



# COMPANY PROFILE

[www.wezacare.org](http://www.wezacare.org)

#PamojaTunaWeza



# TABLE OF CONTENTS

<b>ABOUT US</b>	<b>1</b>
<b>OUR STORY</b>	<b>3</b>
<b>WHAT WE DO</b>	<b>6</b>
<b>WEZACARE ACCELERATOR PROGRAM</b>	<b>9</b>
Introduction of Program	10
Train People	11
Equip Charities	13
Nurture Networks	15
<b>DEPARTMENTS</b>	<b>16</b>
Consulting	17
Engineering	17
Applied Research/M&E	18
Media & Communications	18
Human Resource/Admin	18
<b>BOARD OF DIRECTORS</b>	<b>19</b>
Jonathan Dowell	20
Andrea Dowell	20
Stephen Ondeche	21
<b>CONTACT INFORMATION</b>	<b>22</b>

# ABOUT US

---



We are a Non-Profit Consultancy that works with Charitable Children's Institutions (CCIs) to equip and empower them to care for and protect vulnerable children and families through Family and Community Based Care in the safest way possible. Ensuring children separated from their families are allowed to return home and stay home in a safe, loving, and sustainable family.

We work with CCIs through Capacity Building of their current programs, help them better understand the rapidly changing National Care Reform within the country and how to ensure compliance with Government regulations, and fundamentally, seek to find child-centered solutions to broken families and communities and how to safely mitigate this challenge.

We also walk alongside and champion CCIs who are ready, willing, and able to transition by helping them identify how best to support children under their care. We primarily do this through our Accelerator Program which acts as a guide to help CCIs transition from operating as a residential care facility to operating in a new model of care that centers around Family and Community-Based care for children all while being compliant with statutory regulations.

The Accelerator Program is founded on three pillars; **Training People, Equipping Charities** and **Nurturing Networks**. These pillars help provide CCIs with better guidance on how to take care of vulnerable children and families, with alternatives on how best to approach their transition journey to family and community-based care.

## Mission

We exist to support charities by providing innovative solutions to care for and protect vulnerable children and families.

## Vision

We envision a world where every child grows up in a safe, loving, and sustainable family.

## OUR CORE VALUES



### Compassion

We approach others with appreciation and empathy in our interactions both internally and externally and, strive to lead with an understanding heart.



### Integrity

We commit to building trust in an honoring environment.



### Collaboration

We thrive together by learning from each other.



### Innovation

We endeavor to produce bold and innovative solutions that are beneficial and effective to our partners to help fulfill their mission toward family and community-based care.



### Excellence

We strive for the highest quality through continuous learning in order to provide a clear roadmap for partners to confidently transition and build capacity all while prioritizing child protection.

# OUR STORY



#PamojaTunaWeza

WezaCare Solutions was experiencing our own transition into the new model of care and in that interaction, we came to understand the value of Family and Community Based Care. Specifically, while working with Agape Children's Ministry and experiencing our own transition into a Children's Welfare Program, it became evident that more CCIs would benefit from learning how to go about it.

This came about against the background of a call for change in the Child Care system both locally and globally, where there have been discussions on the transition from the traditional approach that is residential care also referred to as institutionalization, to the new model of care that is, Family and Community Based Care. Where the latter focuses on the child's best interest first and advocates for a child growing up under the care of their closest willing kin where the parents are unable to.

This system change within the Child Welfare sector, brings about new opportunities and an equal amount of challenges.

WezaCare strives to champion Charitable Children's Institutions (CCIs) from an empathetic and non-shameful context. Honoring the traditional approach to child welfare while embracing a new model that aims to help better deal with the issue of broken families and communities, which we believe is a major root cause of child separation.



Having gone through this journey, we now act as a guide in our work with charities against the backdrop of our knowledge in Family and Community Based Care and through our innovative tools, technology and qualified workforce with extensive Social Work and technical expertise.

From a transition perspective, WezaCare desires to equip Charitable Children's Institutions (CCIs); (those organizations who house children residentially) to transition their existing capacity into Family and Community-Based Care Services, while making a way for children to find a safe journey home to loving and sustainable families. In addition, ensure the staff, programs, and the organizations' capacities are protected and enhanced through the process.

