



ENDAM HOME OF HOPE

ANNUAL REPORT FOR THE FISCAL YEAR 2024/2025

[Endam Home of Hope](#)

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List of Abbreviations

EHH – Endam Home of Hope

GBV – Gender-Based Violence

MEL – Monitoring, Evaluation, and Learning

UNHCR – United Nations High Commissioner for Refugees

ToRs – Terms of Reference

AAP – Accountability to Affected Populations

AU – African Union

IGAD – Intergovernmental Authority on Development

NGO – Non-Governmental Organization

FOREWORD

When Endam Home of Hope was born from one woman’s courageous act of compassion, it was never imagined as an organization but as a sanctuary — a safe place where refugee women and children could rediscover their sense of worth and reclaim hope in the face of adversity. Over the years, that sanctuary has transformed into a growing movement: a community-led space for healing, rebuilding, and rising stronger together.

As we present this 2024/2025 Annual Monitoring & Evaluation Report, we reflect on how far we have come — from a single household of refuge to an established, legally recognized, feminist-led community organization with a clear mission: to ensure that displaced women and children are not defined by their trauma but empowered by their resilience.

This report is more than a collection of activities and numbers. It is a testament to the courage of every refugee mother who plants new seeds despite losing her home. It honours the

determination of young women who learn new skills against all odds. It celebrates the children whose laughter fills spaces once clouded by fear. And it recognises the tireless work of our community teams, partners, and supporters who stand with us through every challenge and triumph.

This past year has shown us that transformation is possible when local leadership is trusted and equipped. We have expanded our reach through new training initiatives, climate-smart farming, economic empowerment, and community peacebuilding — all grounded in values of dignity, solidarity, and care. We have listened, learned, and adapted — letting the voices of those we serve shape every decision and every step forward.

But there is still much work to do. As conflict, climate change, and economic hardship continue to drive displacement across our region, the needs grow. So must our collective action, our partnerships, and our resolve to build systems that uphold the rights and agency of refugee women and children.

To everyone who has stood with Endam Home of Hope — from our founder, Yvonne Ndaga, to every staff member, volunteer, donor, and community ally — we thank you. May this report remind us all that lasting change is not built in isolation but nurtured in community, through shared responsibility and unwavering hope.

Together, we plant futures. Together, we grow hope.

Ndaga Yvonne Endam

Executive Director

Endam Home of Hope

July 2025

I. EXECUTIVE SUMMARY

Endam Home of Hope (EHHOP) stands as a testament to the transformative power of compassion, resilience, and grassroots leadership in addressing the harsh realities of systemic displacement and gender-based vulnerability in Africa. Established in response to the escalating humanitarian crises affecting refugee and displaced populations, EHH's story is deeply rooted in the lived experience and vision of its founder, Yvonne Ndaga — herself a refugee woman who intimately understands the traumas of forced migration, statelessness, and structural neglect.

In its humble beginnings, Endam was not a formal centre but Yvonne's own home — an informal yet crucial refuge for women and children fleeing conflict, violence, and socio-economic exclusion. It was here that safety, dignity, and solidarity found a space to grow, one displaced family at a time. What started as one woman's courageous act of shared humanity has evolved into a legally registered, community-rooted organization recognized under Kenyan law. Today, EHH operates as a rights-based, Black feminist-led, non-profit entity dedicated to dismantling the intersecting injustices that marginalize refugee women, survivors of gender-based violence (GBV), and vulnerable children.

Anchored in the core principles of dignity, safety, self-determination, and inclusion, our work has grown into a holistic, multi-sectoral model that combines emergency relief with long-term pathways to resilience and self-reliance. These values are not abstract ideals — they shape every shelter provided, every skill imparted, every young life nurtured, and every community partnership forged.

Throughout 2024 and into 2025, EHHOP has continued to deepen and expand its impact through an integrated programming approach that addresses immediate humanitarian needs while tackling the root causes of poverty, food insecurity, and gendered inequality. Key milestones and monitoring insights this year demonstrate the practical outcomes of this approach:

- **Climate-Smart Livelihoods:** We trained refugee women and youth to produce **organic fertilizer** to restore degraded soils, conserve vital resources, and contribute to local climate change mitigation. Beneficiaries were further equipped with skills to produce **organic poultry feed**, empowering them to reduce input costs and build local supply chains.
- **Livestock Empowerment:** Through the distribution of chicks and the construction of a secure **poultry farmhouse**, families gained not only a stable food source but a stepping stone toward income generation and small-scale entrepreneurship.
- **Sustainable Farming Practices:** Refugees were trained in practical **irrigation methods and cultivation techniques**, enabling communities to reclaim infertile land and adapt more effectively to climate stressors.
- **Vocational and Economic Empowerment:** Our monitoring this year also highlighted the sustained impact of EHH's **catering skills training**, which continues to open economic pathways for women and youth to gain independence through food service enterprises. Responding to growing demand, we have rented an additional space that will house our **new vocational training centre**, a significant step toward equipping more refugees with marketable, life-changing skills.

