



**Pamja**  
for Transformation

**ANNUAL REPORT  
2014-2015**



## 2014-2015 ANNUAL REPORT

Director's Letter .....	2
About Pamoja .....	3
Our Programs .....	4
Highlights .....	5
Map of Projects .....	6
Governance & Peace .....	7
Economic Empowerment & Microfinance .....	11
Our Team .....	18
Our Generous Supporters .....	19





Dear Friends and Partners,

The twin challenges of violence reduction and poverty eradication are high on the global agenda. UN member states adopted the new global development framework, the 2030 Agenda, in September 2015. For the first time, peace found their place at the heart of the global development agenda. In recognition of the impact of violence and insecurity on development, the 2030 Agenda includes peace as a cross-cutting issues as well as Sustainable Development Goal (SDG) 16, to 'Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels'.

With 62 percent of those in extreme poverty estimated to be living in countries at risk from high levels of violence by 2030 – Kenya being one of them<sup>1</sup> - concerted efforts are needed in order to respond to these interlinked challenges. The violence-poverty nexus is particularly pertinent for Kenya. It is against this backdrop that Pamoja's work is based on a model that connects peace building and economic empowerment.

The report shows the value in supporting and empowering women and young people to exploit their potential towards economic sufficiency as well as reduction of violent conflicts. We remain very focused and optimistic that the youth and women lead change processes for social and economic growth and shall be the pillar for sustainable peace and development in Kenya. Whereas the report indicates great success, there is a lot more that must be done. Sustainable peace and development is a process that must be continuous, iterative and must be handled with utmost creativity and commitment. The process not only requires financial support, but also significant amount of collaboration and networking that brings together diverse actors and approaches.

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<sup>1</sup> OECD, State of Fragility 2015, March 26 2015

Towards the fulfilment of her mandate, Pamoja successfully implemented activities with the support and contribution of a number of development and collaborative partners. We are equally indebted to our committed team of staff, board members and consultants. They worked relentlessly to see the organization accomplish the immense contribution towards reduction of incidences of violence, promotion of active civic participation and reduction of poverty thereby improving opportunities for economic livelihoods. The results were realized against a backdrop of limited resources, overwhelming need and demand for support from groups, individuals and communities due to the unique approaches the organization employs.



It is my hope that this report will not only inform different actors of the existing needs but also attract interest to support and collaborate with us while appreciating the efforts made so far in addressing Kenya's peace and development challenges.

A handwritten signature in blue ink, appearing to read 'Stephen Kadenyo', written over a light blue grid background.

**Stephen Kadenyo**  
**Executive Director**

Nairobi, February 2016

# About Pamoja

## Mission

To support communities affected by conflict with resources and tools to move from crisis and poverty to peace and development. We serve the marginalized and disadvantaged communities in Kenya and Eastern Africa including women, the youth and rural communities.

## Vision

A peaceful and just society free from poverty.

## Our Team

Our team is comprised of passionate peace practitioners, social entrepreneurs, business and development experts dedicated to applying holistic approaches to overcome conflict and poverty. Our motivation is to respond to diverse conflicts and narrow the widening economic gaps in society.



## Our Model

Pamoja applies integrated development approaches to address the missing link between peace, security and sustainable development. This is particularly achieved through the provision of tools to handle conflicts non-violently, provision of secure economic and livelihood opportunities, and promoting community led change through sustained participatory development models.

## Guiding Principles

- **Community-led change** – The communities are the drivers and custodians of desired change.
- **Holistic approach:** Innovative and unique approaches to achieve Sustainable Development.
- **Partnerships:** Ensuring collaboration and building of synergies among stakeholders
- **Multiplier-effect:** promoting self-motivated learning and impactful innovation.
- **Result-oriented:** Tangible, achievements, quantifiable and owned by the communities
- **Sustainability:** Self-supported combined approaches that builds community resilience and addresses the root causes to development destructors.