For further context, traditional approaches to Child Welfare and Child Protection programs tend to respond to the symptoms of a child's needs rather than dealing with the root causes of child separation. These root causes often stem from broken relationships resulting in include orphanhood, poverty, neglect and abandonment, violence and abuse, and disability.

Statistics indicate more than 50% of children are experiencing or will experience violence within their communities. Almost 10 million children in Kenya, live in at-risk situations while thousands of children are fully separated from their families.

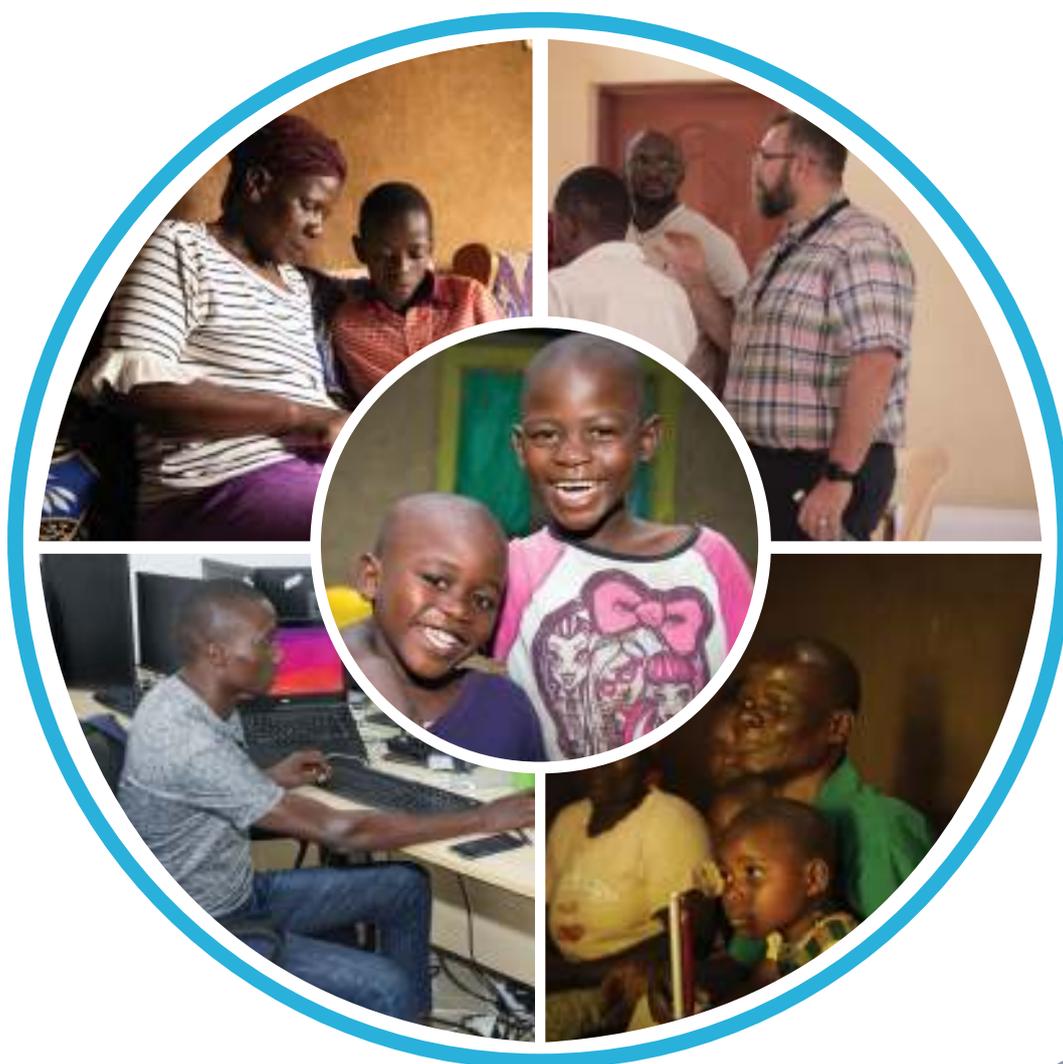
Since embracing this system change, we have trained hundreds of frontline practitioners in Kenya on the new model of care and working with children, helped transition 8 partner organizations, and invested, and built the capacity of 52 of our partners. For the future, we are looking to scale for National capacity as an organization to help institutions adopt Family and Community Based Care services within their organizations while making a way for children to find a safe journey home to loving and sustainable families.