- **Protection, Peacebuilding & Community Resilience:** In 2024, EHH strengthened its focus on community cohesion and safety through **peacebuilding campaigns** and **gender-based violence (GBV) awareness initiatives**. These sessions have created safer community spaces, increased reporting of GBV, and fostered dialogue on gender equality and respect.
- **Holistic Care:** Alongside our livelihood and protection pillars, EHH continues to provide psychosocial support, emergency shelter, nutritional care for children, and community solidarity structures that uphold our vision of feminist collective care.

The Monitoring & Evaluation processes implemented throughout 2024/2025 have been vital in measuring the reach, effectiveness, and sustainability of our programs. Field surveys, direct beneficiary feedback, and community listening sessions have helped us refine our approaches and adapt interventions to better reflect the real needs and aspirations of those we serve. Our impact indicators clearly demonstrate growing skills uptake, increased food security, improved economic resilience, and strengthened local leadership among refugee women.

Yet our journey is far from over. Significant challenges remain — funding gaps to fully equip our new training centre, logistical hurdles in scaling climate-smart agriculture, and persistent barriers faced by refugee women in accessing formal economic opportunities. However, our unwavering commitment, grassroots partnerships, and the remarkable resilience of our community continue to drive us forward.

As we look ahead, EHHOP reaffirms its mission to build bridges between crisis response and sustainable transformation. Our goal is not only to provide safety in the moment of crisis but to equip refugee women and children with the tools, skills, and solidarity networks they need to thrive long after displacement.

This **2024–2025 Annual Monitoring & Evaluation Report** stands as both a record and a call to action — a testament to what is possible when communities lead, when donors and allies walk in genuine partnership, and when feminist values of care and justice guide every step.

Together, we are not just sowing seeds — we are **planting futures** rooted in dignity, climate resilience, and economic self-determination.

2. STRATEGIC HIGHLIGHTS AND CORE ACTIVITIES UNDERTAKEN IN 2024

The year 2024 marked a period of strategic growth, structural consolidation, and community-centered innovation for **Endam Home of Hope (EHH)**. As we continue to respond to the urgent needs of displaced women and children—particularly refugees, survivors of gender-based violence, and marginalized youth—our efforts this year were intentionally focused on expanding our capacity, deepening our impact, and strengthening our institutional foundations for long-term sustainability.

2.1. Expansion of Shelter and Transitional Housing Facilities

In direct response to rising numbers of internally displaced persons and refugee arrivals in our region, Endam Home of Hope undertook a major expansion of our emergency and transitional shelter capacity. With support from local partners and grassroots fundraising, we initiated the renovation and repurposing of additional housing units to serve as temporary safe spaces for women and children fleeing violence, instability, or homelessness. These upgraded facilities now provide enhanced services including 24-hour security, sanitary infrastructure, and trauma-informed psychosocial support. This initiative significantly improved our ability to offer dignity, safety, and stability to vulnerable individuals as they navigate pathways to permanent resettlement or reintegration.

2.2. Implementation of Vocational Training and Economic Empowerment Programs

Recognizing the need to disrupt cycles of dependency and economic disempowerment among displaced women and youth, EHH prioritized the delivery of practical, market-relevant vocational training. Throughout 2024, we successfully implemented certified training modules in **sewing and tailoring, professional catering, and hairdressing and salon management**. The programs were led by skilled local artisans and trainers—many of whom are themselves former beneficiaries of Endam’s earlier interventions—demonstrating our commitment to community-led development. Each graduate of the program received a basic start-up kit, enabling them to generate income immediately upon completion. Over 50 women and young people participated in these programs this year, enhancing their autonomy and future economic resilience.

2.3. Expansion of the Soyamond Nutrition Program

In line with our holistic model of care, EHH scaled up its proprietary **Soyamond Nutrition Program** in 2024. This program delivers a nutrient-rich food blend—crafted from soybeans, almonds, and dried fruits—to malnourished children and nursing mothers within both refugee settlements and low-income host communities. With funding from institutional donors and in-kind contributions, we acquired small-scale food processing and packaging equipment, enabling us to increase both volume and quality of production. We also broadened our nutrition education outreach, training community health volunteers and mothers on safe infant feeding practices, maternal nutrition, and early childhood development. The program directly benefited over 300 individuals and reinforced our commitment to food justice and health equity.

2.4. Strengthening of Internal Governance, Staffing, and Operational Systems

Acknowledging the importance of strong internal systems for sustainable impact, EHH made significant investments in institutional development during 2024. This included the formalization of our governance structures, the revision of our constitution and safeguarding policies, and the

recruitment of additional program and administrative staff. A new Monitoring, Evaluation, and Learning (MEL) framework was adopted to improve data collection, project tracking, and impact reporting. These actions have laid a solid foundation for accountability, transparency, and long-term organizational growth.

