

| COMPANY | PROFILE



#PamojaTunaWeza

www.wezacare.org

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About Us

WHO WE ARE

We are a Non-Profit Consultancy with expertise in family and community-based care & transition support services. We guide Charitable Children Institutions (CCIs) in transitioning to Child Welfare Programs (CWPs) that prioritize family and community-based care.

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VISION

We envision a world where every community is empowered to cultivate safe and loving families for children to flourish.

MISSION

We exist to equip organisations with relevant solutions through collaboration, consulting and training to enhance systems of care for communities, families and children.

OUR CORE VALUES



We value positive collaboration through connection, appreciation and empathy in our interactions



We commit to building trust in an honouring environment.



We thrive together by learning from each other.



We create bold solutions that are grass root centred to support partners in caring for and protecting vulnerable children and families



We aim for top quality through continuous learning, offering partners a clear roadmap for transition, increased capacity, and impact

Our Story

At WezaCare Solutions, our story is one of compassionate innovation driven by a deep commitment to transforming the landscape of child welfare, particularly within Charitable Children's Institutions (CCIs). Rooted in our core values of Compassion, Integrity, Collaboration, Innovation, and Excellence, we have set on a journey to empower organizations to embrace a new model of care that is Family and Community-Based.



WezaCare was birthed during our collaboration with Agape Children's Ministry, where we witnessed firsthand the profound impact of transitioning from traditional residential care to a model prioritizing the child's best interest – one that advocates for nurturing environments within the child's closest kin whenever possible.

Recognizing the global discourse around the imperative shift in child welfare systems, we saw both the opportunities and challenges inherent in this transition. With empathy and respect for traditional approaches, we champion a model that not only addresses the symptoms but

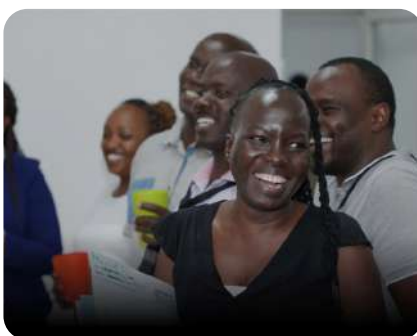
tackles the root causes of child separation—including orphanhood, poverty, neglect, abuse, and disability. Overall, we advocate for the mending of relationships because family is relationship. Borrowing from our expertise in Family and Community-Based Care, alongside relevant tools and a dedicated team of social work and counselling professionals, we now guide CCIs through this transformative journey through the WezaCare Transition Accelerator Program.

Our mission is clear: to equip organisations with relevant solutions through collaboration, consulting and training to enhance systems of care for communities, families and children.

As we walk the transition journey with CCIs, the expected outcome will be to;

- Safely & Effectively transition to Child Welfare Programs
- Sustainably prioritise the child's best interests
- Strengthen & Preserve families and communities for children to flourish

Our impact speaks volumes to the possibilities of seeing and meeting the need. We've trained hundreds of practitioners, facilitated the transition of numerous partner organisations, and strengthened the capacities of many more. Looking ahead, our vision extends beyond borders as we aspire to scale our efforts nationally and replicate our success globally.