We look forward to being part of a model system and social change showing the resulting positive impact when public and private sector players, unite for the sake of vulnerable children and families.

In conclusion, as part of 1MILLIONHOME's Global Accelerator Program, and because of the state of Care Reform in Kenya and the state of WezaCare, we hope to replicate this journey in other countries. As an organization, we are continuously looking for scalable and sustainable solutions for models of care that can be scaled up and replicated in other countries as regards social change specifically in the Child Welfare sector.

A child separated from their family is one child too many and despite local Child Welfare interventions, we believe there is room for a bigger impact one organization at a time. We plan to do this by focusing on the system changes and getting to the underlying root causes of child separation.

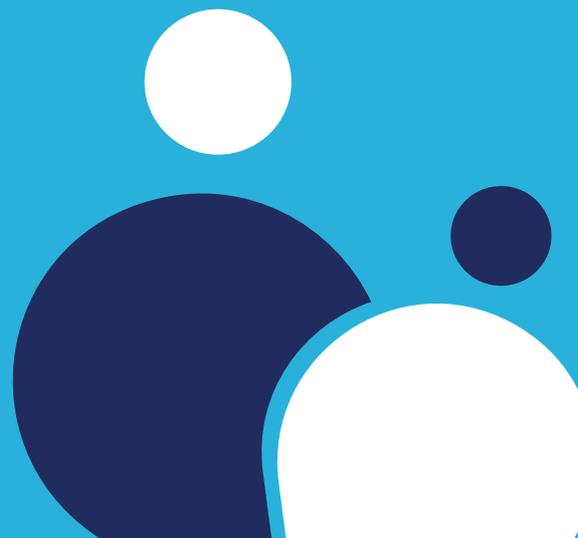
Ours is a story of impact from one child, to a family, to a community, and then the entire nation. It emphasizes the essence of a family unit and its related elements: family reconciliation, family strengthening, and reducing child separation cases.