2.5. Community Engagement and Movement Building

Endam Home of Hope continued to play a dynamic role in local and national networks addressing displacement, gender justice, and refugee rights. In 2024, we expanded our partnerships with fellow feminist-led organizations, refugee coalitions, and advocacy groups. We organized and participated in several forums focused on the rights of displaced women, Black feminist leadership, and anti-violence frameworks. Through these networks, we have amplified our advocacy voice, exchanged knowledge, and aligned ourselves with broader regional and global movements for social justice.



3. DEVELOPMENT AND EXPANSION OF SHELTER AND TRANSITIONAL HOUSING

In 2024, Endam Home of Hope (EHH) strategically prioritized the development and expansion of its shelter and transitional housing facilities in response to a marked increase in displacement across Kenya and the wider East African region. This surge in displacement has been driven by a

complex combination of protracted conflict, political instability, deteriorating economic conditions, and worsening climate-related disasters such as drought and flooding. These intersecting crises have disproportionately affected women and children, who remain particularly vulnerable to gender-based violence, exploitation, and systemic neglect during periods of displacement.

To address these urgent needs, Endam embarked on an ambitious infrastructure expansion project aimed at significantly increasing our shelter capacity and improving the quality and dignity of care provided to those in crisis. Central to this initiative was the construction and renovation of a **dedicated transitional shelter facility** designed specifically for refugee and internally displaced women and their children.

This expanded facility includes newly constructed dormitory blocks equipped with adequate bedding and ventilation, purpose-built sanitation infrastructure that meets humanitarian standards, and separate hygiene facilities that ensure safety, privacy, and dignity—especially for women and adolescent girls. The shelter compound was also fitted with essential security installations, including reinforced gates, external lighting, surveillance systems, and trained personnel to safeguard residents from external threats, trafficking risks, and domestic violence.

The development project was made possible through a combination of institutional support and grassroots mobilization. Partial funding was secured from aligned donor partners, while the remaining resources were sourced through community-based fundraising efforts, in-kind contributions from local stakeholders, and voluntary labor from members of the refugee and host communities. This approach reinforced the spirit of solidarity and ownership central to Endam's philosophy.

As of the close of 2024, the upgraded shelter now provides safe, dignified, and trauma-informed accommodation to more than **70 women and children** at any given time. The facility operates as more than a temporary haven—it serves as a transitional hub where survivors receive psychosocial support, legal aid referrals, healthcare access, and pathways to economic and social reintegration.

In line with our feminist and rights-based framework, the shelter is governed by strict safeguarding protocols and a survivor-centered code of conduct. It continues to serve as a model for community-led, gender-sensitive humanitarian response, demonstrating that it is possible to offer safety, dignity, and agency even amidst systemic displacement and crisis.

4. WOMEN'S LIVELIHOODS AND VOCATIONAL TRAINING INITIATIVES

A central pillar of Endam Home of Hope's long-term development strategy is the economic empowerment of refugee and displaced women through inclusive, feminist-informed, and market-relevant skills training. In 2024, the organization significantly expanded its **Women's Livelihoods and Vocational Training Program**, with the goal of providing sustainable pathways to income generation, economic self-reliance, and dignified livelihoods for women and young mothers affected by displacement, marginalization, and poverty.

Grounded in the belief that economic independence is foundational to restoring agency, confidence, and safety, our vocational initiatives are designed not only to equip participants with practical skills but also to dismantle systemic barriers that have historically excluded women—especially refugee women—from formal and informal economies.

During the reporting year, Endam successfully trained **52 women** across three vocational trades: **tailoring and garment production, catering and food enterprise, and cosmetology and beauty services**. These sectors were carefully selected based on labor market analysis, participant interest, and scalability potential within both refugee communities and host urban centers.



Each training cycle ran over several months and combined hands-on technical instruction with workshops on **financial literacy, small business development, cooperative enterprise models, and basic digital literacy**. Participants were mentored by local women trainers—

many of whom are former Endam graduates—thereby reinforcing peer-to-peer learning and community mentorship networks.

Graduates of the program were provided with **starter kits**, including sewing machines, culinary tool sets, and hairdressing equipment, to enable them to launch microenterprises or offer freelance services immediately upon completion of their training. The starter kits were essential in reducing entry barriers into competitive markets and eliminating the startup capital gap that often limits post-training success.

To further support post-graduation success, Endam facilitated **linkages to local markets**, savings groups, and women’s business cooperatives. Our team also provided ongoing **one-on-one business coaching** and access to legal advice where needed—for instance, on business registration, taxation, or operating in host community jurisdictions.

The impact of this program was not only measurable in the number of participants trained but also in its **transformative outcomes**. Many graduates reported increased household income, improved food security, reduced reliance on humanitarian aid, and greater decision-making power within their families. For some, the experience also served as a springboard into leadership roles within refugee women’s groups and community-based initiatives.

