

TEAM KENYA

STRATEGIC PLAN 2025 – 2026

EDUCATING GIRLS, EMPOWERING WOMEN, AND TRANSFORMING COMMUNITIES THROUGH SUSTAINABLE DEVELOPMENT

Introduction

The 2025-2026 Strategic Plan outlines our work in the UK and with Twende Pamoja NGO in Kenya over the next 12-18 months. It details our approach and activities that will positively impact Ndhiwa's communities while advocating for change in the UK. Our flexible approach aims to empower Ndhiwa's residents to address their own development needs and enjoy basic human rights and equality.

Strategic Review

Team Kenya is a dynamic UK charity, evolving since 2008 amidst global challenges like climate change and the COVID-19 pandemic. Our strategic review clarified our priorities and operations, focusing on long-term solutions rather than temporary fixes. We are committed to aligning our goals with the UN Sustainable Development Goals (SDGs) and fostering local partnerships.

Vision and Mission

- Vision: A sustainable, just society where poverty is eradicated, and individuals have equal opportunities to fulfil their potential.
- Mission: To tackle inequalities, educate girls, empower women, and transform communities in Ndhiwa Sub-County, Kenya, through our partnership with Twende Pamoja NGO, while advocating for change in the UK.

Values and Approach

Our commitment prioritises people and the planet:

- People: Enhancing lives and fostering equity.
- Planet: Addressing climate change and supporting ecosystems.

Core Values:

- Empowerment: Building confidence and control over one's life.
- Integrity: Upholding honesty and strong moral principles.
- Respect: Valuing individuals, regardless of their background.
- Compassion: Showing empathy and a desire to help others.

Key Concepts:

- Collaboration: Building long-term partnerships to address poverty.
- Social Justice: Ensuring equal rights and opportunities for all.
- Equity: Promoting equal rights and opportunities.
- Anti-racism: Actively opposing racism and supporting decolonisation.
- Feminist Leadership: Redistributing power inclusively and participatorily.
- Building Resilience: Enhancing communities' abilities to adapt to challenges.

Who is Team Kenya?

Team Kenya operates with dedicated volunteers and part-time staff, working alongside Twende Pamoja. Our place-based, holistic approach targets the entire community, fostering strong relationships and delivering effective development solutions.

Partnership Approach

Our partnership with Twende Pamoja prioritises equity, enabling local communities to lead their development agendas. We aim to shift power dynamics and promote collaborative processes for decision-making.

Embracing the UN Sustainable Development Goals

Team Kenya aims to address the relevant SDGs to ensure that we “leave no one behind.” Sustainability is integral to our activities, recognising the urgency of climate change. Our strategy will map activities against key SDGs, focusing on environmental, economic, and social sustainability.

Key SDGs:

1. End poverty in all forms everywhere.
2. Ensure inclusive, equitable quality education.
3. Achieve gender equality and empower women and girls.
4. Reduce inequality within and among countries.
5. Make cities inclusive, safe, resilient, and sustainable.
6. Combat climate change and its impacts.

Our goal is to enhance the resilience of Team Kenya and Twende Pamoja while educating young people to become global citizens and change-makers in their communities. We align our work with Kenya Vision 2030, focusing on gender equality and sustainable development.

What Is Poverty?

Poverty is a complex issue rooted in oppression, denying communities access to resources and dignity. It affects millions globally, impacting all aspects of life and holding back human potential. The United Nations aims to eliminate extreme poverty by 2030 as a key sustainable development goal.

What Is Multidimensional Poverty?

Multidimensional poverty encompasses more than just income, including education, health, living standards, access to services, social inclusion, and empowerment. Those in poverty often face multiple disadvantages like poor health and lack of education. Recognising this complexity is essential for effective advocacy and policy influence, which is a core component of Team Kenya’s strategy to promote inclusive development.

Why Girls and Women?

Gender equality is crucial for sustainable development. Women and girls disproportionately suffer from climate change, which exacerbates existing inequalities. Empowering women leads to societal benefits, as they should have control over their bodies and choices. Promoting gender equality is key to shaping a better future.

Why Young People and Livelihoods?

With nearly half of Ndhiwa's population under 15, young people's perspectives are often overlooked. Investing in youth is essential to achieving the 2030 Agenda for Sustainable Development. Our strategy emphasises meaningful engagement with young people to harness their potential for community change.

Our Commitments (2025-2026)

- Recognise and respond to local community needs.
- Engage in continuous dialogue with Twende Pamoja and the community.
- Support participatory democracy and elevate local leadership.
- Shift language to reflect co-learning and co-creation.
- Foster collaboration within the civil society sector.
- Prioritise individual and collective care.
- Invest in TP's organisational development for sustainable impact.
- Conduct ethical, cost-effective programmes aligned with UN SDGs.
- Measure impact and promote a reflective learning culture.

Strategic Priorities

1. Twende Pamoja Partnership Priorities:

- Redress power imbalances through open dialogue.
- Invest in the capacities of TP and local communities.
- Support TP's 2025-6 Programme Strategy focused on gender equality, poverty eradication, and sustainable practices.

2. UK Operational Priorities:

- Promote UN SDGs and Global Citizenship.
- Raise awareness and secure funding for Kenya and UK operations.
- Advocate for policy change regarding Ndhiwa's challenges.

3. UK Governance and Accountability Priorities:

- Ensure effective governance and accountability for impactful service.
- Follow the Charity Commission's Governance Code.
- Enhance trustee engagement and resilience through ongoing training.

Team Kenya's 2025-26 Targets:

1. Achieve a sustainable annual income of £250,000.
2. Strengthen Twende Pamoja's capacity for community-led approaches.
3. Develop Team Kenya's organisational capacity to meet partnership commitments.
4. Implement effective due diligence across the partnership.
5. Review and update the partnership Memorandum of Understanding.
6. Cultivate a reflective learning culture to share best practices.