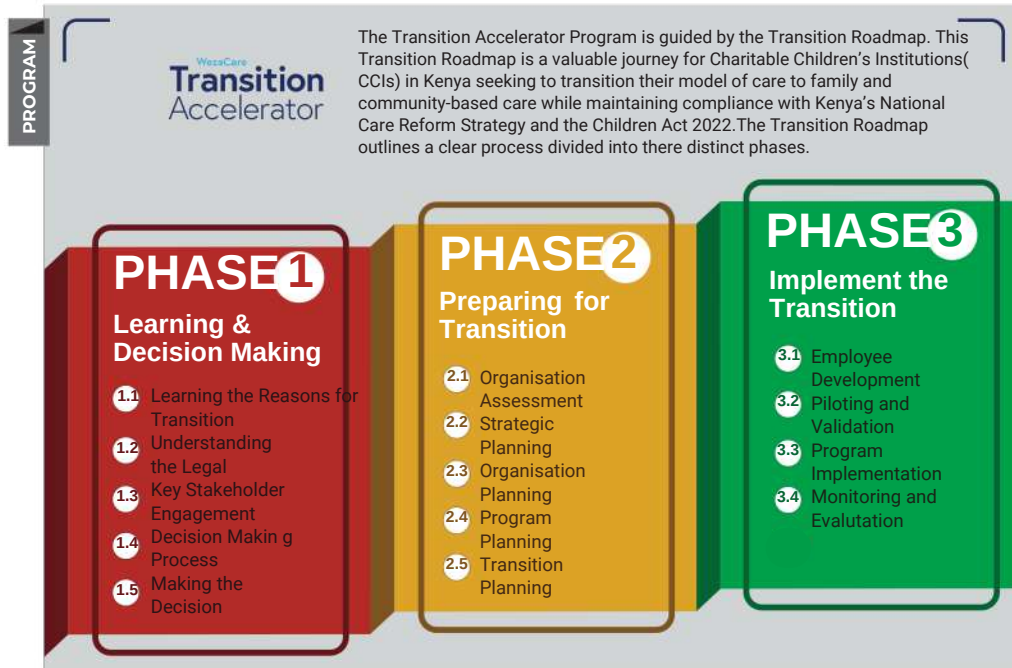
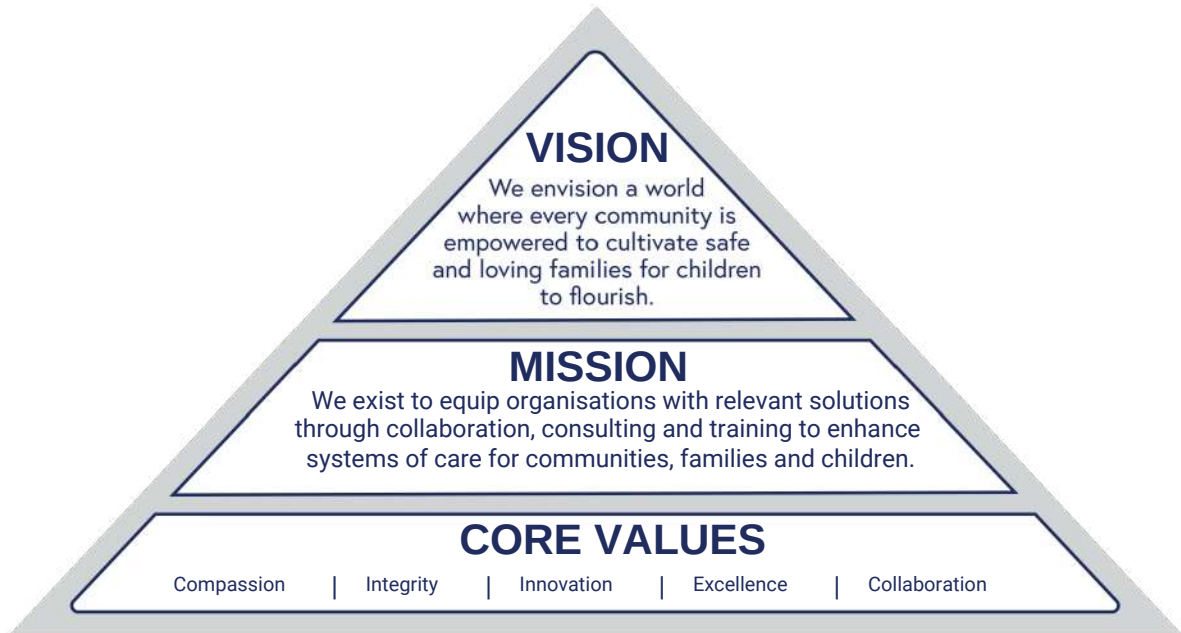
As part of 1MILLIONHOME's Global Accelerator Program, we are poised to be at the forefront of helping reshape child welfare systems at a global level.

