

Strategic Plan 2023 -2026



rafiki mwema
holding the hand of the future



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It all began in a simple rental house in Nakuru, Kenya. In 2011, we opened the doors of Rafiki Mwema to provide a place of refuge to young girls who were victims of sexual abuse. We provided a safe, loving and therapeutic home to them while their cases went through the courts. We called our home 'Rafiki Mwema', which translates to "loyal friend" in Swahili and within one week we were home to 22 little girls.

Today, having grown to four houses on a large, secure property, we are home to 70 children – girls and boys – who are therapeutically parented by our 40+ Kenyan staff.

Every child that is able to return home to their community is visited regularly by our outreach team, to ensure they are safe, cared for and attending school.

Our mission is to heal every child from their trauma with attachment, love and empathy. Our key workers use an Attachment Play Program, a specialised way of caring for children who have suffered significant trauma.

On the ground in Kenya, we work closely with families, schools, villages and government departments in an effort to break the cycle of abuse and bring about systemic cultural change to remove the stigma of sexual abuse that is sadly common in Kenya.

An incredible amount of work goes on behind the scenes at Rafiki Mwema to heal, protect and gain justice for our children. If you would like to contribute to genuine life transformation, please consider supporting us and the work we do at Rafiki Mwema, to give children the opportunity to live as children should.

OUR RAFIKI WAY

Our Vision:

A safe childhood and bright future for every Kenyan

Our Mission:

To support Kenyan children through trauma by providing safety, nurture, education and hope

All stories must start somewhere, and for Rafiki Mwema that moment was when Africa stole the heart of Sarah Rosborg.

After travelling and working her way around the world, including time at a Kenyan orphanage, a life-changing car accident in 2005 forced Sarah to return home to the small coastal town of Lennox Head, on the east coast of Australia.

During her 18-month recovery she made a promise to herself that she would dedicate the rest of her life to helping the beautiful yet vulnerable children she met in Kenya.

Since meeting the children at Rafiki Mwema in 2011, Sarah's unwavering determination has transformed the lives of hundreds of children in Kenya, helping them escape cruel and inhumane circumstances and providing them with a safe home and unconditional love.

Sarah founded Rafiki Mwema as an Australian charity in 2013 and today it is home to 70 children and 45 staff. It is, and will be, her life's work.



Our Values:

Our Rafiki Way sees us acting at all times with:



Respect: We acknowledge every person has a fundamental right to be treated with respect and dignity.

Courage: We will not remain silent.

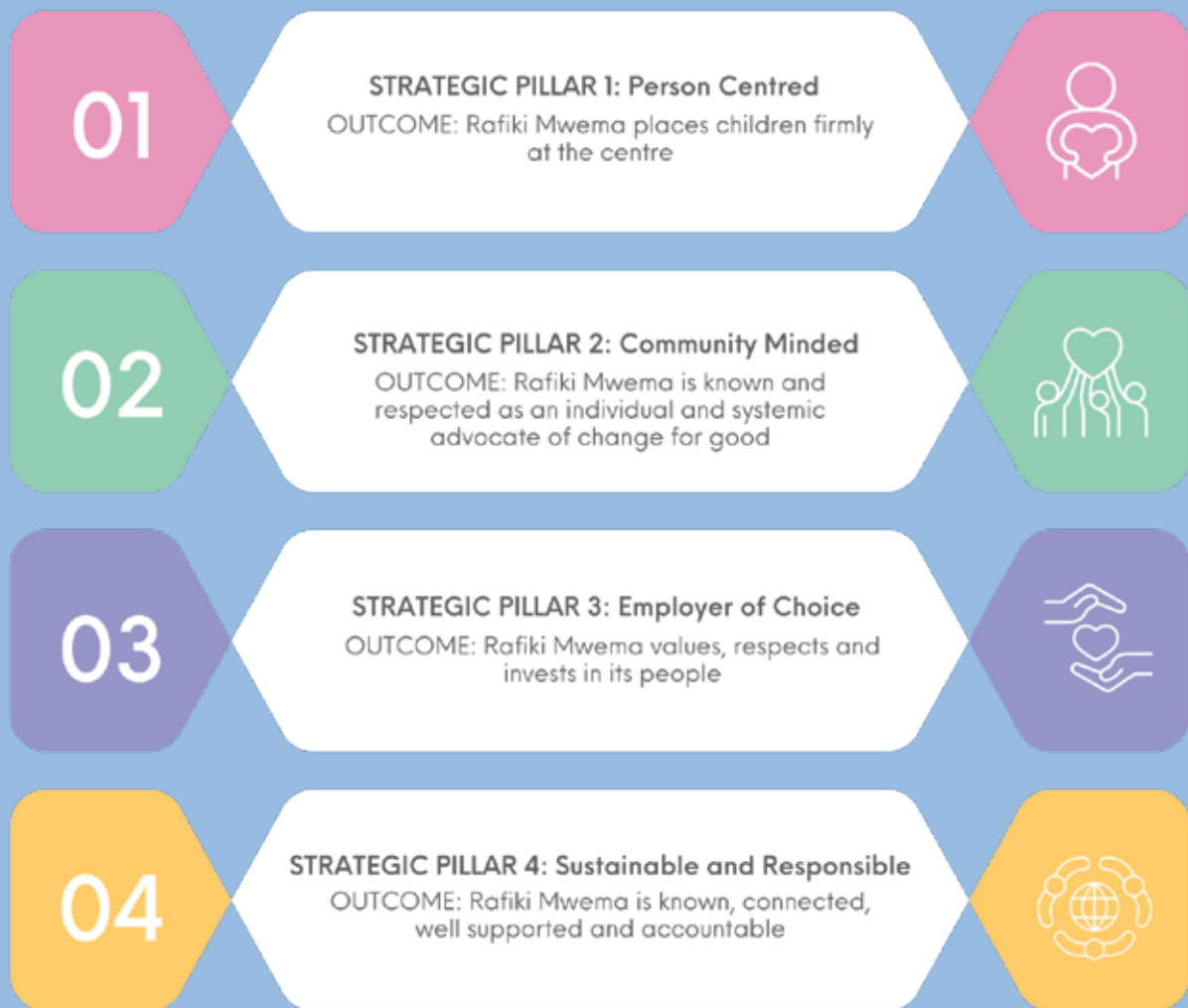
Integrity: We are committed to being respectful, honest and accountable.