Furthermore, the initiative contributed to the wider **resilience of refugee communities**, reducing economic precarity and vulnerability to exploitation. It created safe and supportive environments where women could heal from trauma, connect in solidarity, and reclaim their dignity through work and creativity.

Endam Home of Hope remains committed to expanding this program in the years ahead, and we aim to introduce additional vocational options such as agribusiness, digital skills, and green technologies in response to shifting labor demands and climate realities. We believe that **true empowerment is rooted in opportunity, ownership, and equity**, and we are proud to stand alongside women as they shape a more secure and self-determined future for themselves and their families.

5. SOYAMOND NUTRITION INTERVENTION: ADDRESSING MALNUTRITION THROUGH INNOVATION

In response to the persistent and life-threatening challenge of acute and chronic malnutrition among displaced children and nursing mothers, **Endam Home of Hope** continued to prioritize innovative, locally sustainable solutions under its **flagship nutrition program—Soyamond**. This initiative, launched in previous years as a grassroots response to widespread hunger and undernutrition in refugee and informal settlements, was significantly expanded in 2024 to meet the growing need and to serve as a model of community-centered health intervention.

The **Soyamond Nutrition Program** is an integrated, culturally appropriate, and cost-effective response to food insecurity. It is rooted in both nutritional science and indigenous food knowledge. The program's primary intervention is the production and distribution of a nutrient-dense porridge blend known as **Soyamond**, composed of **soybeans, ground almonds, dried fruits, and fortified cereals**—ingredients selected for their high protein, micronutrient, and caloric value. All ingredients are locally sourced, supporting regional agriculture and ensuring affordability and scalability.

In 2024, the program reached an unprecedented scale, delivering direct nutritional support to over **580 vulnerable children** under the age of five and **130 lactating and pregnant mothers** across informal settlements, refugee camps, and urban slum communities in Nairobi and surrounding areas. A total of **2.5 tons** of Soyamond porridge was produced and distributed through a well-organized supply chain involving local women's cooperatives, community kitchens, and trained outreach volunteers.

Beyond food provision, the Soyamond initiative included a robust **nutrition education and health screening component**, designed to address the root causes and long-term effects of malnutrition. Through a network of trained **community health workers and volunteers**, Endam conducted over **700 individual screenings**, identifying children at risk of stunting, underweight, or wasting, and referring severe cases to local health centers in coordination with public health officials and UNHCR partners.

Nutrition education workshops were held regularly with mothers and caregivers, covering essential topics such as:

- Infant and young child feeding practices
- Maternal nutrition during pregnancy and breastfeeding
- Hygiene and food safety
- Water purification methods
- Understanding food labels and supplements

These workshops not only empowered caregivers with practical knowledge but also created support networks where women could share experiences and learn from one another in a culturally safe and nurturing environment.

Importantly, the program is designed for **long-term community ownership**. Local women involved in the preparation and distribution of Soyamond were compensated for their labor, provided with food safety training, and organized into **nutrition cooperatives** with potential to evolve into microenterprises producing fortified foods for wider distribution. This economic dimension enhances both household income and local food system resilience.

The success of Soyamond has made it a critical tool in reducing emergency nutrition cases and improving the overall health indicators of our target populations. Feedback from caregivers indicates notable improvements in children's energy levels, growth metrics, and general wellbeing within weeks of regular consumption. Equally, mothers have reported increased confidence in managing the nutritional needs of their families with limited resources.

Endam Home of Hope is now in discussions with regional public health stakeholders, local governments, and international food security agencies to explore scaling the Soyamond model across other high-risk zones in Kenya and neighboring countries. As we move forward, we remain committed to strengthening this program with added components such as **micronutrient supplementation, mobile health monitoring apps, and agro-nutrition linkages**, ensuring that no child suffers needlessly from hunger or malnutrition.

Through Soyamond, we continue to affirm our core principle: **nourishment is a fundamental right**, and dignified, locally owned solutions are key to achieving health equity for displaced and marginalized populations.

6. COMMUNITY ENGAGEMENT, ADVOCACY, AND LEGAL EMPOWERMENT

In 2024, **Endam Home of Hope (EHH)** deepened its commitment to systemic change by intensifying its **community engagement, legal empowerment, and advocacy** efforts. These initiatives reflect our understanding that while humanitarian relief is crucial for immediate survival, it is through rights-based advocacy and structural reform that long-term dignity, security, and justice for refugee and displaced populations—particularly women—can be achieved.



As a women-led grassroots organization founded by a refugee with lived experience of displacement, Endam has consistently positioned itself as a **catalytic voice for the rights of forcibly displaced persons**, with a specific emphasis on the **intersection of gender, migration, and social justice**. In 2024, our advocacy work was characterized by multi-layered strategies that spanned local, national, and regional spaces.

