64%</td>
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<tr>
<td>New schools reached with child protection interventions</td>
<td>15/15</td>
<td>5/5</td>
<td>20/20</td>
<td></td>
<td>100%</td>
</tr>
<tr>
<td>Adolescents reached with information on HIV prevention</td>
<td>16,723/20000</td>
<td>9241/10000</td>
<td>25964/30000</td>
<td></td>
<td>87%</td>
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<tr>
<td>Parents reached with information on HIV prevention</td>
<td>20,000/2389</td>
<td>3550/10000</td>
<td>23550/33889</td>
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<td>69%</td>
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<tr>
<td>Adolescents reached with scholastic materials</td>
<td>2240/2800</td>
<td></td>
<td>2240/2800</td>
<td></td>
<td>80%</td>
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<tr>
<td>Children trained on life skills</td>
<td>12,159/21000</td>
<td>10002/10000</td>
<td>22161/31000</td>
<td></td>
<td>71%</td>
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<tr>
<td>Children reached by sensitization about reducing child labour</td>
<td></td>
<td></td>
<td>536/536</td>
<td>536/536</td>
<td>100%</td>
</tr>
<tr>
<td>Parents and caregivers sensitized about parental care and reducing child labour</td>
<td></td>
<td></td>
<td>1084/1084</td>
<td>1084/1084</td>
<td>100%</td>
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A. Promoting safe and nurturing family environments through Skilful Parenting

Skilful parenting (SP) is a unique parenting programme specifically designed in and for the context of Africa. The uniqueness of the Skilful Parenting programme lies in its approach and delivery model. First, it acknowledges the importance of parenting at all stages of child development and is therefore targeted to mothers, fathers and other caregivers with children aged 0-18. Second, the programme starts from local perspectives on parenting and family and builds on community structures for delivery and adaptation. As a result, parents find the program easily accessible, can relate to its content, and recognize its added value.

Under the guidance of local facilitators trained and certified by ICS SP, 9 modules are delivered at community level through parent peer groups (18-24 members). The approach at community level involves 12-15 weekly interactive discussion sessions with parent groups within their villages. Visual aids, role plays and debates are used to discuss different age appropriate topical issues in the SP curriculum.

Giving children a good start in life is critical. In 2018, we enriched our SP curriculum to include two additional modules- Play and Stimulation and Nutrition to improve early childhood outcomes for children aged 0-8 years. Our amazing team of 126 community professionals and ICS SP staff were able to mobilize, train and offer advice to 19,943 parents and caregivers in 2018. Community professionals were trained and certified to deliver the nine skilful parenting modules. In addition to the parents who received training, 45,723 community members were also sensitized on different topical issues on parenting. Special parenting sessions were also organized for men/fathers and for teenagers living with parenting responsibilities to empower them on their parental roles and responsibilities. 26 fatherhood groups (650 men) and 39 teen parenting groups (702 teenagers) were actively involved in these discussions. We have found that locally owned professionals are effective. We don’t just train, sensitize and “run”! This team of professionals continues to field questions from parents and connect families to basic services such as birth registration, health, nutrition, ECD, education and child protection.

This approach has provided the necessary resources, training and support for parents to care for their children in ways that produce optimal parent and child outcomes. Parents and caregivers report improved age appropriate parental and caregiving knowledge and practices, increased awareness and uptake of basic services, better involvement and engagement of fathers in caregiving, equal decision making at household level, reduced cases of family conflicts and violent discipline, and improved financial literacy and family budgeting.

