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TANGAZA COLLEGE.

CUEA.

STREET CHILDREN.

INSTITUTE OF SOCIAL MINISTRY

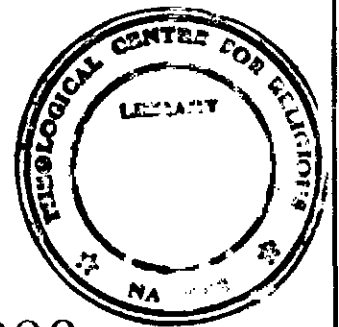
IN

OUR HOME OF PEACE.

BRO. RICHARD MATIYA

NAIROBI.

JUNE AND JULY 1998.



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ACKNOWLEDGEMENTS.

I wish to express my gratitude to the Board of Governors and individuals who helped made this report possible especially I would like to thank Sr. Macrina, the directress of kwetu (Home of Peace) for her co-operation in my work. Likewise I would like to thank Fr. Ted, Sr. Ursula, Sr. Gladys, Mrs. Anastasia, and the house Fathers, who generously gave their time and assistance to me in planning and conducting my fact -finding -Mission. Finally, my heartfelt thanks go to the many boys who talked freely with me.

Signature

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INTRODUCTION

A BRIEF FLASHBACK

WHO ARE THE STREET CHILDREN

Throughout the World, children are found living and working on city streets. It is a dangerous and precarious existence. The reasons for their presence vary, but all share the common experience of fighting for their everyday survival. Children may have decided that street life is preferable to the poverty or violence at home. Others work on the street to earn money and become drawn into street life.

And this is why, towards the end of 1993, a group of people got together to form a Rehabilitation centre and they called it Kwetu, which in Swahili means "Our Home". The founder is a priest known as Fr. Michael Meuneir, who is very active in organising youth projects.

In 1994 Brother Peter told the Kwetu Board that no meaningful rehabilitation of street children could take place unless we went BOARDING. Presently the home is situated on the outskirts of Madaraka Estate, a few Kilometres South of the city Centre. The home consists of Buildings including, a temporary store, a house for the watchman, a Posh mill, office for the director, offices for the social workers, the accountant, the computer, a room for counselling, a hall, a kitchen, two dormitories and bathrooms. A resident house for the sisters, and two workshops where they offer a carpentry training for the older boys and an empowerment training for the mothers.

The programme has a director, two social workers a bookkeeper, a cook, 3 house-fathers, a teacher, a driver, a watchman and volunteers.

The majority of children come from Nairobi west, South B and C, Mugoya, Kibera, Wilson and Mukuru. The children admitted are usually between the age of 8 and 18 years. They are identified through street visits that are carried out regularly from the social workers, the street workers and volunteers.

MESSAGE FROM THE CHAIRMAN OF THE HOME'S BOARD OF GOVERNORS.

For Kwetu, Home of peace, In 1993 The youth of our parish together with their co-ordinator, Fr. Michael Meunier, decided they wanted to do more than give our area street children "*Shilling moja*" or a Mlo".

Mr John Chomba was instrumental in obtaining a presidential allotment of this small piece of land. With funds raised locally from good benefactors such as; The Standard Chartered Bank, The Royal Insurance Company, DHL, many lions club groups, a Golf Tournament at the Railway Club, our parishioners, and others, together with help from Canadian Development and peace. The whole parish put up 3 offices and the Small Hall. At the time we were supported and encouraged by his Eminence, The Cardinal.

We also received at this time great support from the Marianist congregation. Fr. Martin, their provincial superior at this time, gave the boys of Kwetu their first Director.

Twice the British High Commission has come to our aid at Kwetu. To help the home towards self-support we have a Posho mill. The High Commission contributed towards the capital cost of putting the mill in place together with REUTERS - Nairobi and CAFOD - UK. Once again, when the question of building workshops came up. The British High Commission gave substantial support towards the building.

No organisation has helped us more towards achieving the REHABILITATION aim of Kwetu than S.N.V, which is sponsored by the government of the Netherlands. They have helped us so much in CAPACITY BUILDING - training of our staff, and helping in the formulation of good policies and so on.

Help the destitute ndingi tells elite

The head of the Catholic Church in Kenya, Archbishop Ndingi Mwana a' Nzeki asked wealthy Kenyans to assist projects meant for street children with financial and material donations. He said most of the homes set up for street children relied on funding from foreign countries. "The foreigners who are assisting us are not doing so because they are rich. They are humane and generous and it is time those of us who consider

themselves the elite to started projects to help these children or give financial and material help to the existing ones". The street children menace, he said, was a security threat to the country and an indication that society was not moving in the right direction. If the problem ever exploded, he said it would affect Kenyans and not foreigners, "and that is why the solution to the problem must be home-grown." The primate called for an urgent meeting between representatives of the various churches, non-government organisations, the government and all those concerned to discuss ways of rehabilitating the children. He asked Catholic parishes throughout the country to begin either contributing towards the rehabilitation of the children or set up homes for them. The archbishop was opening the Kwetu Home of Peace for street children in Nairobi's South B Estate.

The British High Commissioner Jeffrey James said the problem of street children could easily be solved if deliberate efforts were directed to rehabilitating the children "and then we will not need homes such as these anymore because there will be no more street children in the country."

The British government has donated more than Sh. 2 million for the home, which cost about Sh 5 million to establish. It has boarding facilities for 50 children and offers food and medical facilities to about 120.

The home has 19 children who attend technical institutions while 31 go to primary and secondary schools.

The Chairman of the Home's Board of governors said 47 children had been reunited with families since the home started offering street children services in 1993 and that 16 boys had accomplished technical training.

CHAPTER ONE

1.1 STREET CHILDREN A REAL HUMAN TRAGEDY

The Phenomenon of street children, defined by Kwetu home of peace can be described as a real human tragedy because it relates to human beings. The situation of neglected children presents a serious human problem because in the long run, such children do not grow up well physically, morally, socially or psychologically. They are often infested with many diseases, deprived of most basic needs, and are exploited by unscrupulous individuals in matters of sex and labour.

Why should children end up on the streets? Isaac Barugahari of joint life-line, a project that is trying to look into the plight of prostitutes blames their parents "Lack of intimacy has pushed many of the girls in the trade. They look for someone to give them some kind of intimacy" he says.

The disintegration of the traditional African family due to modernisation with its urbanisation and industrialisation is a major contribution factor to child prostitution today. This is true indeed According to Gaway's research 97.5% of respondents said they engaged in commercial sex due to poor economic conditions.

As hundreds of children walk to school every morning, 16% of the children join the rush to work. They push wheelbarrows, and more to earn a living. They are children at work.

While the current problem of street children may demonstrate lack of child-care it also manifests deeper problems precipitated by economic policies. It is often the case that female street children get involved in child prostitution at a very early stage. This constitutes child abuse.

Street children of both sexes tend to be exposed very early to drug and alcohol abuse as they seek easy escape from the harsh reality of their daily lives.

Many of us wish we could wake up and One-day find the streets free of these children but this problem won't go away if we ignore it. Statistic from African network for the prevention and protection against child abuse and neglect indicate that in Nairobi alone, there are over 25,000 street children and this number continues to increase annually at an

estimated 10% growth, rate. However, only 5% of all street children are orphans. The rest have family somewhere but if a child earns a lot of money by begging, and his parents are less likely to allow him to go to school, even if a sponsor is found.

We can't ran away from the fact that if the situation is to change, all city residents must own the problem and not merely perpetuate it. Children end-up on the streets due to several reasons, chief among them being poverty, unemployment, family break-ups and rural urban migration. We must review our responses to the plight of street children.

Ignoring or turning from the street child reinforces a belief in him that he is an unworthy and an unwelcome member of society. It creates a divide-them versus us with the street children viewing us as the privileged enemy. How do we then expect these children to desire to do better themselves when our actions say that we have no faith in who they are or what they can be?