Participation in National Advocacy Platforms and Coalitions

Endam was an **active and recognized participant in three national-level coalitions**, including the National Refugee Women's Forum, the Civil Society Consortium on Statelessness and Migration, and the Feminist Alliance for Legal Empowerment. Through these spaces, we contributed to critical dialogues and policy advocacy on the inclusion of refugee women in national development plans, access to justice mechanisms, and protection from gender-based violence (GBV). Our representatives participated in roundtable discussions, stakeholder forums, and policy review sessions, ensuring that refugee women's experiences and perspectives were meaningfully represented in decision-making processes.

6.1. Community-Based Legal Awareness and Rights Education

Recognizing that many displaced women are unaware of their basic legal rights and entitlements under Kenyan and international law, we expanded our **Legal Empowerment Program** by organizing **two legal awareness clinics** in partnership with pro bono legal practitioners and refugee-led legal aid networks. These clinics provided over 180 women with tailored information on topics such as:

- The right to legal identity and civil documentation (birth certificates, refugee status documentation)
- Protection against forced eviction and labor exploitation
- Rights under the Sexual Offenses Act and the Refugees Act
- Legal remedies for survivors of GBV and intimate partner violence

Participants also received printed materials in accessible formats and languages (including Somali, Swahili, and Arabic), and were connected to legal referral pathways for further assistance.

6.2. Legal Referral, Case Management, and Psychosocial Support

In collaboration with trusted partners, including **Kituo cha Sheria**, the **Refugee Consortium of Kenya**, and **HIAS**, we facilitated over 100 individual **legal referrals** for women facing documentation barriers, domestic violence, child custody disputes, and property or tenancy rights violations. Survivors of GBV were also connected to **trauma-informed psychosocial support**

services, where trained counselors provided emotional support, safety planning, and accompaniment to health and legal institutions.

Our GBV case management approach was further enhanced in 2024 through the deployment of trained **caseworkers and community paralegals**, who offered frontline assistance to survivors while ensuring confidentiality, cultural sensitivity, and survivor-centered care.

6.3. Advocacy Against Xenophobia, Discrimination, and Gender-Based Exclusion

Endam played an instrumental role in **anti-xenophobia campaigns** during a politically volatile year where negative rhetoric against migrants and refugees had become more pronounced. Through community radio, social media activism, and youth forums, we promoted public messaging that emphasized **shared humanity, solidarity, and constitutional protections for all persons within Kenya's borders**.

We also worked to counteract **gendered exclusion and invisibility**, especially for urban refugee women who face multiple layers of marginalization. By centering their narratives in advocacy materials, media engagements, and policy submissions, we worked to reshape how refugee women are perceived—not merely as victims, but as agents of change, economic contributors, and community leaders.

6.4. Impact and Looking Forward

By the end of 2024, our community engagement and legal empowerment programs had reached over **1,200 individuals**, including women, youth, and allied community leaders. Our efforts contributed to increased legal literacy, strengthened access to justice, and broader community solidarity against violence, xenophobia, and exclusion.

Looking ahead, Endam intends to:

- Establish a permanent **Legal Empowerment Resource Hub** within our center
- Train a new cohort of **refugee women legal ambassadors**
- Expand our advocacy into regional and continental human rights forums (e.g., AU and IGAD platforms)
- Continue forging powerful alliances that affirm the rights and dignity of all displaced persons—especially women and girls

In line with our feminist values, our advocacy is rooted not only in demanding justice but also in co-creating systems of care, protection, and shared leadership across communities.

7. INTERNAL GOVERNANCE AND ORGANIZATIONAL DEVELOPMENT

In 2024, Endam Home of Hope (EHH) made significant strides in strengthening its internal governance, institutional capacity, and organizational development to ensure greater effectiveness, accountability, and long-term sustainability. Recognizing that robust internal systems are the foundation of impactful and ethical humanitarian work, the organization undertook a series of deliberate initiatives aimed at professionalizing its structures, enhancing staff competencies, and embedding a culture of continuous improvement.

7.1. Strategic Planning and Governance Policy Finalization

A major milestone for the organization in 2024 was the **completion and adoption of our Five-Year Strategic Plan (2024–2029)**. This comprehensive roadmap was developed through a participatory process involving staff, board members, community representatives, and technical advisors. The plan outlines our organizational vision, mission, strategic priorities, and key outcomes over a five-year horizon. It also incorporates a detailed implementation matrix, resource mobilization strategy, and performance indicators, ensuring that Endam's growth remains purposeful, measurable, and aligned with its founding values.

Accompanying this was the **finalization of a formal Governance Policy**, which clearly delineates the roles, responsibilities, and ethical standards expected of the Board of Directors, senior management, and all staff. The policy promotes democratic decision-making, fiduciary responsibility, conflict-of-interest safeguards, and gender-inclusive leadership. This was a key step in aligning Endam with best practices in non-profit governance and compliance with regulatory frameworks under Kenyan law.