Skilful parenting was delivered to groups receiving social protection grants, agribusiness groups and community groups in East Africa. In Cote d’Iviore, Village Savings and Loans groups (VSLA) and Farmer Field Schools received the training.
Highlights

- 19,943 parents and caregivers received training in skilful parenting and child protection
- The 9 Skilful parenting modules have been translated into French to increase access to parents and caregivers in French speaking West African countries
- ICS SP, CARE, MARS Pilot Project evaluation by IPA in Cote d'Ivoire indicate changes in beneficiary knowledge, skills and behaviors among 225 caregivers who are members of VSLAs. 56% of these beneficiaries were able to attend all the 7 skilful parenting sessions. Another 307 farmers from the Barry Callebaut supported farmer field schools participated in the skilful parenting sessions. The pilot projects have been recommended for scale up.
- In Kenya, families targeted under the OVC cash transfer grant reported an increase in birth registration from 82% at baseline to 95% at the end of the project

B. Family Economic Strengthening - Connecting cash and income opportunities with care

We realise the important role of parental investments to promote child development, along with supporting the same parents and caregivers to reduce their vulnerability to poverty and increase their economic independence. We bundle the skilful parenting programme with household economic strengthening activities to promote food security and expand opportunities for families to increase their income and assets. This way we improve people’s ability to provide for their children and families.

Reducing the economic vulnerability of families and empowering them to provide essential needs of their children remains a key strategic priority for ICS SP. In 2018 we worked with families that access cash grants from governments, those in savings and loans programmes, small holder and cocoa farmers to increase their ability to financially respond to and meet their family needs. With these caregivers, we provided skillful parenting, financial literacy and family budgeting training. In partnership with Agrics- a social enterprise the farmers they were trained on modern agronomic practices and provided with certified seeds and fertilizers on credit.

As a result, parents and caregivers report less stress, increase in nutritious meals, ability to pay for education and health services, increase in income, family assets and savings. Other than addressing their immediate needs, more importantly, families reported that better financial planning and management skills enabled them expand family-level income generating opportunities with their farms and businesses. Over time these interventions have ensured that an increase in income translates to overall wellbeing of the family, including those families that are benefiting from OVC cash grants from government. Family dynamics have improved
and risks associated with child labour, early marriages, transactional sex within households that have adolescent girls and young women have reduced.

**Highlights**

- In Tanzania, 2965 sunflower farmers were trained on modern agronomy. Sunflower production increased from 60kgs to 100kgs per acre after adoption of certified seed.
- In Kenya, adolescent girls and young women under the DREAMS IC Nitunze project reported increase in maize production from 5.89 maize bags per acre in year one to 10.11 bags in year two.
- In Cote d Ivoire 225 number of village savings and loans members received family budgeting training and 307 FFS farmers received training on family budgeting, child labour and skilful parenting
- In Kenya 3310 caregivers of 8110 adolescents of ages 10-19 years in CT-OVC program benefited from the skilful parenting and family budgeting trainings. 3,590 of the targeted caregivers were also trained on entrepreneurship and formed VSLAs. 973 adolescents from 240 vulnerable households were supported with solar lamps to sustain their studies at home. 1540 very vulnerable adolescents from the CT-OVC households have benefited from the scholastic materials support

**C. Safe and supportive learning environments for every child**

To learn, children and adolescents need to feel safe and supported. Unfortunately, a number of children continue to experience abuse and exploitation in schools often in the hands of teachers and other authority figures. ICS SP implements a Lunch and Learn project that enables the school as a system to promote learning in powerful and innovative ways in order for children to develop skills to succeed in school and in life. We have adopted a whole school approach where we intentionally involve children, families, teachers, administrators and school communities to work as partners to create and sustain safe learning environments.

15 primary schools in Kenya and 5 primary schools in Tanzania partnered with us to access best practices, resources and expertise in making their schools safe. Educators and school management teams benefited from our lunch and learn modules that consisted of onsite training and advice on child protection, positive discipline, life skills, values education and HIV education. In Kenya, the school administrators were also sensitized on the Teachers Service Commission, Teacher Performance Appraisal and Development (TPAD) tool. This tool emphasizes on learner protection, safety and discipline, teacher conduct, promotion of co and extra-curricular activities and collaboration with parents/guardians and stakeholders.