We may also think we are helping them when we give coins, food, and clothes but although this may assuage our conscience, the reality is that we continue to perpetuate the problem because these handouts are addictive-keeping these children on the streets and luring countless others. Our handouts also reinforce a belief in these children that they have a right to free things.

We also become guilty of perpetuating the abuse of these children's rights. As long as we allow our handouts to train them to remain on the street-we expose them to early deaths from drugs and street fighting, rape, childhood prostitution and STDs. Our handouts also deny these children an opportunity to self actualise through learning and eventually, honest labour. It destroys their sense of worth and makes them dependent.

Every child has a right to play, to grow, to be sheltered and to learn. These are their basic human rights and as informed and thus empowered citizens we can agitate for the government to make sure these rights are enforced. On a personal level we can contribute our time and resources like blankets, books, toys and food to children's home. There are over 140 homes and sites in Nairobi that take care for street children.

1.2 POSITIVE FUTURES OF KWETU.

In addition to all of the difficulties of street life, street children may find themselves with a lack of:

- Education or training;
- Opportunities;
- Confidence in their own ability

The project address these problems by providing access to:

- Street Education
- Formal Education
- Vocational training.

With support, street children can attend school, gain skill and employment and reintegrate into society, thus making a valuable contribution to their own community. Project aim to give street children the opportunities to develop their confidence and work towards a positive, independent future.

SPONSORSHIP 1997

| SCHOOLS | PRIMARY | SECONDARY | TECHNICAL COURSE |
|-----------------|---------|-----------|------------------|
| Christ the King | 10 | - | 3 Carpentry |
| Gatwikira | 11 | - | 2 mechanics |
| Shimoni | 1 | 2 - | 1 Masonry |

TABLE 1: The pattern of this sponsorship 1997.

SPONSORSHIP 1998

| SCHOOL | PRIMARY | SEC | TECHNICAL COURSE |
|-----------------|---------|-----|------------------|
| Christ the King | 6 | - | 3 Mechanics |
| Gatwikira | 12 | - | |
| St Catherines | 5 | - | |

TABLE 2: The pattern of this sponsorship 1998.

The sponsorship Programme: For many school age children in the slum who are unable to pursue their Education due to lack of fees or sometimes an inability to purchase uniforms, or some such item, Kwetu provides assistance through its sponsorship programme.

SPONSORSHIP 1998

| PROGRAMME | PRIMARY | SEC | TECH |
|--------------------|---------|-----|------|
| Kibera | 1 | | |
| Iiani Primary Sch. | 1 | | |
| Machakos | | | |

TABLE 3: The pattern of this sponsorship 1998.

INFORMAL TRAINING: VOCATIONAL SKILLS

| TRADE | NUMBER | |
|-------------------------|--------|------|
| | 1997 | 1998 |
| Motor Mechanic | 3 | 2 |
| Metal work | 1 | - |
| Carpentry | 4 | 12 |
| Building & Construction | 1 | 1 |

TABLE 4: The distribution of those who went through informal training programme.

CHILDREN'S DAMA EXCHANGE:

| Organisation | PRIMARY Prog Type | Estm. Total No of Children | GENDER | F-Feeding |
|---------------------|------------------------------|---------------------------------------|---------------|------------------|
| Kwetu Home of Peace | Residential | 60 | Boys | * |

| | | | | |
|-----------------------------------|-------------------|-------------------------|------------------------|--|
| SS- Sponsor to outside Schools | C- Counselling | TS-Temporary Shelter | TC-Train: Carpentry | |
| * | * | * | * | |

TABLE 5 Activities in the project.

CHAPTER TWO

2.1 THE AIMS AND OBJECTIVES OF THE HOME

Goal: The goal of Kwetu is to be a “half way house” for the street child, a “bridge” between the street and a more secure and a more hopeful future with their families.

Objectives: To take the child (8 yrs -15 yrs old) off streets into our home for a temporary period (6 months - 1 Yr.) during this time we give him hope for the future.

Assist the child to integrate into everyday life and to develop a sense of responsibility through daily mix of household tasks (like cleanliness, sports and scouting).

To provide the children an opportunity for self-development and with skills for life, through technical training and regular schooling through sponsorship.

To prepare both the child and parents so as to re-unite them for physical and emotional growth. In the absence of natural parents Kwetu seeks the support of foster parents mainly within the extended families of the children.

To help the children to realise the value of one life and have respect for oneself and the community at large and through ongoing counselling discourage the children from drug abuse, drug trafficking as well as others.

To help the children create a relationship with God the creator and Jesus Christ our saviour.

To address the problem of the senior street boys (16-22 years old) by providing them with technical skills, temporary shelter and counselling on self-reliance.

To encourage and promote families to be self sufficient and self-reliant so as to be able to undertake dutiful role of providing care and protection for their children.

Co-operate with other organisations or persons with similar objectives.

To safe guard the provisions of the United Nations on the rights of the child 1989, as well as the provisions of the children's legislation in Kenya.

CHAPTER THREE

3.1 THE CONSTITUTION OF KWETU HOME OF PEACE.

LEGAL STATUS: A non-profit making institution owned by the Catholic Archdiocese of Nairobi. It's run at present by the parish of our Lady Queen of Peace South B for assistance of street children.

3.2 MISSION STATEMENT:

Kwetu Home of Peace is a foundation of our Lady Queen of peace Catholic Church that reaches out to street boys to give them love and dignity as children of God by inviting them to the Home. Through rehabilitation they are moved from a situation of high risk and "no tomorrow" to a situation of peace and security when there is " a tomorrow".

3.3 MANAGEMENT STRUCTURES.

The Bishop- the co-ordinator- the Board- the Director- and the staff.

THE CO-ORDINATOR.

At present the parish priest of our Lady Queen of Peace is the co-ordinator.

Other possibilities: Another priest of the parish or the Diocesan Development Co-ordinator. The Co-ordinator is the link person between the Archdiocese and the Home.

The director is responsible to the Co-ordinator and has a duty to keep the co-ordinator informed of the day today running and happenings of the Home. This should take place through frequent Communication (i.e. weekly consultations).

With due regard for the director as the one responsible for the spirit and the day to day running of the Home and with due respect for the duties and powers of the Board. The co-ordinator has the final- responsibility for the Home.

It is the Co-ordinator who takes on staff or terminates their employment. It is he who fixes their remuneration.

If some kind of arbitration is called for, he over-see this. Normally, however, day today responsibility for the staff is in the hands of the director.

THE BOARD.

Ex-officio members, the Bishop, the co-ordinator, the Director of Kwetu, the chairperson of the parish council (as long as Kwetu remains a parish based project).

Appointed members shall be chosen by ex-officio members and presented for approval to the parish council (with the provision just mentioned), and they shall not exceed 15 in number. The chairperson will always be elected by the Board. The duration of the Board shall be for 2 years but members can be eligible to serve again.

Further details concerning the board.

- 1) An ordinary member of the Board may be removed for misconduct, persistent failure to attend meetings without apology or any other sufficient cause, provided that a resolution supporting removal is passed by two - thirds of the members of the Board.
- 2) Meetings of the Board will ordinarily take place once a month (at present on the last Wednesday). 14 days notice shall be necessary for an extra ordinary meeting to be convened.
- 3) Resolutions shall generally be by consensus but any member may request a vote in which case a vote shall be by a show of hands.
- 4) The Board shall be seen to have sufficient quorum when 7 of its members are present.
- 5) The Chairperson leads all the meetings unless prevented by illness or other sufficient cause when the vice-chairperson will lead.
- 6) The Secretary will take minutes at all meetings and notify members of an extra ordinary meeting. Any correspondence coming from the board will be dealt with the Secretary. In the absence of the secretary, the assistant will fulfil these duties.
- 7) The responsibilities of the Board are to oversee the smooth running of the Home by:
 - Receiving a Director's report each month

- Receiving a financial report each month.
- Offering advice on personnel matters when the need arises.
- Organising fund-raising to help with the running costs of the Home.
- Sensitising people to the on going support for the Home by way of looking for Donors, sponsors, financial bankers and so on.