7.2. Human Resource Development and Staffing Enhancements

In response to our expanding program portfolio, Endam made critical investments in **human resources and staffing**. We successfully recruited a team of **part-time program coordinators** specializing in shelter management, vocational training, and community outreach. These coordinators brought sector-specific expertise and helped streamline project implementation, reporting, and beneficiary tracking. We also introduced **role-based Terms of Reference (ToRs)**, performance appraisal systems, and HR documentation to support professionalism and transparency in human resource management.

Staff wellness was prioritized through reflective practice sessions and access to mental health support, particularly for frontline workers involved in trauma-sensitive work. The organization also reviewed its **safeguarding and code of conduct policies** to enhance a safe and ethical working environment for both staff and program participants.

7.3. Strengthening Financial Systems and Accountability Mechanisms

Endam took decisive steps to **upgrade its financial reporting, budgeting, and grant compliance systems**. In collaboration with a certified public accountant and external auditor, the organization adopted standardized procedures for:

- Cash flow forecasting
- Budget tracking against donor and organizational targets
- Internal financial controls and audit preparedness
- Quarterly financial reporting to the Board and key stakeholders

A digital accounting software was piloted to enhance real-time financial monitoring and reduce risk exposure to fraud or mismanagement. These reforms not only improved internal confidence but also built donor trust and regulatory compliance with institutional funding requirements.

7.4. Establishment of a Monitoring, Evaluation, and Learning (MEL) Framework

To ensure our programs remain data-informed and impact-driven, Endam developed and introduced a **Monitoring, Evaluation, and Learning (MEL) Framework**. This tool integrates data collection methodologies, participatory feedback mechanisms, outcome tracking, and learning loops. It enables the organization to:

- Assess program effectiveness in real time
- Track progress against strategic indicators
- Identify implementation challenges early
- Document lessons learned for adaptation and scaling

MEL focal persons were designated within each thematic program area, and quarterly review meetings were institutionalized to assess performance, address gaps, and celebrate achievements.

7.5. Staff Capacity Building and Institutional Learning

Continuous learning remained central to our operational philosophy. In 2024, Endam organized a series of **internal and external capacity-building workshops** for all staff and volunteers. Topics included:

- Trauma-informed care and psycho-social first aid
- Community safeguarding protocols and survivor-centered GBV response
- Grant management, donor compliance, and narrative reporting
- Ethics, data protection, and accountability to affected populations (AAP)

The training sessions were facilitated by experts in humanitarian protection, mental health, feminist leadership, and donor reporting. These efforts equipped staff with the technical and emotional tools to serve our communities with competence, sensitivity, and respect.



8. FINANCIAL OVERVIEW: REVENUES, EXPENDITURES, AND BUDGET PLANNING

Annual Income (2023-2024): \$32,000 USD

Total Expenditures (2023-2024): \$30,400 USD

Current Fiscal Year Anticipated Budget (2024-2025): \$40,000 USD

Projected Budget for 2025-2026: \$80,000 USD

Dream Budget (Fully Meeting Goals): \$200,000 USD

These figures reflect both program-specific and core operational funds. Expenditures included shelter renovation, vocational program costs, nutrition supplies, and modest staff stipends.

9. CHALLENGES, RISKS, AND COMMUNITY SAFEGUARDING MEASURES

As a grassroots organization working directly with vulnerable refugee and displaced populations, *Endam Home of Hope (EHH)* operates in an inherently complex and high-risk environment. Throughout 2024, the organization continued to face a combination of operational, structural, and socio-political challenges that required both immediate response and long-term resilience planning. These challenges were compounded by systemic inequalities, limited financial resources, and the evolving legal landscape governing refugee rights and humanitarian interventions in Kenya.

9.1. Persistent Challenges Impacting Service Delivery and Institutional Growth

One of the most significant challenges encountered during the reporting period was **chronic underfunding** relative to the scale of community needs. While the demand for shelter, nutrition, legal assistance, and psychosocial support has steadily increased, donor funding has not kept pace. This gap constrained the organization's ability to expand critical services such as transitional housing and emergency medical referrals.

In parallel, the **demand for safe shelter** sharply increased due to regional instability, urban evictions, rising cases of gender-based violence (GBV), and climate-induced displacement. Our shelter capacity often exceeded its intended occupancy, forcing the organization to explore creative strategies such as community-hosting arrangements and rotational housing models.

Additionally, **socio-political tensions**—including xenophobia, anti-refugee sentiment, and discriminatory law enforcement practices—posed significant external risks to our staff, beneficiaries, and program operations. These tensions were particularly heightened in informal settlements where many refugees reside.

Administrative and policy-related delays, including prolonged processing times for legal documentation and work permits, also posed barriers to economic self-reliance for refugee women, further entrenching cycles of dependency and vulnerability.