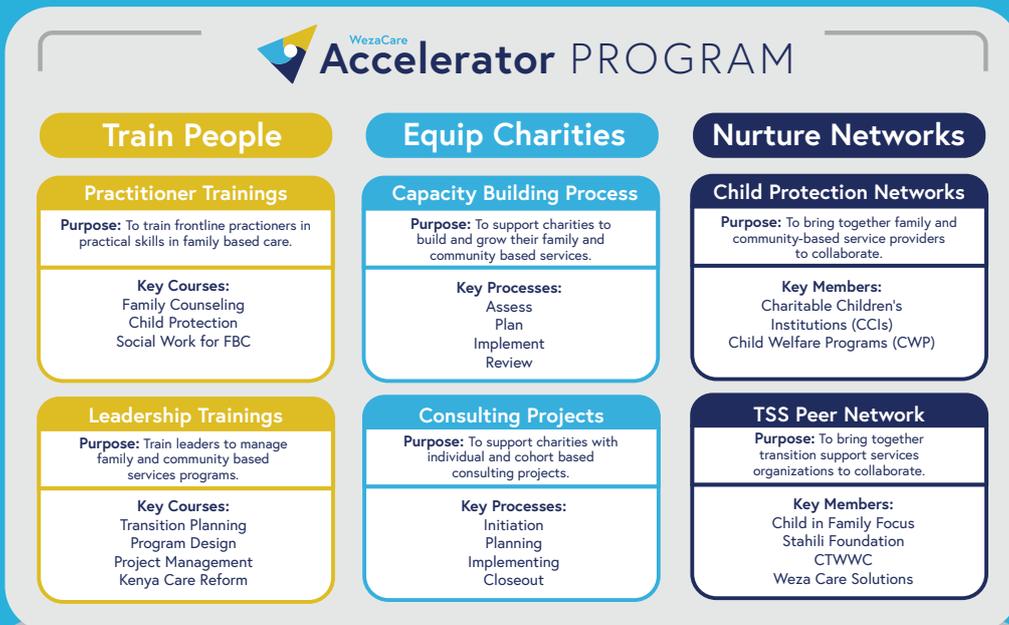


# WHAT WE DO

---



# STRATEGIC DIRECTION

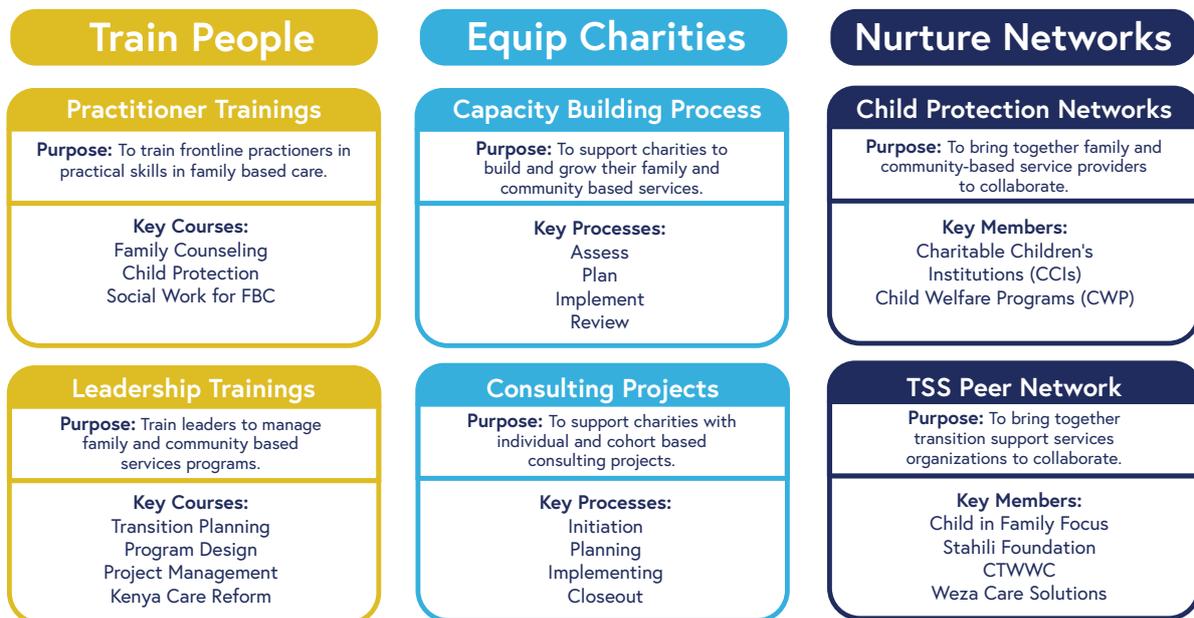


We work with Charitable Children's Institutions (CCIs) and Children Welfare Programs (CWPs) to help separated kids go home and at-risk kids stay home. We do this by providing consultancy and training services to them mainly through The Accelerator Program.

Additionally, we provide innovative tech solutions and leverage our organizational experience and a skilled workforce in research, tech, and communications to help Charitable Children's Institutions (CCIs) and Children Welfare Programs (CWPs) better provide their programs and services.

The Accelerator Program champions Charitable Children's Institutions (CCIs) who are ready, willing, and able to change in transitioning from the institutional model of care to Family and community-Based Care, or otherwise safely close their facility while keeping the child's best interest as their primary priority.