## Our Programs

### Peace & Governance

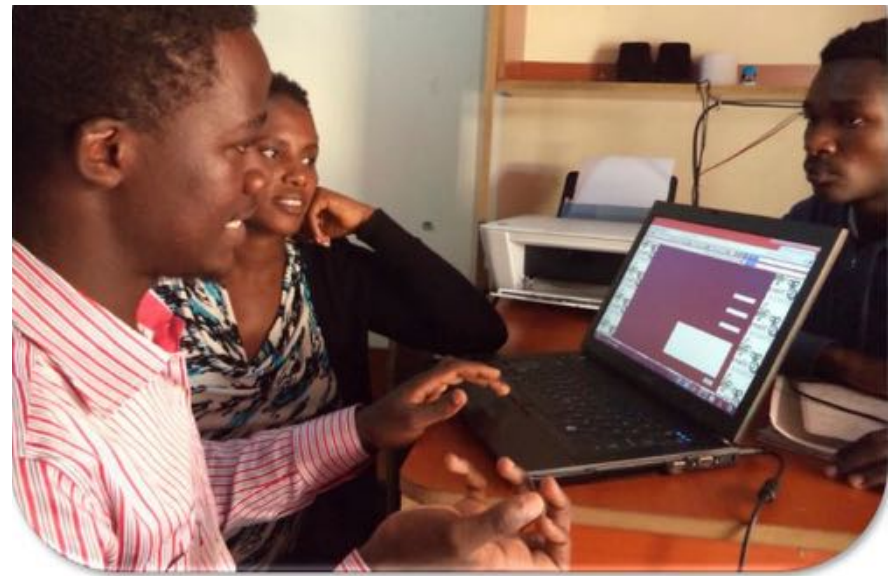
**Goal:** The program seeks to establish and strengthen indigenous, non-violent approaches towards conflict transformation.

**Strategy:** Pamoja builds the capacity of communities through trainings, dialogue, mediation and other Alternative Dispute Resolution (ADR) mechanism to address the root-causes of conflicts.

In recognition of the linkages of peace building and governance, Pamoja provides civic and human rights education as well as space for public participation to diverse vulnerable communities in cooperation with other development partners.

#### Activities:

- Community capacity building
- Mediation & dialogue
- Non-violence training
- Conflict transformation
- Civic & human rights education
- Consultancies in security sector reform, good governance, alternative Justice Institutions, gender & politics
- Election monitoring & observation



### Economic Development & Microfinance

**Goal:** Enable lowest-income women and youth to grow their business, create jobs, achieve economic self-sufficiency and improve their standard of living.

**Strategy:** The program supports most disadvantaged and at risk groups of society such as HIV-infected/affected single mothers in slums and rural, a youth out of school with business opportunities, entrepreneurship and life skills training and coaching as well as small start-up capital so they can build their lives and achieve economic self-sufficiency.

#### Activities:

- Promotion of small-scale enterprises
- Business, credit management and life skills training
- Coaching & mentoring
- Group and individual business loaning, agricultural, emergency and institutional loaning
- Saving programs
- Linking to the formal financial sector

# Highlights

## Peace & Governance

**Over 1'000 women, men and youth participated in our mediation, conflict transformation, civic education and good governance projects and initiatives.**

### **Generating leadership for peace among divided communities**

- Establishment of 20 community mediation structures in Western, the Coast and Nairobi to transform disputes among communities including setting up core advocacy groups of women and youth
- Creation of a local mediation and dialogue committee to raise awareness and mitigate conflicts between landlords and tenants in Nairobi's informal settlements
- 10 community safety coordinators trained to promote mutual trust and peaceful coexistence in multicultural communities in Nairobi county
- 23 community cohesion champions trained on early warning and early response, acting as liaison between communities, the local government and the security agents by giving and receiving early response feedback on safety and security issues through a mobile phone platform
- 100 rural women trained in policy making that lead to their active participation in the public county budget hearing process in Homa Bay
- Successfully mediated 305 family and community law cases
- Offered 6 consultancy services on policy advocacy, strategic planning, institutional development to international and Kenyan organizations