9.2. Risk Mitigation and Organizational Safeguarding Frameworks

Despite these mul-tidimensional challenges, Endam Home of Hope proactively implemented a robust **risk mitigation strategy** that prioritizes community safety, organizational compliance, and psychosocial wellbeing. Key measures instituted in 2024 included:

I. Institutional Safeguarding Protocols

Endam has instituted comprehensive safeguarding guidelines aligned with international humanitarian standards and feminist principles. All staff, volunteers, and partner organizations are required to undergo:

- **Background screening** and vetting processes.

- **Mandatory safeguarding and GBV prevention training**, with annual refreshers.
- Adherence to a **zero-tolerance policy** for abuse, exploitation, or discrimination of any kind.

II. **Trauma-Informed and Culturally Competent Programming**

Recognizing the intersecting vulnerabilities of displaced women and children, all program design and service delivery follow a **trauma-informed approach**.

This includes:



- Centering survivor agency and informed consent.
- Creating safe, confidential, and inclusive spaces for healing.
- Integrating cultural and linguistic competencies to ensure that services are both respectful and relevant.

III. **Community Listening and Conflict Prevention**

To preemptively address tensions and respond to shifting community dynamics, Endam conducts **regular listening sessions, stakeholder mapping, and dialogue forums**. These participatory approaches empower community members to raise concerns, co-develop solutions, and strengthen social cohesion.

IV. **Legal Preparedness and Emergency Referral Systems**

Endam has cultivated strong working relationships with **legal aid organizations**, refugee rights defenders, and pro bono legal clinics. Through these partnerships, beneficiaries can access:

- Emergency legal assistance in cases of arrest, eviction, or deportation risk.
- Support for documentation, refugee status appeals, and child custody issues.
- Guidance on legal redress in cases of labor exploitation or GBV.



V. **Psychosocial Risk Management and Staff Care**

Operating in high-stress humanitarian settings takes an emotional toll on frontline staff. In 2024, Endam invested in **staff wellness programs**, including debriefing sessions, peer support circles, and access to professional counseling. These efforts were critical in preventing burnout and preserving service quality.

9.3. **Strategic Outlook on Risk and Community Resilience**

As Endam Home of Hope scales its operations, it remains vigilant and adaptive to the ever-changing risk landscape. The organization is currently in the process of developing a **comprehensive risk register and emergency response protocol** that will enable proactive decision-making, resource pre-positioning, and coordinated crisis management.

In all its risk mitigation strategies, Endam continues to **center the voices, safety, and dignity of women and children** who are at the heart of its mission. Our safeguarding measures are not merely procedural but deeply rooted in feminist care ethics, survivor protection standards, and a commitment to do no harm.

Through strategic foresight, community-based resilience building, and an unwavering commitment to rights-based humanitarian service, Endam seeks to not only respond to adversity—but to lead in building systems of **protection, justice, and transformative change** for displaced populations across Kenya.

10. STRATEGIC VISION FOR 2025 AND LONG-TERM PROJECTIONS

As Endam Home of Hope (EHH) reflects on the achievements and lessons of 2024, we simultaneously cast our gaze forward with a bold and transformative strategic vision for 2025 and

the ensuing years. Rooted firmly in our founding principles of dignity, feminist care, and community self-determination, our future roadmap seeks to significantly expand our operational capacity, deepen programmatic impact, and institutionalize sustainable frameworks that ensure long-term resilience for the refugee and displaced communities we serve.

I0.1. Establishing a Permanent, Holistic Community Support Center

One of the primary strategic goals for 2025 is the establishment of a **permanent and purpose-built center** designed to meet the multifaceted needs of displaced women and children. This center will significantly expand our shelter capacity, allowing us to safely accommodate a larger number of residents in secure, dignified, and trauma-informed living spaces. Beyond residential shelter, the facility will house an **on-site vocational training complex** offering advanced courses in tailoring, food catering, cosmetology, and other market-relevant trades. This integrated infrastructure will serve as a vibrant community hub—providing safe housing, skills development, psychosocial support, and legal assistance under one roof, thereby reducing barriers to access and promoting holistic wellbeing.

I0.2. Scaling Nutrition Innovation Through Strategic Partnerships and Regional Integration

Building on the success of the Soyamond Nutrition Program in 2024, Endam plans to **scale this innovative intervention beyond our immediate community**, collaborating with regional health centers and public health stakeholders. Our goal is to institutionalize Soyamond as a widely accessible, locally sourced nutritional supplement targeting malnourished children and nursing mothers across vulnerable refugee settlements and host communities. This expansion will require investment in production capacity, supply chain management, and robust monitoring systems to ensure consistent quality and reach.