By addressing the root causes of child separation and fostering collaboration between public and private sectors, we envision a future where every child can thrive within a nurturing family environment.

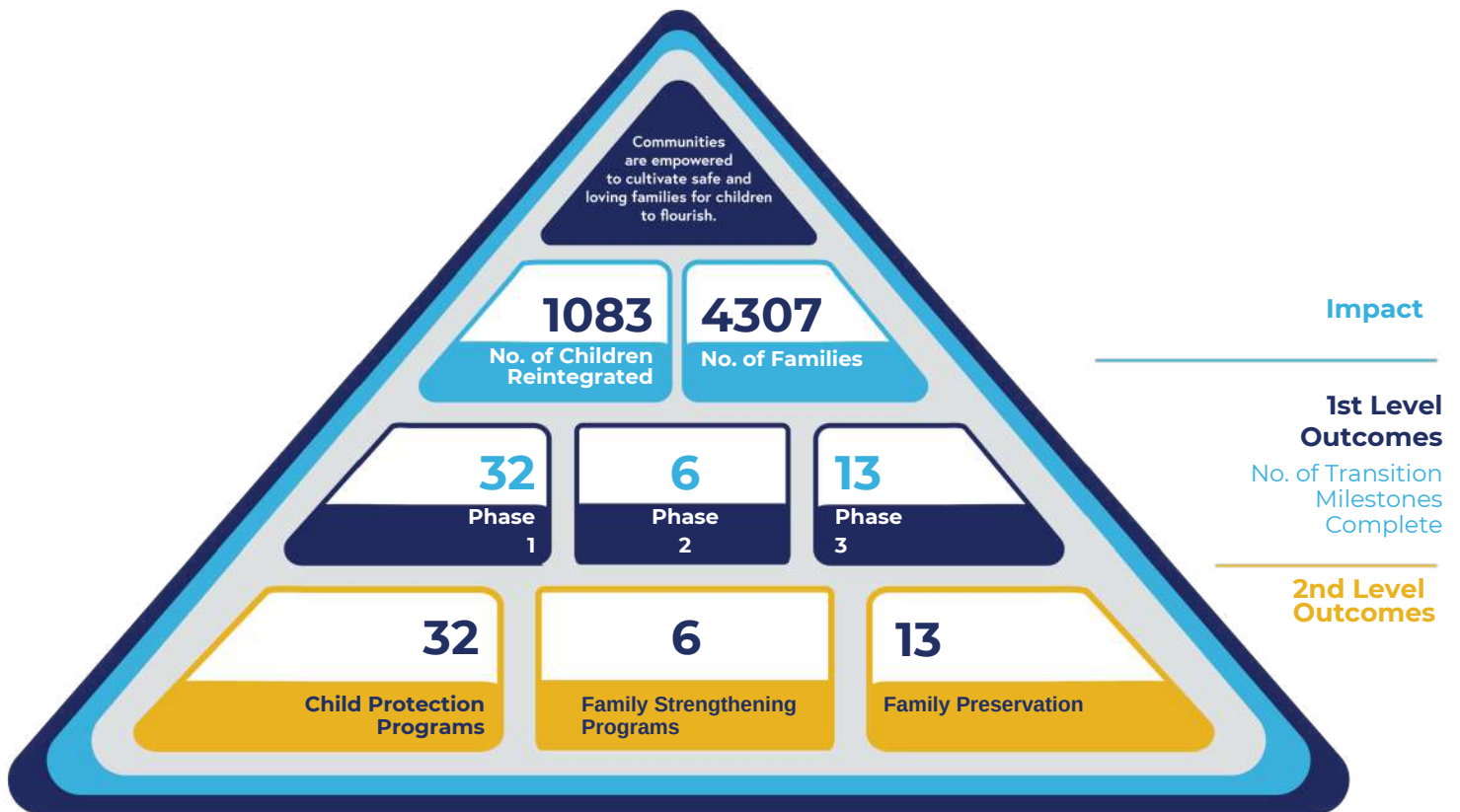
At WezaCare Solutions, we believe that every child deserves a safe and loving home, and we are committed to making this a reality, one organization at a time.