8) The powers of the Board are:

- To Call for reports that may be seen as helpful to the smooth running of the Home.
- To Organise Sub-Committees within the Board for such matters as fund-raising events, specialised personnel questions, specialised financial questions and so on.
- To Arrange for the audit of the books of Accounts of the Home at least once a year.
- To Advise on hiring, retention, disciplining and motivation of the Staff.

THE DIRECTOR:

The director of Kwetu Home of Peace is accountable to the co-ordinator and the Board for all matters relating to the day to day running of the Home. The director has a staff to assist in the smooth running of the Home. Bearing in mind the charitable nature and funding of the project, the Director will know that “salaried staff” must be kept to a minimum. The director must, therefore, be ready to encourage, animate and direct “voluntary staff.” one of the essential qualities for the Director and the “Salaried staff” of Kwetu is a positive and welcoming attitude to all “voluntary efforts” towards the welfare of the street children at Kwetu.

THE STAFF

The staff of the Home work under the director or the Director’s appointee. Likewise all voluntary staff are under direction in this way. The staff enjoy all the rights and duties accorded to them by the Kenyan Law. The director, salaried staff and voluntary staff are to co-operate together for the smooth running of the Home according to the constitution of Kwetu Home of peace. They are free to put in place structures seen necessary for running of the Home.

The co-ordinator has the power to remove anyone for indiscipline or who is reasonably suspected of not properly accounting for funds according to Kenyan Laws.

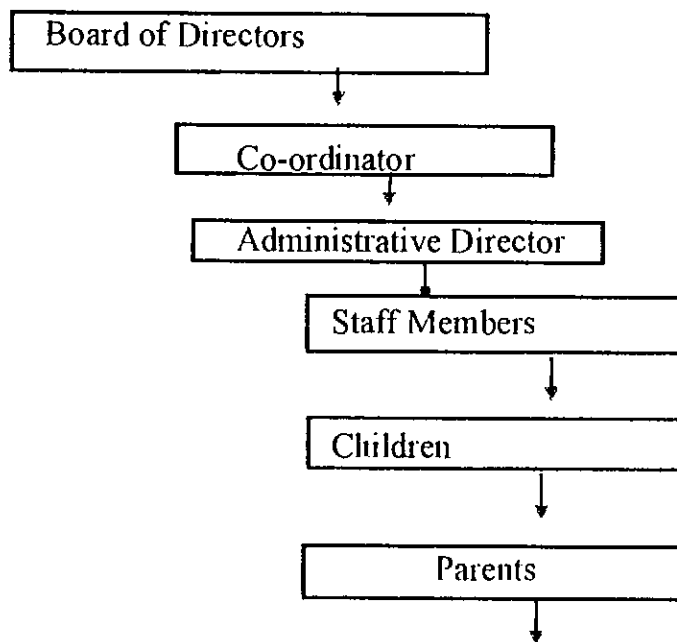
FUNDS

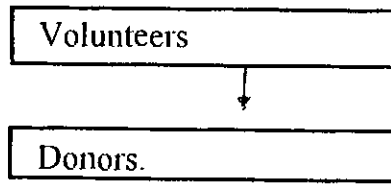
- The funds of the Home shall only be used in accordance with the objectives of the Home.
- The monies of the Home shall be Kept separately from parish monies.
- The account shall have three signatories.
- The financial year shall go from January to December.

3.4 ORGANISATIONAL STRUCTURES

The operations of Kwetu is guided by a Board of Directors. The project is stressed by a 15 Members of board which comprises of the parishioners and Fr. Ted, the project co-ordinator is the parish priest of our Lady Queen of Peace South B. The role of the Board is mainly decision making and fund raising, while the parish priest provides the linking factor between the Board and the projects. The board meets once a month and has duties and powers laid out in writing in the Kwetu constitution.

The Structure of the organisation is as illustrated on the chart.





The administrative director is the person in charge of the site in that he is responsible and answerable for the staff and daily activities of the site and of course the children. Under the director the staff members follows.

CHAPTER FOUR

4.1 Participation

Children are often assumed to be too young to be able to make rational or informed decisions. Consequently, they may not be given:

- Consideration of their rights
- Responsibility
- Influence in decision making
- Opportunity to express themselves freely

In the project of Kwetu, children are encouraged to make their own decisions and participate in the running of the project. This emphasis on empowerment enables children to experience control of their own lives, giving them independence and confidence.

The project encourages:

- Peer education
- Knowledge of their rights
- Freedom of expression
- Participate in decision making.

4.2 IMPLEMENTATION PLAN 1998 FOR KWETU HOME OF PEACE

| Activities | J | F | M | A | M | J | J | A | S | O | N | D |
|--|---|---|---|---|---|---|---|---|---|---|---|---|
| Objectives I: To provide out reach services to 50-70 street boys (8 - 15 yrs.) and identify 10 new boys for continued rehabilitation support within the project by the end year 1998 and to implement workshops related to of-street | | | | | | | | | | | | |
| Street work by team | X | X | X | X | X | X | X | X | X | X | X | X |
| Cleanliness, indoor games, drama/music, sports, scouting, handicraft. | X | X | X | X | X | X | X | X | X | X | X | X |
| -Home visits, counselling, active listening Empowerment, sharing information on Children's Rights. | X | X | X | X | X | X | X | X | X | X | X | X |
| 1 Workshop (2 days) on drugs/health/growth | | | X | | | | | | | | | |
| 2 Follow ups (1 day) | | | | | | X | | | X | | | |
| Objective II Provide an opportunity for self development and skills for life through sponsorship in regular schools and skills training for 55 - 60 boys | | | | | | | | | | | | |
| Identification and selection of 5 senior boys (16 - 22 yrs. Within the programme) for skill training | | | | | | | | | | | | |
| Disengagement of 4 boys from the St and/or seek attachment, home visits | | X | | | | | | | | | | |
| Provide education for • boys for informal school; • boys for formal school; • boys sponsored from their homes | X | X | X | | | | | | | | | |
| Human Development: • 1 workshop (1 day) for senior boys, follow ups • 2 workshops (2 days) for junior boys (Obj. IV) | | | | X | | | | X | | | X | |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Counselling/PAR meetings for all children in the centre | X | X | X | X | X | X | X | X | X | X | X | X |
| Identify gaps and address any outstanding areas | X | X | X | X | X | X | X | X | X | X | X | X |

| | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Objective III: Prepare both the child and parent emotional and physical for re-union | | | | | | | | | | | | |
| 2 workshops (1 day) for parents (objectives of Kwetu, informing about school holidays, parents' responsibilities) | | | X | | | | | | | | X | |
| Give the children a chance to visit their families over school holidays | | | | X | | | | X | | | | X |
| Social worker: home visits to identify children/parents who are ready for reunion | X | X | X | X | X | X | X | X | X | X | X | X |
| <ul style="list-style-type: none"> Identify and prepare 3-4 parents to be involved in income/Kwetu project. Formation of a parent support group to reach to the others | | X | X | X | X | X | X | X | X | X | X | X |
| | | X | | X | | X | | X | | X | | X |
| Objective IV: Assist children to realise the value for their lives and have respect for ones life (as human beings created in Gods image) and the community at large through counselling and discouraging them from self destructive behaviour such as drug abuse and trafficking. | | | | | | | | | | | | |
| <ul style="list-style-type: none"> Morning/evening prayers Bible study, singing, hymns, biblical drama on Wednesday, Saturday, Sunday. | X | X | X | X | X | X | X | X | X | X | X | X |
| <ul style="list-style-type: none"> Invite pastors, priests, brothers, sisters etc. who would like to talk to the boys on religious issues Free will to choose where to attend their services Put specific persons to undertake religious issues (| X | X | X | X | X | X | X | X | X | X | X | X |
| Drug abuse: 1 workshop (1 day) for senior boys 2 workshops (2 days) for junior boys Obj.11) | | | | x | | | | x | | | x | |

