

# Kenya Competence Trust

*Stimulating, connecting and learning from local responses*



**A**s **Kenya competence Trust** we exist to nurture the belief that people with HIV or AIDS, along with others who are affected, have the capacity to respond through care and change, to act, and to live in hope in the different contexts of their lives, including those of workplace, home and family, community, and church.

We choose to demonstrate the capacity inherent in all of us, by acting as a facilitation team to respond to invitations from people and organizations that wish to experience, understand and, to expand local response, transform organizations including Faith based Organizations to learn personally from local experience, and influence policy.

The Trust will contribute to this vision through stimulating and connecting local responses to HIV/AIDS and building capacity within organizations across Kenya.

The Trust will utilize the skills and experience of a pool of resource people, to respond to invitations and network with interested organizations/communities.

The Trust will strengthen capacity within organizations and local responses through a facilitation team which will be able to implement the Human Capacity Development (HCD)/Integrated Mission/AIDS Competence Process, through:

- Support to **Action Learning and Transfer (SALT) visits** where facilitators appreciate local strengths, stimulate action, learn from those actions and transfer lessons learned into their own and other's settings,

- Facilitation of **self-assessment** by "communities" constituting the organization or with whom the organization works with, so that they assess their own strengths and decide on their own actions to undertake to improve their AIDS Competence,
- Support to **self-measurement of change** and sharing of local experience with other communities
- Support to **knowledge fairs**, where communities exchange lessons learned from experience
- Support to the development of **knowledge assets**, which summarize common principles for action based on experiences and available resources for those who wish to adapt those principles to their own context
- Building of **Facilitation Teams** within communities and organizations
- **Transfer** of knowledge and experience between local responses and organizations
- **Policy** influence at National level

## ACTIVITIES – 2009

NEWSPAPER - 2009

## ORGANIZATION: 1. TRUSTEES:

As part of the activities for 2009, the team spent time discussing running of the Trust. Through these conversations, three Trustees were selected (3) to oversee the activities of the Trust.

A similar process took place at a core-team meeting where 2. **BOARD MEMBERS** were suggested. The Board members confirmation is still in progress. 10 names were suggested but yet to be confirmed

**Functions:** The Trust has divided its functions and facilitation teams into three categories: **1. Share function 2. Learn function 3. Transfer function.** These functions together strengthen the working mechanism for the Trust and connection with the global life competence family..



1. The first working group for Kenya Competence Trust was held in Nairobi in January 2009. This meeting enabled members of Kenya competence Trust to share with a wider group the vision and opportunities for connections. Partners that joined in this first meeting were, ICS, KLDT, OAIC, CORAT, The Salvation Army, World Vision, and VSO.

## REGISTRATION:

Kenya competence Trust has submitted its application for official registration with the Government of Kenya. The process is in its second phase. The Trust is being advised and supported by a well known law firm in Kenya. The stage at which the Trust has reached, enables the Trust to run daily activities for the partnerships that have emerged so far.

- Members of the trust each willingly contributed towards the required registration fees.

## ACTIVITIES 2009: Kenya FBO Coalition

In June 2008, 4 denominations in Kenya (The Salvation Army, Free Pentecostal Fellowship of Kenya - FPFK, Organization of Africa Instituted Churches - OAIC, and Nazarene Compassionate Ministries - NCM) began a 1 year process of capacity development for strengthening local congregational response to HIV/AIDS, with implications for organizational ways of working and policy influence. Over a 1 year period, different key areas for capacity building were focused on for two communities in Muhoroni (Western Kenya) and in Mombasa (Eastern Kenya). A team of two facilitators from The Salvation Army led the processes with support from team-mates from other churches.

## OUTCOMES:

- Increased number of competent local responses (4 communities in Western Kenya and 3 in Mombasa)
- 2 multi-organization facilitation teams formed in Mombasa and Muhoroni .



