



**FACILITATOR  
FOR CHANGE**

# **2024 ANNUAL REPORT**



January  
**2025**

Addis Ababa,  
**Ethiopia**



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## MESSAGE FROM EXECUTIVE DIRECTOR

GELAYE HAILU AYELE

Dear Friends, Partners, and Supporters, It is my pleasure to present the 2024 Highlights of Facilitator for Change (FC). This report captures the organization's achievements and the impact of our programs over the past year, reflecting our ongoing commitment to promoting child rights, empowering women, strengthening communities, and fostering sustainable development. In 2024, despite challenges such as regional insecurity and economic pressures, FC continued to deliver results that matter. We expanded access to quality education, improved livelihoods for women and farmers, advanced sustainable land management, supported youth employment, and strengthened community resilience. These accomplishments are the result of the dedication of our staff, the engagement of community members, and the unwavering support of our partners.

As you explore this report, I invite you to recognize the progress we have made together and join us in looking forward with optimism. In 2025 and beyond, FC remains committed to deepening its impact, expanding its reach, and ensuring that more children, women, and communities benefit from our programs. I extend my heartfelt gratitude to our partners, supporters, and all stakeholders for their trust and collaboration. Together, we continue to build stronger, more resilient communities and a brighter future for those we serve.

With appreciation,

**GELAYE HAILU**  
EXECUTIVE DIRECTOR

# INTRODUCTION

Facilitator for Change (FC) is a well-established national non-governmental organization, founded in 1998, with a strong track record of promoting sustainable development, social inclusion, and community resilience across Ethiopia. Over more than two decades, FC has grown into a trusted partner for communities, government institutions, and development actors, implementing programs that address the most pressing social, economic, and environmental challenges.

Since 2021, FC has been implementing its fourth strategic plan (2021-2025), guided by six thematic priorities. These include the promotion of child protection and development, the socio-economic empowerment of women, the advancement of innovative agricultural practices, the promotion of sustainable land management and conservation, building a high-performing and sustainable organization, and addressing cross-cutting issues such as youth, WASH, relief, and disability inclusion.



Both significant achievements and considerable challenges marked the year 2024. FC continued its work in challenging conditions, particularly in conflict-affected areas, while maintaining its commitment to advancing children's rights, empowering women, and supporting communities in building resilience. Through the dedication of its staff, the active engagement of community members, and close collaboration with partners, FC achieved tangible results across all strategic areas.

These accomplishments reflect the organization's adaptability, effectiveness, and enduring mission to contribute to sustainable development, social equity, and inclusive growth. As FC looks ahead, it remains committed to expanding its reach, deepening its impact, and continuing to catalyze positive change in the communities it supports.



## Vision

To see resilient and prosperous community in Ethiopia.

## Mission

Empower the community for self-reliance and sustainable development that ensures a safe environment for children and disadvantaged groups through respecting their rights, adoption of modern technologies and models.

## Goal

Contribute to national efforts to enhance and sustain the livelihoods of disadvantaged grassroots communities while tackling the root causes of child vulnerability in their operational areas.

## Values

FC's core values and guiding principles include:

### Professionalism

Professionalism includes aspiring for excellence in doing things, demonstrating competence in the work we do, and ensuring accountability.

### Proactive

FC will give an open eye and adopt new technologies and ideas, be proactive to take new initiatives to promote the well-being of our people as well as to realize our vision, mission, and values.

### Partnership

FC will work with all stakeholders in a genuine collaboration and partnership spirit, share experiences and resources with the aim of creating synergy, and open itself for constant and continuous learning

### Participation

FC promotes community participation and ownership in all the things it does, works with and through community structures at all levels of the project cycle, and during the inception and design of programs. Participatory monitoring and evaluation, and joint project review, is also a critical element of FC in its operations.

### People/Planet Centered

FC, in all its engagements, shall give due respect to people, and shall put the rights of children, women and disadvantaged groups, and the community and the planet they belong, at the center of its operations.