| | | | | | | | | | | | | |
|--|---|---|---|---|---|---|---|---|---|---|---|---|
| Objective V: Co-operate with other organisations/persons working under similar objectives of supporting street children | | | | | | | | | | | | |
| Programme for placement/visits of staff with other organisations for learning and exchange purpose | | X | X | X | X | X | X | X | X | X | X | X |
| Create a stable referral system with other organisations | X | X | X | X | X | X | X | X | X | X | X | X |
| Conduct inter-organisation games/activities with children | | | | X | | | | | X | | | X |
| Objective VI: Promote the United nations charter on the rights of the child as well as other provisions of children in the legislation of Kenya | | | | | | | | | | | | |
| 1 workshop (1 day) with staff on the rights of the child | X | | | | | | | | | | | |
| 3 workshops (1 day) with children (staff) | | X | | | X | | | X | | | | |

TABLE 6 The activities and the implementation of the project.

CHAPTER FIVE

5.1 DONORS TO KWETU

In the early stages while the project was still on the drawing board most of the funds came from overseas, that is Canada, Holland, Belgium and Britain. Later the Church (our Lady Queen of peace) started organising income-generating activities for the home and this included; concerts, sports Tournaments, raffles, dinner dances and various activities. A number of our Lady Queen of peace parishioners also donated money to the project. The boys make handicrafts such as decorated mats, tablecloths, bedcovers etc, and these are later sold to the public providing an additional source of income.

Without this support, the stories contained here could not have been made. They, by their gesture, have enabled Kwetu to bring hope to many. For this, we thank you.

| | |
|-------------------------------|-------------|
| Save the children-Netherlands | SNV |
| Reuters | Nairobi |
| The ford foundation | CAFOD |
| World-wide Express | DHL |
| Peace Developments | CANADA |
| Caritas - Netherlands | TERRA NUOVA |

Kwetu Home of peace takes pride in its close with friends circles in Kenya and outside Kenya who take an active interest in the on-going work of the organisation.

Some of Kwetu friends circles in Kenya:

The White fathers;
The Don Bosco;
& The Comboni Missionaries.

5.2 KWETU HOME OF PEACE. LIST OF DONNORS - 1996

| DATE | | NAME OF DONOR | AMOUNT |
|---------|---|--------------------|--------|
| January | 4 | Yaya Towers Center | 15,000 |
| " | 9 | Jennifer W. Miano | 70 |
| " | 9 | Peter Mateo | 400 |
| " | 9 | John Waruru | 400 |
| " | 9 | Mrs. Ahere C E & | |

| | | | |
|----------|----|--|---------|
| | | Mr Bertrand Marcelline (friends Catholic community) | 20,000 |
| January | 17 | Bro. peter Kiama - Kwetu | 200 |
| | 17 | Tender | 110 |
| | 17 | Elizabeth Tsestche | 200 |
| | 17 | Kimeu Mutinda | 300 |
| | 17 | Joseph Kamau | 500 |
| | 17 | Judith Omolo | 2,500 |
| | 17 | Benjamin Obok | 580 |
| | 24 | Mrs Kamau | 100 |
| | 29 | Research International | 500 |
| | 29 | Domililla - Unga | 200 |
| | 29 | “ Chicken feed | 200 |
| | 29 | Kimeu Mutinda | 300 |
| | 29 | Benjamin Alenga | 471 |
| | 29 | John Ngige | 500 |
| | 29 | Benjamin | 1,006 |
| | 29 | Telephone call | 5 |
| | 29 | Kimeu Mutinda | 300 |
| February | 2 | Bernand Kiio | 2,000 |
| | 2 | Telephone call | 80 |
| | 2 | Mrs Mrembo | 110 |
| | 2 | Telephone call | 20 |
| | 2 | Unknown donor | 1,107 |
| | 1 | “ “ | 816 |
| | 1 | “ “ | 918 |
| | 2 | Interest | 117,828 |
| | 9 | Kimeu Mutinda - Kwetu | 300 |
| | 9 | Peter Mateo - “ | 1,000 |
| | 9 | Baraza - “ | 50 |
| | 9 | “ | 25 |
| | 9 | Unga buyer | 50 |
| | 9 | Unknown donor | 160 |
| | 9 | Posho Mill Kwetu | 1,525 |
| | 9 | K. Mutinda - “ | 400 |
| | 19 | “ “ Kwetu | 400 |
| | 19 | John Ngige | 500 |
| | 19 | Posho Mill - Kwetu | 1,692 |
| | 19 | Unknown donor | 8 |
| | 22 | Our Lady Primary School | 840 |
| | 22 | Joseph Ireri | 300 |
| | 22 | Eleen Dehouse | 1,000 |
| | 22 | Benjamin Obok - Posho mill | 831 |
| | 24 | Mrs Kamau | 100 |
| | 29 | Joseph Ireri | 300 |
| | 29 | Lenyarwa | 15 |

| | | | | |
|-------|---|----|--|--------|
| | “ | 29 | Benjamin Obok mill | 2,109 |
| | “ | 29 | Unknown donor | 5 |
| March | | 2 | Our Lady of Mercy Pr. Sch. | 564 |
| | “ | 2 | One German Lady DM 1400 6 English donors | |
| | | | 118,892 | |
| | “ | 2 | Anastansia Maundu - Kwetu | 330 |
| | “ | 2 | David Karugo - Kwetu | 500 |
| | “ | 6 | Kimeu Mutinda | 300 |
| | “ | 6 | Bismack | 15 |
| | “ | 6 | Posho mill - Kwetu | 2,939 |
| | “ | 12 | Archdiocese of Nairobi | 9,931 |
| | “ | 14 | Youth - Our Lady Queen of Peace | 4,719 |
| | “ | 14 | Kimeu Mutinda - Kwetu | 300 |
| | “ | 14 | Parish - Our Lady Queen of Peace | 3,179 |
| | “ | 14 | Petty cash | 2 |
| | “ | 14 | Posho mill | 3,275 |
| | “ | 14 | Sanzia Alphonse | 500 |
| | “ | 18 | Joseph Ileri - Kwetu | 200 |
| | “ | 18 | Bro. Kiama - Kwetu | 2,000 |
| | “ | 18 | Furniture sold | 4,900 |
| | “ | 18 | Posho mill - Kwetu | 4,405 |
| | “ | 25 | Mrs. Kamau | 100 |
| | “ | 29 | Comboni Sisters | 2,000 |
| | “ | 29 | Posho mill Kwetu | 1,790 |
| | “ | 29 | Royal Insurance Company | 50,000 |
| | “ | 29 | Paschal Durand - Parish in France | 55,000 |
| April | | 2 | Bernand Ndatu | 2,500 |
| | “ | 2 | Joseph Kamau - Kwetu | 700 |
| | “ | 2 | Posho mill - Kwetu | 2,020 |
| | “ | 2 | Peter Mateo | 1,000 |
| | “ | 9 | Mrs. Mbugua | 500 |
| | “ | 9 | Bro. Kiama - Kwetu | 500 |
| | “ | 9 | Kwetu Posho mill | 2,602 |
| | “ | 10 | Vegetable buyer | 30 |
| | “ | 10 | Mr. Ruigi | 30 |
| | “ | 10 | Mrs Mugo's Family | 3,200 |
| | “ | 20 | Joseph Kamau | 200 |
| | “ | 20 | Posho mill - Kwetu | 1,995 |
| | “ | 24 | Mrs. Kamau | 100 |
| | “ | 27 | Harambee | 90,500 |
| | “ | 27 | George - Harambee | 1,200 |
| | “ | 27 | Harambee - Gatimu | 600 |
| | “ | 27 | “ Syagga | 3,600 |
| | “ | 27 | “ Aduwo | 1,000 |
| | “ | 27 | “ Mailu | 1,200 |
| | “ | 27 | “ Elijah | 2,000 |