Join us in our journey of impact, where the ripple effect of family reconciliation and community empowerment will create a lasting change for generations to come.

Strategic Direction



| Our Impact



| Our Approach

We proactively guide CCIs through Trainings, Consulting Sessions and Field Mentorship to help them safely and effectively walk the journey toward adopting family-based care services. This collaborative approach helps build their capacity to develop family-based programs prioritising the child's best interests and keeping families together.

- **Training:** Our Trainers teach and equip leaders and practitioners with relevant knowledge and skills to enhance their understanding of providing care services for children and families.
- **Consulting Sessions:** WezaCare Consultants walk alongside CCI leaders and practitioners in every step of the transition journey to collaboratively develop and enhance skills, tools, processes, projects, and programs for successful and sustainable implementation.
- **Field Mentorship:** Our Consultants provide practical on-the-ground and remote mentorship for CCI leaders or practitioners in difficult cases, troubleshooting urgent situations and practising first-time experiences.



Our Solution

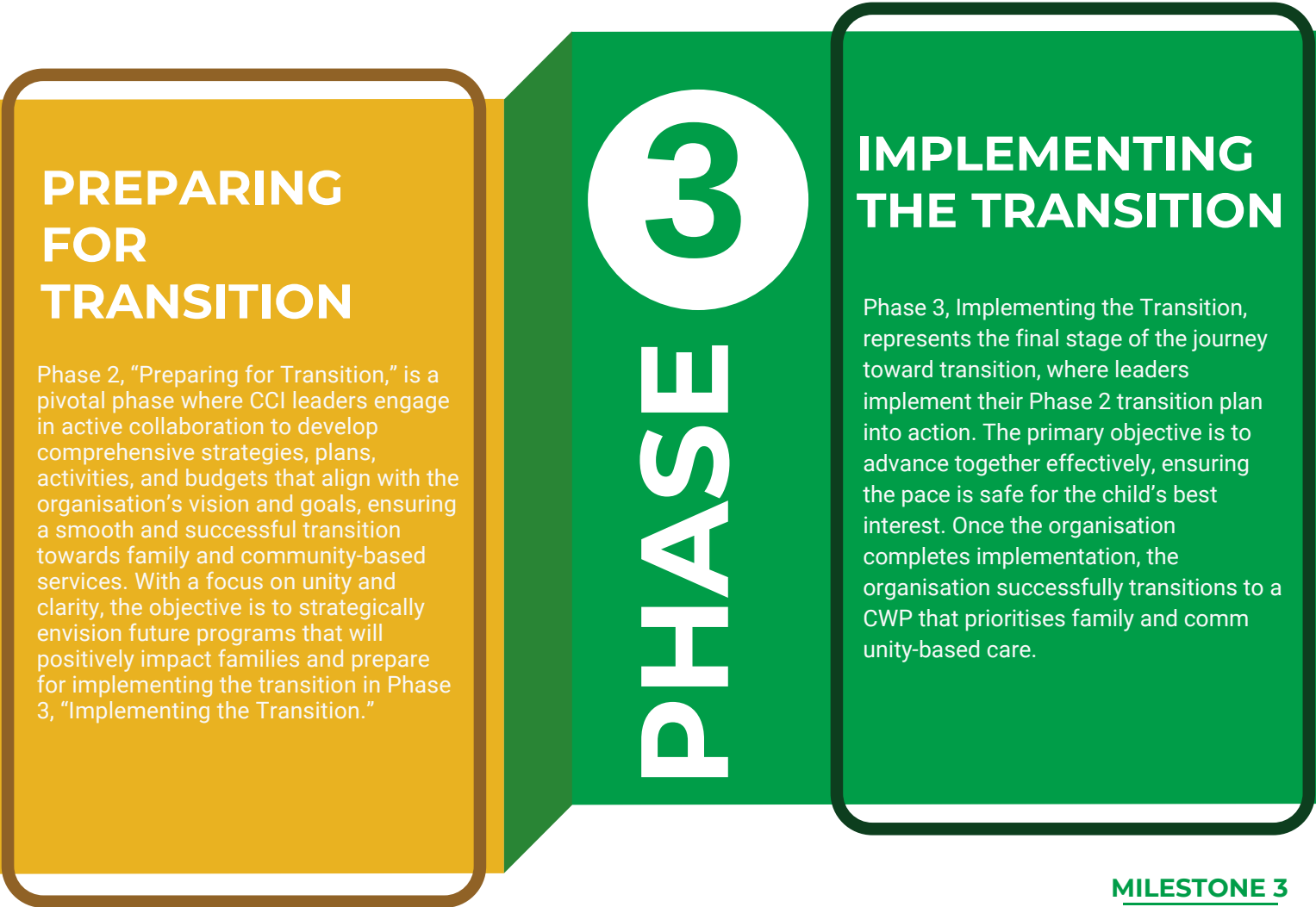


Against our mission of supporting charities with innovative solutions to care for and protect vulnerable children and families, WezaCare's Transition Accelerator Program helps Charitable Children's Institutions (CCIs) on how to safely and effectively transition to family and community-based care.



The Transition Accelerator Program is guided by the Transition Roadmap. This Transition Roadmap is a valuable guiding tool for institutions in Kenya seeking to transition their model of care to family and community-based care while maintaining compliance with Kenya’s National Care Reform Strategy and Children Act 2022.