ICS SP is also active in a number of national and regional/county level committees where jointly with other education and child protection stakeholders we promote child abuse awareness and prevention in schools, inclusion of learners and teachers living with disability, adoption of life skills and values education and parental engagement to enhance learning outcomes. For example, jointly with Kenya Institute for Curriculum Development (KICD), we are developing the national parental empowerment and engagement guidelines to facilitate the roll out of the new National Competency Based Curriculum
in Kenya. In Tanzania ICS SP jointly with the Ministry of Health, Community Development, Gender, Elderly and Children developed East Africa VAC (Violence against Children) framework.

As a result of our interventions, children and adolescents are openly expressive and continue learn skills to achieve self-awareness, reliance, protection and to promote lifelong healthy behaviors. Parents work with teachers as partners to improve learning outcomes. Administrators and educators promptly and appropriately respond to reported cases of abuse and finally these schools have written rules that guide the behaviors of learners and educators. Cumulatively, these results have led to; reduced absenteeism in schools, dropout prevention, reduced cases of child maltreatment and use of violent punishment, learner awareness and resilience, positive student relationships, teacher satisfaction and increase in academic performance

**Highlights**

- In Kenya 1196 educators and teachers have knowledge on child development, child protection, how to reinforce positive values and use non-violent discipline. 4462 (1994 Boys & 2468 Girls) children in these schools are actively involved in life skills activities in these schools
- In Tanzania 65 teachers and 5 school management teams (15) have knowledge on child development, child protection, how to reinforce positive values and use non-violent discipline

**D. Strengthening systems for child wellbeing and protection**

A strong service delivery system is the best guarantee and insurance for children and families in underserved areas. We promote evidence based interventions to increase coverage of quality essential services that are responsive to the needs and preferences of the communities we serve. We seek to reduce community dependence on NGO projects, charity and development assistance, and to achieve progress towards sustainable public service delivery - an environment where families and children who need essential services receive and utilize them without hardship.

In recognizing the challenges, the public service delivery systems are facing in executing their mandate, we continue to promote innovative solutions and essential service packages at national and regional levels in Kenya, Tanzania and Cote d’Ivoire. Working in partnership with government and other development stakeholders, we are part of various national technical working groups that have contributed to the development and implementation of national violence against children prevention and response plans. To achieve quick improvements in service delivery, we invested in building capacity of frontline workers in health, children services, social services community development and education. As we continue, we will work in partnership with national and regional governments to enrich the current human resource competence framework in health, children services and education to guide critical human resource processes including recruitment and training.

In addition, we have promoted and implemented Child Protection Information Management System (CPIMS) in Kisumu and Busia, facilitated the roll out of Referral and Case Management Guidelines and will play a pivotal role in rolling out the implementation of Alternative Care Guidelines in the counties where we work in Kenya. These investments are recording recognizable success. First we have built a community of competent public professionals who have the willingness and skills to empower caregivers and parents,
prevent and respond to violence against children and develop solutions that reflect the realities of the communities they serve. Second, we have increased knowledge base of what works to prevent violence against children. Third we continue to facilitate data collection to inform planning, resource allocation and policy reforms. Fourth, our community awareness campaigns have facilitated increased registration for Universal Health Care, birth registration and government social protection grants and lastly improved communication systems across government departments and inter agencies have already shown signs of promise towards coordinated service delivery for children and families.

We are pioneers of the evidence based Skilful Parenting™ programme that won the prestigious Klaus J Jacobs Award in 2016. The approach was also presented by the Tanzania Government at the Global Solutions Summit in 2018 as one of the promising practices that address VAC. To ensure scale and sustainability, we continue to promote this solution for adoption within national and regional governments to prevent child maltreatment and violence. To ensure horizontal scale up, we continue to make this expertise readily available to civil society and private sector players in different regions and countries.

From 2017, private sector engagement has become critical in our work. We have continued to partner with private sector companies to harness their capacity and infrastructure to meet important social objectives. Through partnership with Mars Inc. and Barry Callebaut in Cote d Ivoire we have educated frontline professionals and implemented joint projects that have promoted early childhood development and reduced child labour. These projects will be taken to scale from 2019.

