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.

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**AOSK ORGANIZATIONAL CAPACITY ASSESSMENT**

![Graph showing overall performance index percentage by area of assessment]

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*AOSK Strategic Plan (2018-2022)*
# STRATEGIC THEMES AND OBJECTIVES

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

<table>
<thead>
<tr>
<th>Strategic Theme</th>
<th>Strategic Objective</th>
<th>Strategy</th>
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| **1. To cultivate a sense of belonging and ownership among members** | 1. Introduce institutes and individual member registration  
2. Enhance sharing of beneficiaries’ experiences of the programs  
3. Strengthen AOSK Unit structures |  
| **2. To increase the number of active member institutes** | 1. Review membership registration requirements  
2. Outreach to non-members |  
| **3. To offer quality, affordable and sustainable programs** | 1. Viability assessment of current programs and projects  
2. Launch programs that meet member needs  
3. Enhance access to learning materials  
4. Training of trainers (TOT)  
5. Review Formation program entry requirements  
6. Enhance marketing of the programs |  
| **Infrastructural Development** | 1. Expand and modernize the existing structures at Chemchemi center  
2. Develop new physical infrastructure at Tumaini center |  
| **Governance** | 1. Adherence to good corporate governance practices  
2. Enhance corporate risk management |  

*AOSK Strategic Plan (2018-2022)*
### 1. To enhance operational efficiency and effectiveness

- i. Create seamless operational processes
- ii. Enhance ICT capacity
- iii. Prudent financial management
- iv. Effective planning

### 2. To enhance AOSK’s financial sustainability

- 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

### 1. Human Resource

To attract and retain skilled motivated, committed, effective and productive staff

- 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.