The Transition Roadmap outlines a clear process divided into three distinct phases, each marked by a significant milestone that serves as an indicator of progress toward the next phase.



MILESTONE 2

Establish Transition Plan

Organisation Planning

2.3

Program Planning

2.4

Transition Planning

2.5

Employee Development

3.1

Piloting and Validation

3.2

Program Implementation

3.3

Monitoring & Evaluation

3.4

MILESTONE 3

Complete Implementation



Our Team



Our Consulting team serving as the core function of the organisation, plays a pivotal role in guiding Charitable Children's Institutions (CCIs) through their transition to Child Welfare Programs. Our team of consultants supports CCIs in areas such as case management, child safeguarding, counselling, and organisational development. We collaborate closely with CCI leaders and practitioners, empowering them through

training, consulting sessions and field mentorship to ensure a safe, effective and sustainable implementation that prioritises the child's best interest.

The Media and Communications team at WezaCare plays a crucial role in telling our organisation's story and serving the mouthpiece. Through video production, photography, social media and graphic design, and strategic communications, they showcase who we are, who we serve, what we do, and the solutions we provide. They advocate for positive social change in the Care Reform sector by highlighting the importance of shifting towards family and community-based care.



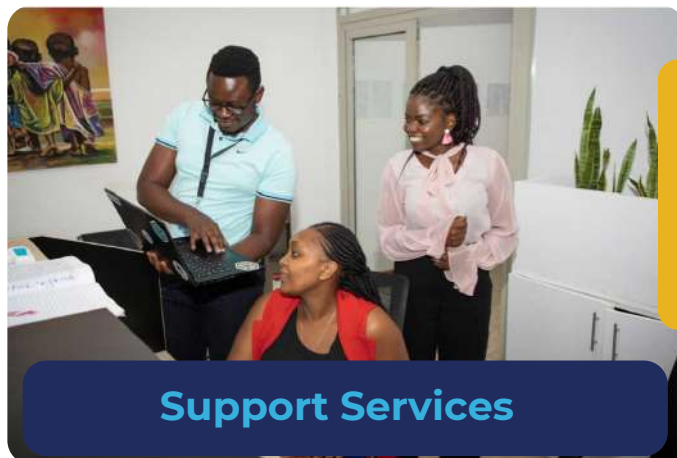
Our software engineers are dedicated to building tools that enhance organisational capacity and impact. These tools streamline workflows for social workers, counsellors, and managers, maximising their effectiveness in serving families and communities. Additionally, our web development team integrates Nexus apps into desktop computers, providing convenient case management solutions for partners and members.