# KEY ACHIEVEMENTS AND RESULTS ACROSS FC'S STRATEGIC OBJECTIVES

## PROMOTION OF CHILD PROTECTION AND DEVELOPMENT

Throughout 2024, FC made significant strides in advancing child rights and improving children's access to quality education. The organization constructed eleven new classrooms and furnished two additional classrooms with combined desks, while supplying libraries and pedagogical materials to several primary schools. Early Childhood Education (ECE) was a key focus, with three new centers established and two existing centers equipped with Montessori materials, chairs, and stationery, benefiting young learners and laying a strong foundation for their education.

Capacity building remained central to FC's interventions. A total of 334 ECE facilitators and 240 primary school teachers received training on child rights, disability inclusion, and participatory teaching methods, enhancing the quality and inclusiveness of education. Parents were also actively engaged, with 458 trained on positive discipline and effective parenting practices, while 104 PTSA members acquired skills in child rights advocacy and school management. Additionally, four children's clubs were established and strengthened, with two clubs supported to organize educational and recreational events that fostered leadership and peer learning among children.

FC extended its work into community engagement and resilience-building, reaching 200 participants through organized conversations and providing workshops that reached 256 children and 246 parents. Vulnerable children received direct support, including 2,040 children provided with essential educational materials, 1,777 malnourished children supplied with nutritious food, and four children with disabilities equipped with mobility aids. In conflict-affected areas, FC mobilized 32 volunteer youth and teachers to ensure continuity of learning, enabling 646 children to participate in peer education and awareness-raising sessions on child rights.

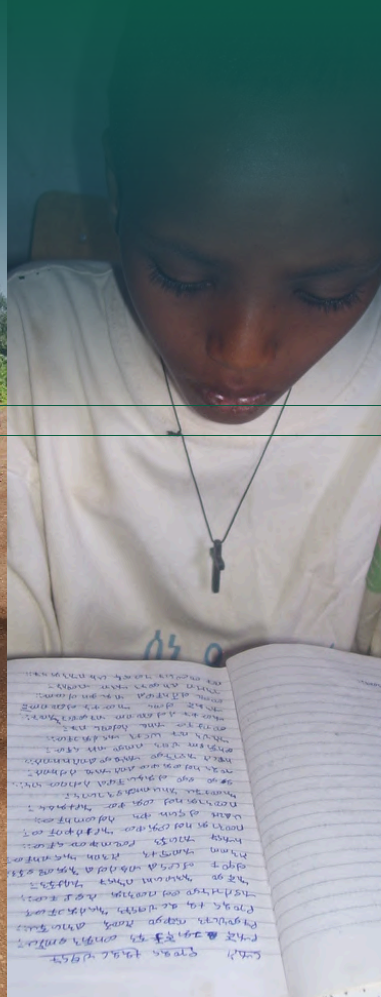
Through these comprehensive interventions, FC strengthened education systems, promoted child rights awareness, enhanced resilience among children and families, and ensured that vulnerable children received the support they needed to thrive, even in a challenging context.



# Building a Better Future for Children

Child Rights Promotion | Child Protection | Child Development | Response & Rehabilitation

## Annual Report 2024



## SOCIO-ECONOMIC EMPOWERMENT OF WOMEN

In 2024, FC made remarkable progress in advancing the socio-economic empowerment of women through a comprehensive approach that combined capacity-building, livelihood support, and the strengthening of women's grassroots institutions.

A total of 1,307 Self-Help Groups (SHGs) were established, engaging 22,902 organized women in collective savings, credit, and mutual support systems. During the year, 460 women were organized into 23 new SHGs, further expanding the network of empowered women. To enhance institutional sustainability and representation, 106 Cluster Level Associations (CLAs) and 10 Federations were also formed, giving women a stronger voice in decisionmaking processes at community and district levels.

SHGs demonstrated impressive financial growth and resilience. They collectively mobilized more than 26 million birr in savings, generated over 16 million birr in interest, and secured an additional 2.8 million birr in other income sources. Their working capital surpassed 45 million birr, while the loan turnover exceeded 51 million birr, reflecting the group's financial discipline, solidarity, and effective resource utilization. These achievements not only improved household income and stability but also reinforced women's capacity to invest in productive and social needs.