Compassion: We are empathetic and on this path with you.

Holistic Commitment: We have a view to the future, enacting community and systemic change for good.

Our Strategic Pillars

Over the next three years, Rafiki Mwema is committed to the following four strategic pillars and associated goals:





STRATEGIC PILLAR 1: Person Centred

OUTCOME: Rafiki Mwema places children firmly at the centre

- Children are engaged, safe and secure within our services
- Children are connected to their community, culture and family
- Therapy is robust, evidence based, appropriate and continuously evaluated
- Decision making is embedded in the best interests of the children
- Education and nurture are provided unconditionally to all children



STRATEGIC PILLAR 2: Community Minded

OUTCOME: Rafiki Mwema is known and respected as an individual and systemic advocate of change for good

- We are embedded in and committed to our local community
- Systemic change and justice are actively pursued
- Community perceptions, discrimination and stigma are changed for the better
- Capacity of the community is enhanced to better protect children
- International support is leveraged and issues communicated to raise awareness



STRATEGIC PILLAR 3: Employer of Choice

OUTCOME: Rafiki Mwema values, respects and invests in its people

- Staff have the right skills, capabilities and capacity aligned with organisational purpose
- Staff feel valued, supported, seen and heard
- Information is shared, knowledge nurtured and development prioritised
- Our vibrant volunteer base furthers our mission
- Robust, ethical and transparent people practices



STRATEGIC PILLAR 4: Sustainable and Responsible

OUTCOME: Rafiki Mwema is known, connected, well supported and accountable

- Well governed, well managed, lean and agile
- Robust and transparent financial management and accountability
- Partnerships align with our vision and mission
- Diversified and secure ongoing support
- Contemporary, innovative and continuously improving



DOYLE FARM

Rafiki Mwema exists to provide safety, care and therapeutic parenting for children in Kenya who have survived sexual abuse, violence and/or homelessness. The care and support we provide

- improves psychological and physical health and well-being
- assists the children to re-establish functional familial relationships
- provides practical and emotional support for the children when they are required to face their perpetrators in the Kenyan judicial system
- provides them a safe, secure and loving home
- provides education via our on-site school, Jasiri Rafiki, within Doyle Farm.

There are currently 64 children living at Doyle Farm as the primary beneficiaries of Rafiki Mwema.



OUTREACH PROGRAM

Doyle Farm is intended to be a refuge for the children in our care. Once they have recovered from their trauma, we find our children safe and loving homes to return to. This may be with their immediate family, relatives or guardians.

Our Outreach Program exists to provide ongoing support and advocacy for our children who have returned home, until they have reached adulthood. This involves:

- Regularly visiting our girls who have returned home,
- Reconnecting our boys with their families,
- Advocating for our children's right to loving care and safety by building rapport with families, schools, villages and government officials.



RAFIKI MTAANI

Rafiki Mtaani literally translates to 'Friend on the Street' and is our 'feeding program'. The program was initiated by the children at Rafiki and established in 2019 to provide meals to the large number of homeless children and families living on the streets in the town closest to Doyle Farm. We initially provided a weekly meal, but after seeing the reduction in food available to the homeless during the Covid-19 Pandemic, we increased the program to daily.

As well as providing a healthy hot meal to those in need our outreach workers assess any injuries or illnesses that may be present. Injuries are a not uncommon given the high degree of violence experienced by those living on the streets in Kenya.

Rafiki Mtaani is now also able to provide a safe and secure shower once a week, increasing personal dignity and access to hygiene and local services for participants.

Rafiki Mtaani now also runs various educational activities each day to assist those in the program with skills needed to find work and become independent. Along with therapy for those who are willing, we are in the early stages of family-tracing for those who wish to return home.

Rafiki Mtaani currently provides 100 hot meals, every day.



RAFIKI SOCIAL

Rafiki Social was created to provide social enterprise opportunities for children who have become young adults and are ready to leave Rafiki Mwema. It was also created to assist the families in our Outreach Program so they are able to provide for the children that have returned to their care.

The aim of Rafiki Social is to enable participants to establish their own businesses, as a means of alleviating intergenerational poverty.

Rafiki Social has to date facilitated access to vocational training for 6 Outreach Program families, as well as assisted with the establishment of 14 businesses in the community.



RAFIKI SOCIAL
break the cycle. build the future

How you can help Rafiki

Donate

The quickest way you can help is by making a donation.
We allocate the funds to wherever it's needed most.

Volunteer

Help us by donating your expertise. We have multiple positions available and would love your help.

Awareness

Help by raising awareness about our work such as sharing social media posts or having flyers on your desk.

Remember Us

There are a number of different ways you can easily remember Rafiki Mwema in your Will.

Fundraise

Set up your own fundraiser to spread awareness for the work we do and raise funds for our projects.

Sponsorship

The most effective way to support the work we do is by signing up to support us with a monthly donation.

The important work Rafiki Mwema does in Kenya is only made possible by our donors and volunteers.

There are plenty of ways you can help Rafiki Mwema, from spreading the word to setting up your own fundraiser, donate goods, sponsoring a child or becoming a corporate sponsor.

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rafikimwema.com