Technical support is also available to address any issues with Nexus apps or desktop systems.



The Support Services department looks into staff welfare, finance, and legal aspects. They are tasked with the organization's smooth running from an administrative perspective.

They oversee the employee lifecycle from recruiting, hiring, and onboarding to staff benefits, the organisation's financial health and office management to ensure the institution is functioning at its peak.



Support Services



Monitoring & Evaluation

Our M&E team plays a critical role in assessing and improving program effectiveness.

They systematically collect data, analyse outcomes, and measure impact to ensure our initiatives align with organisational goals. By tracking progress, identifying areas for improvement, and providing evidence-based insights, the M&E function contributes to informed decision-making and accountability.

Management Team



Jonathan Dowell

Founder & Executive Director

Jonathan Dowell, the visionary founder of WezaCare Solutions, has been instrumental in shaping our organisation's success. With a passion for social impact, Jonathan's journey began in the Corporate IT Industry, where he honed his skills as a Network Engineer and Systems Analyst.

His transition to IT Project Management and continuous improvement solidified his passion for the integration of people, processes and technology.

However, Jonathan's true calling emerged when he and his wife Andrea became missionaries in Kenya, dedicating the next decade to Agape Children's Ministry. As Executive Director at WezaCare Solutions, he has scaled up our programmatic, organisational and adaptive capacities. His strategic vision has led to WezaCare's effective delivery of family and community-based care and transition support services.

Jonathan's dual role as President of our parent company, 1MILLIONHOME, underscores his leadership and influence in scalable social systems innovation. His unwavering dedication continues to transform organisations, making him a true trailblazer in the field of social change.



Stephen Ogembo

Human Resource Manager

Stephen has nine years of Human Resource and Administration experience in various industries ranging from Finance, Pharmaceutical, and Tech. He has a passion for startups with a cause and has assisted in setting up and running three start-up organizations as an Administrator

and Human Resource Manager. He holds an undergraduate degree in Business Management specializing in Human Resource Management. Stephen is passionate about Human capital viewing it as the most vital resource for the success of any organization.



Andrea Dowell

Director of Support Services

Andrea Dowell, our Director of Support Services, is the linchpin that ensures WezaCare Solutions operates seamlessly. With a dedication to excellence vision and unwavering commitment, she oversees Human Resources, Finance, and Office Administration—the backbone of our organisational capacity. Andrea's meticulous attention to detail and

ability to navigate complex challenges make her indispensable. Before embarking on her mission in Kenya alongside her husband, Jonathan (our Executive Director), Andrea's journey began as an 8th-grade science teacher in the United States. Her

unique blend of backgrounds in Biology, Nursing, and Education created a nurturing environment for middle school students, especially those with special needs.

Upon moving to Kenya, Andrea immersed herself in Agape Children's Ministry. She delved into the on-campus rehabilitation program, where her passion for impact flourished. Her dedication extended beyond the classroom, as she worked tirelessly to enhance care quality, supervise rehabilitative services, and train staff.

Andrea's compassionate leadership and unwavering commitment to excellence have been critical to WezaCare's success.



Cornel Ogutu

Director of Consulting

Cornel Ogutu, the Director of Consulting at WezaCare Solutions, has over 20 years of experience as a training consultant and child protection specialist. He has held significant roles in the United Nations, international NGOs, and not-for-profit organisations. He has a wealth of experience and a proven track record of leadership and expertise in strategic planning, project management, monitoring and evaluation,

business development, and team building.