## Economic Development & Microfinance

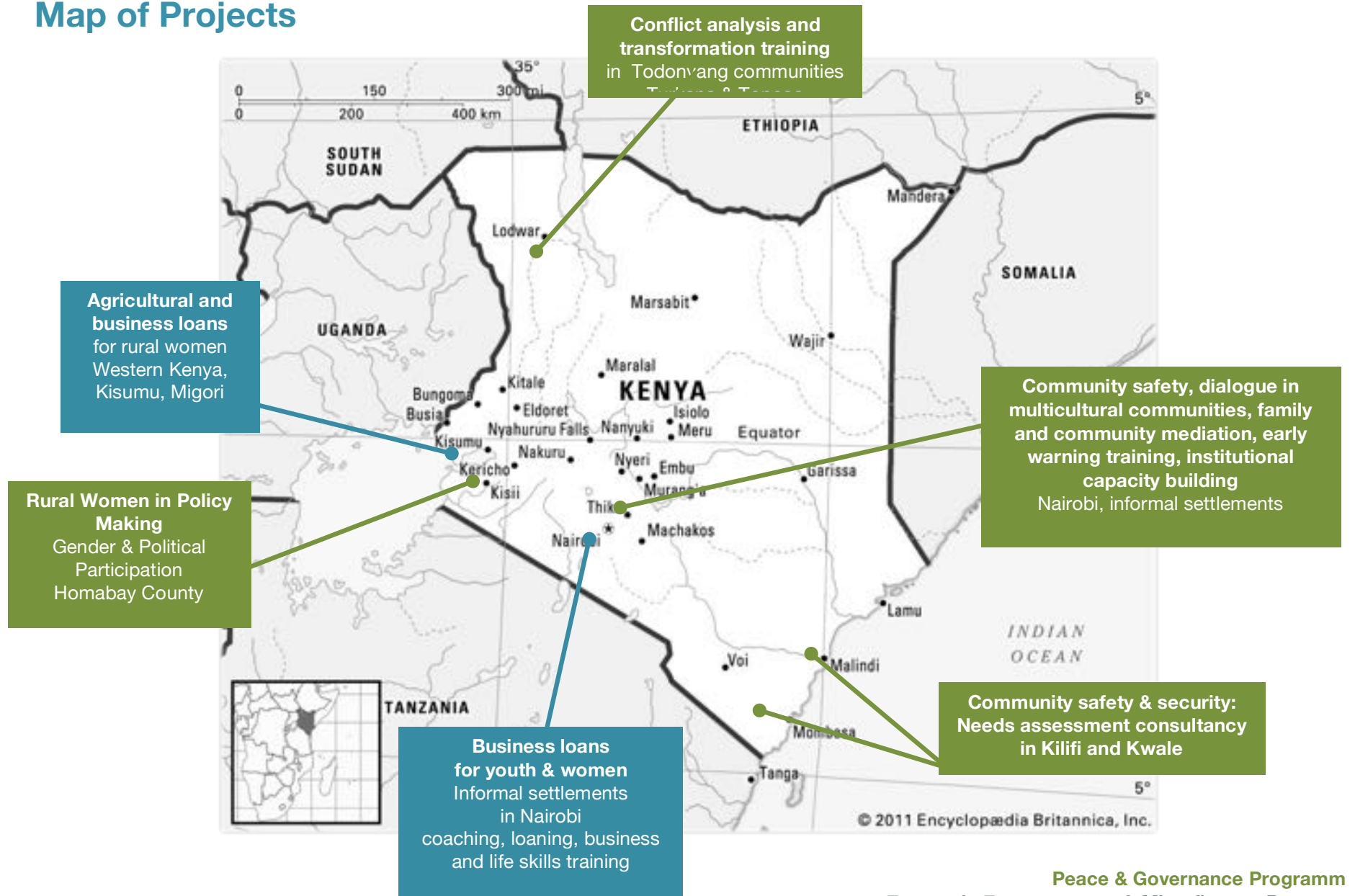
**173 underserved and disadvantaged women and youth directly benefited from the business management, life skills trainings, coaching, mentoring and loan disbursement.**

- 15 business loans disbursed to groups and individuals
- Capacity of 60 small business owners and employees strengthened through coaching, mentoring and loaning
- Average loan size of Ksh. 900'000.- (\$ 887)
- 100% of loan repayments on track
- 67 % of loan recipients are female
- 80% beneficiaries report more stable income

### **Beyond economic benefit**

- 85% groups from informal settlements and rural villages report increased self-confidence concerning knowledge in financial and business management.
- 85% of female borrowers reported a high involvement in household decision making regarding children's schooling, health, food housing and equipment.
- 51 % of loans supported access to clean water and sanitation, food security, and education in Nairobi's informal settlements and rural communities.
- All group borrowers are ethnically mixed, contributing to social and political reconciliation: it provides a forum for a unified voice for peace, with people cooperating and working towards a shared future
- Microfinance services are integrated with other development interventions focusing, i.e. on peace building and education

## Map of Projects





# Peace & Governance Program

## Conflict Transformation

### Dialogue Training in multi-cultural communities

In partnership with the **Nansen Center for Peace and Dialogue (Norway)** Pamoja planned and facilitated a five-days Conflict Transformation through Dialogue training to identified and establish core group of community mobilizers and change agents.