| | | | | | |
|-------|---|----|---|--------------------------------------|---------|
| | “ | 27 | “ | Maxi | 1,200 |
| April | | 27 | “ | Marianist House | 1,800 |
| | “ | 27 | | Marianist Regional Hs. | 3,000 |
| | “ | 27 | “ | Kilonzo | 2,000 |
| | “ | 27 | “ | Mbugua | 600 |
| | “ | 27 | “ | Julius | 1,200 |
| | “ | 27 | “ | Kihato | 25,300 |
| | “ | 30 | | Barclays | 20,000 |
| | “ | 30 | | Joe | 1,000 |
| | “ | 30 | | Benjamin Alenga - Posho mill A/C | 2,532 |
| | “ | 30 | | Peter Matio | 500 |
| May | “ | 2 | | Elijah Harambee | 1,500 |
| | “ | 2 | | Unknown donors | 8,344 |
| | “ | 6 | | Harambee - Pato Enterprises | 2,300 |
| | “ | 6 | | Marianists Regional House | 2,000 |
| | “ | 6 | | Joseph Kamau | 200 |
| | “ | 6 | | Cyrus Kinyanjui | 300 |
| | “ | 6 | | Benjamin Obok | 2,041 |
| | “ | 6 | | Njuguna's family | 9,317 |
| | “ | 6 | | Parish (Our Lady Catholic Church | 1,300 |
| | “ | 6 | | Kimeu Mutinda | 45 |
| | “ | 10 | | Daniel Stephen Sch. - Harambee | 6,000 |
| | “ | 10 | | Overseas donation - | |
| | | | | (Canada Development & Peace) | 500.00 |
| | “ | 10 | | Interest earned | 131,051 |
| | “ | 10 | | Kimeu Mutinda | 55 |
| | “ | 10 | | Vegetable buyer | 20 |
| | “ | 10 | | New Hope Church | 10 |
| | “ | 10 | | Posho Mill reneue | 1,766 |
| | “ | 14 | | Unknown donor | 205 |
| | | | | \$ 4444 (US) Development and Peace | |
| | | | | AND St. Mathews parish UK. | 362,815 |
| | “ | 14 | | Mrs. Eveliwa | 1,200 |
| | “ | 14 | | British High Commission | 500,000 |
| | “ | 14 | | Canadian Gift (Ottowa) | 40,500 |
| | “ | 14 | | Ojil B | 2,000 |
| | “ | 14 | | Joseph Kamau - Kwetu | 200 |
| | “ | 14 | | Kimeu Mutinda | 200 |
| | “ | 14 | | Catholic Church Nbi South - Harambee | 6,400 |
| | “ | 14 | | Benjamin Obok | 973 |
| | “ | 21 | | Susan W Kimani | 1,000 |
| | “ | 21 | | R M Raitiatha | 2,000 |
| | “ | 21 | | German Vistor | 10,890 |
| | “ | 21 | | Fundraiser | 600 |
| | “ | 21 | | Mrs Kimani | 2,000 |
| | “ | 21 | | Cyrus Kinyanjui | 200 |

| | | | |
|------|----|--|--------|
| May | 21 | unnamed parishioner | 10,400 |
| " | 21 | Unnamed parishoiner | 1,800 |
| " | 21 | Posho mill revenue | 2,940 |
| " | 24 | Mrs Kamau | 100 |
| " | 25 | Dhl Ltd | 37,400 |
| " | 25 | Yator | 1,500 |
| " | 25 | Parishioner | 3,000 |
| June | 1 | | 3,600 |
| " | 3 | Posho mill revenue | 310 |
| " | 3 | Posho mill revenue | 9,135 |
| " | 3 | Petty Cash | 15 |
| " | 5 | Posho mill revenue | 4,100 |
| " | 5 | Rabbit buyer | 80 |
| " | 5 | Posho mill revenue | 4,100 |
| " | 7 | Daniel Stephen Pr. Sch. | 2,142 |
| " | 7 | Posho mill revenue | 2,198 |
| " | 7 | Posho mill revenue | 3,506 |
| " | 13 | Benjamin Alenga | 500 |
| " | 13 | Posho mill revenue | 2,606 |
| " | 18 | Our Lady of Mercy Pr. School | 504 |
| " | 18 | Posho mill revenue | 3,750 |
| " | 18 | Joseph Kamau - Kwetu | 200 |
| " | 18 | Sanzia Alfonso & Family | 1,000 |
| " | 18 | Posho mill revenue | 5,320 |
| " | 21 | Posho mill revenue | 6,300 |
| " | 24 | Mrs Kamau | 100 |
| July | 4 | Fr. Wolfgang Buth DM 1000, Jull For & K, McGhee | 80,590 |
| " | 4 | Kimeu Mutinda | 200 |
| " | 4 | Posho Mill Revenue | 29,800 |
| " | 8 | Herbert | 700 |
| " | 8 | Our Lady of Mercy Pr. School | 504 |
| " | 8 | Cyrus Kinyanjui | 900 |
| " | 8 | Joseph Kamau | 200 |
| " | 8 | Visitors | 515 |
| " | 8 | Benjamin Alenga | 9,020 |
| " | 8 | Sales of T-shirts | 900 |
| " | 8 | Petty cash | 10 |
| " | 10 | Fr. Michael (Marianist) | 500 |
| " | 10 | Joseph Onyango - Posho mill Kiok | 360 |
| " | 10 | Benjamin Obok - Posho mill | 5,600 |
| " | 10 | Unknown donor | 190 |
| " | 15 | Telephone | 20 |
| " | 15 | Samuel Mwangi | 200 |
| " | 15 | Samuel Mwangi | 60 |
| July | 15 | Joseph Kamau | 200 |

| | | | |
|-----------|----|--|-----------|
| | 15 | Mr. Nick - Renocon | 1,500 |
| | 15 | Posho Mill | 9,900 |
| | 15 | Kiok | 10 |
| | 19 | Ms. Onyango | 600 |
| | 19 | Mr. Joseph Onyango | 236 |
| | 19 | Benjamin Obok - Posho mill | 8,669 |
| | 22 | Cyrus Kinyanjui | 250 |
| | 22 | Benjamin Abok - Posho mill | 4,645 |
| | 25 | Mrs Kamau | 100 |
| | 29 | Posho Mill Renevue | 9,954 |
| | 29 | Joseph Onyango | 700 |
| | 29 | Susan | 80 |
| | 29 | Fr. Mike | 20,000 |
| | 29 | Fr. Peter Kiarie | 2,500 |
| | 29 | Mrs Onyango | 2,100 |
| | 29 | Unknow | 2,000 |
| August | 6 | Hitesh Jetiwa | 2,001 |
| | 6 | Sandea Lobo | 2,500 |
| | 6 | Edward V. Wild | 2,500 |
| | 6 | Posho mill Revenue | 8,025 |
| | 7 | Unknown donor | 5,000 |
| | 12 | Posho Mill | 7,870 |
| | 12 | Administration income | 7,264 |
| | 28 | Posho Mill | 20,075 |
| | 28 | T-Shirt sale | 700 |
| | 28 | Mrs A. Maundu | 40 |
| | 28 | Mrs. Kamau | 100 |
| | 30 | Robert W. Kioi | 12,500 |
| | 30 | Lets Go travel Ltd | 2,500 |
| | 30 | Fr. Helmut Huber - Canadian Dev. & Peace | 2,446,616 |
| Sept | 4 | Barbeque | 43,390 |
| | 4 | Posho Mill | 11,158 |
| | 4 | Posho Mill | 4,378 |
| | 9 | Bob Dewar Publicity | 2,500 |
| | 10 | Germany | 37,000 |
| | 10 | Victoria Commercial Bank | 11,000 |
| | 10 | Canadian Donor \$ 5000 CAD, Parish in Scotland Pounds 500 | 250,000 |
| | 11 | Barbeque | 2,620 |
| | 18 | Barbeque | 890 |
| | 18 | Daniel Stephen School | 920 |
| | 18 | Bid Insurance Brokers | 88 |
| | 18 | Missionaries of Africa | 1,000,000 |
| September | 24 | Standard Bank of Kenya - NIC House | 40,000 |
| | 24 | Mrs Kamau | 100 |