Academically, Cornel holds a Master's in International Studies from the University of Nairobi and a Bachelor's in Social Sciences from the Catholic University of Eastern Africa. His dedication and passion for teamwork and talent development, along with his organisational management and transformative leadership skills, have driven substantial growth and improvements in various organisations. His commitment to child welfare is highlighted by his extensive work and publications in the field.

At WezaCare Solutions, Cornel leads the Consulting and Monitoring & Evaluation teams to deliver high-quality and relevant solutions, significantly enhancing the organisation's reputation strategic vision and dedication to child welfare. His mentoring and coaching abilities, coupled with his people-oriented approach, will be crucial in achieving partner satisfaction and organisational success



Geoffrey Oluoch

Consulting Manager (Kisumu)

Geoffrey is a distinguished pan-African Management Consultant and Business Development Specialist with over 15 years of proven expertise. He excels at translating visionary concepts into strategic initiatives that drive enhanced performance, profitability, and social impact. As a Consulting Manager at WezaCare Solutions, Geoffrey leads a dynamic

team of specialized consultants in executing high-impact transformative programs for various organizations..

His extensive expertise includes Leadership and Management Development, Transition Acceleration, Program Development, Organizational Design, Strategic Planning, Performance Management, Design Thinking, Business Innovation, and Development.

Geoffrey's innovative leadership ethos champions growth through creativity and strategic thinking, consistently delivering exceptional results within the complex landscape of contemporary business and organization development.



Davis Nyakundi

Consulting Manager (Nairobi)

Davis is a highly experienced professional in social work, counselling psychology, and community development with over a decade of expertise. He holds a Masters in Counseling Psychology, a Bachelor of Science in Community Development a Diploma in Social Work and Community Development, and a Diploma in Digital Marketing.

He has also authored two books, "Success is Never By Chance" and "Success Mindset".

He has worked in various sectors, including education and consultancy in leadership roles in social work, managing rehabilitation programs and leading psycho-social support initiatives. As the Consulting Manager at Weza Care Solutions, he credits having a strategic mindset, leadership acumen, a collaborative approach, problem-solving, and client relationship management as his key strengths and contributions to the organisation. He is driven by a sense of purpose to drive positive change while making a meaningful difference in the lives of vulnerable children and families.



Selfine Onyango

Media & Communications Manager

Selfine is a passionate Communications strategist with a decade of experience in both Corporate and Development Communications. She holds a Bachelor of Arts(Honours) in Communications, specialising in Public Relations and Development Communication. Selfine has worked for multi-sectoral and multinational clients in the hospitality, healthcare,

oil and gas, and e-commerce sectors. Her passion lies in creating meaningful impact through effective messaging.

As a visionary leader, Selfine excels at aligning people and systems, simplifying complex ideas for diverse audiences, and driving strategic communication initiatives. At WezaCare, she brings her multicultural and regional working experience to effectively use communications to impact those we serve continuously and positively.



Adrian Guya

Engineering Manager

Adrian Guya is a Software Engineer with over 8 years of experience in the sector. He has expertise as a System Analyst within the Fintech industry and holds a degree in BioTechnology. Before joining WezaCare, Adrian worked as a systems analyst in a fintech company, maintaining software that caters to enterprise commodities

brokers worldwide. Within WezaCare Solutions, he has worked to streamline the organization's Software Architecture by implementing a system where we build backend software with a single responsibility.



Sylvia Soita

Finance Manager

Sylvia is a Finance professional with a decade of progressive experience. She has progressively grown in her career, from an accountant to a Finance Manager. She holds a Bachelor's degree in Commerce, Finance Major. (Bcom- Finance) from Kabarak University, a CPA Finalist from Strathmore Business School, and a Master of Science in Finance (MSC- Finance) from Kabarak University.