The role of community-based organizations (CBOs) is an important component when strengthening systems for child and family wellbeing. In areas that are underserved with public services, CBOs remain a good strategy for community development. However, challenges related to their organizational and financial viability must be addressed to enhance their ability to strengthen families and communities. We have supported and empowered over 16 community based organizations to; develop sustainable projects, source and manage finances, track and document outcomes and to mobilize stakeholders towards collective responses around health, child protection, early marriage and HIV concerns.

Highlights

- 35 governments social services /DCS workers trained in Kenya and 18 from Tanzania on Referral and case management
- 207 social workers, CHWs, DCS trained to deliver skilful parenting in Kenya, Tanzania and Cote d Ivoire
- 5 Child protection committees in Tanzania and 283 AAC members in Kenya trained on roles and responsibilities and national plan of action to end violence against women in Kenya

E. Empowering children, adolescents, young women and families at high risk of HIV infection

Poverty, discrimination, structural inequality, gender based violence, limited access to services and commodities affect the lives of children and young people and increase their vulnerability to HIV. We invest in programmes that focus on prevention and early intervention to health risk behaviours that may lead to HIV infection. For children and young people living with HIV, we connect them to treatment, care, support and positive prevention services.
In partnership with Agrics, Ogra Foundation and Tanzania Red Cross Society we implemented the DREAMS IC project in Kenya and Tanzania. Through the project we strengthened CBO’s capacity in Siaya County and Kahama district to reduce new HIV infections among adolescent girls and young women. 10 CBOs gained capacity and resources to deliver a set of evidence-informed behavioural interventions, to coordinate with local government for health services, and to link beneficiaries to the private sector to address food insecurity and poverty. The CBOs are now able to mobilize the community, private sector and government in a collective undertaking to address the causes of HIV risk and vulnerability among girls and young women. To ensure success of the interventions, relationships with various government departments (Health, Agriculture, Community development) and PEPFAR country teams were strengthened and activities coordinated. In the project, 4 strategies were implemented to address the HIV risk factors. First, adolescent girls and young women (AGYW) and their families benefited from agribusiness training from Agrics which is a social enterprise. In addition to the training, the families received certified seeds and fertilizers. They reported improved yield and income as reported in earlier sections this report. The same families benefited from skilful parenting training. The training equipped parents of AGYW and the AGYWs with knowledge, skills, attitudes and behaviours for positive parenting and family relations to influence the sexual behaviours of their children. Further it strengthened the parent-child and intimate partner relationships and changed norms and behaviour around gender, early marriages and pregnancies, girls’ secondary education, and violence. Adolescent girls and young women were then organised safe spaces where through reflection and sharing, they benefited from SRH, GBV, Life skills and HIV education. For those in school, the learning was facilitated through peer mentors. The evidenced based SHUGA approach was used in these safe spaces to guide reflection and learning. The project beneficiaries were also trained and connected to entrepreneurship and mentorship opportunities.

Evaluations of social protection programmes by UNICEF indicate that cash alone (social protection grants from government to vulnerable families) is not enough, and thus the need to link cash transfer interventions with social services. In 2018, we partnered with UNICEF in Kisumu County to improve the life chances and quality of life of 8,110 vulnerable Adolescents aged 10-19 years through HIV Sensitive Social Protection. Through the project, orphaned and vulnerable adolescents were able to access comprehensive, affordable and quality services, including education, HIV and health care, health insurance and birth registration. 3889 of their caregivers received skilful parenting training and 1,320 caregivers received financial literacy, entrepreneurial and business skills trainings to improve their village savings and loans activities. To improve systems and capacity of county government to plan, coordinate and monitor HIV sensitive social protection programming, health and children officers received training that enhanced their skills in preventing HIV and providing support families in need, 9 Locational Area Advisory Councils (LAACs) were trained on responding to Sexual and Gender Based Violence (SGBV) and 45 CCIs were trained on CPIMS.
Highlights