| | | | | |
|----------|---|----|-------------------------------------|------------------|
| | “ | 26 | Snaps/Phots | 20 |
| | “ | 26 | Beans | 2,700 |
| | “ | 27 | Daniel Stephen School | 2,700 |
| October | | 14 | Beans | 4,760 |
| | “ | 23 | Beans | 5,810 |
| | “ | 24 | Mrs Kamau | 100 |
| | “ | 29 | Bob Dewar Publicity | 2,500 |
| | “ | 29 | P.M. Syaga & E A Syaga | 2,600 |
| | “ | 29 | Cards | 100 |
| | “ | 29 | Car Transport Services | 1,055 |
| November | | 1 | Sale of old tyres | 2,400 |
| | “ | 1 | Beans | 18,500 |
| | “ | 1 | Local gift | 900 |
| | “ | 1 | Car transport services | 110 |
| | “ | 1 | Boys - Kwetu | 1,000 |
| | “ | 14 | Mrs Carla Camellato & Friends | 80,000 |
| | “ | 14 | Beans | 34,500 |
| | “ | 18 | Pankaf Raithatha | 2,500 |
| | “ | 20 | Cash Deposits | 13,512 |
| | “ | 20 | Beans | 3,673 |
| | “ | 20 | Barbeque | 800 |
| | “ | 20 | Cuff | 1,000 |
| | “ | 20 | T-Shirts | 350 |
| | “ | 20 | Cap | 200 |
| | “ | 20 | Van | 627 |
| | “ | 20 | Unga | 150 |
| | “ | 20 | Unknown donors | 1,180 |
| | “ | 25 | Mrs Kamau | 100 |
| December | | 9 | Beans | 26,310 |
| | “ | 9 | Mrs Carla Camellato & Friends | 51,800 |
| | “ | 9 | Canadian Donor & 100 CAD | 33,00 |
| | “ | 9 | Ralph Sherwin Football Club UK | |
| | | | Pounds 1200 | 114,000 |
| | “ | 9 | St. John Baptist Sch. UK Pounds 250 | 23,750 |
| | “ | 9 | German donor | 78,552 |
| | “ | 9 | Maina Patrick | 5,000 |
| | “ | 9 | S.N.V. Children | 25,000 |
| | “ | 9 | S N.V. Children | 3,000 |
| | “ | 9 | Beans | 7,563 |
| | “ | 17 | Alfred Githae Kimani | 1,500 |
| | “ | 18 | Rathfarnham | 8,578 |
| | “ | 23 | Bob Dewar Publicity | 2,500 |
| | “ | 23 | “ “ “ | 2,500 |
| | “ | 24 | Mrs Kamau | 100 |
| | “ | 30 | Yator Barnabas Kipkorir | <u>2,500</u> |
| | | | | 7,037,017 |

CHAPTER SIX

6.1 PERSONNEL POLICIES AND PROCEDURE MANUAL

The following personnel policies and procedures contain policies in five key areas namely, Employment, salary and training, Employee-relations and staff.

Employment Policy:

The Board of Directors is committed to engaging qualified, committed and devoted staff, enabling them to derive satisfaction from their Jobs by offering them attractive working conditions, challenging assignments, and wherever possible, opportunities for advancement.

Salary:

The Board of Directors endeavours within its financial limits, to pay reasonable salaries to its staff. The policy guideline takes into consideration financial position of Kwetu, equitable reward, capability and working environment of each staff.

Training and Development Policy.

The Board is committed to provide and support training and development of staff in order to help them increase their knowledge and improve skills and attitudes. Towards this objective, it provide, whenever funds permit, opportunities for training and development of its staff.

Staff Relations:

The Board is committed to establish and promote respectful relationship between the home, management and staff. Whenever a dispute or conflict arises in the course of work, every effort is done to resolve the problems.

Benefits policy

The Board is committee to provide, within its limits, services and benefits to its staff. These reviewed from time to time in light of available resources and in light of the objectives of the home.

6.2 HOURS OF WORK:

Normal working hours:

The Normal working hours for Kwetu are 8.30 a.m. to 5.00 p.m. with a lunch break of between 1.00 and 2.00 p.m. The normal working week is Monday to Saturday 9.00 a.m. - 12.30 p.m. House parents

work from Monday to Saturday because of the nature of their work. The staff may be required to carry out certain duties outside this time.

Public Holidays:

Public Holidays are observed in accordance with the public Holiday ACT (CAP 110).

Overtime

It is the Kwetu policy that working overtime is discouraged. However, where overtime has been earned out of necessity, such employees are given the equivalent time off in compensation rather than cash payment.

6.3 RECRUITMENT OF STAFF

Recruitment of staff of Kwetu follows the following procedure.

Establish a vacant position.

Before recruitment, a vacant position is established and approved. The Position of a teacher and above, approved by the Board and the co-ordinator. While for the position of support staff the director and senior staffs are responsible.

Document

Before advertising for staff position the job description and specification are reviewed and up dated accordingly. If it is a new position, a new job description and specification are drawn.

Internal transfer

Internal transfer of senior staff is approve by the co-ordinator in consultation with the Board

A recommendation

An advertisement for vacant position is written and sent to various churches. Only a senior position is advertised in the newspapers. All application letters are addressed to the co-ordinator or director of the home.

Short listing.

The board appoints out appropriate panel expertise needed to short list the best candidates for interview. And is conducted by the selected panel.

Negotiate salary:

The interviewing panel, negotiate salary to be offered to the most successful candidate. In case of a director, the Board and the Co-ordinator discuss, agree and offer appropriate salary. For support-staff the Director discuss with co-ordinator and degree.

Medical examination

All new employees are required to undergo a medical examination by a medical practitioner appointed by Kwetu.

Letter of appointment

The letter of appointment contains all relevant information concerned with the condition of employment. These include:

- (i) Starting date.
- (ii) Salary agreed on.
- (iii) Job title
- (iv) Probation period
- (v) Hours of work
- (vi) Procedures.

Induction

New employees reporting on duty undergo an induction period. The process includes; among other things, a brief history of Kwetu, philosophy and key objectives of the home.

Probation period

A probation period of six (6) months is applicable to all staff.

- (i) Confirmation Letter: After satisfactory probation period, a confirmation letter is issued.
- (ii) Confidential matters: During the course of duties employees become acquainted with facts and information concerning Kwetu business.

6.4 Activities outside Employment

Employees are expected to devote the whole of their time and ability to promote the business and interest of the home. During the period of employment, employees are not expected to engage in any activity or business, which will be in conflict with the activities of the home or jeopardise the achievements of the set objectives of the home.

Promotion: A promotion is associated with an increase in salary

Retirement

Normal retirement for employees is 55 years. Early retirement should be between 45- 50 years of age. The Board endeavour to prepare its staff for retirement.

Redundancy

Redundancy among employees occurs, it is the policy of Kwetu to treat the affected employees in a humane and considerate manner. Such employees are entitled to a minimum of 15 days gross salary for

each computed year of service with Kwetu. For a period of less than one year, a proportionate part is offered based on its completed months of service.