Over 65 participants participated in the training aimed at enhancing practical skills and theoretical understanding of how to apply dialogue as a tool for conflict transformation. These participants were drawn from diverse communities comprising youth and women groups as well as learning institutions across the county. The Five Day Training workshops was conducted in April 2015 and was funded by the Norwegian Ministry of Education and Research

The participants formed part of the community resource pool using alternative tools and approaches to peacebuilding and economic development.



The Nansen Centre will also be facilitating at least 3 dialogue trainings in Kenya (2 in April and 1 September, 2016). In the efforts to enhance each other's capacity, the two organizations will jointly be mobilizing for resources and help each other in gaining publicity.

## Alternative Justice System

### Family and community mediation

Pamoja contributed to strengthening the Alternative Justice Systems (AJS) in Kenya through the continued mediation services to the many needy clients at the **Federation of Women Lawyers (FIDA-Kenya)**. The mediation sessions were held bi-monthly and aimed at enhancing family unity and mutual respect among the beneficiaries. During the sessions, the parties in dispute are guided to come up with their own tailor-made solutions to their differences. These sessions were conducted by trained mediators comprising of both FIDA staff and external professionals. As at July 2014 –2015, over 2000 cases were mediated upon with a success rate of 63%. For instance out of the 484 mediation sessions sampled 305 were successfully concluded. The sessions were useful in sensitizing and creating awareness on mediation and dialogue as alternative and non-violent dispute resolution approaches that are inclusive, cheaper, value oriented and less adversarial.

## Gender & Politics

### The Role of Rural Women in Policy Making

Pamoja was consulted by **Konrad Adenauer Foundation** to carry out the trainings and follow up meetings of the project “The Role of Rural Women in Policy Making”. Pamoja facilitated community training in Homa-Bay County in March 2014 at Nyalienga Parish. The training





forum provided a platform for 100 rural women to familiarize themselves with key policy issues and decisions that can improve their participation in the County development agenda. In addition, various follow ups were carried out to enhance the communities' commitment and engagement on policy, advocacy and political development and determine the extent to which women are involved in the County development agenda. As a result of the awareness creation forum, the women actively participated in the public county budget hearing process in Homa Bay.

### Good Governance

#### Baseline Survey and Implementation of the LIGGA Project

In September 2014, Pamoja was contracted by **Search for Common Ground (SFCG)** to lead a baseline survey in Nairobi for a 24-month project funded by **USAID's Leadership Initiative for Good Governance in Africa (LIGGA)**. The goal of the baseline was to collect data on the context in which CSOs and government work to address reforms in Nairobi County and particularly targeted to determine; the level of constructive interaction between Civil Society and Government "Champions", the skills of Civil Society leaders to effectively engage with government institutions on

reform agenda and establish the level of experience sharing and network building among Civil Society groups. Upon the completion of the task, Pamoja submitted innovative proposal on the use of technology for dialogue and advocacy. This was followed by a series of consultative and negotiation meetings between the two organizations, and Pamoja was considered among the implementing partners for LIGGA project.

### Community Safety Planning

#### Conflict Early Warning and Response training and the Community, Triparty Dialogue Forum

Pamoja carried out two major LIGGA project activities. They include, a training on conflict early warning, early response and a triparty community dialogue forum in October, 2015. At least 11 community change agents from Kiambu and Mathare were trained on Mobile phone Early Warning and Early response. This team then formed the mobile phone crowdsourcing based Early Warning and Response platform that contributes to achieving good governance and community cohesion in Nairobi's informal settlements.

The change agents use the established WhatsApp group, to broadcast challenges between landlords and tenants and other issues that undermine safety, security and social development from their communities. They gather conflict and security information from the public and submit through the platform which are then analyzed and shared with relevant authorities for action. This initiative enhances Pamoja's efforts and contribution towards improving the quality of governance and reducing conflict levels in Nairobi County.