Prior to joining WezaCare, she successfully managed programs funded by different donors such as USAID, GIZ, UNDP, and DFID, ensuring hundred per cent compliance. At WezaCare, Sylvia brings her past and current experience blending the corporate and donor aspects of finance and accounting to give WezaCare a strong base in grants management and ensure the organisation's financial health.



Rebecca Kampi

Office Manager

Rebecca our dedicated Office Manager, with seven years in the field, having primarily worked within the finance and education sectors. Notably, Rebecca has held positions as an Accounts Payable and Payroll Accountant, where her attention to detail and organisational skills have been instrumental.

She holds a Diploma in Business Education and certification as a Certified Public Accountant (CPA). Her greatest strengths are meticulous attention to detail, effective task management, and adaptability. These qualities enable her to oversee the organisation's day-to-day operations seamlessly. Before joining Weza Care Solutions, Rebecca excelled as an Accounts Payable and Payroll Accountant. At Weza, her impact is evident—she ensures operational efficiency, manages facilities, and fosters employee engagement. Beyond her professional achievements, Rebecca's passion lies in c



Juma Hamisi

Monitoring & Evaluation Manager

Juma Hamisi, a specialized M&E professional, brings six years of experience in education, Orphans and Vulnerable Children (OVCs), HIV/AIDS, and Child Welfare. With a solid statistical background, he has influenced program decisions through impactful evaluations.

His commitment to child welfare aligns seamlessly with Weza Care Solutions' mission, offering valuable insights to enhance our services and programs to our partner organisations.

Before joining WezaCare, he significantly contributed to gender equality in education at Women Educational Research of Kenya (WERK). His analytical prowess, communication skills, and passion for impact make him a critical asset for strategic decision-making."He is passionate about leveraging data and evidence-based approaches to drive positive change and improve outcomes, particularly in education and development.



Rhonda Morgan

Director of Design & Innovation

Rhonda holds degrees in Theology and Graphic Design, plus a minor in Intercultural Studies. She worked nine years at CBS Television News in Minnesota, earning two Emmy Awards for her graphic design and project management skills. Later, Rhonda launched a brand strategy business driven by her love for creative problem-solving.

In 2020, 1MILLIONHOME contracted her services, leading to a significant career shift with an emphasis on Child Welfare, a field that captures her heart.

By 2021, Rhonda relocated to Kenya and joined WezaCare as the Director of Design and Innovation. Her team works diligently to nurture projects from their inception to implementation with an emphasis on collaboration, deep understanding and innovation. Rhonda's work is central to WezaCare's aim of scaling solutions that empower safe, loving and sustainable families.



Jen Radler

Director of Training & Development

Jen holds a Master of Science degree in Clinical Psychology and worked as a Mental Health Case Manager and childcare professional in the United States before relocating to Kenya in 2015. For seven years, she served as a primary and secondary school Counselor and a Medical Case Manager in Kenya's Western and Coastal regions before joining WezaCare Solutions in 2022.

Within the organization, Jen works on the Solution Development team as the developer of practitioner-focused learning materials, specifically in counselling and social work. She is also a published author and is able to use her writing skills, combined with her counselling and social work experience, to fuel her passion for serving children, families and communities through the creation of accessible resources



Janell Simmons

Child Welfare Consultant

Janell is a Child Welfare Consultant working with WezaCare Solutions in Nairobi. She graduated with a Bachelor of Social Work/Religion from the University of Mary Hardin-Baylor. She then went on to work as a Case Manager with Children At Heart Ministries in Round Rock, Texas for 6 years, before moving to New York City, where she spent 8 years working .

for One Medical in many different capacities, ranging from an Office Manager to a Corporate Enterprise Account Manager.

Since January 2019, Janell has been living in Kenya, working with organisations that focus on family preservation, reunification, strengthening, community building, and making sure that no child grows up without a family and a sense of belonging. She also serves as a consultant on the Global Impact Team at 1MILLIONHOME and is passionate about being a part of this life- changing work in Kenya and all over the world.



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