I0.3. Launching Social Enterprise Initiatives for Economic Empowerment and Sustainability

Recognizing the critical nexus between economic empowerment and long-term self-reliance, Endam intends to **launch a social enterprise model** focused initially on tailoring and food catering services. This enterprise will provide market-driven employment opportunities for program graduates while generating sustainable income streams to subsidize core operations. By fostering entrepreneurship, financial literacy, and business mentorship within this social enterprise framework, Endam aims to create a replicable and scalable model of economic resilience for displaced women, empowering them to transition from aid dependence to active economic participation.

I0.4. Securing Multi-Year Core Funding for Institutional Stability and Growth

To actualize these ambitious plans, securing **multi-year core funding commitments** remains a critical priority. Long-term, flexible financing will enable Endam to move beyond project-based funding cycles that often limit strategic planning and capacity-building efforts. Core funding will support essential organizational functions, including staff retention, governance improvements, and infrastructure maintenance, thereby fortifying the institution's foundation and allowing for sustained innovation and responsiveness.

10.5. Deepening Regional Feminist Advocacy and Rights-Based Campaigns

In parallel with service expansion, Endam is committed to **deepening its leadership in feminist advocacy and refugee rights movements at the regional level**. We will strengthen our participation in coalitions, elevate the voices of displaced women through public policy engagement, and lead targeted campaigns addressing xenophobia, gender-based violence, and systemic discrimination. Through strategic alliances with feminist networks, human rights defenders, and legal actors, we aim to influence legislative reforms and enhance protections for displaced communities in Kenya and the broader East African region.

This strategic vision underscores Endam Home of Hope's unwavering commitment to not only meeting immediate humanitarian needs but also catalyzing transformative social change that advances justice, dignity, and sustainable empowerment for marginalized populations.

II. MONITORING AND EVALUATION; JULY 2025- ORON STATE

Cultivating Change, Empowering Lives



11.1. Introduction

Endam Home of Hope continues to provide life-changing interventions for refugees in Nigeria through climate-smart agriculture, practical skills training, economic empowerment, and peacebuilding. This report highlights our activities, achievements, and progress for July.

11.2. Objectives

- Equip refugees with practical skills for sustainable farming and livelihood.
- Promote soil conservation and climate change mitigation through organic practices.
- Support economic self-reliance through catering and vocational skills training.
- Strengthen community peace and protection through awareness and engagement.
- Expand training infrastructure to reach more beneficiaries.



3. Key Activities and Achievements (July)

Activity Area	Key Actions Implemented	Outputs / Progress
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Climate-Smart Agriculture	Trained refugees to produce organic fertilizer for cultivation, soil conservation, and climate change mitigation	Refugees gained practical skills in sustainable fertilizer production, improving soil health and reducing dependence on chemical inputs.
	Trained refugees on producing organic poultry feed	Beneficiaries learned how to make affordable, nutritious feed to support local poultry farming.
	Empowered refugees with chicks and constructed a poultry farmhouse	20 households were supported with chicks and given access to a secure farmhouse, creating new sources of food and income.
	Taught irrigation methods and cultivation practices to mitigate climate change	Farmers now have the knowledge to reclaim degraded land and establish climate-resilient farms.
Livelihood Skills & Economic Empowerment	Evaluated previous economic sustainability projects through catering skills training	Monitoring showed positive results, with many beneficiaries applying their skills to generate income through food preparation and catering services.
	Rented an additional space for a new vocational training centre	A new centre has been secured and will soon be equipped to expand access to skills training for more refugees.

Community Peacebuilding & Protection	Organized peacebuilding campaigns and gender-based violence (GBV) awareness sessions	Community members were engaged in discussions on peaceful coexistence and the prevention of GBV, strengthening respect, safety, and unity.
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11.4. Monitoring Indicators (July Snapshot)

Indicator	Target	Achieved	Remarks
Refugees trained in organic fertilizer production	50	52	Exceeded due to high participation
Refugees trained in poultry feed production	50	50	Fully achieved
Households supported with chicks and farmhouse access	20	20	Fully achieved
Refugees trained in irrigation & cultivation	50	47	Slightly below target due to rain delays
Beneficiaries evaluated for catering skills impact	30	30	Fully achieved
New vocational training centre secured	1	1	Secured; equipping in progress

Participants reached in peacebuilding & GBV campaigns	100	95	Ongoing follow-up sessions planned
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11.5 Challenges

- Limited funding to furnish and equip the new vocational center.
- Unpredictable weather affects practical field training.
- Need for sustained community engagement and follow-up support.

11.6. Next Steps & Recommendations

- Procure and install equipment in the new vocational training center.
- Scale up organic farming and poultry production training to reach more refugees.
- Expand the catering and food service training to build more income pathways.
- Continue community awareness and follow-up sessions on peacebuilding and GBV prevention.
- Strengthen partnerships and resource mobilization to ensure sustainability and growth.

12. CERTIFICATION

This report is prepared and submitted in accordance with Endam Home of Hope's governance policies and financial accountability standards. It reflects the organization's activities and financial transactions from January 1, 2024, to December 31, 2024.