The dialogue forum on the other hand brought together over 36 participants representing major players in the housing sector particularly in the landlord-tenant conflicts in Mathare and Kiambu including among others; representatives of structure owners (formerly known as landlords),

government champions, political representatives, community change agents as well as key opinion leaders from youth and women groups.

As result, the forum led to more integrated approaches in addressing the sequential land lord and tenants issues in Nairobi's informal settlements, the establishment of a 10 member stakeholder forum for the landlords and tenants, who are now working with the government champions to amicably put in place the required policies and ensure devolution of land tribunal to the local communities. The forum enhanced concerted community efforts in lobbying the government to be clear on the management status of the informal settlements (i.e. as public, government or private land). This team has now embarked on developing the landlord tenant's agreement forms, working to strengthen landlord tenant associations and following up on the national eviction policy. Pamoja will continue working with the team in planning and facilitating subsequent land lord tenant's dialogue forums in the slums. Through this partnership Pamoja participated in other different initiatives including an exchange visit to Nigeria in September 2015 where the organization immensely shared her experiences and learnt from other organizations who work around the world on E- initiatives and advocacy programs.



## Community Security

### Enhancing Coordination among Civil Society Organizations

Between November and December 2015, **Saferworld** in partnership with the Directorate for Peacebuilding and Conflict Management (DPCM); formerly the National Steering Committee on Peacebuilding and Conflict Management (NSC) under a project titled 'Galvanizing response by state and non-state actors to peace and security challenges in Kenya contracted Pamoja to build strategic coordination framework among key actors in conflict prevention and management and to revitalise sustainable and continuous engagement among peace actors to enable them to anticipate, plan and respond to conflict and insecurity in a systematic manner.

The framework aimed at ensuring that peacebuilding and conflict-sensitive approaches are included in the methodologies employed by government structures at both the national and county-level. State and non-state actors are participating in and taking up (independently and jointly with other actors) conflict-sensitive and peacebuilding approaches in their planning, strategies and their responses to tensions and violent conflict in Kenya. However this needs coordination and building of synergy among the actors.

The framework thus strengthens and informs a formal peace-building coordination mechanism by bodies at the national level (NSCPBCM) and in the counties through the County Peace Forums). This includes the engagement of key traditional peace actors in regular planning and responding to incipient violent conflict.

## Community Security

### Needs assessment to improve governmental safety and security institutions

Pamoja was part of the inception team of the Kenya Improving Community Security Program (ICS) between April and October 2015. The program was supported by the **UK Department for International Development (DFID)** and managed by **Coffey International Development**. The program aims to improve safety and security institutions at the national level and in up to 11 counties that provide more effective, accountable and responsive services to a public that is actively engaged in improving safety and security. As part of ICS' inception phase, an assessment was undertaken in 11 counties in Kenya - Baringo, Bungoma, Kilifi, Kisii, Kwale, Kisumu, Mandera, Marsabit, Nakuru, Wajir and West Pokot. Pamoja led the assessment teams in Nakuru, Kilifi and Kwale Counties not only to administer the research tools, but also to analyse both the qualitative and quantitative data gathered in the field. The analysis formed the bases for a two and a half year program designed for implementation from 2016 to 2018.

## Natural Resources & Conflict

### Community Safety between Turkana and Toposa communities

The goal for this project was to work towards the realization of peaceful co-existence and the sustainable sharing of natural resources between the Turkana, Toposa, Nyanagtom and the Dassenetch Communities. The conflict analysis training and dialogue was facilitated in collaboration with SAPCONE Turkana.

Through the training, the communities were able to analyse and respond to resourced based conflicts especially those related to pasture, raiding and water. They were capable of identifying concrete issues and develop materials for lobbying and advocacy at the local and regional level. The project further enhanced the rehabilitation of the survivors of this conflict through psychosocial support as well as the reintegration of the warriors into the community.



## Security Sector Reform

### Institutional Capacity Support for Usalama Forum

Usalama Forum is a Kenyan based Public Safety Research and Innovation Organization with the mandate of consolidating civil society engagement in the security sector reforms programs in Kenya. Pamoja led the documentation and reporting of the Usalama Reforms Transitional Process. The main task was documenting the proceedings for the Transitional Committee (TC) and sharing out discussion reports. The TC committee was formed following the leadership wrangles that almost lead to the closure of Usalama Forum's secretariat.