6.5 SALARY AND WAGES:

Employees

Kwetu endeavour to categorise employees into equitable grades of salaries in order to determine an objective and reasonable range of compensation for its employees. To accomplish this objective the factors taken into consideration include: Sound management of human resources, equity, effective recruitment manpower planning and staff development.

Salary

Salary is in accordance with the approved staff grades for the respective positions. Salary is paid before 30th of each month.

6.6 TRAINING AND DEVELOPMENT

- 1) Training Commitment.
- 2) Staff Orientation.
- 3) Training Assessment (through performance appraisals)

TYPES OF TRAINING

The management encourages staff to attend various types of training aimed at equipping and improving their knowledge, skills and attitude. For this purpose, staff training is divided into the following categories.

- a) General training
- b) Management, and leadership development.
- c) Professional training.

General Training:

Include short courses on various aspects of Kwetu activities such as street children development work, organisational and human resource management, counselling, etc.

After approval by the Board, the director is responsible for co-ordinating the nomination of staff to attend various courses and endeavour to get a feedback and share it with relevant members of staff.

Management and Leadership Development

The management obtains information on available course for management and leadership development. A training agency is requested to provide a training programme outlining objectives, targeted participants, resource persons, cost and other relevant

information. The co-ordinator collects all the programmes, assess them and make recommendations to the Board.

Professional Training.

There are two broad types of professional training; institutional and part-time. Institutional training requires a person to be resident in an institution for a specified period. During this period the employee receive a proportion of allowance as determined by the Board. Part-time are such courses, which are provided in evening or daytime classes, while most of the work is done at home. Staff desiring professional training is required to seek approval of the Board through the Director.

BONDING

Any staff sponsored by kweta for further training is bonded to work for the home after training based on the length of the sponsorship. A staff who breaks the agreement is required to refund the full cost of training in financial terms plus an agreed percentage of allowance paid to the staff during training.

6.7 STAFF RELATIONS GUIDING PRINCIPLES

Kwetu is committed to maintaining an enabling environment, promoting a cordial relationship between staff and the Board. Furthermore, Kwetu recognises that a good working relationship can be effectively promoted by the co-operation of all persons working in the home. Co-operation and good working relationship are based on three guiding principles:

The willingness which instructions issued by supervisors is carried out.

The acceptance of rules of conduct and standards of work which have been devised to ensure successful achieved of the objectives of kwetu.

Mutual respect for each person regardless of their position, background or belief.

6.8 DISCIPLINARY POLICIES AND PROCEDURES.

The disciplinary policies and procedures are guided by the provision the Employment Act Cap 226 and Kwetu staff rules and regulations. A disciplinary case is essentially an action taken by the management against members of staff who violate kwetu codes of conduct.

Disciplinary offences

There are three broad categories of disciplinary cases:
Serious offences which require dismissal in accordance with the Employment Act.
Serious cases which require dismissal in accordance with the Rules and Regulations of Kwetu.
Minor cases which require a warning letter.

Disciplinary committee

The Board of Directors acts as the disciplinary committee.

6.9 STAFF BENEFITS

Guidelines of Kwetu benefits are summarised below:

Insurance Scheme

Kwetu's staffs are entitled to compensation under group or personal accident compensation insurance cover.

Workmen's compensation:

(Employees earning less than Ksh 4,000 per month)
Kwetu makes its contribution to workmen's compensation scheme for staff earning less than four thousand.

Housing and Housing allowance

Kwetu indicate housing element of a salary package even where consolidated salary is offered.

Utilities

In case an employee of Kwetu is housed at Kwetu, uses electricity and water, an amount is deducted from his salary to cover for:

- Electricity Ksh 150 per month.
- House one bedroom and kitchen Ksh 100 per month
- Water Ksh 100 per month

Staff loans:

Kwetu is not in favour of giving any kind of loan because of their financial status.

6 Uniforms:

The cook(s), the driver(s) and the posh miller(s) are provided with uniforms.

7 Leave:

a. Annual leave

All Kwetu staffs are entitled to 21 days annual leave after completion of twelve month's service.

b. Compassionate leave

Kwetu grants 5 days compassionate leave (with pay) in the case of a death within the immediate family. The immediate family is defined as the spouse, own or legally adopted children and parents of the employee or the spouse. All in all the approval is given by the Director.

c. Maternity leave

Women employees are eligible for 60 Calendar days paid maternity leave. Usually maternity leave is taken to off-set against annual leave entitlement. The date of commencement of the maternity leave is determined by a doctor and the Director in consultation with the staff.

d. Sick leave

Employees who are unable to carry out their duties due to illness are entitled to 2 months with full pay, a further 2 month with half pay.

CHAPTER SEVEN

7.1 FINANCIAL OVERVIEWS

The financial situation of Kwetu at the end of 1995 reports the strongest position since their formation. As a result, there have been able to increase actual expenditure in helping street children. Finally there thank all of their financial donors and other who continue to give their free time in supporting the vital work carried by Kwetu for street children around Nairobi.

| TOTAL | 1994 | |
|-------|--------------|--------------|
| | INCOME | EXPENDITURE |
| | 5,062,607 | 1,092,682 |
| | 1995 | |
| | 7,858,623 | 2,015,219 |
| | 1996 | |
| | 7,037,017 | 3,383,453 |
| | 1997 \ 8 | |
| | 6,678,815.25 | 5,544,662.15 |

**7.2 KWETU HOME OF PEACE
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR
ENDED 31 DECEMBER 1994**

| INCOME | 1994 |
|------------------------------------|-------------------------|
| | Kshs. |
| Interest on fixed deposit | 16,397 |
| Overseas donations | 4,423,643 |
| Fund raising | 434,918 |
| Local donations | 144,533 |
| Kwetu car | 13,537 |
| Kwetu income generating activities | 9,139 |
| Others | 20,440 |
| | ----- |
| TOTAL INCOME | 5,062,607 |
| | ----- |
| EXPENDITURE | |
| Depreciation | 422,274 |
| Feeding of street children | 215,698 |
| Education | 14,910 |
| Salaries and wages | 223,051 |
| Medical | 13,116 |
| Motor vehicle running | 155,739 |
| Bank charges | 6,003 |
| Miscellaneous | 41,891 |
| | ----- |
| TOTAL EXPENSES FOR THE YEAR | <u>1,092,682</u> |
| SURPLUS FOR THE YEAR | <u>3,969,925</u> |

KWETU HOME OF PEACE
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR
ENDED 31 DECEMBER 1995

| | Notes | 1995 Kshs | 1994 Kshs. |
|------------------------------------|-------|-------------------------|-------------------------|
| INCOME | | | |
| Interest of Fixed Deposits | | 276,106 | |
| 16,397 | | | |
| Overseas donations | | 5,351,951 | 4,423,643 |
| Fund raising | | 116,748 | 434,918 |
| Local donations | | 1,992,732 | 144,533 |
| Kwetu car | | 40,121 | 13,537 |
| Kwetu income generating activities | | 52,881 | 9,139 |
| Others | | <u>28,084</u> | <u>20,440</u> |
| TOTAL INCOME | | <u>7,858,623</u> | <u>5,062,607</u> |
| EXPENDITURE | | | |
| Depreciation | | 454,554 | 422,274 |
| Feeding of street children | | 146,168 | 215,698 |
| Education | | 128,238 | 14,910 |
| Salaries and wages | | 565,671 | 223,051 |
| Medical | | 56,305 | 13,116 |
| Motor vehicle running | | 313,889 | 155,739 |
| Bank charges | | 2,122 | 6,003 |
| Repairs and maintenance | | 42,180 | - |
| Printing and stationery | | 37,671 | - |
| Rent | | 13,800 | - |
| Transport | | 4,657 | - |
| Telephone and postage's | | 22,409 | - |
| Donation | | 21,482 | - |
| Security | | 1,220 | - |
| Retreat expenses | | 4,767 | - |
| Funeral expenses | | 33,897 | - |
| Light and water | | 20,000 | - |
| Licences | | 1,769 | - |
| Miscellaneous | | <u>144,420</u> | <u>41,891</u> |
| TOTAL EXPENSES | | <u>2,015,219</u> | <u>1,092,682</u> |
| SURPLUS FOR THE YEAR | | <u>5,843,404</u> | <u>3,969,925</u> |