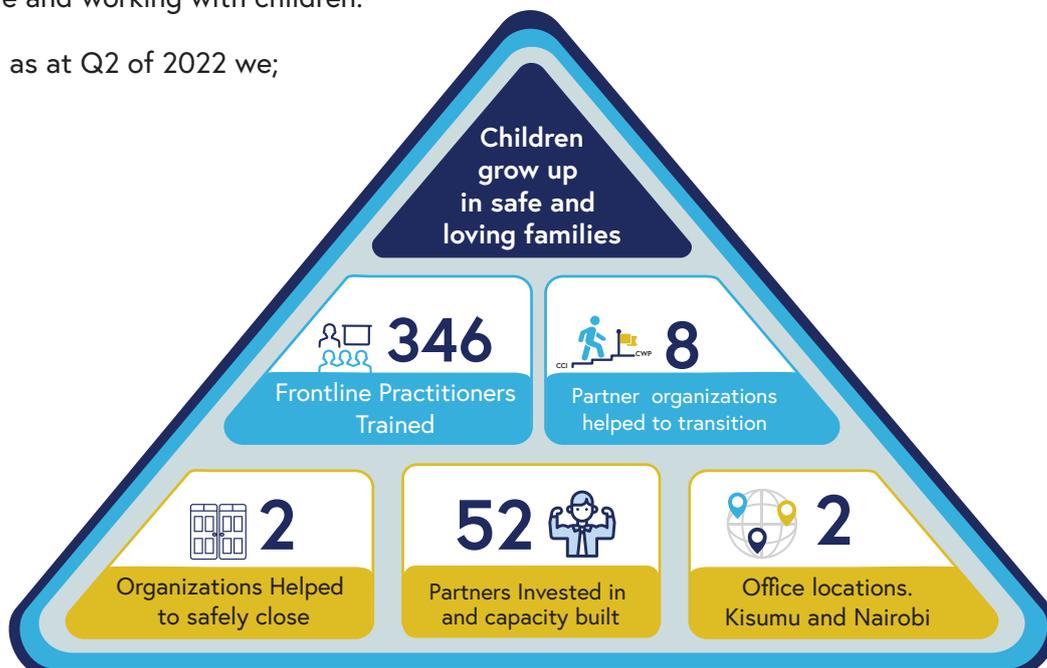
The Program is implemented under three strategic pillars. They are;



## Achievements

Since its formation, WezaCare Solutions has trained hundreds of frontline practitioners in Kenya on the new model of care and working with children.

Additionally, as at Q2 of 2022 we;