## Professional Development

### Staff trainings

Pamoja's Program coordinator Paul Odumbe attended the first phase of Train the Trainers (TOT) training on Dialogue and Conflict Transformation in Multicultural Communities at the **Nansen Center for Peace and Dialogue Norway** between 20<sup>th</sup>-28<sup>th</sup> October, 2015. This visit involved various partnership missions including presentations in schools colleges and discussions with various potential partners. The program coordinator will be attending the final phase of the intensive dialogue training in October 2016.



## Economic Development & Microfinance Program

Pamoja enables underserved women and youth to expand their businesses, employ themselves and others and support their families. The program offers tailored financial and non-financial services, business and life skills training long-term coaching and loans. The loan recipients run businesses ranging from tailoring to farming to web design, serving local communities with the goods and services they need every day.

### Microfinance Plus: beyond financial services

Pamoja's nonfinancial support includes:

- **Business development services (BDS)** to boost competitiveness through higher productivity, improved service delivery, and enhanced market access. Pamoja's skills training include marketing and technical assistance as well as accounting
- **Life skills development & conflict transformation**, including mentoring, financial literacy, encouragement of savings culture, negotiation and conflict resolution skills



### Sustainability Strategy

- **The loans are disbursed only after due diligence of the borrower:** Much effort and time is spent on analyzing thoroughly the businesses before a loan is granted, i.e. growth potential, environmental analysis, management structures etc.
- **No creation of dependency on outside funding:** The projects offers entrepreneurs an opportunity to become economically active and productive to lift themselves and their families out of poverty. No “aid” is provided that could cause chronic dependency **Local ownership guaranteed:** Pamoja empowers borrowers to manage the businesses by themselves and many groups were also able to set up their own internal loaning system. **Good management practices are strengthened through** tailor-made training, coaching and mentoring
- **The program adherence to fair microfinance practices** and has client protection principles in place, i.e. transparency, fair pricing

## Activities

### A step-by-step approach towards microfinance

**Group selection, Feb. 2015:** The group selection was based on the fulfilment of set guidelines and criteria for eligibility for the loan. The criteria included among others: use of funds, existing business ventures, groups integrity and business viability. Pamoja selected eventually a total of 15 groups of youth and women from Nairobi's informal settlements and rural Migori and Kisumu County in Western Kenya.

#### **Project inception Feb. 2015:**

Pamoja team convened three sets of meetings with different groups to share the project concept and seek the groups' interest and goodwill. There was an overwhelming reception of the project with the groups applauding the unique approach of trainings, coaching and mentorship and loaning at manageable interest rates. The groups noted that, mainstream microfinance institutions do exclude marginalized and disadvantaged groups and rarely do they conduct mentorship and coaching.



#### **Entrepreneurship and Business Management Training, April & August 2015:**

During the inception, the groups were tasked to develop and present business plans detailing their existing and potential business ideas. Through this, Pamoja identified the varying capacities and knowledge gaps among the groups. Pamoja organized and facilitated two separate three-day training for a total of 52 participant's representative of the beneficiary groups. The trainings were facilitated by a team of business trainers with vast experience in business management, business plan development, financial management, value addition and marketing strategy, coaching and mentorship. The beneficiaries appreciated the trainings for being

practical, interactive and challenging while at the same time, clarifying a lot of things considered necessary in running small scale businesses in the informal settlements. Such included, value addition with regards to keeping records, packaging, publicity/marketing and market analysis, financial management and savings among others.

#### **Business Plan Development and Training, March / May / July 2015:**

After the entrepreneurship and business management training, each group revised their business plans in light of the knowledge and skills gained from the training. The groups demonstrated immense improvement, an indication that the training made significant impact and their level of understanding and ability to manage business had improved. Most of the groups applauded the business planning processes citing it as the major unique aspect of the project rarely provided by the micro finance institutions. The business plans were reviewed by Pamoja team comprising of the staff, business trainers and coach, and feedback shared with all the groups. It is from the review of the business plans that the 8 groups and 4 individuals were considered qualified and were awarded the loans.



