
AOSK STRATEGIC OBJECTIVES | 2018-2022

AIMS OF THE ASSOCIATION

The aims of the Association are to:

1. Enhance holistic formation and capacity of Women Religious in Kenya;
2. Enhance prophetic witness and remain relevant in society;
3. Foster communication and co-operation among member institutes with due regard for their autonomy and different charisms; and
4. Promote collaboration among women religious, Kenya Conference of Catholic Bishops (KCCB), government and other stakeholders in responding to the needs of the society.

VISION

A dynamic Association of empowered prophetic women religious living Gospel values

MISSION

To foster mutual support and promote holistic formation of women religious for authentic witness through sustainable programs in collaboration with stakeholders

CORE VALUES

In the endeavor to realize its vision and mission, AOSK upholds the following core values:

i. Unity in diversity

We respect and celebrate our diverse backgrounds, ideas and talents while focusing on the common good.

Mutual support

We treat each other with consideration, respect and promote a strong culture of sharing and consultation.

ii. Integrity

We endeavor to uphold the highest level of ethical behavior in our operations.

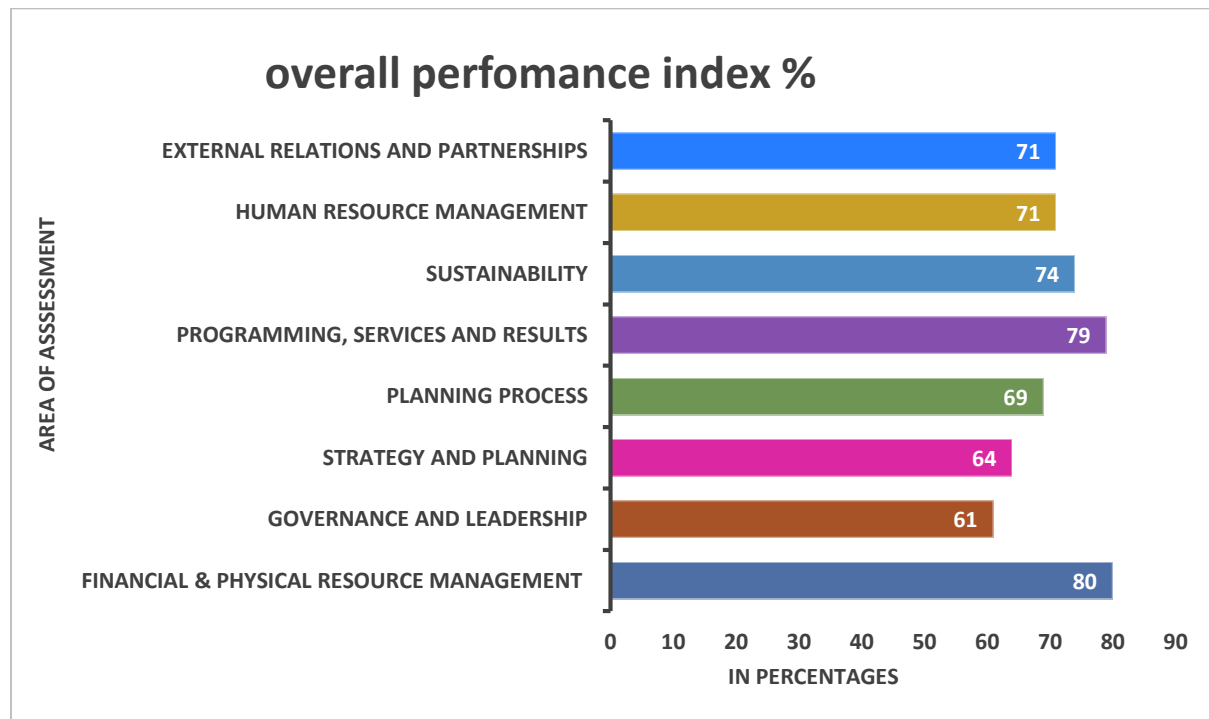
iii. Charity

We are committed to helping the less fortunate in the community by giving our time, talents and resources.

iv. Prayer




We commit to living in conscious awareness of God’s presence and in communion with Him in prayer.



AOSK ORGANIZATIONAL CAPACITY ASSESSMENT



STRATEGIC THEMES AND OBJECTIVES

To deliver on the identified strategic themes, AOSK identified strategic objectives that would enable it fulfil its mission

Strategic Theme	Strategic Objective	Strategy
 <p>Member Services and Programs</p>	1. To cultivate a sense of belonging and ownership among members	i. Introduce institutes and individual member registration
		ii. Enhance sharing of beneficiaries' experiences of the programs
		iii. Strengthen AOSK Unit structures
	2. To increase the number of active member institutes	i. Review membership registration requirements
		ii. Outreach to non-members
	3. To offer quality, affordable and sustainable programs	i. Viability assessment of current programs and projects
ii. Launch programs that meet member needs		
iii. Enhance access to learning materials		
iv. Training of trainers (TOT)		
v. Review Formation program entry requirements		
vi. Enhance marketing of the programs		
 <p>Infrastructure Development</p>	To provide adequate physical facilities for quality service delivery	i. Expand and modernize the existing structures at Chemchemi center ii. Develop new physical infrastructure at Tumaini center
 <p>Governance</p>	To promote good corporate governance	i. Adherence to good corporate governance practices ii. Enhance corporate risk management

 <p>Sustainability</p>	1. To enhance operational efficiency and effectiveness	<ul style="list-style-type: none"> i. Create seamless operational processes ii. Enhance ICT capacity iii. Prudent financial management iv. Effective planning
	2. To enhance AOSK's financial sustainability	<ul style="list-style-type: none"> i. Enhance income generating activities ii. Seek program/project funding from development partners iii. Establish an endowment fund iv. Seek financial support from the church
<p>1. Human Resource</p>  <p>Human Resource</p>	To attract and retain skilled motivated, committed, effective and productive staff	<ul style="list-style-type: none"> i. Enhance staff motivation ii. Enhance staff capacity iii. strengthen performance management iv. Enhance staff welfare

MONITORING AND EVALUATION

Timely deployment of resources as well as effective monitoring, evaluation and reporting of the implementation status will be key for the Association to have the intended impact empowering of women religious in Kenya.

OBJECTIVES OF MONITORING AND EVALUATION

For AOSK to attain the desired outcome from the identified strategies, the strategic plan must be implemented. Successful implementation of the plan will require clarifying decision rights, improving information flow, establishing the right motivators (incentives and sanctions) and structuring the Association to suit the strategies put in place. Further, an adequate M & E framework will be put in place.

MONITORING AND EVALUATION (M & E) FRAMEWORK

Monitoring and evaluation of the strategic plan will be undertaken at three levels namely program/departmental, Secretariat and at the Governing Council level. The following M & E framework will be put in place in order to ensure implementation of the strategic plan:

- i. An M&E committee to be established comprising of the Executive Secretary, Directors and Heads of Programs/Departments to oversee the implementation of the strategic plan.
- ii. The M&E committee will hold quarterly meetings to review the status of the strategic plan implementation as it relates to their respective areas.
- iii. The M&E committee will be reporting quarterly to the Governing Council on the progress of the strategic plan implementation.
- iv. A midterm review of the strategic plan will be undertaken to ensure that necessary changes in the objectives, strategies; activities among others are effected informed by new information regarding the Association or the operating environment.