WezaCare  
**Accelerator**  
PROGRAM



**Training  
People**



**Equipping  
Charities**



**Nurturing  
Networks**

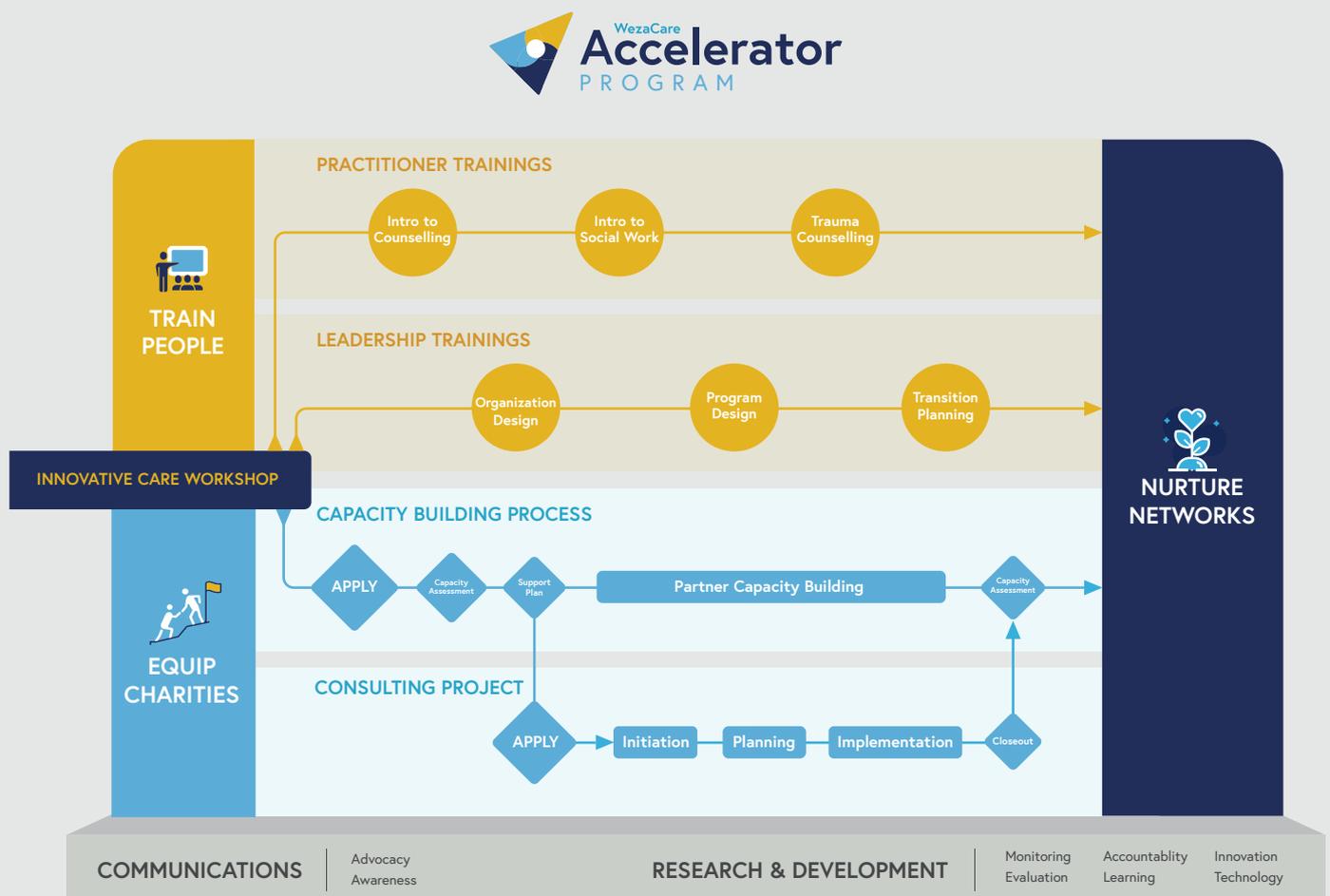
# Introduction of Program

Against our mission of supporting charities with innovative solutions to care for and protect vulnerable children and families, WezaCare's Accelerator Program helps Charitable Children's Institutions (CCIs) on how best to transition from institutional care to family and community-based care.

WezaCare desires to champion CCIs (those organizations that house children residentially) to transition and build their existing capacity into family and community-based care services, or otherwise guide them to safely close their facility while making a way for children to safely return home to loving and sustainable families within their community.

For CWPs, we take them through training and help build their capacity to effectively implement Family and Community Based Care services within their communities.

## Our Approach





WezaCare trainers accelerate the development of front-line practitioners and leaders through training on proven solutions that result in children transitioning home to safe, loving, and sustainable families. As well as learn how best to adopt and implement Family and Community Based Care within their organizations.

The training is implemented in two versions; **practitioner** and **leadership** training.

## Practitioner Training

The purpose of the Practitioner Training is to specifically support frontline workers with practical skills that equip them to effectively provide family and community-based care services to vulnerable children and families.

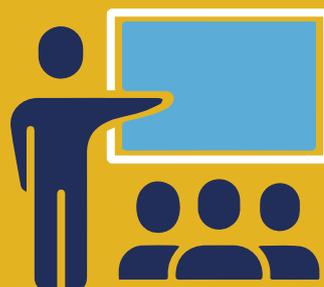
Practitioners learn critical social work and counseling skills relating to family and community-based care and how to apply them practically. These key skills entail;

### Social Work

- Rehabilitation
- Reintegration
- Follow-up care
- Case Management

### Counselling

- Trauma-Informed Counselling
- Child Status Index



## Leadership Training

The Leadership Training aims to equip Charitable Children's Institutions leadership with relevant skills to help them manage family and community-based services and programs within their organizations.

Leaders are better equipped to handle change management, donor communications, organizational development, and partner development.

Key courses taught under the Leadership Training include;

- Transition Planning
- Program Design
- Project Management
- National Care Reform

We guide leaders in processes that enable and empower them to identify where their organization is presently and how best to transition while leading teams under them to implement family and community-based care services successfully. These main processes entail an Initiation, Planning, Implementing, and Closeout Stage.

Additionally, once completed, leaders are better equipped to handle change management, donor communications, organizational development, and partner development.





# EQUIP CHARITIES

Equipping Charities, the second pillar of the WezaCare Accelerator Program is implemented in two focus processes. It aims at building organizations' capacity to effectively identify and implement family and community-based programs and services within their institutions.

The processes under this pillar are; **Capacity Building Process** and **Consulting Process**.