- 29 teen parent groups in Kenya (580 AGYW) and 12 teen parent groups (250 AGYW) in Tanzania attended skilful parenting to improve parental care for their children
- 17,693 (Kenya) and 7761 (Tanzania) AGYWs reached with HTS information and testing.
- 11,424 parents were trained on Skilful Parenting in Kenya, Tanzania and Ivory Coast
- In Kenya, 1,593 boys received HTS; 7172 adolescent boys and girls received birth certificates; 3406 girls and boys received career guidance from 28 adolescent mentors; 8000 adolescent girls supported with sanitary towels; 973 (589 girls and 384 boys) adolescents supported with solar lamps and 5191 OVC (2119 boys and 3072 girls) registered for NHIF
- In Kenya 8,527 boys and girls aged 10-19 years reached with HIV information and testing
- 3084 AGYWs were reached with PEP 1608(15-19) and (20-24) 1476 referred for Prep services.
- In Kenya 6310 AGYWs reached with standardised HIV SRH education and among them 6195 received the Shuga intervention. In Tanzania 8486 completed SRH AND HIV education.
- In Kenya outreaches conducted to 32 schools where a total of 2910 in school adolescents received HIV and SRH education
- 45,723 (Kenya) and 28,357 (Tanzania) community members reached with GBV, SRH and HIV prevention messages

3: Impactful partnerships and networks

The resource mobilization landscape has continued to evolve at a fast pace and will remain competitive. We continue to form a number of useful partnerships and devote substantial energy and resources to building evidence and awareness of our innovations and strengthening the pathways to take them to scale. We see substantial opportunity in working with the corporate sector and government. These scaling strategies requires serious investment and crisp execution. We thank our partners and funding organizations

4. ICS SP Team

Governance and Leadership

To strengthen the board and leadership, the board membership was increased to seven. 3 new professionals joined the board. As part of induction, the board charter was reviewed and the new board members trained on their roles and responsibilities. Two board meetings were held in 2018 where the Board members received presentations from senior executives on matters of significance to the growth of ICS SP. Organizational and financial plans, including budgets and forecasts, were also discussed in these board meetings. 2 members of the board attended a learning conference hosted by ICS SP. Field
visits were organized to facilitate their understanding of the work and for them to have a better awareness of how they could provide expert guidance and mitigate the risks associated with ICS SP operations. A new finance and operations manager was appointed in December of 2018 to coordinate financial planning, risk management, financial reporting and regulatory compliance. He is a member of the senior management team- the team that is responsible to steer ICS SP towards achieving her goals.

The team

We employed 27 full-time and part-time employees as of December 31, 2018. However, during the year, employee levels fluctuated due to seasonal funding factors affecting our business. Additionally, we utilized independent consultants and temporary personnel to supplement our workforce. Competition for qualified personnel has been intense, particularly for technical staff. In 2018, together with our partners; CBLI, JSI, IIDC, GCC we have enriched our skills and capabilities around HRM practices, advocacy and lobbying, resource mobilization, gender programming, data management, communications, and HIV programming. We aim to grow our volunteer portfolio by harnessing the resources and goodwill we have in our target communities. This with a view to build an ecosystem of employee commitment, innovation, efficiency and to bring strong positive momentum to the growth of ICS SP.

5. Key lessons and risk factors affecting our work

We have continued to learn from both our successes and failures. We continue to face risks and uncertainties in common with other Nongovernmental Organizations in our sector. We will continue to review our operating environment and reflect on lessons learnt over the years to maintain our competitive position. Our culture of and commitment to continuous learning, innovation, ongoing interactions to local communities and integrity will help us continue to consolidate our advantages and solidify our connections and partnerships with all relevant stakeholders. As we go to scale, we are reviewing our quality management system and pursuing accreditation and certifications of our new flagship programs and models. For ongoing success, we will continue to explore the use of technology, invest in employee and leadership development programs to build employee skills and capabilities and diversify income streams.
6. Forecasts 2019

We remain true to our vision: a world where every child grows up in a safe and nurturing environment to develop to their full potential. Our leadership is confident in our ability to successfully execute the remaining part of the 2020 strategy. To do this, we will invest in mitigating institutional and operational risks. With a scaling mindset, we are determined to continue improving and modelling low cost evidence based interventions and transition these to scale through government systems, private companies and INGOs. Additionally, we will remain to be more strategic in our partnerships and resource mobilization to that we can solidify our base and fuel our growth and impact in 2019.