## Increase of Facilitation Teams:

### Muhoroni:

Salvation Army from 4 – 230 (includes all teams in Kenya W. Territory)

OAIC from 2 – 8, **FPFK** from 3 to 9, **NCM** from 5 to 30

### Mombasa

FPFK from 2 to 22, SA from 2 to 29

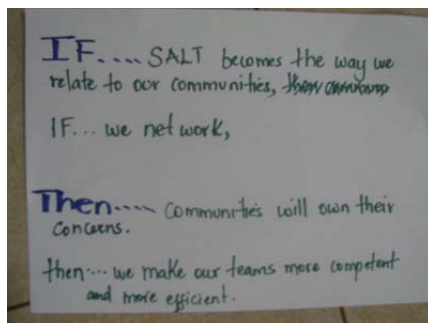
OAIC from 2 to 17



- Each team has expanded by over 100% in a 12 month period.
- Increased quality of local responses, characterized by increasing care between neighbours and decisions for change. In an 11 month

period each team (Mombasa and Muhuroni) visited over 500 homes.

- Communities identifying areas for change (e.g. drug abuse, alcoholism, HIV) and committing to a community counselling process (2 communities in this stage).
- Teams are self-measuring at six-monthly intervals. Each organization did regular self-assessments, and a final assessment at the synthesis meeting
- Plans for application done by each team every 2 months as part of the support visit process
- Successfully responding communities are reaching out to impact neighbouring communities. In Muhuroni/Kisumu 37 new communities were reached for



relationship building and in Mombasa 30 communities over a 12 month period.

- Increased resource pool of facilitators with experience in Documentation & Measurement processes.

Confidence with measurement tools

such as the 'Dream', 'Self-Assessment' 'Concept Analysis', 'Quantitative Data collection'

- Teams are self-measuring at six-monthly intervals; in so doing gaining confidence for increased care and change and response
- Departments within organizations beginning to work together as 'teams' (e.g. FPFK, OAIC)
- Organizations beginning to form their own facilitation teams for transfer and influence (FPFK)
- MP in Western Kenya has invited a proposal from the FBO's for joint action
- Two organizations (FPFK/OAIC) writing in the HCD/Facilitation Team Approach into their ongoing strategies
- Agreement for Organizations to offer SALT visits for learning and sharing as an ongoing practice of the FBO Coalition
- Shared debriefs with Church Leaders following the synthesis meeting

#### CONSTELLATION BOARD MEETING IN THAILAND...

Kenya competence Trust sent a representative to Thailand for the constellation Board members meeting for discussions on member organizations.

For further information and detailed outcomes of that meeting, please visit the life competence website.

**KENYA INDIA EXCHANGE:** Learning and sharing process between Kenya and

India begun late last year. The process has been learning around local response. SALT visits have been organized and there is still ongoing learning and sharing between India and Kenya. . The Kenyan host community has been a 'group' of truck drivers in Mlolongo Kenya. For further reading go to India-Kenya learning together' group.

### PARTNERSHIPS AND GOVERNMENT LINKAGES



- As a Trust, we followed different partnership opportunities and emerging connections. Through the connections, we were able to link with the National Aids council. And as a result aids competence has been written into the next National Strategic Plan as one key methodology for community mobilization. NAC has adopted this

through the experience with the GLIA process.

### SALT VISITS:

- Through the FBO partnerships, one day SALT visits have continued to be organized. Muhoroni and Mombasa have continued to host as a learning opportunity for members and partners of Kenya Competence Trust. SALT visits have been hosted by different FBO's to enhance the learning.

### CORE-TEAM MEETINGS:

The core-team for Kenya competence Trust at the moment consists of six people.



The core-team comes together every 2 months and the meetings are given different focuses. The main/overall objectives of the core-team meetings are:

- To strategically work on strengthening partnerships and activities for the Trust.
- To share, learn and plan ongoing events for the Trust
- Working group for detailed/administrative functions for the Trust
- Updates and follow-ups for ongoing and emerging partnerships.

### KCT: ACHIEVEMENTS 2009:

- Establishing the Trust and official registration
- Consistent SALT visits for learning
- Support processes to WAA, KENWA, ICS
- Confirmed Trustee's for the Trust.
- Participation in constellation board meeting
- Frequent core-team meetings
- India-Kenya connections virtual learning.
- Running – group on Ning with 18 members.
- Over 15partnership connection in sharing ACP process in the year 2009.
- Expanded pool of facilitation teams.
- Working group and partners meetings to share ACP process.
- Stronger FBO involvement in applying/transferring the ACP process as fit for churches and communities.



### CHALLENGES:

- The challenge for continued and consistent partnerships.
- SALT visits could be more, to meet the demand for learning.

For further information about Kenya Competence Trust, go to [www.aidscompetence.ning/group/kenyacompetencetrust](http://www.aidscompetence.ning/group/kenyacompetencetrust)