## Consulting Projects

The Consulting Projects, the second process under the Equip Charities pillar, is project-based, providing consultancy support to charities through individual and cohort-based Consulting Projects. The key difference between the two processes is that the Capacity Building Process aims to identify areas of improvement and change. Whereas, the Consulting Process, informs and guides charities on the "how" factor after they have identified their areas of focus.

Key processes involved are; Initiation, Planning, Implementation, and Closeout.

The primary benefit of going through the Consulting Program is that WezaCare consultants walk with partner organizations to develop their organization, programs of focus, and how to handle change management.

## Capacity Building Process

The Capacity Building Process supports charities in developing and implementing family and community-based care services. We walk partner institutions through the process of assessment and review of their program activities and how best to maximize them to adapt to the new model of care.

### Capacity Building Process



Institutions are taken through a process of reviewing their present state while envisioning their future state and how best to bridge the gap in between, for the benefit of vulnerable children and families within their community, while on their transition journey into Family and Community- Based Care.

The benefit to Charitable Children's Institutions that go through the Capacity Building Process is that they will strengthen their organizational and programmatic capacities.



“

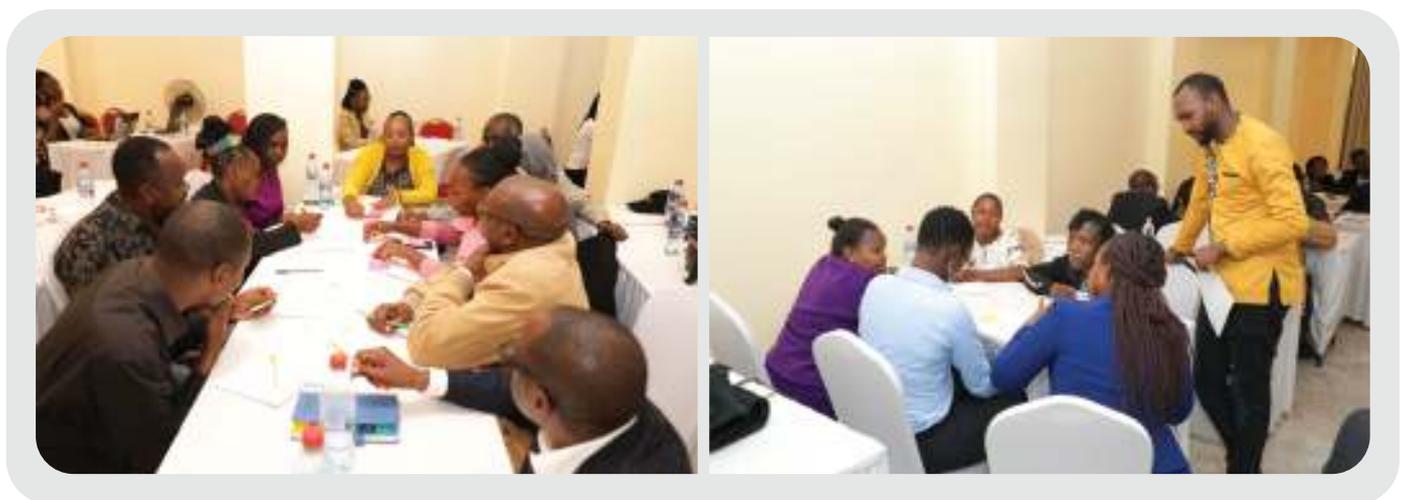
We walk partner institutions through the process of assessment and review of their program activities and how best to maximize them to adapt to family and community-based care.

”

# NURTURE NETWORKS

WezaCare envisions that the next stage in their support of charities, is to include opportunities for institutions to network, connect and collaborate. As institutions and their staff are trained and their capacity built, there is an opportunity for them as frontline practitioners and family and community-based care providers to connect and collaborate by nurturing each other as peers. Members welcome to join the network include; Charitable Children's Institutions (CCIs) and Child Welfare Programs (CWPs). We call this network the Child Protection Network.

These organizations champion the importance of family and community-based care to the community. Additionally, each strengthens the Care Reform sector in Kenya, whether in foster care, kinship, training, or independent support living.