Beyond institutional strengthening, FC provided direct livelihood and capacity support to ensure women's self-reliance and enterprise development. 592 members received training on SHG principles, financial management, bookkeeping, and conflict resolution, building strong foundations for group sustainability. Furthermore, 1,331 women accessed Business Development Services (BDS), equipping them with the knowledge and tools to improve their enterprises, and 132 women participated in national level advocacy and celebration events, including SHG Day and International Women's Day, amplifying women's visibility and recognition.



**“  
Through SHGs, women turned  
unity into capital and  
confidence.”**





Livelihood diversification was a key focus of FC's interventions. 472 women were trained and supported in vegetable and spice production, 25 women constructed backyard water wells to improve farm and household water access, and 80 women were supported with sheep for livestock rearing. Additionally, 16 women received training in modern beekeeping, while others engaged in enterprises such as fuel-saving stove production. To ease women's workload and enhance productivity, 200 women received donkeys to reduce the labor and time burden of water collection. Complementary nutrition education reached 450 women, promoting improved child feeding practices and contributing to better household food security.

Through these comprehensive efforts, FC not only strengthened women's economic independence and livelihood resilience but also enhanced their leadership, decision-making power, and social recognition. Collectively, these initiatives contributed to community development, food security, and the broader goal of building inclusive and empowered societies.



## PROMOTION OF INNOVATIVE AGRICULTURAL PRACTICES

FC supported smallholder farmers to strengthen their resilience and productivity through the promotion of innovative agricultural practices. A total of 790 Farmers' Learning Groups (FLGs) were established, bringing together more than 1,823 farmers who benefitted from capacity building, peer-to-peer learning, and exposure to new and improved farming methods. During the year, 485 new farmers joined FLGs, while the capacity of 742 existing members was further enhanced through targeted training and technical support.

To improve crop productivity, 233 farmers were introduced to improved seed varieties, including wheat, teff, maize, and faba bean, supported with agronomic training to maximize yields. In addition, 150 farmers adopted improved vegetable and fruit production techniques, contributing to diversified diets, enhanced nutrition, and greater household food security.

Soil management remained a critical area of intervention. 120 farmers were trained in soil sampling techniques, and 80 farmers received lime support to address soil acidity and improve fertility. Moreover, 513 farmers adopted sustainable soil enrichment practices through compost preparation and application, including hot compost, vermicompost, and liquid fertilizers. To expand irrigation-based farming, six farmers' groups were equipped with water pumps, while 98 Farmers' Training Centers received soil testing equipment to strengthen local capacity for experimentation and ongoing learning.

Livelihood diversification was also promoted through livestock and apiculture interventions. 112 farmers improved their livestock management practices, while 10 farmers were introduced to modern beekeeping techniques, creating new income opportunities and enhancing household nutrition.







Financially, the FLGs achieved strong progress by accumulating more than 16.7 million birr in capital, which is being reinvested into agricultural activities and income-generating initiatives. This financial growth demonstrates the farmers' collective commitment to self-reliance, resilience, and long-term sustainability.

Through these multifaceted interventions, FC equipped farmers with knowledge, skills, and resources to enhance productivity, adopt sustainable practices, and diversify livelihoods. Collectively, these efforts contributed to greater food security, increased household income, and strengthened community resilience to environmental and economic challenges.





## SUSTAINABLE LAND MANAGEMENT AND CONSERVATION

In this remarkable year, FC prioritized environmental sustainability through community-based conservation initiatives. The organization introduced the Community-Managed Disaster Risk Reduction (CMDRR) approach to 154 farmers, equipping them with the knowledge and practical skills needed to reduce environmental risks and strengthen the resilience of their farms.

Eight community nurseries were established by Farmers' Learning Groups (FLGs), providing seedlings and resources to support reforestation and land rehabilitation efforts. Soil and water conservation activities were conducted across 5.2 hectares of degraded land, while an additional 5.2 hectares were enclosed under area closure to allow natural regeneration. These interventions not only restored degraded lands but also strengthened the communities' capacity to sustainably manage their natural resources.