**KWETU HOME OF PEACE INCOME AND EXPENDITURE
ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 1996**

| | 1996 Kshs. | 1995 Kshs. |
|------------------------------------|-------------------------|-------------------------|
| INCOME | | |
| Interest of Fixed Deposits | 248,879 | 276,106 |
| Overseas donations | 5,823,929 | 5,351,951 |
| Fund raising | 159,018 | 116,748 |
| Local donations | 2,722,339 | 1,992,732 |
| Kwetu car | 23,892 | 40,121 |
| Kwetu income generating activities | 17,831 | 52,881 |
| Posho Mill | <u>329,334</u> | - |
| Others | 161,795 | 28,084 |
| TOTAL INCOME | <u>7,037,017</u> | <u>7,858,623</u> |

EXPENDITURE

| | | |
|----------------------------|---------|----------|
| Depreciation | 373,240 | 454,554 |
| Feeding of Street Children | 231,281 | 146,168 |
| Education | 221,305 | 128,238 |
| Salaries and wages | 708,098 | 5,65,671 |
| Medical | 82,763 | 56,305 |
| Motor vehicle running | 399,658 | 313,889 |
| Bank charges | 11,520 | 2,122 |
| Beans | 236,900 | - |
| Repairs and maintenance | 94,086 | 42,180 |
| Printing and stationery | 197,779 | |
| 37,657 | | |
| Rent | 21,250 | 13,800 |
| Transport | 25,984 | 4,657 |
| Telephone and postage | 35,933 | 22,409 |
| Donation | 27,299 | 21,482 |
| Security | 1,617 | 1,220 |
| Retreat expenses | 150 | 4,767 |
| Funeral expenses | 1,740 | 33,897 |
| Light and water | 37,169 | 20,000 |
| Licences | 18,808 | 1,769 |
| Entertainment | 6,224 | - |
| Insurance | 27,108 | - |
| Service charge | 2,800 | - |
| Ground rent and rates | 1,572 | - |
| Maize | 548,127 | - |
| Miscellaneous | 71,042 | 144,420 |

| | | |
|-----------------------------|------------------|------------------|
| TOTAL EXPENSES FOR THE YEAR | <u>3,383,453</u> | <u>2,015,219</u> |
| SURPLUS FOR THE YEAR | <u>3,653,564</u> | <u>5,843,404</u> |

**OUR LADY QUEEN OF PEACE NAIROBI SOUTH KWETU HOME
OF PEACE INCOME & EXPENDITURE A/C FOR THE YEAR
1997/1998**

| | SH. | SH. |
|-------------|-----|--------------|
| Balance b/d | | |
| Cash | | 5,709.00 |
| Bank | | 1,198,366.40 |

INCOME

| | | |
|-----------------------------|--|---------------------|
| Local donation | | 640,369.35 |
| Overseas donation | | 4,310,752.00 |
| Interest earned* | | 435,732.90 |
| Kwetu car | | 1,480.00 |
| KIGA | | 27,567.00 |
| Fund-raising (Dinner dance) | | 49,199.00 |
| Others: Poshomill (Refund) | | 8,999.60 |
| Returned cheque | | <u>640.00</u> |
| | | 6,678,815.25 |

EXPENDITURE

| | | |
|--------------------------|--------------|---------------------|
| Personel | 776,349.50 | |
| Feeding | 186,519.00 | |
| Medical & hygiene | 30,584.50 | |
| Repair & Maintenance | 31,194.50 | |
| Transport | 208,326.15 | |
| Administration | 154,478.05 | |
| Education | 160,602.00 | |
| Telephone & Postages | 30,401.10 | |
| Water & electricity | 138,869.10 | |
| Furniture & equipment | 225,625.00 | |
| Building & Construction | 2,782,964.70 | |
| Fund-raising Expenditure | 13,733.95 | |
| Others: Posho mill | 22,550.00 | |
| Carpentry W/Shop | 500,000.00 | |
| Entertainment/gifts etc | 52,439.00 | |
| Suspense A/c* | 25.60 | <u>5,544,662.15</u> |
| Made up of: | | 1,134,153.10 |

| | | |
|------|--------------|---------------------|
| Cash | 22,138.00 | |
| Bank | 1,112,015.70 | <u>1,134,153.70</u> |

NB * Interest earned from the Savings a/c totals Ksh. 435,732.90

*A Debit Suspense A/c of untraced error Sh. 25.60 has been opened to balance our account.

CONCLUSION

PRESENT ACTION

The depth of variety of work undertaken on behalf of children is extensive. While, what is being done by Christians and others is but a small portion of what needs to be done. I nevertheless celebrate the fact that so many Christians around South B are responding to the needs of children at risk.

Current interventions include:

Rehabilitation programmes for children who have suffered from exploitation or who have become addicted to drugs and alcohol.

Partnership between ministries with common goals.

Advocacy and lobbying on behalf of those who have no influence over government policy and empowering of grassroots communities.

Counselling for children who have been traumatised by abuse, or natural disasters.

RE-unification of street children with their families

Out reach to children on streets in form of education, evangelism etc.

Long term residential care for children who are unable to live with their remaining family. Foster care

Community and environmental improvements

Fund-raising on behalf of individual children, and the ministries that support them through grants and self-sustainability.

Schooling and vocational training for children; equipping of community leaders and child-care workers. Training of parents.

WEAKNESSES

There are the problems you might expect when life on the streets is brought suddenly into a Christian family setting. The younger children

may come with bed-wetting or other emotional problems. Fighting is quickly discouraged. Boys especially may be used to smoking bhang, sex and stealing. Freedom is highly cherished by street people; a home of fifty to sixty must have definite rules.

Children are not allowed to have money at Kwetu Home of Peace. But they may slip off to the shopping Centre and beg for shillings. Sr. Maerina and Sr. Ursula continually tell these kids how they are loved by God and by them. Love changes people especially of this age.

The children are also taught to pray by Sr. Gladys and attend worship is South B.

If you ask the parent of this home what they need, their answer will be open and honesty. **Recreation:** Having been robbed of the childhood by the streets and after working hard at school, recreational facilities are desperately needed.

Books: A home like this must have library for study and recreational reading. **Workers:** The ground needs more work, there is the possibility of vegetables, Sugar canes or income through grazing or gardens.

RECOMMENDATION FOR THE FUTURE:

THE CHRISTIAN COMMUNITY

Must raise a voice for and along with children to call to account those in positions of economic and government power who make and implement laws and policies that abuse, ignore, or take advantage of children at risk. This will involve increase participation in for a recommending and implementing social policy toward children at risk

All grass roots ministries:

Whether run by local church or particular organisation should seek to reinforce forms of interconnectedness in their common endeavours to minister effectively to children in their community. I recommend that local regional and international networks in a servant hearted capacity. These various networks could serve the body of Christ by identifying those who are involved in doing creative ministries, though often isolated and unknown, so that these smaller groups have access to shared information, resources and encouragement. Mutual support and mutual shared resources should be encouraged at all levels.

ALL CHURCHS:

Have a responsibility to search for and implement tangible structure by which they can effectively minister to children at risk. I recommend that they:

- Be aware of this crisis.
- Be aware of what other people and ministries are currently doing.
- Provide a sense of significance emotional acceptance and support for care giver.
- Ensure that children at risk and their families are welcomed into the church community.

- Regularly pray and action within the congregational worship service for children at risk.

And set aside resources, financial and persons, in order to link with and participate in a specific ministry programme.