# OUR DEPARTMENTS

---



## Consulting



The consulting department is tasked with providing the organization's core function of guiding partners through their transition. The department comprises consultants specialized in different areas related to transition support services such as change management, child reintegration, child protection, follow-up care, family-based care, community-based care, organizational development, and program development.

As Consultants, they focus on empowering and building the capacity of the charities we work with. They walk the journey in finding the most innovative solutions to caring for and protecting vulnerable children and families from a child-centric perspective. The walk can either be on transitioning into a Family-based model of care or improving their current programs for maximum impact.

Our team of consultants, also helps partners identify their needs and thereafter provide support through WezaCare's Accelerator Program depending on their stage in their family and community-based care transition journey. They engage with partners who are ready, willing, and able to change from a point of extending appreciation and empathy through their transition journey.

## Engineering

The team of software engineers works to build tools that help organizations to either increase their organizational capacity or their impact capacity and increases the efficiency and effectiveness of the capacity that they have. These tools create efficient workflows for social workers, counselors, and managers to maximize their impact on serving vulnerable children.

The Engineering team primarily benefits partners and members who use innovative tools to enhance their case management process. These innovative tools comprise phone apps such as Nexus FORMS, Nexus Tracker, and Nexus CARE (in development). The Nexus apps allow practitioners to use their phones as their case management tool rather than carrying stacks of forms in the field.



In addition, WezaCare's web development team integrates Nexus apps into desktop computers so partners and members can conveniently manage their case management information from their offices. Finally, partners receive technical support when they are in need of troubleshooting issues in their Nexus apps or desktop computers.

## Applied Research

Data is an integral part of our work at WezaCare Solutions. It helps gather information and determines the kind of solutions provided to our partners in executing their programs. As well as help in compliance with Care Reform guidelines.

Additionally, monitoring and evaluating WezaCare's impact on partner organizations in their transition to family and community-based care while ensuring the quality and excellence of WezaCare's performance.

It guides and allows each department to take responsibility for their work and how it promotes and aligns with WezaCare's mission and vision. Based on the amount of data collected, we expect to see new knowledge shared and peer-reviews in the global community regarding Transition Support Services and the impact of Care Reform in Kenya. Some of the collateral includes Case Studies, Landmark Papers, Continuous Improvement, and data analysis.



## Media & Communications

The Media and Communications team tells WezaCare's Story while promoting Charitable Children's Institutions' efforts to take care of vulnerable children and families. It comprises a team of creative professionals skilled in Videography and Photography, Social media management, Graphics and Design, and, Strategic Communications.

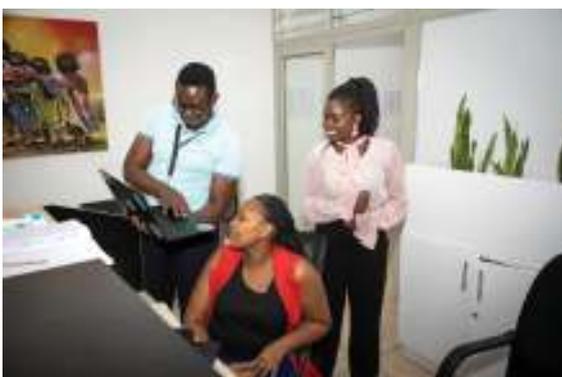
The Communications team develops compelling communication content that influences and advocates for global participation in the care and protection of children within safe, loving, and sustainable families.

Additionally, advocate for positive social change in the Care Reform sector by highlighting the benefits and partner journeys in adopting Family and Community-Based Care.

They also develop content for WezaCare's key audiences and Care Reform sector players via printed assets, digital content, and video production. Further, provide strategic communications counsel to partners on their various communications needs.



## Support Services



The Human Resource and Admin department looks into staff welfare, finance, and legal aspects. They are tasked with the organization's employee lifecycle from recruiting, hiring, and onboarding to staff benefits. Additionally ensuring our organizational capacity is efficient and effective.



# WezaCare

• SOLUTIONS •

#PamojaTunaWeza

## CONTACT INFORMATION



 Mezzanine Floor, Mega City, Kisumu

 (+254) 114922016

 [info@wezacare.org](mailto:info@wezacare.org)

 [www.wezacare.org](http://www.wezacare.org)