7. Our partners
**Corporate Information**

**Board of Directors**

1. **Ronald Messelink – Board Chair**
   Ronald Messelink is the Executive Director of ICS from 2011, and chair of the board of ICS affiliates; ICS SP, Agrics Ltd and Alizetics Ltd. Ronald is also chair of SOMO, a research institute focusing on the role of multinationals in international development. He has also served as a board member at Global Call to Action against Poverty (GCAP). Ronald strongly believes in using market based solutions for social problems.

2. **Nadia Nzabi – Board Treasurer**
   Director with extensive professional experience in providing assurance, financial management and advisory services to clients in the private and public sectors. Nadia is currently an Associate Director, PricewaterhouseCoopers, Kenya and a board member LVCT Health, Kenya.

3. **Henry Kilonzo**
   Public Health expert with 13 years’ experience in Programme Management and Monitoring and Evaluation in health and social economic settings in Africa and India. He is excellent in research, data analysis, interpretation and presentation. Henry is currently the Senior Manager, Safaricom and M-PESA Foundations, coordinating the two Foundations' programs and M&E.

4. **Gilbert Onyango**
   Transformational leader and strategic thinker with strong managerial skills. Gilbert has experience in establishing national, regional and international human rights NGOs. He possess exceptional skills in human rights advocacy, research and networking. Gilbert is currently the Regional Director for Africa, UPR Info Africa and the Founder/Board of trustees of East African Centre for Human Rights.

5. **Hellen Okundi**
   Hellen is passionate about children and women and her objective in life to empower them to fulfil their destiny in life. Hellen has worked with several women and children organizations and has provided guidance and oversight on Corporate Governance, Strategic Management, Project Management, Audit and Finance management. Currently Hellen is the Managing Director, Heyben Enterprises Limited, a company dealing in real estate, commercial farming and beverages manufacturing.

6. **Beatrice Ogutu- Board Secretary and Director ICS SP**
   Beatrice has 14 years of experience in the fields of child, youth and women development. Since 2016, she has been the Director ICS SP. Prior to her current role at ICS SP, she held various positions at ICS and was the Coordinator at Child Fund International where she managed the implementation of district OVC programs. Ms. Beatrice was also a Project officer at Kenya Aids NGO Network where she was providing support in the implementation of child friendly HIV/AIDS support programs. Outside of ICS SP, Beatrice is a one of the founding members and currently a board member of Parenting in Africa Network and Wima Memorial Community Library.
Corporate Offices

ICS SP Nairobi, Kenya
Westview Properties, Waiyaki Way service lane between Goodman Towers and Parkinn Hotel
P.O Box 13892-00800,
Nairobi, Kenya.
Office: +254 (20) 2063015/17/18
Office mobile + 254 731682596/682598

Programme Office Western Kenya
Milimani Kisumu , Ojijo Road next to Tripple Trojan hotel
P.O. Box 2173 – 40100
KISUMU, KENYA
Tel: +254- 770619678

ICS SP Tanzania
Uhuru Street, Lubaga close to State House
P.O. Box 1195  Shinyanga - Tanzania
Tel: +255 - 28 2762921
Fax:+255 - 28 2763843

ICS SP Cote d Ivoire
Riviera Mbadon, route Embassade de Chine, après le GS les Scarabées
Abidjan, Côte d'Ivoire.

www.icsfrica-sp.org
info@icsafrica.org