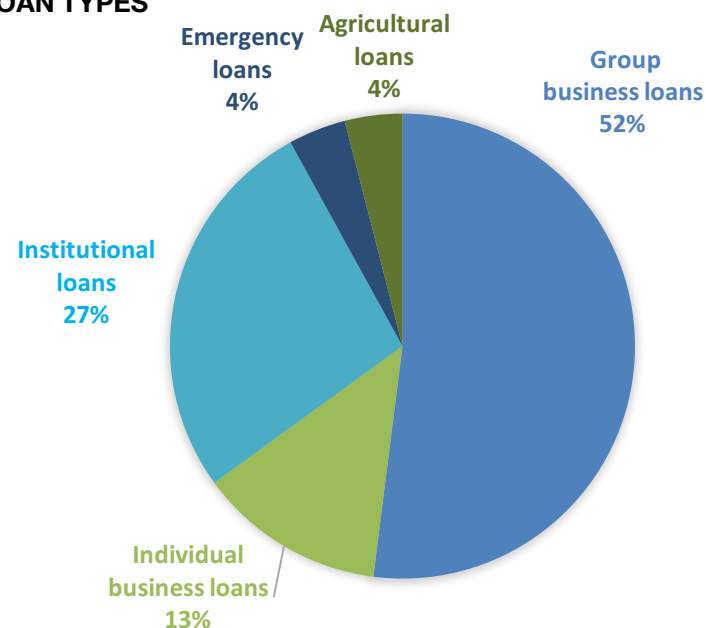


**Project Launch, April 2015:** Pamoja held a one-day microfinance project launch event on 11<sup>th</sup> April 2015 at Hekima University College - Institute of Peace Studies and International Relations in Nairobi. The forum brought together close to 100 people largely drawn from the groups, but also from the development partners that Pamoja collaborates with in different activities. The main purpose of the launch was to provide the groups with an opportunity to network with other stakeholders across the sectors (i.e. civil society, government and the private sector). The launch was also an opportunity for the organization to share best practice with partners on our integrated approach that links peace and economic development.

**Business Loaning, May – September 2015:** After the review of business plans, the successful groups were awarded loans based on their approved plans. . The loaned amount ranged from the minimum of Ksh.10, 000 to maximum 300,000 shillings. The repayment for groups was 9 months while the emergency loans to the individuals were paid back in one month. However, each group set their own repayment schedules within the given 9 months.

**Loan Repayment:** Of the total loans awarded, 52% went to the groups of women and youth, 27% (Ksh. 360,000) to the community based learning institution and another 21% ( was awarded to individuals. This indicates that, the groups were the primary target in 2014/15 disbursement, followed by the learning institution. Individuals also accessed their share in the form of emergency loans. Loan repayment processes is on track with no default so far. This will continue until May 2016 when every group is expected to have cleared their pending balances. As at the end of 2014/2015, the emergency loans (awarded to individuals for 1month) attained 100% repayment.

#### LOAN TYPES







**Mentorship and Coaching:** A technically competent business mentor and advisor accompanied loan beneficiary groups and individuals during the implementation of their projects to offer both technical support and guidance. Three rounds of business coaching and mentorship visits were carried out to the 8 groups and 4 individuals.

The main focus during the first phase of coaching was, familiarization with the progress in the implementation of the various group projects/businesses. The second phase of coaching laid more emphasis on gauging the project outcomes and verifiable results/impact caused by the availability of funds to the recipients. The discussions involved looking at the planned activities alongside the inputs, outputs and outcomes as at the time of mentorship. In addition, the sessions also reflected on tips on; keeping conversations alive with existing clients, packaging marketing campaigns creatively, optimizing relations with existing clients and

committing to e-marketing. This follow up meetings motivated the groups and enhanced the recipients' skills and knowledge on various business related areas. While the general group performance was reviewed, this session was useful in helping the beneficiaries lay the foundation for their projects scale ups.

**Monitoring, Evaluation and Reporting:** Pamoja accompanied the groups and individuals to ensure they received regular motivational support besides the mentorship and coaching. Various group follow up meetings were carried out to track the monthly loan repayments. The follow ups were not only necessary to remind the groups of their commitment to repay the loan, but also useful in addressing the emerging needs and challenges during the project implementation.. The follow up visits were equally an opportunity to track the success made by the groups.



## Client Story: Agricultural Loan

### Jenipher doubles her income

Jenipher Auma Ogutu is a mother of seven children and lived with a violent husband who was unemployed in Western Kenya. Jenipher started a small scale business of selling fish but struggled to support herself and her family. She acquired a loan from a local women micro finance institution which she managed to repay. However, due to the high interest rates, stringent security requirements as well as her difficult and abusive family environment, her business did not pick up.