FC also supported forest user associations in protecting 27.85 hectares of forest, safeguarding biodiversity, and promoting long-term environmental conservation. Through these coordinated efforts, FC advanced sustainable land management, enhanced community resilience, and contributed to the preservation of critical ecosystems for future generations.



## CROSS-CUTTING PROGRAMS

In 2024, FC implemented a range of cross-cutting programs aimed at empowering youth, improving access to clean water and sanitation, providing humanitarian relief, and promoting the inclusion of persons with disabilities.

**Youth Empowerment** remained a key focus area. Through community-based approaches, 45 youth received skills training, while 28 street youth were supported at the Aba Jifar Training Center. Ten young people engaged in communal beekeeping, and 178 migrant returnees from Sudan were organized into income-generating groups, creating opportunities for self-reliance. Additional support through business coaching and dialogue forums with service providers helped strengthen youth employment prospects, despite limitations posed by regional instability.

**WASH interventions** improved access to clean water and promoted hygiene and sanitation. Five water points, including two shallow wells and three spring developments, were constructed, benefiting thousands of community members. Hygiene and sanitation campaigns reached 2,456 individuals, while 2,574 households were encouraged and supported to construct improved toilets, contributing to healthier and safer living environments. In response to ongoing conflict and humanitarian needs, FC provided relief interventions to vulnerable populations. A total of 273 survivors of sexual and gender-based violence (SGBV) received cash transfers to restore their livelihoods. Medical treatment was provided to 67 survivors, psychosocial support to 62 women, and housing support, including reconstruction assistance, was provided to 62 families whose homes were damaged during the conflict.



Through integrated programs in youth, WASH, disability, and relief, FC transforms challenges into opportunities for hope and self-reliance.





**Support for persons with disabilities (PWDs)** was delivered in close collaboration with partners. FC facilitated psychosocial support, life skills, and vocational training for 53 PWDs, while 131 participated in life skills programs. Entrepreneurship training reached 65 PWDs and their families, and 68 were provided with start-up capital to initiate income-generating activities. Additionally, assistive devices were distributed to nine individuals, and 67 trainers were capacitated to better support disability inclusion within communities.

By focusing on environmental, social, governance, and economic factors, businesses can create strategies that ensure sustainability. Companies can reduce risk, strengthen relationships with stakeholders, and create a positive impact not just for themselves but also for their communities and the planet.



# CHALLENGES AND ADAPTATIONS



The security situation in both Amhara and Oromia regions severely disrupted operations. FC adapted by mobilizing community volunteers and SHG members to sustain children's education in villages. Inflation posed financial challenges, but discussions with donors allowed re-planning and the use of exchange rate gains to offset shortages. In Jimma, the demolition of the Aba Jifar Skill Training Center for corridor development forced relocation, but with support from the Packard Foundation, FC began renovating a new site provided by the city.

## CONCLUSION AND OUTLOOK

In 2024, FC demonstrated resilience, adaptability, and unwavering commitment to its mission, despite significant operational challenges in the Amhara and Oromia regions. Over the year, the organization made substantial progress in improving access to education, empowering women and farmers, rehabilitating degraded lands, supporting vulnerable youth and children, and delivering critical relief and WASH interventions. These achievements highlight FC's ability to maintain program continuity and deliver lasting impact even under challenging circumstances.

Currently, FC is implementing eight ongoing projects across the Amhara and Oromia regions, focusing on child protection, women's economic empowerment, sustainable agriculture, environmental conservation, and community resilience. These projects continue to bring meaningful change to the lives of children, women, and families.

Looking ahead to 2025 and beyond, FC remains optimistic and committed to building on these accomplishments. A key milestone will be the expansion of its work into the Benishangul Gumuz region, where a new project is set to begin. Additionally, discussions with the Water Foundation are underway for a project initiative expected to launch later in 2025. Together, these efforts will broaden FC's geographic coverage from two to three regions and strengthen its contribution to child rights, women's livelihoods, sustainable land management, and inclusive community development. Guided by its strategic vision and the lessons learned in 2024, FC is well-positioned to continue fostering inclusive, sustainable development and creating positive, lasting change for the communities it serves.





Facilitator for Change (FC)

# 2024

# Annual REPORT

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