It was until Jenipher learnt about Pamoja for Transformation that she enthusiastically embarked on the journey to her business dreams. Jenipher received her first loan of Kshs. 10,000 (\$97) which she used to expand her fish business and to start up a rice selling business. Jenipher successfully repaid her loan and Pamoja awarded her a second loan for rice farming.

This agricultural loan has a repayment schedule timed to coincide with the planting and harvesting cycles of agriculture. She has leased four plots for rice farming. She harvested 40 bags of rice with a return of Ksh. 120,000 (\$1,160) in less than five months. The support of Pamoja means Jenipher could double her income and can finally plan better and take advantage of new opportunities.

*The booster loan improved my self-esteem and promoted my social networks. The increased income enhanced my peace of mind as I am able to provide the basic needs for my children in school."*



## Client Story: Institutional Loan

### Quality education for street children

"Brightcore Elite School" is a primary school with 220 children majority living in Kayole and Dandore, both informal settlements ("slums") near Nairobi. The school manages to reintegrate a number of street children back into the school system. Brightcore offers subsidised scholarships for children from disadvantaged background. Brightcore received a loan from Pamoja to buy a school van. The transport to and from school is now safe for the children - against the backdrop of the many street gangs and the violent surrounding as well as the risk of child trafficking. The school rents out the van over the weekends and during the school holidays to create income and repay the loan. The school also had received a loan from Pamoja to buy beds for the boarding school wings.. Through these loans and business trainings the school was able to improve its facilities and services for lowest income families and street children.





## Client Success Story: Group Business Loan

### “Mak Chik Broidery” expands markets into three countries

A group of enterprising women are building an embroidery business that's creating new opportunities for single mothers and widows.

Mak Chik is a registered women group in Kibera slums. The group was founded in 2008 by a team of 16 women. They run an embroidery shop where seven of the members earn their daily bread. Having been trained on entrepreneurship and business management by Pamoja, Mak Chik group was determined to change the lifestyle of women in Kibera.

### Impact

Through the support of Pamoja's, Mak Chik's embroidery business was successfully expanded and strengthened through:

- **Increased productivity:** Two sewing machines were bought
- **Market expansion:** New markets in Kenya, Uganda and Tanzania through improved marketing strategy, integration of IT
- **Stronger management:** through entrepreneurship training and coaching
- **Employment creation:** 6 jobs created
- **Higher income:** all women report a more stable and higher income
- **Saving:** all women report higher savings
- **Empowerment:** Women report more self-confidence, a stronger voice in their household, less domestic conflicts, better family cohesion and generally a better standard of living





## Pamoja Offices

### Kenya

#### Office

Pamoja for Transformation Trust  
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**Legal status:** Charitable Trust

#### Donation Account

Cooperative Bank of Kenya  
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Swift: KCOOKENA

### Liechtenstein

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#### Board Members

Alice Nagele, Chairperson  
Gebhard Nagele, Treasurer  
Manuela Jehle, Marketing & Advisor

**Legal status:** Registered association

## Our Team



**Hezron Masitsa**  
Chairperson Pamoja Kenya



**Stephen Kadenyo**  
Executive Director



**Paul Odumbe**  
Program Coordinator



**Victor Amaumo**  
Finance & Admin Manager



**Alice Nagele**  
Chairperson, Pamoja Liechtenstein

## Our Generous Supporters

Pamoja for Transformation wishes to acknowledge the support of many private persons, foundations, non-profits, school groups for the accomplishments realized. The achievements, and contributions made to individuals, families and communities in Kenya could not have been possible without your generous support.

We are grateful to our partners and supporters:

- Alternative to Violence Trust
- County Governments of Migori, Homa Bay and Nairobi
- Druckerei Jehle, Vaduz
- Frauenverein Brockenstube Vaduz
- Global Communities, Kenya Office
- Institute of Peace Studies and international Relations Hekima University College
- Konrad-Adenauer Stiftung, Kenya Office
- Kiwanis Club Liechtenstein
- Midnight Foundation
- Nansen Center for Dialogue and Conflict Resolution, Norway
- Search for Common Ground (SFCG)
- Tarom Foundation
- Theater Group Sisyphus, Gymnasium Liechtenstein



**We say thank you to our Partners & Collaborators!**



**Kenya**

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